

Wardley CE Primary School Governor's Allowance Policy



Name of Reviewer	Mark Foster
Date of Approval of Governing Body	February 2025
Signature of Chair	Colin Gettins
Signature of Head	Mark Foster
Date Due for Review	February 2026

EQUALITY STATEMENT

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

We review all policies and procedures we operate to ensure there are no negative equality impacts based on the following protected characteristics: age, disability, ethnicity & race, gender (sex), gender identity & reassignment, pregnancy & maternity, sexual orientation religion & belief and non-belief as outlined in the Equality Act 2010. If you feel, on reading this policy that there may be a negative equality impact, please tell us about this. Please also let us know if you need to access this policy in a different format. You can do this by contacting the school office.

Our school vision

We are a Church of England school that values and recognises the uniqueness of each individual child and acknowledges their fundamental right to be educated to their full potential in a safe, secure and caring environment. Our ethos is built on Christian foundations and drives our belief that we can do all things.

Wardley CE Primary School is committed to continual improvement to ensure that what we do today is even better tomorrow. We provide a happy, secure and supportive learning environment where the children develop independence and work hard to make the most of their talents, and that 'We can do all things' within a deep and rich curriculum.

We can do all things through Christ who strengthens us. Phillipians 4:13

Practical ways in which we attempt to carry out our school vision

Through the Christian value of respect:

- Having strong ethics to underpin our decision making and actions.
- Creating an environment which promotes the Christian ethos of trust, respect and honesty to enable people to flourish.
- Promoting a sense of justice.
- Creating a strong moral purpose which underpins everything we do

Through the Christian value of friendship:

- Having an inclusive ethos to create a school in which everyone is welcome and everyone is equal.
- In celebrating diversity we value the strengths of all and embrace differences.
- Engaging stakeholders within and beyond the school.

Through the Christian value of trust:

- Having a strong sense of teamwork amongst all members of the school community.
- No matter how small, we value every contribution and support each other to reach our goals.
- In respecting each other, we strive to not let each other down.
- In feeling valued and empowered people have a desire to go the extra mile.

Through the Christian value of courage

- Recognising, supporting and developing everyone's potential.
- Nurturing skills and promoting opportunities.
- Creating an environment for people to think positively and take risks.

Through the Christian value of perseverance:

- Through continual enhancement we are constantly striving to achieve high standards, we never stand still.
- All improvements are underpinned with high aspirations.
- When problems arise, we must hold on to our vision and find solutions.
- We inspire and innovate and we support others to do the same.

Introduction

This policy implements the Education (Governors' Allowances) (England) Regulations 2003 (SI 2003/0523) which came into force on 1st September 2003, and incorporates DfE Guidance Document Paying Allowances to School Governors (rev Oct 2003). These Regulations give Governing Bodies the discretion to pay allowances from their school's annual budget allocation to governors for certain allowances which they incur in carrying out their duties.

The Wardley CE Primary School Governing Body believes that paying governor's allowances is important in ensuring equality of opportunity to serve as governors for all members of the community and so is an appropriate use of school funds.

Scope

Historically individual governors of Wardley CE Primary School have waived their option to claim expenses, however in line with recommended DfE good practice the Governing Body lay down the following guidelines which shall be applied should any governor choose to claim legitimate expenses at a future time:

These guidelines shall apply to all categories of governors and for any duties carried out on behalf of the Governing Body including all forms of meetings, training courses and formal visits to the school. Formal associate members of the Governing Body are included in this scope. Payments can be made for any expenditure necessarily incurred by individual governors to enable them to carry out governor duties.

Normal eligible expenses shall include:

- Travel and subsistence i.e. reimbursement for meals purchased that would not have otherwise been bought. Travel mileage will be reimbursed at the HM Revenue & Customs advised rate for casual users
- Telephone charges, photocopying, stationery etc.
- Child care or babysitting expenses, care arrangements for an elderly or dependent relative, excluding where the care is being provided by an existing or former partner, another family member or by a responsible person who normally lives in the family home.
- Cost of care arrangements for an elderly or dependant relative, excluding where the care is being provided by an existing or former partner
- Any extra costs they may incur in performing their duties either because they have special needs or because English is not their first language

Additional Expenses

Claims for any other form of expense shall only be paid following authorisation from the Management Sub-Committee of the Governing Body.

Rate of Payment

All other expenses shall only be made on provision of a valid receipt and be limited to the amount shown on the receipt.

The Governing Body of Wardley CE Primary School acknowledges that:

Legal Exclusions

In accordance with the 2003 regulations it is illegal for the following expenses to be paid to governors:

- Attendance allowances – i.e. payment for attending meetings
- Payment for loss of earnings
- Payments of any other kind which would incur Income Tax

Governors wishing to make claims under these arrangements should complete a claims form (obtainable from the school office) attaching receipts wherever possible and return to the school within two weeks of the date when expenditure was incurred. The School Business Manager has the right to refer any claim to the Chair of Governors for his/her authorisation. The Chair of Governors may request an audit of expenses claimed at any time.

Guidance on the regulations may be found on Governornet:

<http://www.governornet.co.uk/linkAttachments/GovernorAllowancesOct03.pdf>