



GIFTS & HOSPITALITY POLICY

Table of Changes

Date	Section of Policy	Amendment
May 2023	Definition of gift & hospitality (page 1)	Wording amended
	What to think about before deciding what to do	Further detail added
	What can be purchased from the hospitality budget	Wording amended and amount updated
	Page 1	Addition of "Approved date" & "Approved by"

Approved Date: October 2020
Review Date: May 2023

Why do we have guidance on gifts and hospitality?

Your conduct as a member of staff or a governor should never lead anyone to question your interests, or lead anyone to think that you have been influenced by gifts and hospitality. This is important because your own personal reputation and that of the School could be seriously affected if you inappropriately accept a gift or hospitality. It is also a criminal offence to demand or accept a gift or reward in return for allowing you to be influenced as a part of the school. This is why the school has guidance which applies to all staff and governors on gifts and hospitality. This policy seeks to protect staff from suspicion of dishonesty and ensure that they are free from any conflict of interest with respect to the acceptance or provision of gifts, hospitality or any other inducement

Principles

Delamere school expects staff and members of the Governing Body to exercise the utmost discretion in giving and accepting gifts and hospitality when on school business. Staff must not accept gifts, hospitality or benefits of any kind from a third party where it might be perceived that personal integrity is being compromised or that the school is being placed under an obligation. Staff must not make use of their official position to further their private interests.

What is a gift?

A gift is any item or service that you receive free of charge. Gifts are any items, cash, awards, prizes, goods or services, offered without expectation of payment or benefit. It also includes any goods or services which you personally are offered at a discounted rate or on terms not available to the general public.

What is hospitality?

Hospitality is the offer of food, drink, accommodation or entertainment or the opportunity to attend any cultural or sporting event provided free of charge, heavily discounted or on terms not available to the general public.

What gifts or hospitality can be accepted without any approval?

You can accept gifts and hospitality, which are small gestures and have a value of £30 or less, without the approval of the Headteacher. Gifts and hospitality of this nature do not need to be recorded in the school's Gifts and Hospitality Register.

What things should I think about before I decide what to do?

You should treat with caution any offer of gift or hospitality made to you personally. In particular, think about whether there is a benefit to the school in you accepting, the scale, amount, frequency and source of the offer, the timing of the offer in relation to forthcoming decisions and whether accepting could be misinterpreted as a sign of your, or the school's, support or favour. Staff must not:

- give or accept gifts or hospitality to or from a third party where it might be perceived that their personal integrity has the potential to be compromised, or that the school might be placed under any obligation as a result of acceptance
- use their official position to further their private interests or the interests of others
- must not solicit gifts or hospitality

What gifts or hospitality need approval from the Headteacher or Chair of Governors?

Any gift or hospitality which is more than just a token, defined as a having a value of more than £30, should be politely refused or returned. You must have the prior written approval of the Headteacher if you decide to accept something which has more than this value. This should only be in exceptional circumstances. If you or your Headteacher has any concerns or doubts about the public perception that might be attached to accepting any gift or hospitality, then it must be referred to the Chair of Governors.

What gifts or hospitality should never be accepted?

Staff must never accept;

- cash or monetary gifts.
- gifts or hospitality offered to your husband, wife, partner, family member or friend
- gifts or hospitality from a potential supplier or tenderer in the immediate period before tenders are invited or during the tender process.
- Lavish or extravagant gifts or hospitality, even if they relate to activities in your own time.

What should I do if I receive a gift without warning?

If you estimate that the gift is more than just a token or one that falls into the categories outlined above you should politely and courteously decline the gift. If you feel that it would not be appropriate to do this, you should refer the matter to your Headteacher as soon as possible and let the Headteacher decide what you should do with the gift. Your Headteacher may decide to return the gift, may ask the Chair of Governors for a view, or may donate the gift to a worthy local cause.

What should I do if I get offered a gift or hospitality?

You must make sure that all offers you receive which have a value of more than £30 are recorded in the school's Gifts and Hospitality Register, which can be found: <T:\Admin\Admin Templates\Gifts and Hospitality Register.xlsx>

Do I need to record offers that I decline?

Yes – *all* offers of gifts or hospitality, which have a value of more than £30, must be recorded in the school's register, even if you don't accept.

What should I do if I am in doubt?

If in doubt, always speak to the Headteacher. It is your responsibility to follow the school's guidance on gifts and hospitality and to justify why you chose to accept a gift or hospitality offered to you.

What would happen to me if I didn't follow the guidance?

The school will take disciplinary action against you if you failed to follow the guidance. It is also a criminal offence to demand or accept a gift or reward in return for allowing you to be influenced as a part of the school. This means you could be prosecuted by the Police.

What can be purchased from the School's Hospitality Budget?

Modest hospitality, provided for reasonable circumstances, e.g. lunches in the context of working visits is acceptable.

It has been agreed by Governors that a nominal amount of £650 as shown in the school budget, is available to purchase refreshment items for events such as parents' evenings, parent council meetings etc.

THE DO's and DON'T's

DO	DON'T
<ul style="list-style-type: none"> ➤ Read and follow the guidance on gifts and hospitality 	<ul style="list-style-type: none"> ➤ Accept any gifts or hospitality which have a value of more than £30 without the approval of the Headteacher, or the Chair of Governors as necessary
<ul style="list-style-type: none"> ➤ Seek advice from the Headteacher or Chair of Governors if you are in doubt 	<ul style="list-style-type: none"> ➤ Accept gifts or hospitality in the immediate period before tenders are invited or during the tender process.
<ul style="list-style-type: none"> ➤ Record all offers of gifts and hospitality which have a value of more than £30 in the School's register, whether accepted or not 	<ul style="list-style-type: none"> ➤ Accept cash or monetary gifts
<ul style="list-style-type: none"> ➤ Treat with caution any gifts or hospitality offered to you and think very carefully before accepting anything 	<ul style="list-style-type: none"> ➤ Accept a gift or hospitality as an inducement or reward
<ul style="list-style-type: none"> ➤ Take into account what the public's perception would be in deciding whether or not to accept a gift or hospitality 	<ul style="list-style-type: none"> ➤ Accept gifts or hospitality unconnected to your work, even if the hospitality is taken in your own time
<ul style="list-style-type: none"> ➤ Consider whether the offer is proportionate in deciding whether or not to accept hospitality from an outside body 	<ul style="list-style-type: none"> ➤ Accept a gift or hospitality which you or a member of the public would think is lavish, extravagant or excessive, even if the hospitality is taken in your own time
<ul style="list-style-type: none"> ➤ Err on the side of caution when deciding whether to accept a gift or hospitality. If the thought of the acceptance makes you uncomfortable, do not accept 	<ul style="list-style-type: none"> ➤ Accept gifts or hospitality offered to your husband, wife, partner, family member or friend
<ul style="list-style-type: none"> ➤ Consider paying for yourself if offered any hospitality by a supplier or third party 	

DELAMERE SCHOOL

RECORD OF GIFTS & HOSPITALITY (accepted*/refused*)

*Delete as appropriate

This form must be completed by any member of staff or governor receiving or declining a gift or hospitality, which relates to their position in the School and has a value of more than £30. If the individual is concerned about the likely "level" of any gift or hospitality that he or she may receive, agreement from the Headteacher or Chair of Governors must be obtained in accordance with the school's guidance.

Name of staff/Governor	Position held
Individual, company or organisation offering gift or hospitality	
Date, time and venue	Gift/Hospitality Accepted*/Declined*
Nature and approximate value of hospitality/gift. If accepted, has the gift been retained for personal use or for School use?	
If accepted, reason for accepting hospitality/gift	
Signed: Approved By: (Headteacher/ Chair of Governors signature)	Date

PLEASE RETURN COMPLETED FORM TO THE SCHOOL OFFICE FOR RETENTION ON THE GIFTS & HOSPITALITY REGISTER