



Gifts and Hospitality Policy

Approved by: Governing Board

Date: 22 July 2019

Next review due: September 2022

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.

What is a gift?

A gift is any item or service that you receive free of charge. 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 on terms not available to the general public.

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.

What gifts or hospitality can be accepted without any approval?

School staff may accept gifts and hospitality, which have a value of up to £50 per family, without the approval of the Headteacher. Group gifts or class collections may be in excess of £50 and can be accepted, so long as it does not contain a singular gift of over £50 from an individual family. Gifts and hospitality of this nature do not need to be recorded in the school's Gifts and Hospitality Register. You must have the prior written approval of the Headteacher if you decide to accept something which has more than this value.

Governors may not accept gifts or hospitality of any kind without written approval of the Chair of Governors, or in the case of the Chair of Governors the Governing Body, which is unlikely to be given in most cases.

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

Any gift or hospitality which is more than just a token, defined as a having a value of more than £50 per family, should be notified to the Finance & Resources Committee and is subject to approval by the Headteacher. Any gift or hospitality which is greater than £150 per family must be referred to the Chair of Governors for approval in the event that the Headteacher approves it. If you or your Headteacher have any concerns or doubts about the public perception that might be attached to accepting any gift or hospitality, then you must refer it to the Chair of Governors.

What gifts or hospitality should never be accepted?

You must never accept;

- Cash gifts (vouchers are acceptable)
- 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 get offered a gift or hospitality?

You must make sure that all offers you receive which have a value of more than £50 per family, or in a group gift more than £50 per family, are recorded in the school’s Gifts and Hospitality Register, which is kept in the school office.

Do I need to record offers that I decline?

Yes – *all* offers of gifts or hospitality, which have a value of more than £50, 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.

SignedDate.....(Chair of Governors)

SignedDate(Headteacher)

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 £50 per family 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 £50 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 	

SINAI JEWISH PRIMARY 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 £50 per family. If the individual is concerned about the likely "level" of any gift or hospitality that he or she may receive, agreement from the Head teacher or Chair of Governors must be obtained in accordance with the school's guidance.

Name of staff/Governor	Position held
Individual, company or organization 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: (Head teacher/ Chair of Governors signature – both if greater than £150)	Date

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