

## Governors' Allowances Policy

Date	Review Date	Endorsed by	Approved by	Link Governor
Dec 2016	Dec 2017	Resources Committee	Governing Body	Steven Lock

We at The Devonshire Hill Nursery and Primary School are aware that the Education (Governors' Allowances) Regulations 2003 gives Governing Bodies the discretion to pay allowances from the school's annual budget allocation to governors for certain allowances which they incur in carrying out their duties.

We believe that paying governors' allowances is important in ensuring equality of opportunity to serve as governors for all members of the community.

We understand that allowances will only cover the expenses incurred in the performance of a governor's duties. We will ensure that any travel costs will not exceed the Inland Revenue Authorised Mileage Rate guidelines. Governors will not be paid an attendance allowance or for loss of earnings.

Governors will be able to claim for the following allowances if they are incurred in carrying out their duties:

- Child care / babysitting expenses;
- Care arrangements for an elderly or dependent relative;
- Support for governors with special needs;
- Support for governors whose first language is not English;
- Travel to meetings / governor training;
- Travel and subsistence costs to national meeting / training events;
- Telephone charges;
- Postage;
- Photocopying;
- Stationery

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

### Aims

- To make provision for the payment of allowances to governors and associate governors;
- To ensure that allowances must only cover the expenses incurred in a governor's performance of their duties;
- To ensure travel costs will not exceed the [Inland Revenue Authorised Mileage Rate guidelines](#);
- To work with other schools Local Authority to share good practice in order to improve this policy.

### Responsibility for the Policy and Procedure

The Governing Body has:

- Instructed the Clerk to inform all new governors of this policy;
- Delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- Responsibility for ensuring that the school complies with all equalities legislation;
- Nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- Responsibility for ensuring funding is in place to support this policy;
- Responsibility for ensuring this policy and all policies are maintained and updated regularly;
- Responsibility for ensuring all policies are made available to parents;
- Nominated a link governor to visit the school regularly, to liaise with the Headteacher and to report back to the Governing Body;
- Responsibility for the effective implementation, monitoring and evaluation of this policy

The Headteacher and the Senior Leadership Team will:

- Ensure all school personnel and parents are aware of and comply with this policy;
- Work closely with the link governor;
- Provide leadership and vision in respect of equality;
- Provide guidance, support and training to all staff;
- Monitor the effectiveness of this policy;
- Annually report to the Governing Body on the success and development of this policy

The Link Governor will:

- Work closely with the Headteacher;
- Ensure this policy and other linked policies are up to date;
- Ensure that everyone connected with the school is aware of this policy;
- Attend training related to this policy;
- Report to the Governing Body every term;
- Annually report to the Governing Body on the success and development of this policy

### **Allowances – Specific Categories**

With the approval of the Governing Body, governors may claim for the following:

- Childcare or babysitting allowances (excluding payments to a current or former spouse or partner);
- Cost of care arrangements for an elderly or dependent relative (excluding payments to a current or former spouse or partner);

Additional costs incurred because:

- They have special needs;
- English is not their first language;
- Travel costs (which must not exceed those permitted by the Inland Revenue Authorised Mileage Rate) to meetings (other than termly governors' and committee meetings held at the school) and training;

Other costs such as:

- Telephone charges relating to school business and governance;
- Photocopying;
- Stationery;
- Postage etc.

Governors will not be:

- Paid attendance allowance;

- Reimbursed for loss of earnings

## **Claims**

The following procedure must be adhered to when making a claim:

- Claims must be made on the appropriate claims form (**Appendix A**);
- All receipts must be attached to the form;
- All forms must be returned to the School within two weeks of the date when allowances were incurred;
- All claims will be submitted to the Resources Committee for approval.

## **Audit**

- All claims will subject to an independent audit;
- Excessive claims will be investigated.

## **Training**

We ensure all school governors have equal chances of training, career development and promotion.

Periodic training will be organised for all school governors so that they are kept up to date with new information and guide lines concerning equal opportunities.

Training will be provided by an accredited trainer that deals with:

- The role of the school governor;
- Governor meetings;
- Committees;
- The various roles of school governors;
- School self-evaluation;
- School improvement plan
- Analysing school performance data;
- Performance management;
- Safeguarding and child protection;
- School inspection

## **Raising Awareness of this Policy**

We will raise awareness of this policy via:

- The school website;
- The Staff Handbook;
- Meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops;
- School events;
- Meetings with school personnel;
- Communications with home such as weekly newsletters and of end of half term newsletters;
- Reports such annual report to parents and Headteacher reports to the Governing Body;
- Information displays in the main school entrance

## **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

### **Monitoring the Effectiveness of the Policy**

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the link governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

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**This policy was reviewed and endorsed by the Full Governing Body of The Devonshire Hill Nursery and Primary School on Tuesday 20<sup>th</sup> December 2016.**