



Our Christian faith emphasises the value and worth of every individual with their own distinctive character, gifts and abilities.

Christ's command to 'Love one another' calls us to respect and help other people. This provides the foundation for our school and all we aim to achieve.

Governors Allowance (Schemes for Paying) Academic Year 2025-2026

Introduction

This policy implements the Education (Governors' Allowances) (England) Regulations 2003 (SI 2003/0523) which came into force on 1st September 2003, and The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013, and also incorporates DfE Governance Handbook for academies, multi-academy trusts and maintained schools. 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. Holy Trinity C of E Primary School believes that paying governors' 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 Holy Trinity C of E 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 governor and for any duties carried out on behalf of the Governing Body including all forms of meetings, training courses and formal visits to schools.
- Formal associate members of the Governing Body and members are included in this scope.
- Payments can be made for any necessarily expenditure 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 (45p for the first 10,000 miles in any given tax year, then 25p per mile thereafter).
- Telephone charges, photocopying, stationery etc.
- 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, deemed reasonable by the Chair of Governors and Head Teacher, that they may incur in performing their duties either because they have special needs or disability 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 Finance and Resources 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 Holy Trinity C of E 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 finance office) attaching receipts wherever possible and return to the school within two weeks of the date when the 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 Government:

<http://www.governornet.co.uk/linkAttachments/GovernorAllowanceOct03.pdf>

Further guidance can be found at:

- The Education (Governors' Allowances) (England) Regulations 2003
<http://www.legislation.gov.uk/ukxi/2003/523/contents/made>

DfE Governance Handbook for academies, multi-academy trusts and maintained schools
<https://www.gov.uk/government/publications/governance-handbook>

- The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013
<http://www.legislation.gov.uk/ukxi/2013/2688/contents/made>

- The DfE 'The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 – Departmental Advice for School Leaders and Governing Bodies of Maintained Schools and Management Committees of PRUs in England', January 2014
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/270783/school_governance_regulations_2013_departmental_advice.pdf

The Governing Body approved this policy on date: 23rd October 2025

Signed:

Chair of Governors

Signed:

Head Teacher