



Dame Alice Owen's School  
The Dame Alice Owen Foundation - 1613

# GIFTS AND HOSPITALITY POLICY

Agreed by the Governing Body Resources Committee  
To be reviewed  
(*reviewed every 2 years*)

November 2025  
Autumn 2027

To be monitored by the Governing Body Resources Committee

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Dame Alice Owen's School is primarily funded by public money from the Government and its agencies. As such, Dame Alice Owen's needs to be accountable for the funds it receives and report its spending accurately and transparently. Gifts and hospitality received by staff are also a form of income and should therefore be reported accordingly. Records should also be kept for audit purposes and could be called upon should the school receive a Freedom of Information (FOI) request.

## General Principles

The school is required to keep a record of gifts and hospitality received by staff and/or their family or friends where the value exceeds £40; therefore, staff are required to notify the School Business Manager (SBM), in writing as soon as such a gift or hospitality is received. The SBM will then pass this information to the Headteacher who will determine any necessary action. If it is not possible to value the gift or hospitality received, or it is unknown, then a declaration should be made describing the gift.

These declarations should be made available to Governors and auditors upon request. This policy applies to all staff and Governors.

## Definitions

'Gifts' are defined as, and not limited to:

- goods;
- vouchers or special discounts;
- payments received.

'External parties' are defined as, and not limited to:

- suppliers or their agents;
- students, their relatives or friends;
- other organisations.

In terms of suppliers or their agents, gifts are defined as anything other than goods and services officially ordered.

In terms of other organisations, gifts are defined as anything given as a result of an employee's or Governor's position at Dame Alice Owen's School.

### **Restrictions for receiving gifts or hospitality**

On no account should gifts or hospitality (which goes beyond refreshment appropriate to the circumstances, such as tea or sandwiches at a demonstration) be accepted from parties involved in a tender process, or parties aiming to become potential suppliers or investors.

For example:

- Hamper, chocolates or any kind of foodstuffs;
- A bottle of wine/spirits or any kind of alcohol;
- Food, gift or any other voucher or discount;
- Voucher or tickets for a show (with or without hospitality);
- Invitation to a sporting or cultural event (with or without hospitality);
- A round of golf or some kind of leisure activity;
- A framed print;
- Dinner at a restaurant;
- Any computer or electrical equipment; such as an ipad or tablet;
- Payment of transport or hotel bills during contract proposals or negotiations.

### **Gifts and Hospitality from Dame Alice Owen's School**

The school may make any gifts to staff, governors and external organisations under certain circumstances as long as the value of the gift or hospitality does not exceed £40 and is paid for from private unrestricted funds.

Examples of acceptable gifts or hospitality are:

- Chocolates, flowers or similar as a thank you, e.g. to staff helping in a production or school event;
- Flowers or gift when a member of staff is ill or bereaved;
- A retirement gift for a governor

Any other gifts or hospitality not covered by these examples, or exceeding recommended values, should be discussed with the Chair of Governors.