

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

- The 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.
- Gifts must not be purchased from school funds for any purpose.

Gifts

Gifts of low intrinsic value such as diaries, biscuits etc can be accepted from suppliers of goods or services. Gifts of low value (Under £30) from parents or children e.g. as a thank you at Christmas or end of year are acceptable. However it is unacceptable to receive gifts of any value on a regular basis In the interest of Safeguarding Children and to prevent staff from being open to accusation of exerting influence, staff must only give rewards to individual children that are consistent with the established practice in school and they must make a member of the Senior Leadership Team aware of the reward being given. In the case where staff receive a gift on behalf of the school, the gift remains the property of the school and this will be recorded and documented as a gift to the school.

Hospitality

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

Hospitality may be provided by school, for example a Leavers picnic for parents and children, but this should be the exception rather than the rule.