



Date	Review Date	Coordinator	Nominated Governor
September 2015	September 2018	Bursar	Chair of Resources

We believe this policy relates to the following legislation:

- Education Act 1996
- Local Government Act 2000
- Parent Governor Representatives (England) Regulations 2001
- Education Act 2002
- Education Act 2005
- Government of Maintained Schools (Wales) Regulations 2005
- Education and Inspections Act 2006
- School Governance (Constitution) (England) Regulations 2007
- School Governance (Federations) (England) Regulations 2007
- School Governance (Parent Council) (England) Regulations 2007
- School Governance (Procedures) (England) (Amendment) Regulations 2007
- School Governance (Roles, Procedures and Allowances) (England) Regulations 2013
- School Governance (Constitution and Federations) (England) (Amendment) Regulations 2014

The following documentation is also related to this policy:

- Governors' Handbook: For Governors in Maintained Schools, Academies and Free Schools (DfE)
- The Constitution of Governing Bodies of Maintained Schools: Statutory Guidance for Governing Bodies of Maintained Schools and Local Authorities in England (DfE)

We 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 or ask for the task to be completed in school, for the following allowances if they are incurred in carrying out their duties:

- child care through the schools breakfast and after school club
- support for governors with special needs
- support for governors whose first language is not English

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- travel and subsistence costs to national meeting / training events, agreed by the Bursa before attendance
- postage – through the school franking machine
- photocopying – through the school photocopying machines, including colour copies
- stationery – through Gill

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.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

- nominated a governor 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 all policies are made available to parents;

Role of the Executive Headteacher and Senior Leadership Team

The Executive Headteacher and the Senior Leadership Team will:

- ensure all school personnel and parents are aware of and comply with this policy;
- provide leadership and vision in respect of equality;

Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Executive Headteacher and the coordinator;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;

Allowances – specific categories

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

Childcare allowances (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. these must be carried out by the school, no receipts will be accepted;

Governors will not be:

- paid attendance allowance;
- reimbursed for loss of earnings

Claims

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

- All claims must be approved by the Bursar before undertaking the expenditure.
- Where the school cannot perform the duty;
 - Claims must be made on the appropriate claims form.
 - 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 Finance 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

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- 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 Handbook/Prospectus
- the school website
- meetings with school personnel
- reports such annual report to parents and Headteacher reports to the Governing Body

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 nominated 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. (See Policy Evaluation)

Linked Policies

▪ Governance	▪ Governors in School
▪ Instrument of Government	▪ Induction of New Governors