



PAYMENTS TO DIRECTORS AND DIRECTORS' ALLOWANCES POLICY

Policy Dated / Reviewed:

October 2019

Date of Next Review:

October 2020

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Payments to Directors

In accordance with the Academies Financial Handbook it is illegal for directors to receive any remuneration in relation to their work as trustees of the Academy Trust, other than payment of all reasonable out of pocket travel, accommodation or other expenses legitimately incurred by them in connection with their attendance at meetings acting in the capacity of director of the academy.

In addition, no director may hold any interest in property belonging to the academy. Nor may a director receive remuneration in respect of any contract to which the academy is a party.

However, nothing prevents the payment of directors for the usual professional charges for business undertaken by any director who is a solicitor, accountant or other person engaged in a profession, or by any partner or connected person of his or hers, when instructed by the board of directors to act in a professional capacity on behalf of the academy. This exception is only allowable if:

- at no time a majority of the directors are engaged in such a professional capacity: and
- The contract fully complies with the 'not for profit' requirements in relation to connected parties as outlined in the Academies Financial Handbook.
- directors withdraw from any meeting at which his or her remuneration, or that of his or her partner / relative, is under discussion.

Furthermore all directors must ensure that their Record of Business Interests is updated and maintained. The register should include all business interests such as directorships, share holdings or other appointments of influence within a business or organisation which may have dealings with the Academy Trust. The disclosures should also include business interests of relatives such as a parent or spouse or business partner where influence could be exerted over a director or a member of staff by that person.

Directors' Allowances

1Excellence Academy Trust believes that paying directors' expenses, in the specific categories as set out below, is important in ensuring equality of opportunity to serve as directors for all members of the community and so is an appropriate use of Academy funds.

Any exceptions to this policy need to be justified to and approved by Finance and audit Committee before any reimbursable costs are incurred and reimbursements made.

Entitlements

All directors of the 1Excellence Academy Trust will be entitled to claim the actual costs they incur for the following:

The cost of travel relating only to travel to meetings/training courses payable in accordance with Her Majesty's Customs and Revenue approved mileage rates These rates are currently :

a) 45 pence per mile for cars and vans^[L]_[SEP]

b) 24p per mile for motorcycles^[L]_[SEP]

c) 5p per passenger per mile for carrying fellow directors in a car/van on journeys which are related to meetings / training courses These rates are in line with the specific rates for Academy staff.

For public transport, actual costs incurred. Where more than one class of fare is available, the rate shall be limited to second class fares. The cost of travel by taxi will be reimbursed only in reasonable circumstances.

Subsistence, if additional expenses are incurred because work as a director requires taking meals (i.e. breakfast, lunch or dinner) away from the Academy. Reimbursement will be made for reasonable items bought on the day of the claim.

Telephone charges, photocopying, stationery, postage or other reasonable out of pocket expenses. Where practical however directors are expected to make use of administrative facilities made available.

Costs incurred in performing director duties either because they have a disability or additional needs or because English is not their first language, with prior approval of the Finance and audit committee.

Any other justifiable expenses with prior approval of the Finance and audit committee.

Submitting Claims

Directors wishing to make claims under these arrangements, should complete a claims form (see Appendix 1), attaching receipts where applicable, and return it to the Clerk. Claims should be submitted at least half termly. The Clerk will submit for approval by the Chair of The Board of Directors or Chair of the Finance and audit committee.

Transparency

The total value of claims paid per year to directors will be declared in a note to the Academy Financial Statements at the end of each financial year.

Claims will be subject to independent audit and may be investigated if they appear excessive or inconsistent.

Monitoring, Evaluation and Review

The Board of Directors will review this policy every two years and assess its implementation and effectiveness.

Appendix 1 Directors' Allowances Claim Form

Name:	Name of School
Address	Date:
Post Code	Claim Period:

I claim the total sum of £..... for director expenses as detailed below. I have attached relevant receipts to support my claim.

Signed.....

Reason	Amount
Support for directors with a disability or additional needs	
Support for directors whose first language is not English	
Travel to meetings/training courses	
Travel/subsistence to national meetings or training events	
Telephone Charges	
Postage	
Photocopying	
Stationery	
Other (please specify)	
TOTAL EXPENSES CLAIMED	

This form should be submitted to the Clerk to the Board of Directors at least half termly. Claims which are older than two months will not be reclaimable.