

Windsor Clive Primary School



Ysgol Gynradd Windsor Clive

Every Child – Every Chance – Every Day

Staff Expenses Policy

Date agreed: May2025

Review date: May 2026

Scope

This document sets out the expenses that staff are able to claim for.

For the purpose of this document, 'staff' refers to all individuals employed at Windsor Clive Primary School.

General

Staff will be reimbursed for any 'reasonable' expense incurred in carrying out their duties. Reasonable expenses can be defined as:

- Mileage expenses – the use of own car on school business (excluding to and from work mileage)
- Parking expenses – whilst on school business
- Subsistence – where staff have incurred 'additional' expenses in the course of their work, e.g. official hospitality for staff who are travelling in performance of their duties and are prevented from taking meals at home or at school, railway tickets, overnight accommodation for education conferences etc.

Anything outside of the above would be subject to approval by the Headteacher and should be agreed prior to the expense being incurred.

The general expectations for claims are that:

- Journeys are necessary
- Travel is by the shortest reasonable route
- All receipts must be attached to claim forms
- Payments of gratuities and purchase of alcoholic beverages are the personal responsibility of the individual concerned and will not be reimbursed

Mileage Expenses

Staff must complete their own travel claim forms and submit them to the Headteacher on a timely basis. Mileage should be calculated on the basis of claiming only additional mileage travelled, i.e. normal home-to-school mileage must be deducted from each journey. All travel claim forms must be verified by an individual who is not approving the claim, staff cannot verify their own travel claim forms. All travel claim forms must be approved by the Headteacher or appropriate budget holder. Mileage claims by the Headteacher must be approved by the Chair of the Governing Body. Approval for claims older than three months will be paid at the discretion of the Headteacher/Governing Body. Claims will be paid to staff via cheque.

Other Expenses

Travel should always be carried out by the cheapest method possible. Evidence may be required to support 'cheapest' quotes (i.e. comparison of train fares). Taxis fares should be avoided unless agreed by the Headteacher prior to the journey. All school items should be purchased via the school office. Where staff have incurred the cost themselves and require reimbursement, claims must be supported by a receipt/invoice. These expenses must be approved by the Headteacher or appropriate budget holder prior to claims being made. Claims for alcohol will not be reimbursed.

Review

There will be an annual review of this policy by the full governing body.

Date of policy approval: May 2025

Date of policy review: May 2026

Signed: _____ (Chairperson of Governing Body)
Alex Mcinch

Signed: _____ (Headteacher)
Kim Fisher