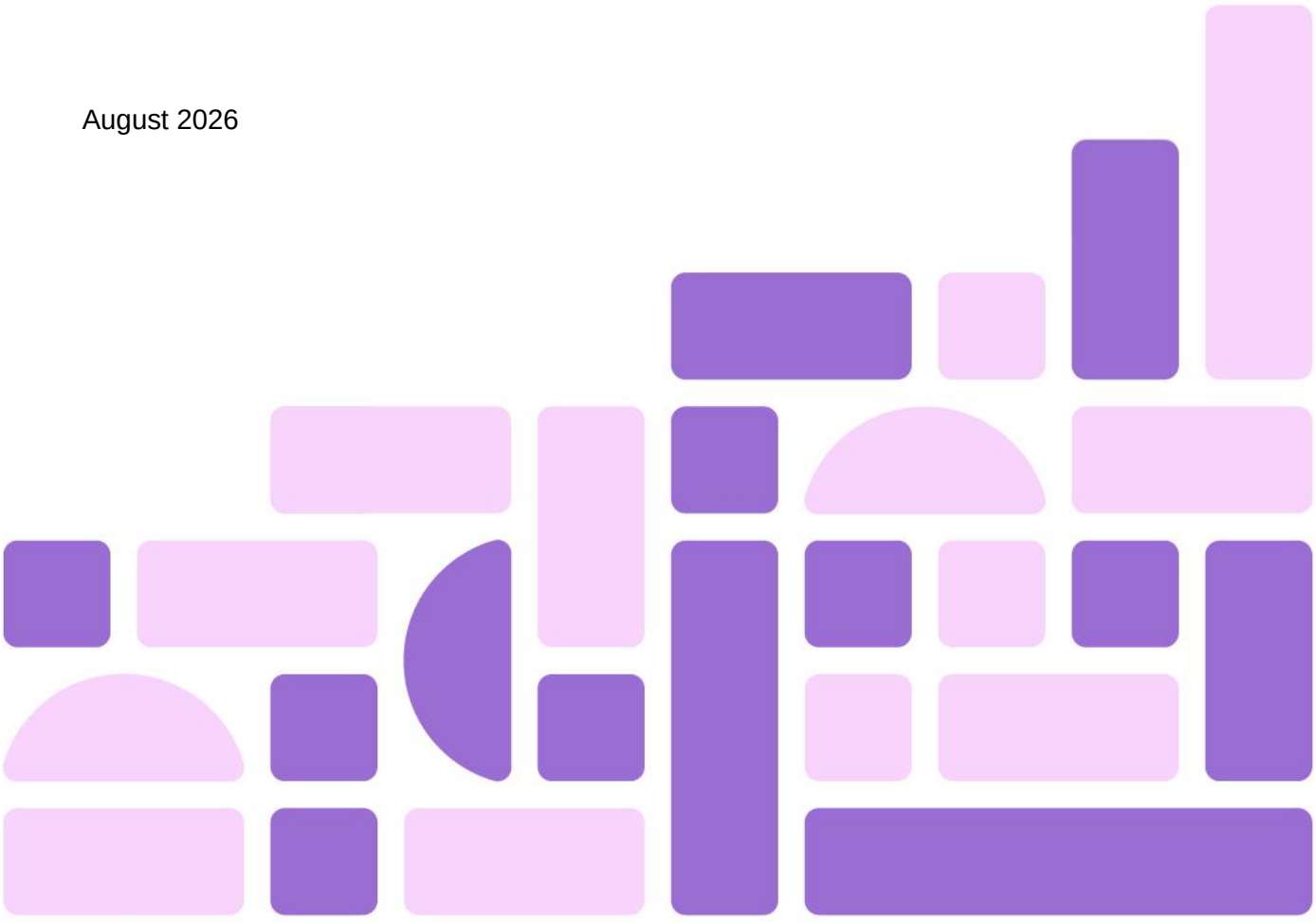
The Education People

Model governor allowances policy

For maintained school boards with a delegated budget and best practice principles for academies

August 2026



Governor allowances policy

THE FEDERATION OF BROMSTONE PRIMARY AND

ST MILDRED'S PRIMARY INFANT SCHOOL

Approved and adopted by the board at their meeting held on: 7th October 2026

Next review due by: 6th October 2027

© Copyright TEP 2026.

Table of Contents

Guiding principles 4
Governance allowances policy 5
Expenses allowances 6
Claiming expenses 6
Monitoring arrangements 7
Thank you 8

© Copyright TEP 2026.

Guiding principles

Governing boards can choose whether or not to pay allowances to governors; should the board agree to do so, out of pocket expenses can be reimbursed; payments cannot include attendance allowance or loss of earnings. The cost of paying these allowances will be a charge on the school budget and where a governing board decides to make such payments, a suitable budget should be set aside.

Eligible expenses for approval may include:

- childcare or babysitting expenses
- care arrangements for an elderly or dependent relative
- support for governors with special needs (e.g. audio equipment)
- support for governors whose first language is not English (e.g. translations)
- telephone charges, photocopying, stationery etc.
- travel and subsistence
- other justifiable allowances.

1. The governing board should first decide whether, as a matter of policy, if they wish to pay allowances. This decision should be made at a full governing board meeting and should be minuted.
2. Where the governing board decides to pay expenses, they must define what will qualify for payment, this should be included in the policy. The policy must treat all categories of governor equally and should also cover associate members. Any allowances for travel and subsistence cannot exceed the rates specified by HMRC Rates and allowances: travel - mileage and fuel allowances. Other expenses should be paid on provision of a receipt and be limited to the amount shown on the receipt.
3. Governing boards may want to consider whether to set an annual budget limit for the allowances fund.
4. Governing boards may want to determine if independent governors, acting on their behalf, are able to claim against this policy or via the schools' general expenses policy.
5. Payment: Any claim for expenses must be processed correctly and records kept. Details about how claims would be dealt with should follow the school's internal procedures. governors' allowances may be subject to audit.
6. Review: The policy should be reviewed to reflect any changes within the membership of the board as a part of succession planning in ensuring the right people around the table, and in the light of any changes in legislation. All new governors and associate members should be given a copy of the policy.

The policy given below is a model which the governing board should adapt and agree as needed. It should be read in conjunction with the above guidance notes.

© Copyright TEP 2026.

Governance allowances policy

The governing board in having a delegated budget, has a statutory duty to determine whether to pay allowances and where they choose to do so, it must be in accordance with a policy or scheme. Where a board does not have a delegated budget, allowances and expenses may be paid by the Local Authority (LA) at a rate determined by them.

The Maintained Governance Guide states:

*If the governing body has a delegated budget, they can pay allowances or expenses to governors and associate members appointed by the governing body (see School governance (roles, procedures and allowances)(England) Regulations 2013). This **must** be:*

- *in accordance with a policy or scheme created by the school and approved by the governing body*
- *for expenditure incurred to enable the person to perform governance duties but does not include loss of earnings for attending meetings*
- *paid at a rate set out in the scheme and limited to the amount shown on the provided receipt*

*Travel expenses **must** not exceed the HMRC approved mileage rates.*

This policy complies with our funding agreement and Articles of Association.

This policy statement has been developed in accordance with the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013. These regulations give governing boards 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.

The Federation of Bromstone Primary and St Mildred's Primary Infant School governing board believes that paying governors' allowances, in specific categories as set out below, is important in ensuring equality of opportunity to serve as governors for all members of the community and so is an appropriate use of school funds. The specific items allowable reflect this objective. This does not include payments for attendance allowance or to cover loss of earnings for attending meetings.

All governors of Federation of Bromstone Primary and St Mildred's Primary Infant School *including independent governors working on behalf of the board* (amend/delete as appropriate) are entitled to claim the actual costs, on a case-by-case basis, with the prior approval of the governing board, in which they incur as follows.

- To attend governors' meetings, committee meetings, panel meetings and any other meeting, which as a governor/*independent governor* you are required to attend.
- To attend monitoring visits.
- To attend training or Governor Briefings provided by Governor Services/trust/Local Authority/training provider.
- To attend conferences other than those mentioned above (which have approval).
- Other justifiable allowances not mentioned above – as agreed by the chair of the board.
- Casual visits to the school for school events do qualify.

Payments of expenses where these have been or are already met by the LA or any other body (e.g. trust board, diocese) are excluded from this policy.

© Copyright TEP 2026.

Expenses allowances

Allowances and expenses necessarily incurred for which a claim may be made are defined in the following subsections:

- **Childcare or babysitting allowances** (excluding payments to a current/former spouse or partner). Where a governor does not have a spouse, partner or other responsible adult to care for a child(ren) during a period of absence, in which that governor attends meetings of the governing board, its committees or in otherwise representing the school or governing board; claims will be limited to reimbursing the actual cost paid to a registered childminder, a babysitter or the cost of attendance at an after school provision in which they do not regularly attend. Appropriate proof of payment will need to be submitted.
- **Cost of care arrangements for an elderly or dependent relative** (excluding payments to a current/former spouse or partner/relative). Costs may be refunded in similar circumstances to childcare. Claims will be limited to reimbursing the actual amount paid to a person providing the care that the governor would have provided during the period of their absence. Appropriate proof of payment will need to be submitted.
- **Governors with a special need**. Where the school or governing board does not provide facilities or equipment to enable a governor for example to communicate or otherwise take part in the activity in question, claims will be limited to reimbursing the cost of, for example, provision of a signer, audiotapes, braille documentation, or travelling and subsistence for a person providing care support. Appropriate proof of payment will need to be submitted.
- **Governors whose first language is not English**. The translation of documents or provision of an interpreter may be met in circumstances similar to a governor with special needs. Appropriate proof of payment will need to be submitted.
- **Telephone charges, photocopying costs, printer ink, postage and stationery**. May be reimbursed where the governor is unable to use the facilities of the school or their own technology in the performance of any duty on behalf of the governing board. Governors must keep a written record or obtain a receipt, (where possible), relating to expenditure so incurred. Claims will be limited to reimbursing the actual costs involved.
- **Travel and subsistence**. Mileage, by the least expensive means as possible, may be claimed for the distance between the governors' home and the school or other venue which governors are required to attend on business related to the work of the Governing Board (e.g. meetings, training courses, conferences, visits to other providers, etc). Where necessary, the cost of parking to enable attendance of governor business away from the school site will be reimbursed up to the level of the actual charge paid, upon production of a valid receipt. Any public transport fare will be reimbursed up to the cost of a standard rail ticket. Mileage allowance will be reimbursed at the prevailing rate for school staff. Where governors share transport, only the driver may claim mileage expenses. The headteacher and any governor who is employed at the school will not be eligible to claim mileage to meetings unless an additional return journey has been made to attend.

Subsistence costs associated with attending national meetings or training events will be payable at the current school rates unless these costs can be claimed from the LA or any other source.

Claiming expenses

© Copyright TEP 2026.

Governors wishing to make claims under these arrangements should complete a claims form (obtainable from the school office), attach receipts, where possible, and return it to the school within two weeks of the date the expenses were incurred. The claim will then be submitted for approval by the chair of the board or chair of finance/vice chair to be presented to the leadership and management committee (at their next meeting) for final approval

Reimbursement will be made within a reasonable time frame.

Since expense payments form part of the expenditure of public funds, claims will be subject to independent audit as is all school expenditure. Excessive or inconsistent claims may be investigated by the chair of the board (or chair of finance/vice chair in respect of the chair of the board).

Monitoring arrangements

The leadership and management will monitor the spending as part of their monitoring duties and report back to the board.

This policy will be reviewed annually.

This policy was approved by the governing board on 7th October 2026

Signed by chair of the board …….

© Copyright TEP 2026.

Thank you

For additional information, please contact us below.

The Education People, 1 Abbey Wood Road,
Kings Hill, West Malling, Kent ME19 4YT
E hello@theeducationpeople.org
T 03456 041 699
W theeducationpeople.org