



## **Gifts and Hospitality Policy 2023**

The Link Academy Trust is a private company limited by guarantee and an exempt charity, regulated by the Education and Skills Funding Agency. This Policy applies to all staff and volunteers of the Trust. As a general guideline, business gifts and hospitality should not be accepted by any member of staff, except as provided for below.

The intention of the policy is to ensure that the Link Academy Trust (the Trust) can demonstrate that no undue influence has been applied or could be said to have been applied by any supplier or anyone else dealing with the Trust. The Trust should be able to show that all decisions are reached based on value for money and for no other reason. Any consideration of whether the principles of this Policy have been breached will be determined by reference to this provision.

Any breach of this Policy could lead to disciplinary action and may constitute gross misconduct.

Employees shall not use their authority or office for personal gain and shall seek to uphold and enhance the standing of the Trust and its academies by:

1. Maintaining an unimpeachable standard of honesty and integrity in all their business relationships.
2. Complying with the letter and spirit of the law, and contractual obligations, rejecting any business practice that might be deemed improper.
3. At all times in their business relationships acting to maintain the interests and good reputation of the Trust and its academies.
4. Any employee who becomes aware of a breach of policy must report this immediately to his or her manager who will instigate investigations as necessary.
5. Any personal interest that may impinge or might reasonably be deemed by others to impinge on an employee's impartiality or conflict with the duty owed to the Trust in any matter relevant to an employee's duties (such as conflicting business interests) should be declared in writing. Any member of staff who is aware of any business dealings conferring personal gain, or involving relatives or associates of members of staff must supply details of such transactions for entry into the Register of Business Interests.
6. Employees are permitted to accept gifts, rewards, or benefits from members of the public or organisations the Trust has official contacts with only where they are isolated gifts of a trivial character, such as diaries or calendars, to a maximum of £15 only. Gifts should not therefore be accepted if they appear to be disproportionately generous or could be construed as an inducement to affect a business decision.
7. Where purchased items include a "free gift", such gifts should be either used for Trust business or handed to the Trust to be used at charity raffles etc.

8. In relation to conventional hospitality (lunches, outings, tickets for events etc.) if it is normal and reasonable in the circumstances they may be accepted. Such invitations should not be accepted where there is no reasonable business justification for doing so, where an invitation is disproportionately generous, or where the invitation could be seen as an inducement to affect a business decision.

If any employee is unsure of the application of this Policy, they should seek advice from the Chief Executive Officer or the Deputy Executive Officer.

This Policy is reviewed and approved by the Finance and General Purposes Committee on a 3-yearly cycle.

*This Policy was approved by the Board of Trustees: 18 May 2020*

**Approved by the Finance and General Purposes Committee: 30<sup>th</sup> June 2023**