



EMPLOYEE EXPENSES POLICY

Date Approved by the STAR MAT Trust Board	October 2018 26 November 2020
Review Date	October 2020 November 2022

1. Introduction

The STAR Multi Academy Trust will reimburse expenses incurred wholly, exclusively and necessarily in the course of the school's / Trust's business.

The policy covers all types of travel and reimbursement costs incurred on STAR MAT business, excluding normal travel to and from place of work.

2. Principles

This policy will apply the following principles:

- All business journeys/expenses will be pre-approved by your line manager prior to incurring expenses;
- Reimbursement will be against actual expenditure incurred and fully itemised receipts; · Expense claims must not be used to circumvent the academy's procurement procedures (eg to buy stationery or text books);
- Unless pre-agreed by the Headteacher, CEO or CFO, the most economical mode of transport will always be used, this will include car sharing where two or more people are making the same journey;
- Train fares will be booked by the Headteacher or School Business Manager where applicable;
- The STAR Multi Academy Trust will not reimburse any 'entertainment' expenses, e.g., buying meals for others unless there are exceptional circumstances and this has been pre-approved by the Board of Trustees;
- Claims should be made on the STAR Multi Academy Trust Claim Form (available on the STAR MAT Website);
- All claims must be submitted for payment within **30 days** of the expense being incurred;
- All expense claims made must be in line with the STAR Multi Academy Trust Anti -Fraud, Corruption and Bribery Policy and claims could be reviewed under this policy.

3. Travel

3.1 Private Car

Where a privately owned car is used for authorised school/Trust business, reimbursement will be at the following rates:

- Non-Teaching Staff rates of 42p per mile
- Teaching Staff 32.74p per mile

Where employees are claiming mileage on journeys made from and/or to home, the normal home to work/work to home mileage should be deducted from the total mileage.

Trustees or Board Members are also eligible to claim mileage on journeys made from and/or to home for authorised school/Trust business and will be reimbursed at 42p per mile.

Car hire may be more economical for travel in the UK, where this is the case this must be approved by the budget holder and will be booked by the Headteacher or School Business Manager, one week's notice is required. Where a hire car is used, fuel will be reimbursed based on actual spend, the receipt must be provided in all cases and only sufficient fuel for the journey purchased.

There may be occasions when two or more members of staff will be travelling to the same venue. When this is the case it is expected that they will travel together in one vehicle. Where, due to the start or termination of the journey, this proves impractical, prior approval of the Headteacher, CFO or CEO is required to travel in separate vehicles.

Employees using their own vehicle for work related travel must ensure that the vehicle is roadworthy, has a valid MOT certificate and is insured with appropriate business related cover. The trust has the right to do spot checks to ensure staff hold the correct MOT, insurance and driving licenses. These costs are the responsibility of the employee.

3.2 Parking/tolls

Receipted car parking charges will be reimbursed for employees incurring additional expenditure on car parking owing to travel on business.

Fees for use of a Toll road or bridge will only be paid when this is a more economical route than the alternative route. In order to claim this, a receipt for the toll or bridge fee must be produced.

3.3 Train

Train travel will be booked by the Headteacher or School Business Manager. Where possible travel should take place at 'off-peak' times to obtain the most economical rail fares. Tickets should be booked at least three to four weeks in advance to enable work to be undertaken during journeys and obtain economical rates. Travel will be standard class.

3.4 Taxis

Taxis should only be used in cases of urgency or where no public transport is reasonably available or to ensure safety and welfare of employees travelling alone. They may also be used if public transport was the main mode of travel and in order to reach the destination, is the only practical option.

Reimbursement will only be made against receipts.

4. Subsistence

Employees should not normally claim for subsistence. In the event of an overnight stay a maximum of £10.00 can be claimed for breakfast and £18.00 for an evening meal. Alcohol will not be reimbursed in any circumstances.

Hotels may not be booked without prior approval of the Headteacher and/or CFO/ CEO. Where the journey is less than 1.5 hours away by the most economical mode of transport, overnight accommodation will not be approved for a single day trip. For trips of longer duration, the employee must present a case to the Headteacher/ CFO/CEO for approval.

Use of hotels and hotel rates will be challenged and the lowest rate negotiated by the School Business Manager.

A VAT receipt is required for all expenses claimed.

5. Claims and Payments

Claims must be made on the STAR MAT Expenses Claim Form. Forms will be available from each school office and also available online.

All employee expense claims must be submitted within 30 days of the expense being incurred. Claims submitted after this time will be subject to approval of the CEO/CFO.

All claims must be supported by VAT receipts.

Payments will be made directly into the employee's bank account. Payments will not be made from "petty cash".

6. Overseas Travel

It is not anticipated that any regular overseas travel will be undertaken or required in the normal course of business. Therefore any overseas travel must be pre-approved by the Board of Trustees (for CEO/ CFO travel) or CEO (for Headteacher travel). All travel plans and claims must follow the same principles as for UK travel. The academy will not reimburse alcoholic beverages or any personal expenditure incurred.