

Finance Policy

WORTHINGTON SCHOOL

Finance Policy

Approved by Governors (date)...18/05/2026

Signed on behalf of the Governing Body.....Kate Whitton
Chair of Governors

1. INTRODUCTION

- 1.1. These financial regulations shall govern the financial arrangements relating to all of Worthington School's finances and accounts and were approved by the full Governing Body on 18/05/2026

2. DELEGATED AUTHORITY

- 2.1 Under Leicestershire's Scheme for Financing Schools, the Governing Body is responsible for the control of expenditure and income in accordance with the delegation of budgets and assisting Leicestershire Council in the discharge of its statutory duties.

- 2.2 The Governing Body has in turn delegated the governors' financial responsibilities to the Finance Committee comprising:

Kate Whittton
Roz Tanner
Natasha Clark
Pratisha Mistry

- 2.3 The Headteacher shall be responsible for implementing agreed policies and maintaining day to day control of the school finances and accounts.

- 2.4 The School Business Manager shall assist the Headteacher in the discharge of financial responsibilities.

- 2.5. The following staff are designated as authorisers of

(i) Salaries Documentation:

Business Manager and Headteacher

(ii) Payroll approval:

Business Manager and Headteacher

(iii) Cheques / BACS

Business Manager and Headteacher

(iv) Orders

Business Manager and Headteacher

- 2.6 However, the Governing Body will remain accountable when governors' financial responsibilities are delegated.

3. REVENUE BUDGET PREPARATION

- 3.1 The school's budget timetable for the next financial year shall be as follows:

Autumn Term

- Identify commitments and new plans; agree priorities.
- Agree staffing requirements.

- Cost first draft of the budget, with the plan covering at least the next three years, and submit to governing body.

Spring Term

- Outline the budget plan, to be ready by the 31st of March.
- Adjust the budget to take account of the budget share notified by Leicestershire LA
- Submit to Governing Body for final approval.
- Submit final approved budget plan to the LA's Schools Finance Team by the 31st of May.

- 3.2 The Finance Committee shall decide on the order of priorities from the School Development Plan.
- 3.3 The Headteacher shall prepare the detailed costings and submit them for approval to the Finance Committee.
- 3.4 All plans and budgets should be regularly reviewed during the year and all significant changes will require the approval of the Finance Committee.
- 3.5 The Headteacher shall inform the Local Authority of the school's revenue budget. This information should be supplied by the beginning of the financial year and updated for changes as necessary. If the school's revenue spend falls outside its budget plan submitted to the LA, corrective action must be taken where possible and the Headteacher will formally make the LA aware of the school's financial position as soon as practicable.

4. REVENUE BUDGET CONTROL

- 4.1 The Governing Body shall decide how to use the budgets within the cash limit allocated. The Headteacher will be responsible for the control of spending against budgets. A commitment accounting system is in place to monitor current commitments and liabilities.
- 4.2 As far as possible a budget monitoring report should be prepared monthly for the Headteacher, and this report should be forwarded to the LA if requested by the LA. A bank reconciliation and VAT analysis should be prepared as soon as the bank statements have been received (at least on a monthly basis) and forwarded to the LA as part of the monthly BA expenditure return. These returns should be prepared by the School Business Manager and certified by the Headteacher.
- 4.3 The Headteacher shall prepare a termly review of the budgets and submit them to the Governing Body for consideration.
- 4.4 Budget holders will receive a monthly financial transaction report.

5. VIREMENTS

- 5.1 Substantial virements shall be approved and minuted by the Governing Body and should be within the agreed criteria and financial limits.
- 5.2 The Headteacher is given delegated power to vire from one budget to another and shall seek approval from the Governing body retrospectively.
- 5.3 All virements exceeding £5,000 or 2% of the budget shall require prior approval from the Governing Body.

6. AUTHORITY TO INCUR EXPENDITURE

- 6.1 The Headteacher is given delegated power to incur expenditure up to £5,000 on any single item or issue within the financial year. (except for Payroll which is authorised in accordance with Appendix 1 paragraph 12).
- 6.2 All expenditure exceeding £5,000 shall require the prior approval of the Governing body.
- 6.3 All expenditure must be authorised by the designated staff.
- 6.4 Payment of invoices should be made through the school local payments system and from the school bank account.
- 6.5 All central charges/recharges above £1,000 to the school budgets by Leicestershire LA must be authorised by the Headteacher.

7. LOCAL PAYMENTS SYSTEMS

- 7.1 The School Business Manager shall be responsible for making all payments on behalf of the school.
- 7.2 All invoices passed for payment must be properly certified and evidenced by the relevant designated staff – payments shall be made on original invoices only.
- 7.3 Before certifying an invoice for payment, designated staff must be satisfied that for the goods and services delivered:
 - An official purchase order has been raised for the purchase.
 - That the delivery note has been checked
 - That it is of correct quantity, quality and price.
 - That it has not been previously paid
 - That funds are available in the relevant budget.
 - That the VAT chargeability on qualifying expenditure is shown
- 7.4 The Headteacher should carry out selective invoice checking termly to ensure that all sums which the designated staff have certified for payment were legally and properly payable.
- 7.5 The Governing Body is permitted to use their budget share to meet the cost of capital expenditure on the school premises. If the expected capital expenditure from the budget share exceeds £15,000 within one year, the Governing Body will notify the Local Authority and take advice from the Chief Officer on proposed expenditure.

8. ORDERS FOR GOODS AND SERVICES

- 8.1 Staff may order goods and services from whatever reputable source they see fit; but will be expected to take into account quality and value for money.
- 8.2 Orders must be completed in accordance with the following procedures:
 - Authorised by designated staff only.
 - Show estimated prices on the order form.
 - Sent to the supplier through the School Business Manager

- If placed by telephone, written copy of order with estimated prices must be given to the School Business Manager
 - Telephone orders should be followed up by a confirmation order/email by the next working day if possible.
- 8.3 Copies of all orders should be retained in Orders file until delivery and payment.
- 8.4 On receipt of authorised invoice, Official Orders and Delivery Notes should be linked to invoice and stored. Once payment has been made, this should be recorded.
- 8.5 Individual budget holders are not permitted to spend in excess of £50 without the prior approval of the Headteacher.
- 8.6 Where ESPO is used for procurement of goods and services it is not necessary to seek alternative tenders.
- 8.7 Three written quotes should normally be obtained for all goods and services in excess of £6,000, unless no other equivalent goods or services are available, or where Governors have previously committed themselves to a particular service/supplier, brand/type of goods.
- 8.8 For building works expected to cost in excess of £10,000, three tenders will normally be obtained.
- 8.9 Where tenders have been obtained a tender form will be completed showing those invited to tender, those tendering, the successful tender and the reasons for accepting the tender (in those circumstances where the cheapest tender is not accepted).
- 8.10 Under the Authority's Constitution, all purchases estimated to exceed £50,000 should be put out to formal tender. The Education Finance Service is able to give more advice to schools on tendering procedures where required. Any proposal not to put a contract of over £50,000 out to formal tender should be authorised by the Governing Body. (Advice should be sought from the Clerk to the Governors in relation to reporting requirements, to ensure commercial confidentiality.)
- 8.11 Schools entering into high-value contracts should also be aware of procurement regulations.

9. CASH ACCOUNTS

- 9.1 We have no Petty Cash on site

10. TRAVEL AND SUBSISTENCE

- 10.1 Payment shall be made in accordance with the National Scheme/school rate, as appropriate.
- 10.2 Car user allowances, both casual and essential, will be paid through the payroll provider who, in turn, will make a return to the Inland Revenue. (Home to office is taxable)
- 10.3 Car User Allowances from Home to Base are paid via the payroll provider.

11. SALARIES, WAGES AND PENSIONS

- 11.1 The Governing Body is responsible for the salary and wages costs of all teaching and support staff employed to work at the school.
- 11.2 However, the contract of employment is between the employee and Leicestershire County Council (applies to Community Schools).
- 11.3 The School Business Manager must ensure that the school provides the necessary information and returns to its chosen payroll provider to effectively administer the payroll and related staffing procedures.
- 11.4 Payroll Procedure Notes are detailed at appendix 1.

12. CONTRACTS

- 12.1 The school will enter into contracts for the provision of goods, services, materials and work within the procedures laid down by Leicestershire County Council's Standing Orders, as amended for schools.

13. INCOME

- 13.1 Income should be collected in advance wherever possible to improve cashflow.
- 13.2 The School Business Manager must maintain records of all income received/due; acknowledge receipt of income; and bank all monies promptly and intact into the School's bank account.
- 13.3 The Governing Body has delegated powers to write off debts up to £250. In the case of larger debts, the school must consult with the Head of Education Finance at the Local Authority.
- 13.4 The Governing Body shall approve a charging policy for all income generation.
- 13.5 The school may retain income received from the sale of assets purchased with non-delegated funds. The sale of assets purchased with delegated funds must be decided by the Local Authority, or if the asset concerned is land or buildings forming part of the school premises and is owned by the Local Authority.

14. BANK ACCOUNTS

- 14.1 The Governing Body shall authorise the opening and closing of all bank accounts.
- 14.2 New Bank accounts may only be opened from the approved list supplied by Leicestershire County Council. New bank arrangements may only be made effective from the beginning of each financial year.
- 14.3 The following procedures must be followed:
 - Dual signatories for all cheque payments / dual authorisation for any payment included in a BAC run over a value of £5,000 /
 - Cheque signatories are the Headteacher, Chair of Governors
 - BACS authorisers are the Business Manager and Headteacher
 - The School Business Manager shall ensure that bank statements are received monthly and reconciled to accounting records.
 - The School Business Manager shall investigate and resolve all discrepancies.
 - The School Business Manager shall be responsible for cheque ordering and custody of unused cheques.

- 14.4 Under no circumstances shall private cheques, money or postal orders be cashed through the school disbursement account or voluntary funds.
- 14.5 In no case shall money, cheques, etc. belonging to the school be paid into a private bank account.
- 14.6 The School Business Manager must ensure, where possible, that the total amount of cash, including disbursements and voluntary funds, held on the premises shall not exceed £150.
- 14.7 Cash should be banked, and the value of cash held on the premises should not exceed the insurance limit. Cash will be taken to the bank by the Business Manager
- 14.8 The school will follow the County Council recommended procedures if using BACS or a payment card.

15. CARRY OVER OF SURPLUS/DEFICIT

- 15.1 The Governing Body must inform Leicestershire County Council immediately if a deficit is anticipated in the current year.

16. TRUST FUNDS AND INVESTMENT

- 16.1 The Governing Body shall authorise all investment of money under its control. Investment of Building Society and Bank Deposit Accounts shall be in the name of Leicestershire County Council and the school.

17. LEASING

- 17.1 Under the LA Scheme for the Financing of Schools, LA-maintained schools are prohibited from entering into any finance leases without the express approval of the Secretary of State for Education. This means that finance leases are not permitted as this constitutes borrowing.
- 17.2 School staff should be aware that leasing is a complex subject for which specialist LA advice should be sought.
- 17.3 When looking to procure assets, the School should initially consider “lease or buy” decisions. **Often, substantial savings can be obtained through buying equipment outright and this option should be fully appraised beforehand.** Where schools do not have the funds to buy assets outright, but where there is logic in doing so from a cost / value-for-money point of view, the LA’s Loan Scheme may provide an alternative to having to lease the assets.
- 17.4 School staff should seek to benchmark equipment costs against ESPO as a matter of course. ESPO has compiled its contracts / agreements through a process of competitive tendering to obtain value-for-money.
- 17.5 It is not School policy to purchase assets from casual sales personnel without a full option-appraisal having taken place beforehand.
- 17.6 If the School chooses to lease an asset, approval must be sought from the LA (Resources Department Investment Section) beforehand. The LA will confirm (or otherwise) that the lease doesn’t constitute borrowing (i.e., it is not a finance lease) and, if possible, will offer the School a more competitive option for its finance.

- 17.7 Only the Headteacher / Chair of Governors / Chair of Finance Committee is authorised to sign lease agreements on behalf of the School once they have been approved by the LA.
- 17.8 Lease agreements for a period exceeding three years should not be entered into without the prior approval of the governing body (contingent future liabilities) and the LA.
- 17.9 The School must not look to “pay off” an existing third-party lease agreement by having it factored into a new lease without the express approval of the Local Authority (Resources Department Investment Section). Generally, to have one lease subsumed into a new lease is poor commercial practice and fraught with risk and additional cost.
- 17.10 Devolved formula capital funding may not be used to fund lease payments in any circumstances but may be used in an outright purchase of an asset.

18. INSURANCE

- 18.1 Insurance will be required for premises and equipment, school trips, plus Governing Body and third-party liabilities (if delegation taken)
- 18.2 The Governing Body must ensure that all insurance cover is adequate.
- 18.3 The School Budget will meet the excess from insurance claims or any losses not covered by insurance.
- 18.4 The Governing Body shall inform the school’s insurers of all accidents, losses and incidents that may give rise to an insurance claim. The School Business Manager will maintain a register of all accidents, losses and incidents.

19. HEALTH AND SAFETY

- 19.1 The Governing Body must ensure that all staff comply with the Health and Safety regulations.
- 19.2 The Headteacher will report significant injuries to all persons, including staff/parents/pupils/visitors.

20. PROTECTION OF PRIVATE PROPERTY

- 20.1 The Headteacher must inform all persons concerned that all private property taken onto the school premises will be at the owner’s risk.

21. INVENTORIES AND STOCK

- 21.1 The Headteacher is responsible for the management of the school’s assets and will maintain a record of stock receipts and issues.
- 21.2 Curriculum Heads must maintain an inventory of all non-consumable items purchased priced over £250. The inventory must be regularly updated in respect of purchases and disposals. Attractive, portable items having a value less than £250 but over £50 should also be controlled/monitored.
- 21.3 The Headteacher should ensure that items that become obsolete or surplus to the school’s requirements are disposed of economically.

- 21.4 The Headteacher shall ensure that stock takes of inventories and stores are undertaken annually in July and certified by him/her.

22. SECURITY

- 22.1 The Headteacher is responsible for the security of the school's premises and equipment.

23. UNOFFICIAL FUNDS

- 23.1 The Governing Body shall ensure that all unofficial funds are properly controlled and audited annually and presented to the Governing Body within 6 months of the year-end.

24. FINANCIAL IRREGULARITIES

- 24.1 The Headteacher shall inform Leicestershire County Council Children and Families Finance (edfinance@leics.gov.uk) or Head of Internal Audit) of any circumstances where a financial irregularity is suspected.
- 24.2 The Governing Body accepts that a suspected financial irregularity exists when:
- Leicestershire County Council's Standing Orders, Financial Regulations (as amended for schools) or the Scheme for Financing Schools are not complied with (whether or not the Council suffers a financial loss)
 - An employee gains unauthorised financial benefit from his/her association with the Council.

25. INTERNAL AUDIT

- 25.1 The Governing Body must ensure that the Council's internal auditors and external auditors are allowed access to staff, premises, and documents, as necessary.
- 25.2 The Governing Body shall discuss all audit reports and agree the implementation of audit recommendations with the Headteacher.

26. DOCUMENT RETENTION

- 26.1 The Headteacher shall ensure that documents are retained for periods in accordance with the legal requirements.

27. GIFTS AND HOSPITALITY OFFERED BY SUPPLIERS

- 27.1 Ordinarily such gifts should be rejected, unless they are of negligible value (e.g., diaries, calendars). However, any gifts or hospitality in excess of £25 should be reported to the Headteacher in order to protect the individual receiving the gift. This is particularly important where the person receiving the gift is a budget holder, has the ability to influence purchasing decisions or regularly receives reimbursement from the college for items other than travel expenses.

28. REGISTER OF PERSONAL INTERESTS

- 28.1 A register of business interests is maintained by the school. The LA advises that this be completed by all Governors and those staff with significant financial responsibilities. It is suggested that this be cheque signatories, finance staff and those members of staff with specific budgetary responsibilities (e.g., Heads of Department, curriculum area leaders). Entries in the register should be kept up-to-

date and, in all instances, be reviewed and amended (where relevant) on at least an annual basis. This annual review can be evidenced simply by staff re-signing and dating existing declaration forms, making any amendments as necessary.

29. COMPUTER SYSTEMS AND DISASTER RECOVERY PLANS

- 29.1 Computer systems used for school management should be protected by password security to ensure that only authorised staff have access. Passwords should be changed regularly and updated for staff changes. Passwords should be changed termly.
- 29.2 The headteacher should ensure that data is backed up regularly and that all back-ups are securely held in a fireproof location, preferably off-site.
- 29.3 The headteacher should establish a recovery plan to ensure continuity of financial administration in the case of emergency.
- 29.4 The headteacher should ensure that systems are in place to safeguard school software and data against computer viruses. To prevent viruses being imported, only authorised software should be used.
- 29.5 The governing body should ensure that the school has written descriptions of all its financial systems and procedures. These should be kept up to date and all appropriate staff should be trained in their use.
- 29.6 The headteacher should ensure that financial control is maintained in the absence of key personnel through staff training or by arranging job shadowing.

30. WHISTLE BLOWING POLICY

- 30.1 The school follows the County Council Whistleblowing Policy. Governors and staff are aware of the existence of the policy and how to access the procedures.

31. SCHOOL FINANCIAL VALUE STANDARD

- 31.1 The school will adhere to the School Financial Value Standard at all times and ensure that an annual assessment takes place in accordance with the LA timescale.

Payroll Procedure Notes

Staff Appointments

1. The **Headteacher** has authority to appoint staff within the authorised establishment except for **Teachers** whose appointments must follow consultation with the governors. The **School Business Manager** maintains personnel files for all members of staff which include contracts of employment.
2. The **School Business Manager** is responsible for obtaining the relevant DBS checks and ensuring these are retained on file.

Payroll Administration

3. Payroll is administered through the school's payroll provider **Dataplan**
4. All staff are paid monthly through the payroll provider.
5. Documentation of all entries made on a monthly basis are kept along with time sheet for additional hours, authorised starter or leavers form, and authorised sickness forms.
6. Any amendments will be notified to the payroll bureau by the School Business Manager via the VERA portal and are authorised by the Headteacher
7. The School Business Manager will maintain a record of staff sickness and other absences during the month. .
8. Timesheets for additional hours, temporary work or overtime undertaken are completed by the employee. Timesheets are authorised by the Headteacher and retained in the finance office for payroll processing. Employees are aware of cut off dates for overtime forms

Approval of Payroll

9. 10 number of days prior to pay day, the payroll bureau will provide reports and management information for approval. The School Business Manager is responsible for the checking that amendments / variations to pay submitted have been applied correctly by the payroll bureau. Any anomalies should be documented and immediately discussed with the payroll bureau.
10. Evidence of completion of checking should be presented to the Headteacher. The Headteacher should ensure that checks have been completed satisfactorily before approving the payroll run via the payroll bureau system.
11. Approval up to the monthly amount of £50000 will be authorised by the School Business Manager. Monthly amounts greater than this would require additional approval of the Headteacher. Approval must take place at least 3 days prior to pay day. If the monthly amount is expected to exceed the BACS credit limit, the Local Authority school finance team must be informed. The process will ensure that at least 2 people are involved in the checking and authorisation of the monthly payroll.

Reconciliation of Payroll

12. After the payroll has been processed the nominal ledger will be updated. Postings will be made both to the payroll control account and to individual cost centres. Each month, ideally within a week of pay day, the School Business Manager should undertake a three-way reconciliation between deductions to the bank account, the gross to net payroll report and the payroll control account to ensure the correct amount has been posted from the payroll system, individual cost centres have been correctly updated and to identify any amounts posted to the suspense account.
13. Annually, the Business Manager checks each member of staff that the gross pay per the payroll system agrees to the contract of employment held on the personnel file.

Payments

14. All salary payments are made by BACS.
15. Advances in salary will not be awarded.
16. The bureau's payroll system automatically calculates the deductions due from payroll to comply with current legislation. The major deductions are for tax, National Insurance contributions and pensions. The bureau makes these payments on the due date by BACS.
17. The payroll bureau makes payments to other third parties, e.g., trade unions, salary sacrifice schemes.

Additional areas to be aware of, confirm responsibility if not known.

Area	School Responsibility	Payroll Provider Responsibility
Settlement of pay awards. • Teachers • Support Staff	Yes	
Pension bandings and contribution percentages • LGPS • TPS		Yes
National up lift in rates e.g., National Insurance, SMP / SSP etc		Yes
Absences	Yes	
Sickness	Yes	
Maintain records of sickness against entitlement.		Yes
Inform members of staff in writing when salary is due to reduce to half or no pay.	Yes	
Notify payroll bureau when salary is due to reduce to half or no pay.		Yes
Inform staff when they are excluded from entitlement to SSP.		Yes
Maternity		
Notify payroll bureau. • Start date for maternity leave. • Start date for 9/10ths pay period (teachers only) • Start date for period of half pay. • Start date for period of no pay	Yes	Yes Yes Yes
Pension Scheme Auto-Enrolments		Yes
LGPS		Yes
TPS		Yes