



Hadrian Learning Trust Trustee Payments and Allowances Policy

February 2025

Next annual update: 01/02/26

HADRIAN LEARNING TRUST

Trustee Payments and Allowances Policy

Payments to Trustees

No Trustee may receive any remuneration from the Academy Trust other than under specific procedures and conditions outlined in the Academies Financial Handbook.

However, nothing prevents the payment to Trustees under a contract for the supply of goods or services to the Academy Trust when instructed by the Trust Board/Academy to act in a professional capacity provided:

- The remuneration or other sums paid to the Trustee do not exceed an amount that is reasonable in all the circumstances.
- Trustees withdraw from the part of any meeting at which their contract, employment or remuneration is discussed.
- A majority of the Trustees then in office have received no such payments or benefit.

All Trustees must ensure that their Record of Business and Pecuniary Interests is updated and maintained. The register should include all business interests such as directorships, share holdings or other appointments of influence within a business or organisation which may have dealings with the Trust. The disclosures should also include business interests of close relatives such as a parent, spouse or business partner, where influence could be exerted over a Trustee or a member of staff by that person.

Trustee Allowances

The Academies Financial Handbook allows for the payment of all reasonable out-of-pocket travel, accommodation or other expenses legitimately incurred by Trustees when acting on behalf of the Academy Trust. Hadrian Learning Trust's Articles of Association state that "A Trustee may at the discretion of the Trustees be reimbursed from the property of the Academy Trust for reasonable expenses properly incurred by him or her when acting on behalf of the Academy Trust, but excluding expenses in connection with foreign travel."

The Trust Board for Hadrian Learning Trust believe that paying Trustees' allowances is important in ensuring equality of opportunity to serve as Trustees' for all members of the community, subject to the availability of school funds. Reasonable expenses incurred by Trustees will therefore be refunded on presentation of appropriate receipts or other evidence, which will be authorised by the Chief Financial Officer.

This policy will be reviewed annually.