



# Conflict of Interest Policy 2025 to 2026

Thomas Hall School

## Conflict of Interest Policy 2025 to 2026

Centre name	Thomas Hall School
Centre number	54214
Date policy first created	13/11/2023
Current policy approved by	Phil Arnold
Current policy reviewed by	Michelle Spiess
Date of next review	01/09/2025

## Key staff involved in the policy

Role	Name
Head of centre	Phil Arnold
Senior leader(s)	Phil Arnold, Helen Towler-Williams, Charlotte Webster and Joe Medland
Exams officer	Michelle Spiess
Other staff (if applicable)	

This policy is reviewed and updated annually to ensure that conflicts of interest at Thomas Hall School are managed in accordance with current requirements and regulations.

Reference in the policy to **GR** relates to relevant sections of the current JCQ publication **General Regulations for Approved Centres**.

## Introduction

It is the responsibility of the head of centre to ensure that Thomas Hall School has a written conflicts of interest policy in place available for inspection. This policy confirms that Thomas Hall School:

Manages conflicts of interest by informing the awarding bodies, before the published deadline for entries for each examination series, of:

- any members of centre staff who are taking qualifications at their own centre which include internally assessed components/units
- any members of centre staff who are teaching and preparing members of their family (which includes step-family, foster family and similar close relationships) or close friends and their immediate family (e.g. son/daughter) for qualifications which include internally assessed components/units **and**

maintains clear records of **all instances** where:

- exams office staff have members of their family (which includes step-family, foster family and similar close relationships) or close friends and their immediate family (e.g. son/daughter) being entered for examinations and assessments either at the centre itself or other centres
- centre staff are taking qualifications at their own centre which do not include internally assessed components/units
- centre staff are taking qualifications at other centres (GR 5.3)

## Purpose of the policy

The purpose of this policy is to confirm how Thomas Hall School manages conflicts of interest under normal delivery arrangements in accordance with the regulations.

## General principles

A process is in place to collect information regarding any potential conflict of interest via Microsoft Forms. A form is emailed out specifically requesting details of any potential conflicts of interest from all staff employed at Thomas Hall School who are employees of Reach South Academy Trust to identify and manage any conflicts of interest.

## Declaration process

Question 8 on the form is the declaration question acknowledged when the staff members add their name.

## Managing conflicts of interest

Information gathered from the form is held on file and any conflicts of interest are known to the Exams Officer, Deputy Headteacher and Head of Centre.

### Additional information:

N/A

## Roles and responsibilities

### The role of the head of centre

- Ensure conflicts of interest are managed according to the requirements (GR 5.3)

- Ensure clear records are maintained and that the records include details of the measures taken to mitigate any potential risk to the integrity of the qualifications affected (GR 5.3)
- Ensure the records are available where they may be requested by a JCQ Centre Inspector and/or awarding body staff (GR 5.3)
- Ensure the records are retained until the deadline for reviews of marking has passed or until any appeal, malpractice or other results enquiry has been completed, whichever is later (GR 5.3).
- Ensure that entering members of centre staff for qualifications at this centre is as a last resort in cases where the member of centre staff is unable to find another centre
- Ensure that proper protocols are in place to prevent the member of centre staff having access to examination materials prior to the examination and that other centre staff are briefed on maintaining the integrity and confidentiality of the examination materials
- Ensure that during the examination series the member of centre staff is treated in the same way as any other candidate entered for that examination, does not have access to examination materials and does not receive any preferential treatment (GR 5.3)

Additional responsibilities:

Staff are made aware of the purpose of the form in the instructions .

### **The role of the exams office/officer**

- Ensure the process for collecting declarations of interest is undertaken.

Identify and follow the awarding body's administrative process for submitting details of members of staff who are:

- Taking qualifications which include internally assessed components/units at their own centre
- Teaching and preparing members of their family (which includes step-family, foster family and similar close relationships) or close friends and their immediate family (e.g. son/daughter) for qualifications which include internally assessed components/units (GR 5.3)
- Retain the records of the measures taken to mitigate any potential risk to the integrity of the qualifications affected until the deadline for reviews of marking has passed or until any appeal, malpractice or other results enquiry has been completed, whichever is later (GR 5.3)

Additional responsibilities:

Not applicable.

### **Changes**

Reference added to the requirement for a conflicts of interest policy to be in place available for inspection (as detailed in JCQ's **General Regulations for Approved Centres**, section 5.3z).

### **Centre-specific changes**

Not applicable.

