

Conflicts of Interest Policy



Author	Assistant Headteacher	Date: December 2025
Approved by:	LGB	Date: February 2025
Next review due by:	December 2026	

1. Conflicts of Interest Policy (Exams)

Centre name	The Earls High School
Centre number	20532
Date policy first created	13/12/2023
Current policy approved by	LGB Chair
Current policy reviewed by	LBG Chair
Date of review	23/01/2025
Date of next review	23/01/2026

2. Key staff involved in the policy

Role	Name
Head of centre	Mr J Fox
Senior leader(s)	Mrs A Houlston, Mr J Toulson
Exams officer	Mrs L Durnall
Other staff (if applicable)	

This policy is reviewed and updated annually to ensure that conflicts of interest at The Earls High School are managed in accordance with current requirements and regulations.
Reference in the policy to GR relates to relevant sections of the current JCQ document General Regulations for Approved Centres.

3. Introduction

It is the responsibility of the head of centre to ensure that The Earls High School has a written conflicts of interest policy for inspection that must be reviewed and updated annually. This policy confirms that The Earls High 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 internal 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)

4. Purpose of the policy

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

5. General principles

A process is in place to collect declarations of interest from all centre staff to identify and manage any potential conflicts of interest within the centre.

6. Declaration process

Hard copies and electronic copies are all collated electronically and kept on a spreadsheet for inspection. All completed forms must be returned to the Exams Office before the end of October.

7. Managing conflicts of interest

A conflict of interest log is maintained and any potential conflict declared by centre staff is centrally recorded on the log.

The relevant awarding bodies are informed of specific conflicts of interests before the published deadline for entries for each examination series by identifying and following the individual awarding bodies administrative process.

Agreed measures are taken to mitigate any potential risk to the integrity of the qualifications affected and recorded on the log. The affected member of staff will be informed of these measures.

Additional information:

Not applicable

8. Roles and responsibilities

The role of the head of centre is to ensure:

- conflicts of interest are managed according to the requirements in GR 5.3
- internal 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
- the records are available where they may be requested by a JCQ Centre Inspector and/or awarding body staff
- 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
- 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
- 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
- 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

Additional responsibilities:

Ensure that centre staff are aware of the requirement to declare any interests. Ensures that declarations are logged as potential conflicts of interest

The role of the exams office/officer

To ensure the process for collecting declarations of interest is undertaken.

To 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

To 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.

Additional

responsibilities: Not

Applicable

9. Changes 2024/2025

Under heading Introduction reference to 'clear records' changed to internal records to reflect the change in GR 5.3j).

Formatting changes made to Roles and Responsibilities section.

Centre-specific changes