



Pecuniary and Business Interests (Conflicts of Interest)

(For Staff, Trustees and Governors)

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I. Purpose of Policy

Bohunt Education Trust (the Trust) has introduced this Policy to provide the operational framework within which its ethos of Enjoy Respect Achieve is reflected in its implementation/work/processes for Pecuniary Interests and to ensure its legal duties and charitable purposes are met effectively.

At Bohunt Education Trust, we want to ensure that the decisions taken by members of staff and by the governors and trustees are free from personal bias and don't unfairly benefit any individual or company connected to the school or trust.

Trustees and local governors must act in the best interests of the trust, and in accordance with the trust's articles of association, to avoid situations where there may be a conflict of interest.

This policy aims to ensure that everyone to whom the policy applies (see section 3):

- Understands what a conflict of interest is;
- Understands their responsibility to identify and declare any conflicts of interest;
- Understands what actions will be taken if a conflict of interest is identified.

Bohunt Education Trust we will ensure that:

- Every potential conflict of interest, or perceived conflict of interest, is identified, recorded and prevented
- Decision-making is unaffected by conflicts of interest
- There are clear procedures for managing conflicts of interest where they arise

This policy does not form part of any employees' contract of employment. It may be amended at any time.

2. Legislation and Guidance

This policy is based on:

- [Companies Act 2006](#)
- Guidance from the Charity Commission that explains statutory requirements and good practice regarding [conflicts of interest for charity trustees](#)
- [The Academy Trust Handbook](#)
- The [academy trust governance guide](#)
- [Articles of association](#)

This policy also complies with our funding agreement and articles of association.

This policy applies to:

- All trust and school staff
- Volunteers working in the school
- Bohunt Education Trust Executive Team including the CEO, CFOO, Executive Headteachers and Headteachers.
- All members of the board of trustees
- Members of local governing bodies (LGBs)

For the purposes of this policy, we refer to all employees of the trust as stated above as “staff”, except where we refer to some specific roles.

3. Definitions

3.1 Conflict of interest

A conflict of interest is any situation in which a member of staff has a business or personal interest or loyalty that could or could be perceived to, prevent them from making a decision only in the best interests of the school or Trust. Conflicts of interest can be actual, potential and perceived. They may be financial, professional, personal or indirect.

It's not possible to provide an exhaustive list of what constitutes a conflict of interest, but some examples include where:

- A member of staff is related to a child within the school
- A member of staff undertakes paid or voluntary work outside of their position at the school or trust that involves pupils from the school/trust
- A member of staff is involved in invigilating examinations or assessing/submitting coursework for a pupil who is known to them outside of school
- A governor or trustee works for a company that provides or has the potential to provide services to the school or trust.
- A governor or trustee owns their own business and sometimes does work for the school or trust.
- A member of staff, governor or trustee is in a relationship with a member of staff
- A governor or trustee also sits on the governing board of another school or trust

3.2 Trustee benefit

A trustee benefit is any instance where money, or other property, goods or services that have monetary value, are received by a trustee from the academy trust. This doesn't include where trustees are compensated for proper out-of-pocket expenses.

Trustees can only benefit from the trust in such a way, either directly or indirectly, where there is an **explicit authority** in place before any decisions are made.

Examples of trustee benefits include where trustees decide to:

- Sell, loan or lease trust assets to a trustee
- Acquire, borrow or lease assets from a trustee for the trust
- Pay a trustee for carrying out a separate paid post within the trust, even if that trustee has recently resigned as a trustee
- Pay a trustee for carrying out a separate paid post as a director or employee of the trust's subsidiary trading company

- Pay a trustee, or person or company closely connected to a trustee, for providing a service to the trust
- Employ a trustee's spouse, partner or other close relative at the trust or its subsidiary trading company
- Make a grant to a service user trustee, or a service user who is a close relative of a trustee
- Allow a service user trustee to influence trust activities to their exclusive advantage

Explicit authority will come from either:

- Our articles of association
- A statutory provision (such as the power in the Charities Act, which allows charities to pay trustees for additional services in some circumstances)
- The Charity Commission
- The Courts

4. Equalities Assessment Impact Statement

The Trust is committed to treating all people equally and with respect irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

5. Roles and Responsibilities

5.1 Trust Board

The Chair of the Trust will:

- Ensure that the register of pecuniary and business interests is completed each year
- Make sure declarations of interest are made before each governor/trustee meeting
- Arbitrate decisions about how to deal with conflicts of interest, where appropriate

5.2 Clerk to governors

The Clerk will:

- Maintain the register of interests for LGBs, / trust board and update it when governors inform them of changes to their circumstances
- Advise the board on how to deal with conflicts of interest

5.3 Governors and Trustees

All Governors and Trustees will:

- Declare their conflicts of interest before or during meetings, and complete the register of interests annually or when there is a change to circumstances.
- Make sure they inform the chair and clerk immediately of any changes to their circumstances

- Take appropriate action to remove any conflict of interest, or seek advice on how to do so if necessary

5.4 Members of staff

All members of staff will:

- Ensure they are familiar with the conflict of interest policy
- Read and understand the conflict of interest policy annually
- Disclose any activity or relationship that may give rise to a potential conflict of interest

5.5 Headteachers and Heads of Schools

All Heads will:

- Communicate the conflict of interest policy to all individuals within their school
- Review procedures annually to ensure that they anticipate and manage potential and actual conflicts of interest
- Ensure that all new staff receive conflict of interest information at induction

6. What should you declare

6.1 School and Trust employees, Governors and Trustees should declare

- Any friendship or family relationship where there is a potential conflict of interest, for example a relationship between staff members, involvement in recruitment involving friends or family members etc.
- Any current business interest in a company that could stand to gain from their position as a member of the school staff, governor or trustee
- Any relevant pecuniary interest in any contract the school holds or proposes to enter into
- Business interests of their spouses, partners and close relatives, where there is a possibility that the school or trust will have dealings with that person
- Governance roles in other educational institutions
- Any friendship or family relationship where there is potential for a conflict of interest. Staff must be aware of potential conflicts of interest when recruiting
- Business interests of their spouses, partners and close relatives, where there's a possibility that the school / trust will have dealings with that person
- Directorships, partnerships and employment with businesses
- Trusteeships and governorships at other educational institutions or charities
- Material interests arising from relationships with other members, trustees or local governors (including spouses, partners and close relatives)
- Material interests arising from relationships with trust employees (including spouses, partners and close relatives)
- Business or personal interests of their spouses, partners and close relatives, where there's a possibility that the school / trust will have dealings with that person.

- Affiliation with unions, whereby the role means that there could be a conflict between their union and school based role. (Note you do not need to declare that you are a member of a union.) (See Appendix I)
- Those that are elected as local councillors which mean that conflict can arise between their role and the school or trust. (See Appendix I)

Governors who are staff members must also declare an interest in relation to matters of the pay and appraisal of any other staff member, and must not participate in discussions or decisions about these.

If an individual isn't sure whether something constitutes a conflict of interest, or needs to be declared, they should err on the side of caution and declare it.

6.2 Conflict of interest related to examinations

The school will manage any conflicts of interest related to examinations by informing the relevant awarding bodies about any members of 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 that include internally assessed elements.

The school will maintain clear records of all instances where 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) entered for examinations and assessments at the school.

Staff members who will need to declare potential conflicts of interest include:

- Teachers involved in the preparation of exam papers – i.e. teachers who see question papers before an exam is taken
- Teachers who mark public exams
- Staff involved in checking examination material prior to the exam (e.g. exams officers, lab technicians for practicals, etc.)
- Teachers involved in the marking and moderation of internally assessed coursework

The school will:

- Contact all members of staff to ascertain any conflict of interest
- Record any confirmed or suspected conflicts and any steps taken to mitigate will also be recorded
- Share with the relevant staff member any steps taken to mitigate conflicts of interest, so they are aware of actions in place and any additional requirements they need to adhere to
- Inform any awarding bodies of any relevant conflicts of interest

Any member of staff who needs to declare a conflict of interest relating to exams should do so in writing.

7. Whistleblowing

Anyone concerned about the integrity of any aspect of the public exams process should raise their concerns with the relevant exam board. Concerns about the conduct of exams at the school should be raised with the exams officer.

If a concern relates to the exams officer, the headteacher should be contacted. Concerns should be addressed in a reasonable and timely fashion; if they are not, the concern should be escalated in accordance with the school/trust's whistle-blowing policy.

8. Procedures

8.1 Register of Interest

The trust requires each Governor, Trustee, the CEO, the CFOO, BET Executive Team, Headteacher's, Heads of School and Members of School Leadership teams to complete a declaration of interest form at the beginning of each academic year.

New members of staff and governors/trustees will also be asked to complete a declaration of interest form if they join after the start of the academic year.

Every member of staff must identify and declare potential conflicts of interest. Declarations should be made as soon as possible once they are identified.

The trust / school will explore potential conflicts of interest when:

- Reviewing applications for any position in the school or trust, including staff member, trustee and governor appointments
- Reviewing the register of interests for governors/trustees. This will take place on an annual basis. Everyone who is required to complete an annual declaration must do so by the 30 September in each academic year, even if there are no conflicts of interest to register
- Reviewing the agenda of local governing board / board of trustees meetings. governors/trustees will be asked to declare any interest they have in any agenda item before it is discussed at the meeting Establishing relationships with external contractors. All relationships of a business or private nature with external contractors, or potential contractors should be made known to the headteacher/CEO / CFOO. In the case of the headteacher, any financial interests or relationships of a business or private nature must be declared to the governing board / board of trustees
- A member of staff changes role or responsibility

The trust will publish information about the interests of members, trustees, local governors, and the accounting officer (where the accounting officer isn't already included due to being a trustee).

Senior trust employees, and governors/trustees who are staff members, aren't required to record their employment with the trust on the register of interests.

8.2 Declaring conflicts of interest and taking action (trustees / governors)

Agendas of meetings will be circulated in advance. Governors and trustees must review any agenda sent to them and alert the chair and the clerk as soon as possible if they have a conflict of interest related to any item on the agenda.

Each meeting will also include a standing agenda item to allow declarations to be made.

If a conflict becomes apparent during a meeting, and governors/ trustees didn't declare these prior to or at the beginning of the meeting, they must declare these immediately.

Depending on the nature of the meeting or discussion, and the interest in question, the board will decide whether the individual needs to:

- Withdraw from the meeting
- Refrain from contributing to the discussion
- Refrain from voting on a decision

The board may also decide that, having declared the interest, the governor/ trustee is free to participate in the discussion or decision as normal.

When deciding which course of action to take, the board must:

- Always make their decision in the best interests of the school/ trust and be able to demonstrate this
- Act to protect the school / trust's reputation
- Consider the impression that their actions and decisions may have on those outside of the school / trust.
- Consider the level of risk related to the decision in question, and the risk that the conflict will affect the individual's ability to be impartial, or to act only in the best interests of the school/ trust.
- Be aware that the presence of a conflicted governor or trustee (even if they cannot participate in the decision or discussion) may inhibit free and open dialogue, and may affect the decision in some way

In cases of **serious conflict of interest**, the board may also choose to avoid the conflict by:

- Not pursuing a particular course of action
- Proceeding with the issue in a different way
- Not appointing a particular governor / trustee or employee
- Securing a resignation from a conflicted governor

A serious conflict of interest includes situations where the conflict:

- Is so acute or extensive that the individual isn't able to make their decisions in the best interests of the school / trust or could be seen to be unable to do so
- Is present in significant or high-risk decisions
- Means that effective decision-making is regularly undermined or cannot be managed in accordance with the required or best practice approach
- Is associated with inappropriate trustee benefit

Details of any conflicts declared, and relevant actions taken, will be recorded in the minutes.

8.3 Declaring conflicts of interest and taking action (members of staff)

Recruitment of family and friends:

- Staff will not be involved in recruitment and safer recruitment processes involving family and friends
- If a family member or friend is appointed to a role, it may be appropriate to put in place alternative line management structures to eliminate a conflict of interest

Confidential information obtained during work:

- Staff should not disclose confidential information to anyone, including family and friends
- If an employee is in doubt about what information can or can't be disclosed, they should speak with their line manager

Staff whose children attend the school:

- While at school, the staff member's relationship with their child should follow the normal expectations that would apply with any other pupil. This may need to be explained to their child to ensure appropriate boundaries are maintained
- The staff member will not be involved in any behaviour management matters relating to their child. If the staff member becomes aware of an issue, this should be discussed with their line manager
- Communication regarding a staff member's child should be carried out in the usual way. A staff member should not make use of the school's internal systems to gain additional information about their child

Undertaking paid or voluntary work outside school hours:

- Where paid work is undertaken, it should be disclosed to the school / trust
- Staff should ensure that confidentiality and appropriate demarcation are established
- Contractors and suppliers:
- Staff should declare a relationship to any existing or potential contractor or supplier

Misuse of position:

- Staff should not use their position to gain an advantage or disadvantage with any person or organisation
- Staff must declare any personal interest that may affect their impartiality

9. Failure to declare a conflict of interest

9.1 Governors/trustees:

Failure to declare a conflict of interest is a breach of the board's code of conduct

If the board becomes aware that a governor/trustee hasn't declared a relevant conflict of interest, it will immediately update the register of interests to ensure the record is complete and accurate.

Depending on the nature of the omission, the board may also:

- Vote to suspend the governor/trustee
- Vote to remove the governor/trustee from office
- Follow any relevant disciplinary procedures

If a governor/trustee is aware of another governor/trustee's undeclared interest, they should alert the chair and the clerk immediately. The procurement process should then be started again.

9.2 Members of staff:

Failure to declare a conflict of interest will be dealt with in line with in line with the staff code of conduct and Disciplinary Policy.

10. Monitoring provisions

The Audit Committee will review this policy annually. Data relating to incidents under this policy is reviewed by the trust board.

11. Pecuniary / Conflict of Interest Form

Governors, Trustees and Heads of Schools are required to complete this on GovernorHub.

Staff Members to complete the Form using this link: [BET Staff Pecuniary Interests Form](#)

Appendix I

Elected Local Councillors

Our schools are apolitical. This means that our schools are not involved or influenced by political parties. It implies political neutrality, apathy towards political issues and having no political bias. An apolitical organisation is independent and non-partisan. We often have local councillors working or supporting our schools and we welcome these links to the local community. However, we also request that as we are apolitical, that political discussion or opinions are not expressed.

Staff, trustees and governors who are councillors may face conflicts of loyalty in situations such as:

- **Local authority funding decisions** - where their council role involves decisions about funding that affects the trust
- **Planning applications** - if your school is applying for planning permission for a new building
- **Local authority services** - when discussing contracts with council-provided services (e.g., catering, cleaning, SEND support)
- **Political matters** - where local political positions may conflict with the trust's best interests
- **Community issues** - where their constituency work creates competing loyalties

Union Rep Governors and Trustees

Governors / Trustees who are also union representatives can face conflicts of loyalty between their governance role and their union role, particularly when the board is discussing matters that affect staff employment, pay, or working conditions.

LGBs and our schools are apolitical. This means that governors who are also union representatives need to ensure that they genuinely reflect staff voice in the governor capacity and in LGB meetings rather than the union standpoints.

Union rep governors / trustees are likely to face conflicts when the board discusses:

- **Pay and performance management** - decisions about teacher pay awards, performance-related pay, or changes to pay policies
- **Restructuring or redundancies** - any proposals that affect staffing levels or structure
- **Working conditions** - changes to directed time, working hours, or workload policies
- **Disciplinary or grievance matters** - particularly if they're representing the staff member involved
- **Staff wellbeing policies** - where their union may have a formal position
- **Budget decisions** - that impact staffing budgets or resources
- **Policy changes** - affecting terms and conditions of employment

When any of the above matters are discussed:

- The union rep governor should declare their conflict at the start of the relevant agenda item
- They should withdraw from the meeting for that item
- They should not participate in the discussion or decision
- They should not receive confidential papers relating to the matter

- The withdrawal must be recorded in the minutes

Union rep governors understand that:

- **As a governor:** Their duty is to act in the best interests of the trust and its pupils, making strategic decisions
- **As a union rep:** Their duty is to represent and support staff members

These roles are fundamentally different and sometimes incompatible.