

Conflict of Interest and Related Party TransactionPolicy



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1. Introduction

- 1.1. Managing conflicts of interest appropriately is essential for protecting the integrity of the Trust and to protect the trust from any perceptions of wrongdoing. The trust needs to demonstrate the highest levels of transparency so that it can demonstrate that conflicts of interest are managed in a way that cannot undermine the probity and accountability of the organisation.
- 1.2. In order to provide transparent and open governance, it is important to seek to avoid and manage not just conflicts of interest but the



Any self-employed consultants or other individuals working for the Trust under a contract for services should make a declaration of interest in accordance with this policy, as if they were Trust employees.

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5. Declaration of Interests

5.1. This policy sets out the requirements which all individuals outlined in section 2.1 must comply with in respect to making appropriate declaration of interests where those interests could potentially conflict with the interests of the Trust or its academies. All individuals outlined in section 2.1 have a duty to make a declaration of interest in accordance with this p



relating to items to be discussed on the agenda, before the item is discussed. If an individual is uncertain if they are conflicted then they should declare the issue and discuss it with the chair and clerk to the meeting. If an individual is aware of an undeclared conflict of interest affecting an attendee of the meeting or a connected party they should declare this to the other attendees at the meeting.



where any partner or relative would have a pecuniary interest, as set out in 6.2.1 above, if they were a member of staff.

pursuit of a business interest/opportunity which is in potential conflict with the best interests of the trust.

a professional (e.g., employment) or legal responsibility to someone else or some other body which is in potential conflict with the best interests of the trust or its academies.

having a beneficial interest in a Trust which is in potential conflict with the best interests of the Trust.

having received/or about to receive a gift, hospitality or other benefit from an organisation that has or is likely to do business with the Trust, or is involved in a procurement process with the Trust.

membership of a society or other organisation, including trusteeships and governorships at other educational institutions or charities (irrespective of whether there is a trading relationship with the Trust, its academies or subsidiary companies).

holding another public office.

close personal relationships with people or organisations that may, or do, undertake business with the Trust or its academies.

a potential benefit in the future, such as the offer of employment or other benefits, from an organisation that undertakes or could undertake work on behalf of the trust or its academies or subsidiary companies.

- 6.4. Personal Relationships and Family Members
 - 6.4.1. Individuals defined in section 2.1 should declare if they are related to or have a partner who is a member of staff or a member, trustee, independent committee member or governor.
 - 6.4.2. Individuals who have declared a partner or family member who is a member of staff must not be involved in the recruitment, selection, line management, appraisal, promotion or other processes involving the member of the member of staff or where conflict of interest may exist.
 - 6.4.3. Applicants for jobs within the Trust and its academies will be asked to declare whether they are related to, or are closely acquainted with, any members of the trust board, academy scrutiny committees or senior managers within the trust or its academies.
- 6.5. Related party transactions
 - 6.5.1. Related party transactions involve transactions the purchase, sale, lease or donation of goods, services, property or money for which one party has control or influence over the other, or





include salaries and other payments made by the Trust to a person under a contract of employment through the T $\,$.

6.10. approval for novel, contentious and/or repercussive related party transactions, regardless of value. This will be done

6.11.

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- 6.11.1. The Trust and its a Academy Trust Handbook.
- 6.11.2. In line with these requirements, the Trust and its a goods or services provided to it by:



- 6.12.2. The provision of services to protect and develop the religious character and ethos of the T church schools, which can only be provided by their religious authority, are regarded as meeting
- 6.12.3. The Trust will ensure that any agreement with an individual or organisation referred to in section 6.11.2 to supply goods or services to the Trust is properly procured through an open and fair process and is:

supported by a statement of assurance from that individual or organisation to the Trust confirming their charges do not exceed the cost of the goods or services, and

on the basis of an open book agreement including a requirement for the supplier to demonstrate clearly, if requested, that their charges do not exceed the cost of supply.

6.12.4.