



Conflicts of Interest Policy (Exams) 2025-26

Esher CofE High School

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Centre name	Esher CofE High School
Centre number	64695
Date policy first created	29/02/2024
Current policy approved by	Miss J Turner
Current policy reviewed by	Mrs N Davis, Exams Officer
Date of review	17/11/2025
Date of next review	17/11/2026

Key staff involved in the policy

Role	Name
Head of centre	Mr A King
Senior leader(s)	Miss J Turner
Exams officer	Mrs N Davis
Other staff (if applicable)	Mrs S Keher

This policy is reviewed and updated annually to ensure that conflicts of interest at Esher CofE 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**.

Introduction

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

Purpose of the policy

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

General principles

A process is in place to Collect declaration of interest information from All centre staff to identify and manage any conflict of interests

Declaration process

An electronic declaration of interest form is sent to all centre staff the autumn term. Forms are completed by 31st November and sent to the exams officer for review and actions taken where necessary.

Managing conflicts of interest

A conflict of interest log is maintained and any potential conflict declared by the centre staff is centrally recorded in the log. The relevant awarding body/bodies is/are informed (where required by the nature of the conflict) of specific conflicts of interest/centre staff declaration before the published deadline for entries for each examination series by identifying and following the individual awarding bodies administrative process. The agreed measure/protocols taken/put in place to mitigate any potential risk to the integrity of the qualifications are recorded on the log and the affected member of staff informed of these measures/protocols.

Additional information:

No Applicable

Roles and responsibilities

The role of the head of centre is to ensure:

- conflicts of interest are managed according to the requirements in *General Regulations for Approved Centres* (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 interest.

Ensure that declarations are recorded/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

Changes 2025/2026

In terms of JCQ regulations for 2025/2026, no changes are applicable to this policy.

(Updated) The **General principles** section content has been reformatted and will require the user to edit and repopulate this section.

Centre-specific changes

Upon review in September 2023, no centre specific updates or changes were applicable to this document.

Upon review in September 2024, dates updated for 2024 and new EO named.

Upon review in November 2025, general principles section updated detailing the EHS approach