



**DECLARATION OF BUSINESS AND PERSONAL INTERESTS**

**FROM THE CHAIR OF GOVERNORS** – The purpose of maintaining the Register of Business and Personal Interests is to demonstrate openness in accountability by providing evidence that private or personal interests do not influence decisions taken in the school. This form is to be completed by all Governors, the Headteacher and **all** other school staff.

The Governing Body would be grateful if you would complete this form declaring any business or personal interests that you or members of your immediate family have. If there are no such interests, then please complete the relevant section below. Please sign the form and **send the completed form TO THE HEADTEACHER AT THE SCHOOL**. The register will be held in the school by the Headteacher.

School Bradshaw Hall Primary School

Name Suzanne Allwright

Position Parent Governor

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

I declare that I **do have an interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make. The details of which are provided in the table below.

I declare that I am a governor in another school: Name of school \_\_\_\_\_

(Please tick the appropriate box and complete the details below if applicable)

Name of Company, Supplier or staff member with whom I have an interest / related	Type of Business	Nature of the Interest or the Relationship	Date interest arose	Date interest was first declared
Garvin Allwright	Assistant care-taker	Husband	25th July 24	25th July 24

I agree that any interests arising after making this declaration will be declared to the Governing Body, and I will complete a further form. I understand that I should also disclose orally any interest at any specific meeting and should the leave the meeting whilst that agenda item is being considered.

Signed

Date 05.12.24

If a governor or staff member is in any doubt about registering specific interests, the prudent approach would be to include the item on the register as a precaution.

# The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013

## SCHEDULE 1

## Regulation 16

### Pecuniary Interests and Other Specified Conflicts of Interest

#### Pecuniary interests

1.—(1) For the purposes of regulation 16(2), a pecuniary interest includes an interest in a contract or a proposed contract where—

- (a) a relevant person was nominated or appointed to office by a person with whom the contract was made or is proposed to be made;
- (b) a relevant person is a business partner of a person with whom the contract was made; or
- (c) a relative of a relevant person (including the relevant person's spouse, civil partner or someone living with the relevant person as if the other person were the relevant person's spouse or civil partner), to the knowledge of the relevant person had, or would be treated as having, such an interest.

(2) For the purposes of regulation 16(b), a relevant person will not be treated as having a pecuniary interest in any matter—

- (a) provided that the value of the relevant person's pecuniary interest is no greater than that of the pecuniary interest commonly held by those paid to work at the school;
- (b) by reason only of the fact that the relevant person was nominated or appointed to office by, is a member of, or is employed by, any public authority; or
- (c) by reason only of the fact that the relevant person is a member of a corporation or other body if the relevant person has no financial interests in any securities of that corporation or other body.

(3) For the purposes of this paragraph "public authority" includes any person who performs functions which are of a public nature.

(4) Governors are not, by reason of their pecuniary interest in the matter, prevented from considering and voting upon proposals for the governing body to take out insurance protecting their members against liabilities incurred by them arising out of their office and the governing body is not, by reason of the pecuniary interest of their members, prevented from obtaining such insurance and paying the premiums.

#### **Office of governor, chair, vice-chair or clerk**

2.—(1) This sub-paragraph applies where a relevant person is present at a meeting of the governing body at which a subject of consideration is—

- (a) the relevant person's own appointment, reappointment, suspension or removal as a member of the governing body;
- (b) the relevant person's own appointment or removal from office as clerk to, or chair or vice-chair of, the governing body; or
- (c) if the relevant person is a sponsor governor, any determination under paragraph 2 of Schedule 5 to the Constitution Regulations 2007 as to the provision in the instrument of government for sponsor governors.

(2) In any case where sub-paragraph (1) applies the relevant person's interests will be treated for the purpose of regulation 16(b) as being in conflict with the governing body's interests.

#### **Pecuniary interests**

3.—(1) This sub-paragraph applies where a relevant person who is paid to work at a school other than as head teacher is present at a meeting of the school at which a subject of consideration is the pay or performance appraisal of any particular person employed to work at the school.

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School Bradshaw Hall Primary School

Name Chris Baginella

Position Bradshaw Hall Primary School

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

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Name of Company, Supplier or staff member with whom I have an interest / related	Type of Business	Nature of the Interest or the Relationship	Date interest arose	Date interest was first declared
Lynda Brown.	Headteacher Bradshaw Primary School	Partner	2001	2001

I agree that any interests arising after making this declaration will be declared to the Governing Body, and I will complete a further form. I understand that I should also disclose orally any interest at any specific meeting and should leave the meeting whilst that agenda item is being considered.

Signed

Date 4<sup>th</sup> December 2024

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## SCHEDULE 1

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- (a) provided that the value of the relevant person's pecuniary interest is no greater than that of the pecuniary interest commonly held by those paid to work at the school;
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- (c) by reason only of the fact that the relevant person is a member of a corporation or other body if the relevant person has no financial interests in any securities of that corporation or other body.

(3) For the purposes of this paragraph "public authority" includes any person who performs functions which are of a public nature.

(4) Governors are not, by reason of their pecuniary interest in the matter, prevented from considering and voting upon proposals for the governing body to take out insurance protecting their members against liabilities incurred by them arising out of their office and the governing body is not, by reason of the pecuniary interest of their members, prevented from obtaining such insurance and paying the premiums.

##### **Office of governor, chair, vice-chair or clerk**

2.—(1) This sub-paragraph applies where a relevant person is present at a meeting of the governing body at which a subject of consideration is—

- (a) the relevant person's own appointment, reappointment, suspension or removal as a member of the governing body;
- (b) the relevant person's own appointment or removal from office as clerk to, or chair or vice-chair of, the governing body; or
- (c) if the relevant person is a sponsor governor, any determination under paragraph 2 of Schedule 5 to the Constitution Regulations 2007 as to the provision in the instrument of government for sponsor governors.

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##### **Pecuniary interests**

3.—(1) This sub-paragraph applies where a relevant person who is paid to work at a school other than as head teacher is present at a meeting of the school at which a subject of consideration is the pay or performance appraisal of any particular person employed to work at the school.

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**School** Bradshaw Hall Primary School

**Name** ANNE-MARIE DAY

**Position** PARENT GOVERNOR

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

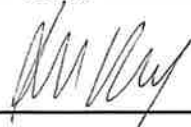
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**Signed**  **Date** 5/12/24

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School Bradshaw Hall Primary School

Name SIMON DOWNES

Position DEPUTY HEAD

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.


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Signed 

Date 5/12/24

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## Declaration of business and pecuniary interests For local authority maintained schools

- Governors, the headteacher and any associate members are required to complete this declaration on an annual basis and should **advise the governance professional (clerk) of any changes** during the year.
- Detail any interests that you have in connection with the school or governing board that might sway your decision making or affect your ability to act in an impartial way.
- This information will be recorded and published on the school's website (this is a statutory requirement).
- State '**NONE**' in all boxes that do not apply.

Full name:

RICHARD GLEAVES.

I declare that I hold the following interest(s):

### 1. Directorships, partnerships and employment with businesses

Business name	Nature of interest	Date interest began
NONE		

### 2. Links to other educational institutions and charities

*(Including trusteeships and governorships)*

Establishment name	Nature of link	Date interest began
NONE		

**3. Your personal relationships with governors or members of staff**

(Including, but not limited to, a child, parent, spouse or civil partner)


Name of governor/ staff member	Nature of relationship	Nature of interest	Date interest began
NONE			

**4. Relevant interests of close relatives**

Name of relative	Nature of relationship	Nature of interest	Date interest began
DEBORAH GLEANE	Spouse	WORK AT OTHER PRIMARY SCHOOLS	YEARS

Signature:

Date:

  
 \_\_\_\_\_  
 21-11-24  
 \_\_\_\_\_



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School Bradshaw Hall Primary School

Name Toussat Kwan

Position Governor

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

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School Bradshaw Hall Primary School

Name Phillippa O'Shea

Position Co-opted Governor

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

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St. James' Catholic High School	Education	Local Secondary School	04/2023	04/2023

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Signed PO'Shea

Date 05/12/24

If a governor or staff member is in any doubt about registering specific interests, the prudent approach would be to include the item on the register as a precaution.

# The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013

## SCHEDULE 1

### Regulation 16

#### Pecuniary Interests and Other Specified Conflicts of Interest

##### Pecuniary interests

1.—(1) For the purposes of regulation 16(2), a pecuniary interest includes an interest in a contract or a proposed contract where—

- (a) a relevant person was nominated or appointed to office by a person with whom the contract was made or is proposed to be made;
- (b) a relevant person is a business partner of a person with whom the contract was made; or
- (c) a relative of a relevant person (including the relevant person's spouse, civil partner or someone living with the relevant person as if the other person were the relevant person's spouse or civil partner), to the knowledge of the relevant person had, or would be treated as having, such an interest.

(2) For the purposes of regulation 16(b), a relevant person will not be treated as having a pecuniary interest in any matter—

- (a) provided that the value of the relevant person's pecuniary interest is no greater than that of the pecuniary interest commonly held by those paid to work at the school;
- (b) by reason only of the fact that the relevant person was nominated or appointed to office by, is a member of, or is employed by, any public authority; or
- (c) by reason only of the fact that the relevant person is a member of a corporation or other body if the relevant person has no financial interests in any securities of that corporation or other body.

(3) For the purposes of this paragraph "public authority" includes any person who performs functions which are of a public nature.

(4) Governors are not, by reason of their pecuniary interest in the matter, prevented from considering and voting upon proposals for the governing body to take out insurance protecting their members against liabilities incurred by them arising out of their office and the governing body is not, by reason of the pecuniary interest of their members, prevented from obtaining such insurance and paying the premiums.

##### **Office of governor, chair, vice-chair or clerk**

2.—(1) This sub-paragraph applies where a relevant person is present at a meeting of the governing body at which a subject of consideration is—

- (a) the relevant person's own appointment, reappointment, suspension or removal as a member of the governing body;
- (b) the relevant person's own appointment or removal from office as clerk to, or chair or vice-chair of, the governing body; or
- (c) if the relevant person is a sponsor governor, any determination under paragraph 2 of Schedule 5 to the Constitution Regulations 2007 as to the provision in the instrument of government for sponsor governors.

(2) In any case where sub-paragraph (1) applies the relevant person's interests will be treated for the purpose of regulation 16(b) as being in conflict with the governing body's interests.

##### **Pecuniary interests**

3.—(1) This sub-paragraph applies where a relevant person who is paid to work at a school other than as head teacher is present at a meeting of the school at which a subject of consideration is the pay or performance appraisal of any particular person employed to work at the school.

(2) This sub-paragraph applies where a head teacher of a school is present at a meeting of the school at which a subject of consideration is the head teacher's own pay or performance appraisal.

(3) In any case where sub-paragraph (1) or (2) applies, the relevant person's interest will be treated for the purpose of regulation 16(b) as being in conflict with the governing body's interests.

**Examples of business or personal interests that should be declared:** Working for an organisation that may quote or carry out work for the school. / Owning or having at least a 10% share of company that may quote or carry out work for the school. / Involvement with a local team or organisation – this should be declared as it might be thought that the governor or staff member could use their influence or position at the school to gain use of school facilities at a favourable rate. / Related to a governor or staff member being appraised or considered for appointment, promotion, a pay award, suspension or dismissal.



**DECLARATION OF BUSINESS AND PERSONAL INTERESTS**

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The Governing Body would be grateful if you would complete this form declaring any business or personal interests that you or members of your immediate family have. If there are no such interests, then please complete the relevant section below. Please sign the form and **send the completed form TO THE HEADTEACHER AT THE SCHOOL**. The register will be held in the school by the Headteacher.

School Bradshaw Hall Primary School

Name Chris Read

Position Governor, Vice Chair

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

I declare that I **do have an interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make. The details of which are provided in the table below.

I declare that I am a governor in another school: Name of school \_\_\_\_\_

(Please tick the appropriate box and complete the details below if applicable)

Name of Company, Supplier or staff member with whom I have an interest / related	Type of Business	Nature of the Interest or the Relationship	Date interest arose	Date interest was first declared
Vantage Academy Trust	Academy Trust	Chair of Trustees	<del>01/24</del> 11/24	<del>01/24</del> 12/24
Teach First	ShA Education Member		07/23	07/23

I agree that any interests arising after making this declaration will be declared to the Governing Body, and I will complete a further form. I understand that I should also disclose orally any interest at any specific meeting and should the leave the meeting whilst that agenda item is being considered.

Signed

Date 05/12/24

If a governor or staff member is in any doubt about registering specific interests, the prudent approach would be to include the item on the register as a precaution.

# The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013

## SCHEDULE 1

### Regulation 16

#### Pecuniary Interests and Other Specified Conflicts of Interest

##### Pecuniary interests

1.—(1) For the purposes of regulation 16(2), a pecuniary interest includes an interest in a contract or a proposed contract where—

- (a) a relevant person was nominated or appointed to office by a person with whom the contract was made or is proposed to be made;
- (b) a relevant person is a business partner of a person with whom the contract was made; or
- (c) a relative of a relevant person (including the relevant person's spouse, civil partner or someone living with the relevant person as if the other person were the relevant person's spouse or civil partner), to the knowledge of the relevant person had, or would be treated as having, such an interest.

(2) For the purposes of regulation 16(b), a relevant person will not be treated as having a pecuniary interest in any matter—

- (a) provided that the value of the relevant person's pecuniary interest is no greater than that of the pecuniary interest commonly held by those paid to work at the school;
- (b) by reason only of the fact that the relevant person was nominated or appointed to office by, is a member of, or is employed by, any public authority; or
- (c) by reason only of the fact that the relevant person is a member of a corporation or other body if the relevant person has no financial interests in any securities of that corporation or other body.

(3) For the purposes of this paragraph "public authority" includes any person who performs functions which are of a public nature.

(4) Governors are not, by reason of their pecuniary interest in the matter, prevented from considering and voting upon proposals for the governing body to take out insurance protecting their members against liabilities incurred by them arising out of their office and the governing body is not, by reason of the pecuniary interest of their members, prevented from obtaining such insurance and paying the premiums.

##### **Office of governor, chair, vice-chair or clerk**

2.—(1) This sub-paragraph applies where a relevant person is present at a meeting of the governing body at which a subject of consideration is—

- (a) the relevant person's own appointment, reappointment, suspension or removal as a member of the governing body;
- (b) the relevant person's own appointment or removal from office as clerk to, or chair or vice-chair of, the governing body; or
- (c) if the relevant person is a sponsor governor, any determination under paragraph 2 of Schedule 5 to the Constitution Regulations 2007 as to the provision in the instrument of government for sponsor governors.

(2) In any case where sub-paragraph (1) applies the relevant person's interests will be treated for the purpose of regulation 16(b) as being in conflict with the governing body's interests.

##### **Pecuniary interests**

3.—(1) This sub-paragraph applies where a relevant person who is paid to work at a school other than as head teacher is present at a meeting of the school at which a subject of consideration is the pay or performance appraisal of any particular person employed to work at the school.

(2) This sub-paragraph applies where a head teacher of a school is present at a meeting of the school at which a subject of consideration is the head teacher's own pay or performance appraisal.

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**DECLARATION OF BUSINESS AND PERSONAL INTERESTS**

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School Bradshaw Hall Primary School

Name ALPD SEAGO

Position L.A. GOVERNOR

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

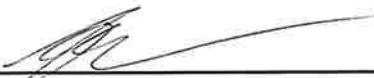
I declare that I **do have an interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make. The details of which are provided in the table below.

I declare that I am a governor in another school: Name of school \_\_\_\_\_

*(Please tick the appropriate box and complete the details below if applicable)*

Name of Company, Supplier or staff member with whom I have an interest / related	Type of Business	Nature of the Interest or the Relationship	Date interest arose	Date interest was first declared

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Signed  Date 5/12/24

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# The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013

## SCHEDULE 1

### Regulation 16

#### Pecuniary Interests and Other Specified Conflicts of Interest

##### Pecuniary interests

1.—(1) For the purposes of regulation 16(2), a pecuniary interest includes an interest in a contract or a proposed contract where—

- (a) a relevant person was nominated or appointed to office by a person with whom the contract was made or is proposed to be made;
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- (c) a relative of a relevant person (including the relevant person's spouse, civil partner or someone living with the relevant person as if the other person were the relevant person's spouse or civil partner), to the knowledge of the relevant person had, or would be treated as having, such an interest.

(2) For the purposes of regulation 16(b), a relevant person will not be treated as having a pecuniary interest in any matter—

- (a) provided that the value of the relevant person's pecuniary interest is no greater than that of the pecuniary interest commonly held by those paid to work at the school;
- (b) by reason only of the fact that the relevant person was nominated or appointed to office by, is a member of, or is employed by, any public authority; or
- (c) by reason only of the fact that the relevant person is a member of a corporation or other body if the relevant person has no financial interests in any securities of that corporation or other body.

(3) For the purposes of this paragraph "public authority" includes any person who performs functions which are of a public nature.

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##### **Office of governor, chair, vice-chair or clerk**

2.—(1) This sub-paragraph applies where a relevant person is present at a meeting of the governing body at which a subject of consideration is—

- (a) the relevant person's own appointment, reappointment, suspension or removal as a member of the governing body;
- (b) the relevant person's own appointment or removal from office as clerk to, or chair or vice-chair of, the governing body; or
- (c) if the relevant person is a sponsor governor, any determination under paragraph 2 of Schedule 5 to the Constitution Regulations 2007 as to the provision in the instrument of government for sponsor governors.

(2) In any case where sub-paragraph (1) applies the relevant person's interests will be treated for the purpose of regulation 16(b) as being in conflict with the governing body's interests.

##### **Pecuniary interests**

3.—(1) This sub-paragraph applies where a relevant person who is paid to work at a school other than as head teacher is present at a meeting of the school at which a subject of consideration is the pay or performance appraisal of any particular person employed to work at the school.

(2) This sub-paragraph applies where a head teacher of a school is present at a meeting of the school at which a subject of consideration is the head teacher's own pay or performance appraisal.

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**DECLARATION OF BUSINESS AND PERSONAL INTERESTS**

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School Bradshaw Hall Primary School

Name HELEN SPENCER

Position CHAIR OF GOVERNORS

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

I declare that I **do have an interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make. The details of which are provided in the table below.

I declare that I am a governor in another school: Name of school \_\_\_\_\_

*(Please tick the appropriate box and complete the details below if applicable)*

Name of Company, Supplier or staff member with whom I have an interest / related	Type of Business	Nature of the Interest or the Relationship	Date interest arose	Date interest was first declared

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Signed H. Spencer Date 5.12.24

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# The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013

## SCHEDULE 1

## Regulation 16

### Pecuniary Interests and Other Specified Conflicts of Interest

#### Pecuniary interests

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(4) Governors are not, by reason of their pecuniary interest in the matter, prevented from considering and voting upon proposals for the governing body to take out insurance protecting their members against liabilities incurred by them arising out of their office and the governing body is not, by reason of the pecuniary interest of their members, prevented from obtaining such insurance and paying the premiums.

#### **Office of governor, chair, vice-chair or clerk**

2.—(1) This sub-paragraph applies where a relevant person is present at a meeting of the governing body at which a subject of consideration is—

- (a) the relevant person's own appointment, reappointment, suspension or removal as a member of the governing body;
- (b) the relevant person's own appointment or removal from office as clerk to, or chair or vice-chair of, the governing body; or
- (c) if the relevant person is a sponsor governor, any determination under paragraph 2 of Schedule 5 to the Constitution Regulations 2007 as to the provision in the instrument of government for sponsor governors.

(2) In any case where sub-paragraph (1) applies the relevant person's interests will be treated for the purpose of regulation 16(b) as being in conflict with the governing body's interests.

#### **Pecuniary interests**

3.—(1) This sub-paragraph applies where a relevant person who is paid to work at a school other than as head teacher is present at a meeting of the school at which a subject of consideration is the pay or performance appraisal of any particular person employed to work at the school.

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School Bradshaw Hall Primary School

Name ANIS TANIR

Position CO-GOVERNOR

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

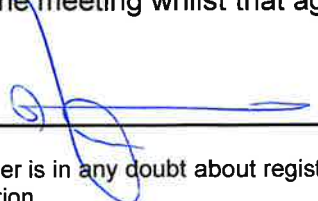
I declare that I **do have an interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make. The details of which are provided in the table below.

I declare that I am a governor in another school: Name of school \_\_\_\_\_

(Please tick the appropriate box and complete the details below if applicable)

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I agree that any interests arising after making this declaration will be declared to the Governing Body, and I will complete a further form. I understand that I should also disclose orally any interest at any specific meeting and should leave the meeting whilst that agenda item is being considered.

Signed 

Date 5/12/19

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# The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013

## SCHEDULE 1

### Regulation 16

#### Pecuniary Interests and Other Specified Conflicts of Interest

##### Pecuniary interests

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- (c) by reason only of the fact that the relevant person is a member of a corporation or other body if the relevant person has no financial interests in any securities of that corporation or other body.

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(4) Governors are not, by reason of their pecuniary interest in the matter, prevented from considering and voting upon proposals for the governing body to take out insurance protecting their members against liabilities incurred by them arising out of their office and the governing body is not, by reason of the pecuniary interest of their members, prevented from obtaining such insurance and paying the premiums.

##### **Office of governor, chair, vice-chair or clerk**

2.—(1) This sub-paragraph applies where a relevant person is present at a meeting of the governing body at which a subject of consideration is—

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##### **Pecuniary interests**

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## DECLARATION OF BUSINESS AND PERSONAL INTERESTS

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School Bradshaw Hall Primary School

Name Ruth Welford

Position Parent Governor

I have read and understood the guidance regarding the Declaration of Business and Personal Interests and;

I declare that I **do not have any interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make.

I declare that I **do have an interest(s)** which may conflict with my duties in school, or influence any decisions I may have to make. The details of which are provided in the table below.

I declare that I am a governor in another school: Name of school Co-op Academy Trust

(Please tick the appropriate box and complete the details below if applicable)

Name of Company, Supplier or staff member with whom I have an interest / related	Type of Business	Nature of the Interest or the Relationship	Date interest arose	Date interest was first declared
Co-op Academy Trust	Trust Board	Trustee	May 2023	June 2023

I agree that any interests arising after making this declaration will be declared to the Governing Body, and I will complete a further form. I understand that I should also disclose orally any interest at any specific meeting and should leave the meeting whilst that agenda item is being considered.

Signed Ruth Welford Date 5 Dec 2024

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# The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013

## SCHEDULE 1

### Regulation 16

#### Pecuniary Interests and Other Specified Conflicts of Interest

##### Pecuniary interests

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- (b) by reason only of the fact that the relevant person was nominated or appointed to office by, is a member of, or is employed by, any public authority; or
- (c) by reason only of the fact that the relevant person is a member of a corporation or other body if the relevant person has no financial interests in any securities of that corporation or other body.

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##### **Office of governor, chair, vice-chair or clerk**

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(2) In any case where sub-paragraph (1) applies the relevant person's interests will be treated for the purpose of regulation 16(b) as being in conflict with the governing body's interests.

##### **Pecuniary interests**

3.—(1) This sub-paragraph applies where a relevant person who is paid to work at a school other than as head teacher is present at a meeting of the school at which a subject of consideration is the pay or performance appraisal of any particular person employed to work at the school.

(2) This sub-paragraph applies where a head teacher of a school is present at a meeting of the school at which a subject of consideration is the head teacher's own pay or performance appraisal.

(3) In any case where sub-paragraph (1) or (2) applies, the relevant person's interest will be treated for the purpose of regulation 16(b) as being in conflict with the governing body's interests.

**Examples of business or personal interests that should be declared:** Working for an organisation that may quote or carry out work for the school. / Owning or having at least a 10% share of company that may quote or carry out work for the school. / Involvement with a local team or organisation – this should be declared as it might be thought that the governor or staff member could use their influence or position at the school to gain use of school facilities at a favourable rate. / Related to a governor or staff member being appraised or considered for appointment, promotion, a pay award, suspension or dismissal.