

Conflicts of Interest Policy (Exams)



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Conflicts of Interest Policy (Exams)

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| Centre name | The Bridge Easton |
| Centre number | 926/7008 |
| Date policy first created | 20.02.2025 |
| Current policy approved by | Natalie Does |
| Current policy reviewed by | Hannah Middleditch |
| Date of review | 18.11.2025 |
| Date of next review | 20.02.2026 |

Key staff involved in the policy

| Role | Name |
|---------------------------------|---|
| Head of Centre | Natalie Does |
| Senior Leader(s) | William Turnpenny, Claire Greengrass & Lucy Leaford |
| Exams Officer | Hannah Middleditch |
| Other staff (if applicable) N/A | |

This policy is reviewed and updated annually to ensure that conflicts of interest at The Bridge Easton 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 The Bridge Easton School has a written 'Conflicts of Interest Policy' for inspection that must be reviewed and updated annually. This policy confirms that The Bridge Easton School:

1. **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**
2. **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 The Bridge Easton School manages conflicts of interest under normal delivery arrangements in accordance with the regulations.

General principles

A process is in place to ensure that any declaration of interest will be made to the Head of Centre who will discuss this with The Education Director from the MAT. They will determine how this risk might be mitigated from all centre staff to identify and manage any potential conflicts of interest and mitigate any risk of reputational damage or to the integrity of the examinations.

Declaration process

A hard copy declaration of interest form will be sent to all staff involved in the examinations in any way (all secondary staff) at the start of every examinations period. This will be returned to the Examinations Officer who will hold these securely in the exams file and flag up any risk to the Head of Centre to determine necessary action.

Managing conflicts of interest

For internal recording purposes, a conflicts of interests log is maintained and potential conflict of interest declared by central staff is centrally recorded on the log. The relevant awarding body is informed (as required dependent on the nature of the conflict) before the published entry deadline for entries for each examinations series by identifying and following the administrative process for each individual awarding body.

Additional information:

Not applicable.

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:

Natalie Does - to ensure that centre staff are aware of the requirement to declare any interest.

Hannah Middleditch - to ensure that declarations are recorded / logged as potential conflicts of interest and exam boards are made aware.

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

As above.