



# **Conflicts of Interest Policy (Exams)**

Holmer Green Senior  
School

December 2025

### Conflicts of Interest Policy (Exams)

Centre Name	Holmer Green Senior School
Centre Number	52241
Date policy first created	10/10/2023
Current policy approved by	Governors
Current policy reviewed by	Anna Lee
Date of next review	December 2026

### Key staff involved in the policy

Role	Name
Head of Centre	Head Teacher
Senior leader(s)	SLT Member Responsible for Examinations
Exams officer	Anna Lee
Other staff (if applicable)	

This policy is reviewed and updated annually to ensure that conflicts of interest at Holmer Green Senior School are managed in accordance with current requirements and regulations.

Reference in the policy to GR relates to relevant sections of the current JCQ publication General Regulations for Approved Centres.

## **Introduction**

It is the responsibility of the head of centre to ensure that Holmer Green Senior School has a written conflicts of interest policy in place available for inspection that must be reviewed and updated annually. This policy confirms that Holmer Green Senior 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 clear 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 Holmer Green Senior School manages conflicts of interest under normal delivery arrangements in accordance with the regulations.

## **General principles**

A process is in place to collect any declaration of interest from all centre staff to identify and manage potential conflicts of interest.

## **Declaration process**

An electronic declaration of interest form is sent to all staff, including invigilators, at the beginning of the academic year to ascertain potential conflict. This requires completion by the before the published deadline for entries for each examination series.

## **Managing conflicts of interest**

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

## **Roles and responsibilities**

### *The role of the Head of Centre*

- Ensure conflicts of interest are managed according to the requirements in *General Regulations for Approved Centres* (GR 5.3)
- Ensure clear 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 (GR 5.3)

- Ensure the records are available where they may be requested by a JCQ Centre Inspector and/or awarding body staff (GR 5.3)
- Ensure 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 (GR 5.3)
- Ensure 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
- Ensure 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
- Ensure 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 (GR 5.3)

#### *The role of the Exams Office/Officer*

- Ensure the process for collecting declarations of interest is undertaken
- 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 (GR 5.3)
- 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 (GR 5.3)

Approved by Governors:      December 2025

To be reviewed:                December 2026