

Conflict of Interest (Exams) Policy 2025/2026



Approved by: Julia Bray

Date: October 2025

Signed by:

A handwritten signature in blue ink, appearing to read 'Julia Bray', is written over a circular stamp.

**Position: Head of Education
Services**

Last reviewed: October 2025

Next review due: October 2026

Monitoring arrangements

This policy will be reviewed **annually** by the Head of Centre to ensure compliance with current regulations.

Author: Paula Ball	Title: Inclusion Conflict of Interest	Ref: Exams Office	Date: September 25
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Key staff involved in the plan

Inclusion School

Role	Name(s)
Head of centre	Matthew Atkinson
Senior leader(s)	Matthew Atkinson, Ele Murphy, Yvonne Haynes, Paula Ball
Exams officer	Paula Ball
SENCo (or equivalent role)	Ele Murphy

Inclusion College

Role	Name(s)
Head of centre	Chris McShane
Senior leader(s)	Chris McShane, Anna Moores, Michael Collins, Nery's Nabbs, Sharon Moore
Exams officer	Sharon Moores
SENCo (or equivalent role)	Anna Moores

This policy is reviewed and updated annually to ensure that conflicts of interest at Inclusion Education 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 Education Services to ensure that Inclusion Education has a written conflicts of interest policy in place available for inspection. This policy confirms that Inclusion Education: 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)

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 Inclusion Education 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 any potential conflicts of interest.

Declaration process

A hard copy of a declaration of interest form is sent to Exams Officer in each academic year. Completed forms must be returned to Exams Officer as soon as the academic year starts

Managing conflicts of interest

A conflicts of interest log is maintained and any potential conflict declared by centre staff is centrally recorded on 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 declarations before the published deadline for entries for each examination series by identifying and following the individual awarding body's administrative process.

The agreed measures/protocols taken/put in place 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 measures/protocols.

Roles and responsibilities

SLT Lead for exams / Head of Centre

- Ensure conflicts of interest are managed according to the requirements (GR 5.3)
- Ensure clear 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).

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.

Exams 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).