

## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Trustees

Name:	John Michael Gee
Position:	Chair of Trustees

I declare as a Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary Interests	Please provide details of the interest
Current employment	Academies Enterprise Trust: Governance Professional (part-time) Juniper Education Ltd.: Specialist Meetings Lead and Governance Professional (part-time)
Businesses (of which I am a partner or sole proprietor)	JMG Education – self employed education consultancy
Company directorships – details of all companies of which I am a director	Chelmsford Diocesan Education Trust - Director
Charity trusteeships – details of all companies of which I am a trustee.	Lay Vice-Chair: St. Andrew's with Holy Trinity, Halstead PCC (PCC Member)

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	None
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	None
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	None
Any other conflict.	<p>Helena Mary Gee (wife) - Is a member of the St. Andrew's CSDG as a representative of the St. Andrew's with Holy Trinity PCC.</p> <p>My directorship with CDET and employment with Juniper Education have potential conflicts, but these links are declared, and I would withdraw on any matters where there could be a perceived or actual conflict.</p>

Personal Interests	Name	Relationship to me	Organisation	Nature of the Interest
Any immediate family or close connections to an ASAT trustee?	No			
Company directorships or trusteeships of family or close			<p>Juniper Education Ltd</p> <p>CDET</p>	

connections to n ASAT trustee?			(As described above)	
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If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

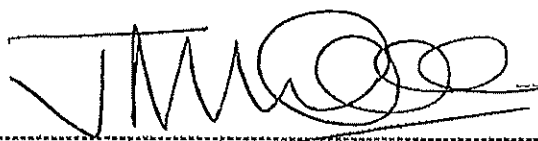
Name of school/academy:	Not Applicable
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

Signed:



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Date:

16.10.2023.

## Guidance notes

**Legal Duty:** Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

**Pecuniary Interests:** Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

**Non-pecuniary interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be

# ALL SAINTS ACADEMY TRUST

## Declaration of Pecuniary and Personal interest for Trustees

Name:	Charlotte King
Position:	Trustee

I declare as a Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	/
Businesses (of which I am a partner or sole proprietor)	/
Company directorships – details of all companies of which I am a director	/
Charity trusteeships – details of all companies of which I am a trustee.	/

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	
Any other conflict.	

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any Immediate family or close connections to an ASAT trustee?				
Company directorships or trusteeships of family or close connections to an ASAT trustee?				

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

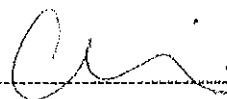
Name of school/academy:	
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

Signed:

  
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Date:

28 July 2023  
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## Guidance notes

**Legal Duty:** Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

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- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

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**Non-pecuniary Interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

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- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.



## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Trustees

Name:	Gemma Todd.
Position:	Trustee

I declare as a Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	KINGSWOOD GROUP (HPL SOLUTIONS)
Businesses (of which I am a partner or sole proprietor)	NIA
Company directorships – details of all companies of which I am a director	NIA
Charity trusteeships – details of all companies of which I am a trustee.	NIA

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	<del>CIPD</del> <del>BPS</del> N/A
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	N/A
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	N/A
Any other conflict.	N/A

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	N/A			
Company directorships or trusteeships of family or close connections to an ASAT trustee?	N/A			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

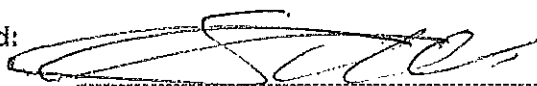
Name of school/academy:	N/A.
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

Signed:



Date:

28/11/23

## Guidance notes

**Legal Duty:** Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

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- Goods or services you offer which may be used by the trust/school;
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**Non-pecuniary Interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.

## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Trustees

Name:	Lizzie Allen
Position:	Trustee

I declare as a Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	Assistant Headteacher The Starway School
Businesses (of which I am a partner or sole proprietor)	n/a.
Company directorships – details of all companies of which I am a director	n/a.
Charity trusteeships – details of all companies of which I am a trustee.	n/a.

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	n/a
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	n/a
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	n/a
Any other conflict.	n/a

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	n/a			
Company directorships or trusteeships of family or close connections to an ASAT trustee?	n/a			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

Name of school/academy:	Richard de clare Primary school
Position held:	Governor
Date appointed/elected to post:	Sept 2022
Date of termination to post:	July 2023

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

Signed:



Date:

28/11/2023

## Guidance notes

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- Goods or services you offer which may be used by the trust/school;
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**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
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- Not appointing the governor in question or seeking to secure their resignation.

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- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

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## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Trustees

Name:	RICHARD OETILE
Position:	TRUSTEE

I declare as a Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary Interests	Please provide details of the Interest
Current employment	NIL
Businesses (of which I am a partner or sole proprietor)	NIL
Company directorships – details of all companies of which I am a director	NIL
Charity trusteeships – details of all companies of which I am a trustee.	NIL

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	nil
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	nil
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	nil
Any other conflict.	—

Personal Interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	—			
Company directorships or trusteeships of family or close connections to an ASAT trustee?	—			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

Name of school/academy:	N/A.
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

Signed:

R. Howard

Date:

17/10/22

## Guidance notes

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# ALL SAINTS ACADEMY TRUST

## Declaration of Pecuniary and Personal Interest for Trustees

Name:	Rob Stacey
Position:	Trustee

I declare as a Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary Interests	Please provide details of the interest
Current employment	Evi Technologies Ltd (Amazon)
Businesses (of which I am a partner or sole proprietor)	None
Company directorships – details of all companies of which I am a director	Stacey Industries Ltd Red Dragon Miniatures Ltd
Charity trusteeships – details of all companies of which I am a trustee.	None

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	None
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	None
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	None
Any other conflict.	None

Personal Interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	/			
Company directorships or trusteeships of family or close connections to an ASAT trustee?	Chamberle Stacey	wife.	Stacey Industries Ltd.	Director.

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

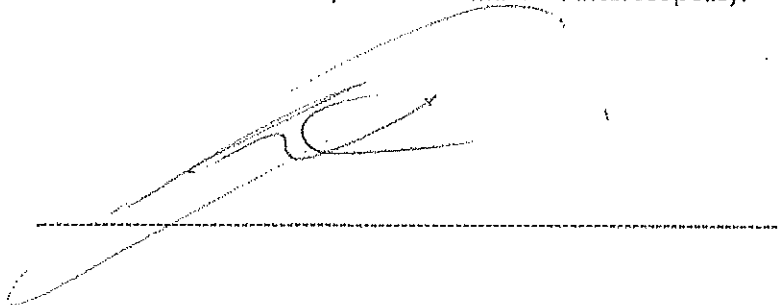
Name of school/academy:	
Position held:	
Date appointed/elected to post:	
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

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Signed:



Date:

17/10/2023

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**Pecuniary interests:** Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

**Non-pecuniary interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.



## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Trustees

Name:	Bridgette Gongu
Position:	Executive Headteacher / CEO

I declare as a Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary Interests	Please provide details of the Interest
Current employment	EHT / CEO ASAT
Businesses (of which I am a partner or sole proprietor)	N/A
Company directorships – details of all companies of which I am a director  ONLY ASAT	N/A
Charity trusteeships – details of all companies of which I am a trustee.	N/A

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	NAHT-union
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	None
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	N/A All contracts for goods through trust
Any other conflict.	M. Myatt → curriculum N/A.

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?				
Company directorships or trusteeships of family or close connections to an ASAT trustee?		N/A		

Mr. R. Gough - husband - Heddergham School & Sixth Form Governor

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

Name of school/academy:	
Position held:	
Date appointed/elected to post:	N/A
Date of termination to post:	

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

Signed:

.....

Date:

.....

## Guidance notes

**Legal Duty:** Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

**Pecuniary interests:** Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

**Non-pecuniary interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.

## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Members/Trustees

Name:	Revd Katie de Bourcier
Position:	Team Rector, Halstead Area Team Ministry Trustee of ASAT

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	Diocese of Chelmsford
Businesses (of which I am a partner or sole proprietor)	None
Company directorships – details of all companies of which I am a director	None
Charity trusteeships – details of all companies of which I am a trustee.	Parochial Church Councils of St Andrew's Halstead, St James Greenstead Green, St Catherine's Gosfield.

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	None.
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	None.
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	None.
Any other conflict.	None.

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	None			
Company directorships or trusteeships of family or close connections to n ASAT trustee?	None			

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

<b>Name of school/academy:</b>	Holy Trinity School, Halstead
<b>Position held:</b>	Foundation Governor
<b>Date appointed/elected to post:</b>	November 2015
<b>Date of termination to post:</b>	Ongoing until I leave role as Team Rector

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

**Signed:** KdeBourcier  
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**Date:** 15 September 2023  
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## Guidance notes

**Legal Duty:** Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

**Pecuniary interests:** Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

**Non-pecuniary interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.



## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Members/Trustees

Name:	Rt Revd Roger Morris
Position:	Member of All Saints Academy Trust

I declare as a Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	Area Bishop of Colchester
Businesses (of which I am a partner or sole proprietor)	None
Company directorships – details of all companies of which I am a director	None
Charity trusteeships – details of all companies of which I am a trustee.	Innervation Trust (iSingPop) Chelmsford Diocesan Board of Finance Essex Council for Voluntary Youth Services Churches Together in Essex and East London Hockerill Trust
Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	None
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	None

Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	None
Any other conflict.	Patron of Friends of Brightlingsea St James Patron of Friends of Tollesbury St Mary Patron of Friends of St Peter's Sible Hedingham Patron of Coggeshall Youth Project Patron of Colchester CYO Patron of Colchester Foodbank Co-Chair of Essex Chapter of Citizens UK President of St Helena Hospice

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?				
Company directorships or trusteeships of family or close connections to an ASAT trustee?	Sally Morris	Wife	Ormiston Academies Trust	Headteacher of Ormiston Sudbury Academy

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

<b>Name of school/academy:</b>	Hope Learning Academy
<b>Position held:</b>	Member
<b>Date appointed/elected to post:</b>	May 2016
<b>Date of termination to post:</b>	-

<b>Name of school/academy:</b>	Keys Cooperative Academy Trust
<b>Position held:</b>	Trustee
<b>Date appointed/elected to post:</b>	September 2020
<b>Date of termination to post:</b>	July 2023

<b>Name of school/academy:</b>	Keys Cooperative Academy Trust	
<b>Position held:</b>	Member	
<b>Date appointed/elected to post:</b>	March 2024	
<b>Date of termination to post:</b>	-	

Name of school/academy:	The Chelmsford Diocese Educational Trust
Position held:	Trustee
Date appointed/elected to post:	November 2023
Date of termination to post:	-

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

Signed:

*S. J. MORRIS*

Date:

10 March 2024

### Guidance notes

**Legal Duty:** Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

**Pecuniary interests:** Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

**Non-pecuniary interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.



## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Members/Trustees

Name:	Revd. Canon Simon Garwood
Position:	Member

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	Priest-in-Charge (full-time stipendiary) of the United Benefice of Kelvedon and Feering
Businesses (of which I am a partner or sole proprietor)	None
Company directorships – details of all companies of which I am a director	None
Charity trusteeships – details of all companies of which I am a trustee.	Trustee/Chair (ex officio) of the Marler and Chaplin Almshouses Charity, Kelvedon (linked to post of Priest-in-Charge below)

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	None
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	None
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	None
Any other conflict.	None

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?	None			
Company directorships or trusteeships of family or close connections to n ASAT trustee?	None			



If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

<b>Name of school/academy:</b>	Kelvedon St Mary's Primary Academy
<b>Position held:</b>	Director/governor (ex officio)
<b>Date appointed/elected to post:</b>	February 2014
<b>Date of termination to post:</b>	When I leave my current post as Priest-in-Charge

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

**Signed:**        **Simon Garwood**

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**Date:**        6<sup>th</sup> March 2024

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## Guidance notes

**Legal Duty:** Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

**Pecuniary interests:** Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

**Non-pecuniary interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.

## ALL SAINTS ACADEMY TRUST

### Declaration of Pecuniary and Personal interest for Members/Trustees

Name:	Tayrina Ferguson
Position:	Corporate Member for CDET

I declare as a Member/Trustee / SLT Member of All Saints Academy Trust, that I hold the following personal and / or pecuniary interest(s):

Pecuniary interests	Please provide details of the interest
Current employment	N/A
Businesses (of which I am a partner or sole proprietor)	N/A
Company directorships – details of all companies of which I am a director	Developing Professionals International Limited
Charity trusteeships – details of all companies of which I am a trustee.	Chelmsford Diocesan Education Trust

Membership of professional bodies, membership organisations, public bodies or special interest groups of which I am a member and have a position of general control or management.	N/A
Gifts or hospitality offered to you by external bodies while acting in your position as a trustee / SLT member and whether this was declined or accepted in the last 12 months.	N/A
Contracts offered by you for the supply of goods and/or services to the Trust and / or school.	N/A
Any other conflict.	None

Personal interests	Name	Relationship to me	Organisation	Nature of the interest
Any immediate family or close connections to an ASAT trustee?				
Company directorships or trusteeships of family or close connections to an ASAT trustee?				

If you are currently a governor or trustee of any other schools and/or academies (or have been so within the last 12 months), please provide details below:

<b>Name of school/academy:</b>	Honywood School
<b>Position held:</b>	LGB member
<b>Date appointed/elected to post:</b>	December 2014
<b>Date of termination to post:</b>	December 2024

To the best of my knowledge the information supplied above is correct and complete. I understand that it is my responsibility to declare any conflict of interest/loyalty, business or personal that relates directly or indirectly, to myself or any relation in any contract, proposed contract or other matter when present at a meeting at the school where such contract or matter comes under consideration.

I understand that I must withdraw from any meeting during the discussion of such contract or matter and must not vote in respect of it.

I agree to review and update this declaration annually and give consent for the information provided to be used in accordance with the trust/school's conflicts of interest policy.

**T Ferguson**

**Signed:**

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**Date:**

8<sup>th</sup> March 2024

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## Guidance notes

**Legal Duty:** Governors and trustees have a legal duty to act only in the best interests of their schools. Where a situation arises in which they cannot do this due to a personal interest they have, steps should be taken to identify, prevent and record the conflict. This ensures governors or trustees are acting in the best interests of the school. In the declaration above, you must provide details relating to:

- Your ownership or partnership of a company or organisation which may be used by the trust/school to provide goods or services;
- Goods or services you offer which may be used by the trust/school;
- Any close relation you have to someone who satisfies either of the above;
- Any close relationship you have to someone who is employed by the trust/school.

Declaring your conflicts of interest is a legal requirement within the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and for academies, in the Articles of Association and Academies Financial Handbook. However, making an annual declaration does not remove your requirement to make an oral disclosure of the interest and temporarily leave the meeting, where the interest is relevant to something being discussed.

**Pecuniary interests:** Generally, governors should not participate in any discussions in which they may directly or indirectly benefit from a pecuniary interest, except where the relevant authority has authorised this i.e., legislation for maintained schools or articles of association for academies. A direct benefit refers to any personal financial benefit and an indirect benefit refers to any financial benefit you may have by virtue of a relationship to someone who stands to gain from a decision of the governing board. Both direct and indirect interests must be declared.

**Non-pecuniary interests (Conflicts of loyalty):** There may be a non-pecuniary interest whereby the governor does not stand to gain any benefit but a declaration should still be made. For example, this might be where a governor has a family member working in the school. While the governor might not benefit personally, their judgment could be impaired if something was brought up that would affect the family member.

**Handling the conflict:** The governing board must decide as to whether or not they should take steps to remove the conflict by:

- Not pursuing the course of action it relates to; or
- Proceeding with it in an alternative way which does not give rise to conflict; or
- Not appointing the governor in question or seeking to secure their resignation.

In the minutes of the meeting, the following should be recorded:

- The nature of the conflict;
- Which governor(s) it relates to;
- Whether a declaration was made in advance of the meeting;
- A brief overview of what was discussed;
- Whether the governor(s) withdrew from the meeting;
- How the governors made the decision in the best interests of the school.

The School and Early Years Finance (England) Regulations 2013 provide for local authority financing schemes to keep a register of pecuniary interests for the trustees, governors and staff of schools. The register should be reviewed annually by the clerk to the governing body but any new interest or ceased interest, should be reported to the clerk as and when they occur. Upon completion, this signed form should be given to the clerk of governors whose responsibility it is to keep a register of all interests and review it annually. You can find NGA's model conflict register on the [NGA's website](#). The Charity Commission has produced [guidance on dealing with conflicts of interests](#) which may be useful, even for schools that do not have charitable status.