



**The Telford Langley School**  
**ENSURING EXCELLENCE**

**Conflicts of Interest Policy (Exams)**

Approved: Spring 2026

## Conflicts of Interest Policy (Exams)

<b>Policy Name:</b>	Conflicts of Interest Policy (Exams)
<b>Policy Owner:</b>	Mr Craig Pattinson, Deputy Headteacher
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# 1. Purpose of the Policy

The purpose of this policy is to provide guidance to staff and any other relevant individuals on handling possible conflicts of interest that may arise as a result of their roles as teachers, invigilators, and assessment/exam-related administrators. This policy applies to all staff or other individuals whenever they interact or potentially interact with any of the school assessment/exam related functions.

This policy:

- Defines what is meant by conflict of interest in these circumstances
- Describes the role of conflict of interest in the context of working for the school in an assessment/exam related function
- Sets out which conflicts can be managed and how they should be managed, and those which are considered unmanageable and therefore cannot be allowed.
- Illustrates potential conflict of interest situations, some of which are not obvious

The most important feature of the policy is the instruction that individuals should always disclose an activity if there is any doubt about whether it represents a conflict of interest.

The policy describes how and when such disclosures should be made, that is, as soon as potential or actual conflict is discovered. This should be done by completion of a report at the time (i.e. before activity is carried out). The policy describes the procedures that should be followed and how to handle potential conflicts of interest.

## 2. Scope

This policy applies to staff and other individuals who interact or potentially interact with the assessment- related work/examinations of the school. This includes individuals involved with all aspects of devising, setting, marking, administering, invigilating, internally verifying or any other activity connected with the assessment of candidates and associated supporting resources and services.

The individuals falling within the scope of this policy include full-time, part-time, prorated and support staff of the school and any associate staff including external examiners.

The content of the policy cannot cover every potential conflict and must be interpreted in the light of the particular circumstances of each conflict.

## 3. What is a Conflict of Interest?

A simple definition of conflict of interest is a situation in which an individual or organisation has competing interests or loyalties. Conflicts of interest can arise in a variety of circumstances, for example:

- An individual whose personal interests conflict with their professional position
- An individual scheduled to assess, invigilate, or internally verify the work of friends or relatives.

## **4. Roles, responsibilities and associated procedures to be followed in the event on an actual or perceived conflict of interest**

All relevant staff have a responsibility to be aware of the potential for a conflict of interest. It is possible that staff working in any assessment/exam related role might encounter potential conflicts of interest from time to time.

Such situations must be carefully managed to ensure that any conflict of interest does not detrimentally impact on standards of, or public confidence in the school's educational provision.

Staff can find themselves in potential conflicts of interest situations because they are not clear what the correct, auditable processes and procedures are.

- The Conflict of Interest policy is a requirement of the induction of all new teachers, invigilators and assessment/examination related support staff and staff are asked annually of any potential conflicts of interest. As and when the situation arises, teachers, invigilators and support staff must notify the school of any students that are at the school who are family members, other relatives or close friends.
- Any day-to-day concerns identified by an individual should be raised with their line manager.
- Where there is a notified potential conflict of interest for an individual, the individual and line manager must document this carefully, together with those activities that must be avoided to prevent the school being brought into disrepute. A declaration of conflict of interest form should be signed by both the individual and the line manager, brought to the attention of the Deputy Head – Curriculum and Progress and Headteacher, where documents will be retained for audit purposes.
- Any concerns that the individual feels are urgent should be communicated immediately to the Deputy Head of Curriculum and Progress and Headteacher and may be done so in confidence. It is an individual's right to raise concerns relating to a conflict of interest directly with the Deputy Head of Curriculum and Progress or Headteacher and to receive a response to their concerns.

## **5. Handling potential conflicts of interest in specific areas and functions.**

The following are examples of conflicts or potential conflicts of interest from different areas of the school. These notes are intended to be helpful to staff in making decisions that relate to potential conflict of interest situations in their day-to-day work.

- If a teaching member of staff is involved in any way with the development of a secure assessment for either internal or national use, they cannot make use of the knowledge of that assessment in any teaching or learning activity.
- Teachers, invigilators and assessment/exam-related administrators do not take responsibility to ensure the security and confidentiality of all assessment documents including examination papers.
- Learning and teaching materials are based on live examination of other assessment materials (although they can make use of past examination of other assessment materials).
- A member of staff is asked to assess, invigilate or internally verify the work of a student who is a family member, other relative or close friend.
- A member of staff makes assessment materials available to individuals, whether or not students of the school, when not specifically tasked with assessing them as part of a timetabled activity.

### **Whistle blowing**

Anyone concerned about the integrity of any aspect of the public exams process should raise these concerns with the relevant authority in the exam board / JCQ / regulator. Concerns about the conduct of exams at the school/college should be raised with the Head of Centre and the Exams Officer. If a concern relates to the Head of Centre then the Chair of Governors should be contacted. Concerns should be addressed in a reasonable and timely fashion; if they are not, the concern should be escalated in accordance with the school/college Whistleblowing Policy.