

NORTHUMBERLAND COUNTY COUNCIL

HEDDON-ON-THE-WALL ST. ANDREW'S CE FIRSTSCHOOL

REGISTER OF STAFF INTERESTS

Details of interests which could conflict with the interests of the School or Governing Body (examples given below)

A hardcopy of this register including signatures is available to view at the school office.

NAME	INTERESTS		DATE
	Financial	Non-Financial	
Mrs. Hannah Abbott	None	None	02.10.2015
Mrs. Lynn Anderson	None	None	06.10.2015
Mrs. Heather Bell	None	None	06.10.2015
Mrs. Debbie Bilclough	None	None	02.10.2015
Mrs. Jill Broadbent	None	None	29.09.2015
Mrs. Margaret Chambers	None	None	06.10.2015
Mrs. Wendy Champion	None	None	06.10.2015
Mrs. Elizabeth Cabbage	None	None	28.09.2015
Mrs. Heidi Gasser-Thompson	None	None	06.10.2015
Mrs. Michelle Gilhome-Lamb	None	None	06.10.2015
Mrs. Justine Graham	None	None	28.09.2015
Mrs. Anita Haddock	None	None	29.09.2015
Mrs. Lynda Henderson	None	None	29.09.2015
Mrs. Judith Leja	None	None	06.10.2015
Mrs. Alison McGurk	None	None	06.10.2015
Mrs. Joan Phillips	None	None	06.10.2015
Mrs. Angela Piggott	None	None	06.10.2015
Mrs. Louise Richardson	None	None	06.10.2015
Mrs. Kelly Rochester	None	None	06.10.2015
Mrs. Jennifer Southern	None	None	28.09.2015
Miss. Tanya Thompson	None	None	28.09.2015
Mrs. Julie Walker	None	None	29.09.2015
Mrs. Michelle Watson	None	None	06.10.2015
Mr. Andrew Wheatley	None	None	28.09.2015
Miss. Abigail Williamson	None	None	29.09.2015
Mrs. Sarah Ziolkowski	None	None	29.09.2015

A conflict of interest exists when an employee/governor is in a position to benefit personally, directly or indirectly, from his or her dealings with an entity or person conducting business with the school/County Council. All employees/governors have an obligation to avoid conflict, or the appearance of conflict, between their personal interests and the interests of the school/County Council in dealing with outside organisations or individuals.

The following examples are based on actual audit observations

1 Governor whose husband or wife is employed as a teacher.

He/She should not take part in discussions regarding the whole school pay policy or staffing matter which may affect his/her partner. The more senior the teacher the greater may be the number of issues in which the governor should take no part. For example, a decision to increase the number of pupils may lead to a salary increase for the Head Teacher and their deputy.

2 Governors or members of staff who are also on the committee of a child care scheme who rent part of a school.

They should not be party to any discussions involving the use of the school by the scheme or the setting of rents.

3 Governors or members of staff who help to organise a group who have a letting e.g. a football club using the fields, scouts, church groups. While they may be involved in the general principle of the letting of school premises, they should not take part in the setting of charges or in agreeing to free use.

4 A Governor or member of staff who is a director or a supplier to the school.

Should not take part in any decisions regarding the letting of contracts for the type of goods or services provided by his company, or where a subcontractor relationship may exist.

Although now included within the Governors' Register of Interests, members of staff have been bound by the County Council Code of Conduct (which was adopted by Governing Bodies) since the Spring of 1998, consequently they should already have declared any conflict of interest.

The register should include details of all business interests held by governors or members of staff, such as Directorships, Share Holdings and any other appointment of influence within a business or other organisation which may have dealings with the school.