



Unlocking potential

PECUNIARY INTERESTS POLICY

September 2023

Responsibility	Head Teacher
Date of next review	31/08/2024

Signed:

Chair of Governors

Date:

14/8/23

Signed:

Head Teacher

Date:

15/8/23

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1. ACADEMY STATEMENT

- 1.1. Conflicts of interests may arise from time to time amongst members of the Governing Body. The Governing Body has a collective responsibility for the effective delivery of funded projects. This collective responsibility should override individual interests.
- 1.2. The Aspire Academy is committed to raising awareness amongst Governors and staff of their responsibility to avoid conflict of interests by acting in good faith and for the benefit of the Academy.
- 1.3. As part of the Academy's commitment to openness and transparency, an annually updated Register of Interests is maintained and made available for public inspection. The register is designed to protect both the Academy and individual Governing Body members from damaging allegations of corruption and possible punitive actions.

2. DEFINITION AND SCOPE

- 2.1. A pecuniary interest can be defined as a financial benefit. Within the context of an Academy, the financial benefit concerns public funds.
- 2.2. Interests to be declared by Governing Body members can be both financial and non-financial and can include:
 - Employment (including name and address of employer).
 - Company directorships, business partnerships, self-employment, and significant shareholdings (defined as over 2% of shares in a quoted company or 10% in a private company).
 - Positions of public responsibility.
 - Membership of external organisations, (including other schools), which might have a bearing on the Academy's work.
 - Any financial interest which might relate to the Academy's work.
 - Any other financial or non-financial interests (such as by kinship, friendship or membership of an organisation), which could be perceived as potentially affecting judgement or give the impression that a Governing Body member could be acting for personal motives.
- 2.3. A conflict of interest will arise in any circumstance where doubt can be cast on a Governing Body member's ability to act with complete objectivity with regard to the Academy's activities.

3. DECLARING AN INTEREST

- 3.1. On appointment and annually thereafter, Governing Body members and senior staff will be provided with a Declaration of Interests form, which must be completed, signed and returned within one month. Whenever an interest changes or a new one occurs, the member is responsible for completing a revised declaration within one month.
- 3.2. All forms showing declared interests will be reviewed by the Chair of Governors who will either countersign the form to indicate their satisfaction that there is no action required, or will set out in writing to the member of staff/Governor their advice on how any potential conflict is to be managed. Any such advice will also be placed on the register.

- 3.3. The register will be reviewed on an annual basis by the Governing Body or more frequently where significant changes have been reported.

4. AVOIDING PERSONAL BENEFIT AND CONFLICTS OF INTEREST

- 4.1. Governors should ensure that private or personal financial interests never influence their Governing Body decisions. They should ensure that they never use their position as members for personal gain of any sort.
- 4.2. Governors can make a valuable contribution to the work of the Academy, even though (or because) they have responsibilities to others that might sometimes bring them into conflict with the Academy.
- 4.3. All Governors, (including Parent and Staff Governors), have an overriding duty to act in the interests of the Academy and cannot act as representatives of other bodies when undertaking their Governing Body role. Where an issue arises that conflicts with their responsibilities to another school or organisation, then they should declare their interest and withdraw from the meeting, unless invited to remain by the Governing Body.
- 4.4. Parent and Staff Governors are also expected to ensure that the Governing Body is aware of parental and staff views on issues, however they should not raise issues that relate mainly to their employment or their child's placement at Governing Body meetings. Where an issue arises that affects them personally, or as one of a small number of parents or staff, then they should declare an interest and withdraw from the meeting unless invited to stay by the Governing Body.
- 4.5. Examples of when a Governor should withdraw from a meeting involves a member who:
- Has a financial interest in the matter under discussion.
 - Has any interest in the matter under discussion which creates a real danger of bias i.e., the interest affects them, or a member of their household, more than the generality affected by the decision.
 - Has any interest which does not create a real danger of bias, but which may reasonably cause others to think it could influence their decision.
- 4.6. The law generally prohibits any Governing Body member or close relative from receiving any benefit from the Academy, which includes all payments except for reasonable governor expenses or the agreed fee where the Academy has adopted a policy of paying some or all Governors. The only exception to this rule concerns Governors who are employed members of staff, however it should be noted that they should not receive any benefit in their capacity as a Governor beyond what is allowed in law.
- 4.7. Governors should never accept gifts, (other than those of a trivial nature) and should avoid giving or receiving any extravagant hospitality to anyone connected with the work of the Academy. All hospitality received should be notified to the Clerk.

5. HANDLING A CONFLICT OF INTEREST

- 5.1. It is the responsibility of individual Governors who have any interest, however slight, in any matter about to be discussed or decided by the Governing Body to disclose that interest, (including all relevant facts), and ensure the declaration is recorded in writing in the Academy's records.

- 5.2. If the conflict is clear and substantial, the Governing Body should offer to withdraw and, if invited to remain, must refrain from voting on the matter. The Governing Body member must not attempt to influence any other member's view or vote, nor the actions of staff, on the matter by any form of communication prior to, during or after the relevant meeting(s).
- 5.3. Where such a conflict is likely to re-occur on a frequent basis, the governor should offer to resign.
- 5.4. Parent and Staff Governors are fully entitled to participate in discussions of, and where applicable vote on, all policy matters affecting all or a substantial group of parents or staff, however they must abide by the preceding paragraphs on matters affecting themselves, their relatives or close friends individually. This includes discussions of policy on issues such as Pay; where the Academy is considering or taking action against a person; or complaints etc. where the individual is taking action against the Academy.
- 5.5. Any Governing Body member involved in a significant dispute with the Academy will automatically be suspended until the dispute is resolved and will remain suspended until final decisions, including consideration of any ombudsman's findings, have been taken by the Academy. This excludes parent or staff Governors using the normal complaints procedure, who must abide fully by the preceding paragraphs in relation to consideration of their complaint, however suspension will be automatic when the complaint reaches an appeals process (i.e., consideration by the Governing Body).
- 5.6. If a Governing Body or staff member considers that a Governor has a conflict of interest which has not been declared or, if declared, not dealt with appropriately as set out above, they have a duty to raise the matter immediately with the Governing Body via the Chair.
- 5.7. No contract or other award should be made to a Governing Body member, staff member, company etc. in respect of which an interest has been declared without the prior approval of the Governing Body.
- 5.8. Whenever members are unsure of the seriousness of a potential conflict of interest, they should consider the potential risks before acting. If in doubt about the application of these rules, the Chair should be consulted and independent advice should be sought, where necessary.

6. REVIEW

- 6.1. This policy will be reviewed annually by the Full Governing Body

APPENDIX A: DECLARATION OF INTERESTS FORM



The Aspire Academy

Register of Interests

In the interests of transparency and accountability, relevant members of senior staff, Trust Members and the Governing Body are required to register, in accordance with the Pecuniary Interests Policy, interests that are capable of causing conflicts.

Relevant members of senior staff, Trust Members and the Governing Body **must** identify relevant material interests from close family relationships between the academy trust's members, trustees or local governors. It **must** also identify relevant material interests arising from close family relationships between those individuals and employees.

NAME:

POSITION:

Name of Company or Organisation	Nature of Business	Nature of the Interest	Date the Interest began	Paid (Yes/No)

SIGNED:

DATE:

APPENDIX B: SUPPLIER LIST

The following are currently on the Academy's list of active suppliers (as at June 2023).

Resin8 Craft Supplies Limited	Bewdley Outdoors
A H Doors Windows	Bigdug Limited
A&E Fire and Security Ltd	Black Country Living Museum Trust
A1 Taxis Redditch	Black Pear Electrical
AC Trim Upholstery	Blue Arrow
Academics	Blue Door Group
Access UK Ltd	Blue Door Logistics
Acivico (Design, Construction and Facilities Management) Ltd	Boat of Beasties Limited
ACRS Ltd	Booker Limited
Action Centres UK Ltd	Bookpoint Limited
Active Environmental Services LTD	Bowlfuls Ltd
Acton Mill Care Farm Limited	Bridle Maintenance
ADDiSS	Brightcore Consultancy Ltd
Adventure Forest Ltd T/A GoApe	British Broadcasting Corporation (TV Licence)
AES Roofing Contractors Ltd	British Motor Museum
Air Cool Engineering Midlands Ltd	Browne Jacobson
Alliance Asset Management Ltd	BT Payment Services Ltd
Amazon	Budo Warrior Schools
AMB Glass & Malvern Windows	Cache
APT - The Association for Psychological Therapies	Capita Business Services Ltd
AQA Education	Capitall Systems Limited
AquAid (Midlands & South Wales)	Castle Vehicle Leasing Ltd
Arbor Education Partners Ltd	Cathedral Cars
Archway Community College	Ceiling Tiles UK
ARVAL Ltd	Centre for Child Protection
Ascot Wholesale Limited	CF Corporate Finance Limited
ASDAN Education	Chadsgrove Teaching School Alliance
Ashcroft Mailing Solutions Ltd	Christopher Whitehead Language College
Association for Citizenship Teaching	Clayton Window Cleaning
Aston & Fincher Ltd	CLEAPSS
Atlas Equipment T/A Tyre Bay Direct	ClickView Limited (UK)
Axcis Education Recruitment	Climb Worcester Ltd
B & H Cars	Clubline Football
B&Q	Cob House Education Ltd
Babcock Training Limited (Education Services)	Commandery Coaches
Barnardo's	Communicate-ed
Barnsley Solutions	Companies House
Barrington Stoke (Grantham Book Services)	Compliance 365
BCS Learning & Development Ltd	Computer Systems in Education Ltd
Belmont Carpentry	Connaught Resourcing Ltd
Better Equipped: School Science Supplies Limited	Consortium

Coordination Group Publications	Ermin Plant (Hire & Services) Ltd
CorbettNco Limited	ESPO
Courier UK Trading Ltd	Esteem Multi-Academy Trust
Coverley Woodwork	Eteach UK Limited
CPOMS Systems Limited	Eureka
Create Safer Organisations	Family Action
Creating Space	FareShare Midlands
Crossbow Education	Feeling Found
Crowe UK LLP	FF Services Ltd
CS Catering Equipment	Field Studies Council Limited
CTC Training & Development Ltd	Fire Protection Online Ltd
Cyclescheme Limited	Flyup Ltd
Dantech Ltd	Focus Professionals Training
Davroy Contracts Ltd	For Schools Direct Limited
Deep Clean Hygiene Solutions Ltd	Forum Business Media Limited
Denmans Electrical Wholesalers	Freedom Leisure
Design Centre Online Ltd	FuelGenie
Digaway & Clearaway	Full Throttle Raceway Limited
Direct365 Online Ltd	GASP
Diversity Travel Ltd	Gaudet Luce Ltd
DJI Stores	GBV Rentals
Don Ruffles	GDPR in Schools Limited
Drawing and Talking	Gear4music Ltd
Droitwich Amateur Boxing Club	Gemini Repairs (Worcester) Ltd
Droitwich Roofing & Building Specialists Ltd	General Environmental Services Limited
Droitwich Spa High School & Sixth Form Centre	Gillmans
Duomo (UK) Ltd	GL Education Group Ltd
DV247 Digital Village & Music Village	Gloverspiece College
Dyslexia Action House	Gloverspiece Minifarm Ltd
E-on Next Energy Limited	GLS Educational Supplies
EACH Ltd	Go-Gum Ltd
Ebuyer (UK) Ltd	Godfrey Syrett Ltd
Edge Hill University	Golf Alchemy Ltd
Edmundson Electrical Ltd	Goodwill Art Service Ltd
Education & Skills Funding Agency	GOVNET Communications
Education Data Hub	GovNet Communications
Educational Testing	Grafton Psychology Associates Limited
Edukey Education Ltd	Graham Asset Management
EE	Graham Plumbers Merchant
Elevate UK Lifts Ltd	Grants Online Ltd
EMLC	Gravelmaster Limited
EMS Water Ltd	Greenaways
Entrust Support Services Limited	Greener Options Limited
Envesca Ltd	GT Access Limited
Equal Education Limited	Habberley Trail Limited
Equal Education Limited	Hachette UK Distribution Ltd

Halfords Ltd	Kingswood Learning & Leisure Group
Hanley Castle High School & Sixth Form	Kinto UK Ltd
Harper Collins Publishers	Kit Built Guitars Ltd
Hatton Flooring Ltd	KPCM Display Limited
Haybridge High School and Sixth Form	KRCS Group Ltd
Heads Up Limited	LA Clothing Solutions Ltd
Heart of Worcestershire College	Lanway Corporate Business Systems Ltd
Height Adjustable Desks	Laser Conflict Ltd
Help Harry Help Others	Learning Resources
Hereford & Worcestershire Chamber of Commerce	Learning Unlocked Ltd
High Speed Training	Legends Gym
Highvac Cleaning Worcester	Liberata UK Limited
Hill Interior Contracts Ltd	LIDL
Hinton House Publishers Ltd	Lloyds Banking Group
Hire This!	LMS Travel
HIT	Loggerhead Publishing Ltd
HM Revenue & Customs	Longlands Care Farm
Hobbycraft Ltd	Lord Combustion Services Ltd
Hodges and Lawrence Ltd	Love2shop
Homebase	M J Logan Motor Services
Hope Education	MA Education Limited
Hope Unlimited	Manchester United Football Club Ltd
Hornsey Steels Limited	Marston Book Services Ltd
Ice Quest (Malvern) Limited	Mathsbox Limited
ID Management Systems	MCB Transport Services Ltd
Imagination Street	MCD Heating Ltd
Impact Matters (MTM Innovations)	mdlsoft TaskMagic C B
include-ed	Mentor Link
Information Commissioner's Office	Merlin Entertainments Group
Institute of The Motor Industry	MettaBox Ltd
International Scientific Group	MF Locks & Security
Inventry Limited	Miguel Dean Youth Training & Development CIC
IRIS Construction Projects Ltd	Miss Charlotte Mace
ISBL Trading Limited	MMA Mats Ltd
IWS Water Hygiene	Modus Creative
JDR Karting	Modus Digital Ltd
Jewson Ltd	Modus Print Ltd
Jigsaw PSHE Ltd	Momentum People Ltd
JobTogs	Monarch Education
John Lenegan	More Talk More Action UK CIC
John Robb	Mr S Stevenson
Joseph Woods Builders	Mrs B Blower
K & J Moxham Ltd	MS Electrical Engineers & Contractors Ltd
Kangaroo Maths	Multiglaze
KEDA Publications	National Association of School Business Management
Keoghs LLP	National Education Group

National Education Union (ATL Section)
 National Trust
 Nationwide Crash Repair Centre
 NCC Training Resources
 NCFE
 NCVO
 NewsQuest Media Group
 Nicolas Dec (Commercial Door Maintenance)
 NOCN Group
 North Birmingham Academy
 Npower Ltd
 NSPCC
 Nurture Group Network Limited
 Oakland Air Control Ltd
 Oaks Online Shopping Company Ltd
 OCN London
 OCR
 October Resolutions Limited
 October ReSolutions Ltd
 Office Furniture Online
 Ola Samba
 Online Learning College
 OPEUS Education
 Optimus Education
 Oxford Scientific Solutions
 Pace Print & Design
 Pallet Truck Warehouse
 Parallel Lines (Marking) Ltd
 Paul Mallen Consultancy
 PC World Business
 Peak Dale Products Ltd
 Pearson Education Ltd
 Pedal a Bike Away
 PGL Travel Ltd
 Philip Harris
 PHS Group
 Pirongs Limited
 Pisces Art
 Place Partnership
 Plugtest Ltd
 POD Catering Equipment
 POD Stainless Steel Products Ltd
 Positive Behaviour Team Ltd
 Postage by Phone-Pitney Bowes Ltd
 PPK Limited
 Precision Oven Cleaning

Prince's Trust
 PSHE Association
 PTSG Electrical Services Lts
 Randall & Payne LLP
 Ravencourt Ltd
 RBV Electrical
 RCS Professional Development Ltd
 Ready-Rent Ltd
 Red Electrical Distributors Ltd
 Red Funnel
 Redgate Sports (Worcester)
 Rentokil Specialist Hygiene
 Restorative Thinking Limited
 Riverside Taxi Service
 RM Education
 Roots Psychology Group
 Rutlands Limited
 S Kellett Psychology Ltd
 SA Finch Flooring Specialists
 Safe Journey
 Safeguarding Network Ltd
 Safety Plus Ltd
 Sally Ann Hart
 Sally Mills Safeguarding Consultant
 Sally Salon Services Ltd
 SAM Learning
 Save Lives at Work
 School Shield Limited
 School Stickers
 Schools of Tomorrow CIC
 Schools UK
 Scientific & Chemical Supplies
 Screwfix
 Secure access locksmiths
 Sense Toys Ltd
 Seton UK
 Severn Trent Water - NOW USE WATERPLUS
 SG World Ltd
 SICO Europe Ltd
 Siemens Financial Services Ltd
 Simon Rowe
 Simply Active Ltd
 Simply Spotless Solutions
 Singletons Nurseries
 Sitewatch Fire & Surveillance
 Skirmish Paintball

SLS Select Education Scientific Laboratory Supplies Limited	The Manchester Rubber Stamp Co Ltd
SmartWater Technology Ltd	The Nurture Group Network
SMDS Door Services	The Pi Hut
Smyths Toys Superstore	The Princes Trust
Snowdone Ltd	The Range
South Bromsgrove High Academy Trust	The Root Of It Ltd
South Worcestershire College	The School Shop
Spare Krab	The School Suppliers
Special Children Magazine	The Session Skills
Specialised Woodworking (of Coventry) Ltd	Think Office Ltd
Speechmark Publishing Ltd	Thomson & Bancks Solicitors
Spire Communications Limited	Three Counties Digital
Sports Leaders UK	Timberjacks Clubs Ltd
Spring Gardens Group Medical Practice	Toe By Toe Ltd
Springfield Business Papers Ltd	Toolstation Limited
St John Ambulance	Trauma Informed Schools UK
St John's Ambulance	Tribal Education limited
Stanmore House Surgery	Trophies and Medals.Com
Steven Boycott (t/a Be You Training)	TRT etc Ltd That Reading Thing
Stonewall Equality Ltd	TTS Group
Stuart N Brooks	Tutortoo Worcester
Subject Support	UCL IOE: Leadership CoLab
Success in Schools Limited	UK Bus Dismantlers Ltd
Swift Direct Blinds Ltd	UK Youth
TDK Business Technologies Ltd	UKh2O Ltd
Teachit (Sandbox Learning Ltd)	University of Cambridge
Technoworld Plc	University of Kent
Tenpin Ltd	University of Worcester
TES Global Limited	Vales Academy
Tesco Stores Ltd	Vectis Ventures Ltd
Testbase / Exampro	VIP TAXIS
Tewkesbury Saw Company Ltd	Virgin Media Business
The Aspire Consortium	Virtual College Ltd
The Big Classroom (Machtech Media Ltd)	Vision Office Automation Limited
The Big Teacher	Vision Office Technical Services Limited
The Book People Limited	Vitesse (Taxi)
The Bridge Educational Centre - Malvern Hills	Warwickshire College Group
The Christian Adventure Centre	WASBM
The Course Mix c/o MDWG Limited	Wash Tech
The Dyslexia Shop Ltd	Water Plus
The Guitar Cavern	Wave 9 Managed Services Ltd
The Hive	West Mercia Energy
The Interactive Health and Safety Co. Ltd	WF Education Group Ltd
The Key Support Services Ltd	White Lotus Martial Arts Association
The Little Lunch Box Company	White Space Limited
The London Institute of Banking & Finance	Wickes

Wildgoose Rural Training
Winslow Resources Ltd aka Rompa Limited
Woodland View Fishery
Worcester City Council
Worcester Community Trust
Worcester Containers Ltd
Worcester Glass Centre Limited
Worcester Golf Range
Worcester Learning Zone Ltd
Worcester Theatres
Worcester Warriors Community Foundation
Worcester Web Studio
Worcestershire Children First

Worcestershire County Council
Worcestershire EBP Ltd
WP Worcestershire Painters and Decorators
WRFC Trading Ltd
Wychavon Leisure Community Association Ltd
Wyre Parkour
XMA Limited
Xtralec
YMCA Worcestershire
YoungMinds
YPO
ZigZag Education
Zurich Insurance Plc

APPENDIX C: CUSTOMER LIST

The following are currently on the Academy's list of active customers (as at June 2023).

Arrow Vale Secondary School	Prince Henrys High School
Aston Fields Middle School	Ridgeway Secondary School
Baxter College	South Bromsgrove High Academy Trust
Birchensale Middle School	St Augustine's Catholic High School
Bishop Perowne C of E College	St John's C of E Middle School
Blackminster Middle School	St. Nicholas C of E Middle School
Blessed Edward Oldcorne Catholic College	TDMS
Catshill Middle School	Tenbury High Ormiston Academy
Christopher Whitehead Language College	The Bewdley School and Sixth Form Centre
Church Hill Middle School	The Chantry School
Droitwich Spa High School and Sixth Form Centre	The Chase School
Dyson Perrins C of E Academy	The Edge Academy
Finance-Accounts Payable	The Lacon Childe School
Gloucester & Forest Alternative Provision	The Stourport High School & Sixth Form Centre
Hanley Castle High School	Trinity High School & Sixth Form Centre
Haybridge High School and Sixth Form	Tudor Grange Academy Redditch
Herefordshire Council	Tudor Grange Academy Worcester
Holy Trinity School	Warwickshire County Council
Ipsley C of E Middle School	Waseley Hills High School
King Charles I	Westacre Middle School
Longlands Care Farm	Winston's Wish
Newbridge Secondary Short Stay School	Witton Middle School
North Birmingham Academy	Wolverley CE Secondary School & Sixth Form
North Bromsgrove High School and Sixth Form Centre	Woodrush High School
Nunnery Wood High School	Worcestershire County Council
Pershore High School	

