



**Tudhoe Learning Trust**  
**Consideration of Business and Pecuniary Interests of**  
**Governors and Directors**

Tudhoe Learning Trust places significant value and importance on those in a decision making, leadership or strategic planning capacity and that they be able to conduct themselves in an open and transparent way with the overall success and development of the whole organisation as their motivator. Governance structures, skill, capacity and capability is regularly reviewed with this in mind and declarations of interest made.

Governance within the Trust consists of Local Governing Bodies within each school and a board of Directors overseeing the Trust as a whole. All governors and directors are unpaid volunteers and there are no business or pecuniary interest to report. Tudhoe Learning Trust identifies business and pecuniary interest as:

**Business Interests:** A business interest is the involvement of an individual or their family members in any trade or profession, along with any direct interest they may have in any company providing goods or services to the school. For example, if a Governor runs their own building company or provides training courses for teaching staff. When making a decision about what or what not to declare, the individual should consider how they may be challenged about their decision not to disclose information. All members of the Governing Body, the Headteacher and any staff who influence financial decisions, are expected to declare any business interests that they or any family member may have. In addition, where a Governor or member of staff has no business interests, they should complete a form saying 'No interests to declare'. New Governors or members of staff, influencing financial decisions, should be asked to complete a form on joining the Governing Body or school.

**Pecuniary Interests:** These are not the same as business interests; the Trust recognises pecuniary interests as a wider term. Pecuniary interests include personal financial interests, such as involvement in a trust fund or investment, as well as potential interests, for example, where a member of staff's husband is applying for a vacancy in the school or where a teacher Governor is involved in the decision over the promotion of a colleague, and where they may be a potential candidate for the post made available. Because of the nature of these interests, they cannot only be declared annually. All members of the Governing Body and all members of staff should be made aware at Governor and staff meetings of the need to declare these interests, as they arise. Declarations should be made in writing to the Headteacher or the Trust and these are filed in a register of pecuniary interests.

