

GEMS LEARNING TRUST Register of Conflicts of Interest/Business and/or Pecuniary Interests

GEMS LEARNING TRUST has a Board of Directors that meets at least three times in a year. The board reports to the Annual General Meeting of members. Each academy has their own Local Academy Board which reports into the board. Senior employees and those in a position to influence the Trust, Directors, LAB Members and Members are required to declare any potential conflicts of interest and business/pecuniary interests, including but not limited to:

- Any business or Charity that might have dealings with the Trust
- Any close personal association with anyone involved in the Trust
- Any close personal association with anyone who has business dealings with the Trust
- Is a director, member or governor at any other educational establishment
- parties with control over, or controlled by, the entity, e.g. parent & subsidiary companies
- Parties having significant influence over the entity
- Key management personnel of the entity, including any director, whether executive or otherwise
- Close family members of any of the above
- Others subject to control or significant influence by any individual referred to above

Employee	Role	Register of Conflict of Interest/Business/Pecuniary interests
Jodie Croft	CEO	None
Terri de Quincey	Director of Education	None
John Smith	Principal	None
Alison Ashcroft	Principal	None
Karen Surey	Office/Finance Manager	Close family member working at Pyramid Solutions Limited
Beth Gorsuch	Business Manager	None

Director	Category	Term of Office	Register of Conflict of Interest/Business/Pecuniary interests
Harry Ziman	Co-opted by members	19/01/2015 – 19/01/2019	PHS Consulting. Owner. Cheshire Academies Trust- Chair Chair, Kelsall Primary School - governor Chester Diocesan Academy Trust - Director Cheshire West & Chester Association of Governing Bodies – Exec member University Primary Academy Hebden Green Special School – Chair of Governors

			Chair of the Samara Trust
Jodie Croft	Co-opted	Ex-officio	None
Leah Perring	Co-opted	27/06/2018 – 27/06/2022	Deputy Head teacher of Ashton Keynes Primary School, Wiltshire
Joe Garrod	Co-opted	26/01/2015 – 26/01/2019	Formerly temporarily contracted to GEMS UK & Europe Former advisor to DfE, Free Schools & Academies. Current Director of Capital Delivery Waltham Forest
Rony Valeny	Co-opted	24/11/2015 – 24/11/2019	Former CEO GEMS UK & Europe
Danielle West	Appointed by members	07/03/2017 – 03/03/2021	Currently working for GEMS as a Recruitment Executive
Lara Robson	Co-opted	27/11/2018 – 27/11/2022	None
Rowena Duff	Co-opted	14/11/2018 – 14/11/2022	None

Member	Category	Register of Conflict of Interest/Business/Pecuniary interests
Harry Ziman	Independent Member and Director	PHS Consulting. Owner. Cheshire Academies Trust- Chair Chair, Kelsall Primary School - governor Chester Diocesan Academy Trust - Director Cheshire West & Chester Association of Governing Bodies – Exec member University Primary Academy Hebden Green Special School – Chair of Governors Chair of the Samara Trust
Barbara Harrison	Independent Member	Barbara Harrison Consultancy firm
Amar Purohit	Independent Member	None
Jay Varkey	Representative Member for Varkey GEMS Foundation/GEMS Education	Family member of GEMS Global
Rebecca Plaskitt	Representative Member for GEMS Education	Director of Education – GEMS Education

LAB Member	Category	Term of Office	Register of Conflict of Interest/Business/Pecuniary interests
Sarah Gladwin	Parent - Didcot	14/06/2017-2020	Deputy Head and Governor at St Lawrence Primary School
Caroline Dendy	Parent - Didcot	14/06/2017-2020	Teacher at Mortimer St Mary's School, Reading
Laura Maynard	Parent - Didcot	14/06/2017-2020	None
Andrea Brooker	Staff - Didcot	14/06/2017-2020	None
Sarah Scrivener	Staff - Didcot	14/06/2017-2020	None
Zahid Khan	Parent - Twickenham	01/11/2015-2018	None
Cllr Clare Head	Community - Twickenham	01/11/2015-2018	Chairman – Friends of Radnor Green Chairman of Richmond Police Liaison Group Trustee Richmond Brass Band Former Councillor South Twickenham Ward since 2002
Daniel Firman	Parent - Twickenham	01/11/2017-2020	None
Kizzie Eliot	Staff - Twickenham	01/11/2017-2020	None
Pari Dhillon	Parent - Twickenham	07/11/2018-21	None
Stuart Bessant	Parent - Twickenham	07/11/2018-21	None