

**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 (TPA)	None
Alison Ashcroft	Principal (DPA)	None
Karen Surey	Office/Finance Manager	Close family member working at Pyramid Solutions Limited
Beth Gorsuch	Business Manager	None
Carina Cuddington (Contracted Service Provider)	CFO and Accountant	Director of Education Finance Solutions (Edufin)

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 – trustee, resigned as Chair 1 Sep 2019 Chester Diocesan Academy Trust - Director Cheshire West & Chester Association of Governing Bodies – Exec member

			Hebden Green Special School – Chair of Governors Chair of the Samara Trust – resigned as Chair on 6 Nov 2019 Tarpoley High School and Sixth Form - Director
Jodie Croft	Ex-officio	Ex-officio	None
Rony Valeny	Co-opted	24/11/2015 – 22/11/2020	Former CEO GEMS UK & Europe
Danielle West	Appointed by members	07/03/2017 – 03/03/2021	Currently working for GEMS as its Vice President – Global Talent
Lara Robson	Co-opted	27/11/2018 – 27/11/2022	None
Rowena Duff	Co-opted	14/11/2018 – 14/11/2022	None
Jason Murphy	Co-opted	20/11/2019 – 20/11/2023	Partner is a member of the TPA's PTA
Pari Dhillon	Co-opted	20/11/2019 – 20/11/2023	None
Paulina McGroarty	Co-opted	01/09/2018 – 01/09/2022	Finance Chair Risk Committee – Barnsole Trust MAT

<b>Member</b>	<b>Category</b>	<b>Register of Conflict of Interest/Business/Pecuniary interests</b>
Harry Ziman	Independent Member and Director	PHS Consulting - Owner Cheshire Academies Trust – trustee, resigned as Chair 1 Sep 2019 Chester Diocesan Academy Trust - Director Cheshire West & Chester Association of Governing Bodies – Exec member Hebden Green Special School – Chair of Governors Chair of the Samara Trust – resigned as Chair on 6 Nov 2019 Tarpoley High School and Sixth Form – Director
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	Independent Member	Former Director of Education – GEMS Education CEO Tandridge Learning Trust, Waringham, England.

<b>LAB Member</b>	<b>Category</b>	<b>Term of Office</b>	<b>Register of Conflict of Interest/Business/Pecuniary interests</b>
Sarah Gladwin	Parent - Didcot	14/06/2017-2020	Employment with Oxfordshire County Council
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
Lauren Cronk	Staff - Didcot	14/06/2017-2020	None

Sarah Scrivener	Staff - Didcot	14/06/2017-2020	None
Clare Head	Community - Twickenham	01/11/2019-2022	Chairman – Friends of Radnor Gardens Chairman of Richmond Police Liaison Group (PLG) Trustee Richmond Brass Band Former Councillor South Twickenham Ward 2002-2016
Kizzie Eliot	Staff - Twickenham	01/11/2017-2020	None
Stuart Bessant	Parent - Twickenham	07/11/2018-21	None
Beth Hodder	Parent – Twickenham	06/11/2019-2022	None
Erika Oddy	Parent – Twickenham	06/11/2019-2022	None