

| Employee | DM | Active | Year | Role | Interest Type | Interest Description | Interest Category | Mitigation |
|--------------------------|-----|--------|---------|--|----------------------------------|--|-------------------|--|
| Ananthakrishnan Raghuram | Yes | Yes | 2025/26 | Chief Medical Officer | Clinical Private Practice | Respiratory outpatients and bronchoscopy/ endobronchial ultrasound- Also member of medical advisory committee. I mitigate by way of consulting with the Chief Executive and the Governance team. | Direct | |
| Ananthakrishnan Raghuram | Yes | Yes | 2025/26 | Chief Medical Officer | Declarations of Interest – Other | local charity with majority lay members that I am chair Raising money for bursaries and equipment for patients with respiratory diseases in Gloucestershire | Direct | Consult with the Chief Executive and the Governance team. |
| Ananthakrishnan Raghuram | Yes | Yes | 2025/26 | Chief Medical Officer | Declarations of Interest – Other | The charity does not receive any NHS funding and raises money by charitable fund raising events | Direct | Will recuse and remove from discussion if any conflict arises. |
| Ananthakrishnan Raghuram | Yes | Yes | 2025/26 | Chief Medical Officer | Outside Employment | Wife is a consultant paediatrician at GHFT. Gloucestershire Hospitals NHSFT. Consultant General and Respiratory medicine | Direct | Consult with the Chief Executive and the Governance team. |
| Ananthakrishnan Raghuram | Yes | Yes | 2025/26 | Chief Medical Officer | Declarations of Interest – Other | electd trustee councillor on Royal college of physicians London | Direct | Consult with the Chief Executive and the Governance team. |
| Ayesha Janjua | Yes | Yes | 2025/26 | ICB Board Member | Outside Employment | Provision of support services to NHS organisations such as transformation advice, service redesign, leadership development, team development etc. | Direct | To remove myself from discussions and decisions involving the sourcing of relevant support services where a conflict may arise. |
| Ayesha Janjua | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | BDO commissions Arden & Gem for consultancy support, and I collaborate with BDO in my role at Arden and Gem. | Direct | I will not take part in any decisions at the ICB that involve BDO reviews or Audits. I will consult my line manager about any other issues relating to BDO services to the ICB. |
| Catherine Leech | Yes | Yes | 2025/26 | Chief Finance Officer | Nil Declaration | N/A | N/A | I have no interests to declare for the period leading up to the above date |
| Douglas Blair | Yes | Yes | 2025/26 | ICB Board Member | Nil Declaration | N/A | N/A | I have no interests to declare for the period leading up to the above date |
| Gemma Artz | Yes | Yes | 2025/26 | Chief Delivery and Transformation Manager | Declarations of Interest – Other | Husband works (self-employed basis) as a physiotherapist privately for this physiotherapy clinic in Gloucestershire. | Indirect | There are currently no services commissioned from this provider, but if through the work of the MSK clinical programme work, a procurement exercise is undertaken that could involve private physiotherapy business then this will be declared and managed appropriately with my line manager. |
| Jane Cummings | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | I am an unpaid Board member of the CLN | Direct | I would not be involved in any decisions to use the CLN approach in the Gloucestershire ICS |
| Jane Cummings | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | I am an unpaid Board member of the CLN | Direct | I would not be involved in any decisions to use the CLN approach in the Gloucestershire ICS |
| Jane Cummings | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | I am a senior advisor (management consultant) to Tendable. | Direct | I would not get involved in any potential use of this technology across health and care in the Gloucestershire ICS |
| Jane Cummings | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | I chair the RCN Foundation charity | Direct | Be clear about any potential conflict which may arise and remove myself, with agreement with the Chair from any discussions where a potential conflict may arise |
| Jeffrey Farrar | Yes | Yes | 2025/26 | Independent Chair of the Board | Declarations of Interest – Other | Chair of BNSSG ICB. | Direct | I have declared my interest and I will be guided by Gloucestershire ICB conflict of interest policy, and I will consult the Governance team for further guidance. |
| Jo Walker | Yes | Yes | 2025/26 | ICB Board Member | Nil Declaration | N/A | N/A | I have no interests to declare for the period leading up to the above date |
| Joanna Bayley | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | Member of the executive committee of the Gloucestershire GP Collaborative Board. | Direct | Declaration when conflict arise |
| Joanna Bayley | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | Clinical Director of the West Forest Primary Care Network (PCN) | Direct | I will consult my line manager and the Governance team for guidance and also declare interest at meetings where relevant. |
| Joanna Bayley | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | Director of MDDUS and its subsidiary MSL | Direct | Declare interest and recuse self from discussions where a conflict arises. |
| Joanna Coast | Yes | Yes | 2025/26 | ICB Board Member | Outside Employment | UoB has been my main employer since 2015. I am Professor in the Economics of Health & Care, with an academic role comprising research, teaching and academic leadership. General potential Col if University of Bristol is engaged on activities within the ICS and specific Col in relation to any use of the ICECAP suite of wellbeing measures that I have led the development of. I am currently supervising a doctoral student who was previously an employee of the ICS. | Direct | Seek approval from line manager. Absent myself from discussions relevant to UoB employment, particularly any use of the ICECAP measures. |
| Julie Soutter | Yes | Yes | 2025/26 | Local Snr Mgr Miscellaneous | Declarations of Interest – Other | Volunteer with therapy dog visiting hospitals (including GHC and GHFT) and other organisations such as schools. | Direct | Volunteering discussed with Chair. Will notify interest at the start of meeting if agenda has potential conflict and follow chair's advice. |
| Karen Blick | Yes | Yes | 2025/26 | Non-Executive Director - Remuneration & People | Nil Declaration | N/A | N/A | I have no interests to declare for the period leading up to the above date |
| Kevin McNamara | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | Chair of SWAG | Direct | Declarations of interested declared at the start of each meeting attended where there might be a conflict. |
| Sarah Scott | Yes | Yes | 2025/26 | Board Member | Outside Employment | Executive Director of Adult Social Care, Wellbeing and Communities | | Would have to abstain from discussions or decisions |
| Sarah Scott | Yes | Yes | 2025/26 | Board Member | Declarations of Interest – Other | Visiting Professor for the Centre of Public Health and Wellbeing, University of the West of England | Direct | Consults Governance team. |
| Sarah Scott | Yes | Yes | 2025/26 | Board Member | Declarations of Interest – Other | Executive Director of Gloucestershire County Council | Direct | There are safeguards in place to ensure that the Board of the ICB makes decision that serve the best interests of population of Gloucestershire. The Board of the ICB is a unitary board. Partner members represent the perspective of the LA sector not a particular organisation (see s. 2-3 ICB Constitution) |

| | | | | | | | | |
|----------------|-----|-----|---------|--|----------------------------------|---|----------|---|
| Sarah Truelove | Yes | Yes | 2025/26 | Chief Executive Officer | Declarations of Interest – Other | Husband is CFO with Avon and Wiltshire Mental Health Partnership | Indirect | No involvement or engagement in contracts that might involve the Gloucestershire ICB and agreed further discussion with the governance team or the Chair as appropriate as issues arise to consider how to manage if potential conflict arises. |
| Shane Devlin | Yes | Yes | 2025/26 | Chief Executive Officer | Declarations of Interest – Other | I was appointed Chief Executive Officer of BNSSG ICB on 14th February 2022 and I remain in that post. | Direct | I reflect and discuss potential interests with the Chair and the Governance team. I also declare any interests or potential interests during meetings in line with policy and good practice. |
| Siobhan Farmer | Yes | Yes | 2025/26 | ICB Board Member | Declarations of Interest – Other | I have been selected to be a Trustee at Barnwood Trust https://www.barnwoodtrust.org/ This appointment was decided on 28th Nov at their Board and I have today formally signed the agreement. The term is 3 years. | Direct | Declaration here. Will inform Chair of the ICB Board and ICB Strategic executive meetings. Will ensure that I declare and absent myself from discussions where I perceive a conflict and the Chair agrees. Have discussed conflict with my Monitoring Officer at the County Council and with Barnwood Trust themselves. |
| Tracey Cox | Yes | Yes | 2025/26 | Director of People, Culture & Engagement | Declarations of Interest – Other | Volunteering and Mentoring role | Direct | No conflict of interest as this is a charity that operates outside of Gloucestershire. |