

Employee	DM	Active	Year	Role	Interest Type	Interest Description	Interest Category	Mitigation
Alison Moon	Yes	Yes	2026/27	Non-Executive Director	Declarations of Interest – Other	Self Employed. Executive Coach	Direct	Ensure Register is up to date Note any specific risks within meetings if they arise and mitigate
Ananthakrishnan Raghuram	Yes	Yes	2026/27	Chief Clinical Leadership and Delivery Officer – Medical, ICB	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	Consult with the Chief Executive and the Governance team.
Ananthakrishnan Raghuram	Yes	Yes	2026/27	Chief Clinical Leadership and Delivery Officer – Medical, ICB	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 The charity does not receive any NHS funding and raises money by charitable fund raising events	Direct	Consult with the Chief Executive and the Governance team.
Ananthakrishnan Raghuram	Yes	Yes	2026/27	Chief Clinical Leadership and Delivery Officer – Medical, ICB	Declarations of Interest – Other	Wife is a consultant paediatrician at GHFT.	Direct	Will recuse and remove from discussion if any conflict arises.
Ananthakrishnan Raghuram	Yes	Yes	2026/27	Chief Clinical Leadership and Delivery Officer – Medical, ICB	Outside Employment	Gloucestershire Hospitals NHSFT. Consultant General and Respiratory medicine	Direct	Consult with the Chief Executive and the Governance team.
Ananthakrishnan Raghuram	Yes	Yes	2026/27	Chief Clinical Leadership and Delivery Officer – Medical, ICB	Declarations of Interest – Other	elected trustee councillor on Royal college of physicians London	Direct	Consult with the Chief Executive and the Governance team.
Ayesha Janjua	Yes	Yes	2026/27	Non-Executive Director	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	2026/27	Non-Executive Director	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	2026/27	Chief Finance & Corporate Services Officer, ICB	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date
Dave Perry	Yes	Yes	2026/27	CEO, South Gloucestershire Council	Declarations of Interest – Other	Honorary member of the Faculty of Public Health	Direct	Will leave Board meetings when required
Dave Perry	Yes	Yes	2026/27	CEO, South Gloucestershire Council	Declarations of Interest – Other	Chartered Institute of Public Finance and Accountancy	Direct	Will leave Board meetings as required
Dave Perry	Yes	Yes	2026/27	CEO, South Gloucestershire Council	Declarations of Interest – Other	Society of Local Authority Chief Executives		
David Jarrett	Yes	Yes	2026/27	Chief Strategic Commissioning Officer, ICB	Declarations of Interest – Other	Wife is employed by Bristol City Council as a member of the SEND Portage Team. Providing support to Families with pre-school children with SEND.	Indirect	Acknowledged awareness. I consult with the Governance team and the Conflict of Interest Guardian.
Dominic Hardisty	Yes	Yes	2026/27	CEO, AWP Mental Health P'ship	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	2026/27	CEO, Gloucestershire Health and Care	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date
Ellen Donovan	Yes	Yes	2026/27	Non-Executive Director	Declarations of Interest – Other	Board Member Human Tissue Authority	Direct	Discussion with Chair on suitable actions
Emma Crutchlow	Yes	Yes	2026/27	GP, Gloucester	Declarations of Interest – Other	I am clinical director of the Gloucester Inner City PCN	Direct	Consult with line manager.
Emma Crutchlow	Yes	Yes	2026/27	GP, Gloucester	Declarations of Interest – Other	Married to CCIO at GHFT	Indirect	To keep all ICB information confidential
Emma Crutchlow	Yes	Yes	2026/27	GP, Gloucester	Declarations of Interest – Other	G DOC Ltd. G DOC Ltd is the GP provider organisation for Gloucestershire and are commissioned for various services by the ICB. I sit on the G DOC Ltd board and am the clinical director.	Direct	I do not have a direct financial interest in G DOC as I am not a partner and it is a not for profit organisation and all GP practices in Gloucestershire are shareholders.
Emma Crutchlow	Yes	Yes	2026/27	GP, Gloucester	Declarations of Interest – Other	I am a salaried GP at Gloucester Health Access Centre and Matson Lane Surgery (GHAC/ML).	Direct	I do not have a direct financial interest in GHAC/ML as I am not a partner and G DOC is a not for profit organisation and all GP practices in Gloucestershire are shareholders.
Fiona Mackintosh	Yes	Yes	2026/27	VCSE Alliance Representative	Declarations of Interest – Other	Steering Group Member - BNSSG VCSE Alliance	Direct	Consult with Chair and the Governance team.
Fiona Mackintosh	Yes	Yes	2026/27	VCSE Alliance Representative	Declarations of Interest – Other	Steering Group Member - North Somerset Wellbeing Collective	Direct	Consult with Chair and the Governance team.
Fiona Mackintosh	Yes	Yes	2026/27	VCSE Alliance Representative	Declarations of Interest – Other	Employee – ACFA, the Advice Network	Direct	Consult with Chair and the Governance team.
Fiona Mackintosh	Yes	Yes	2026/27	VCSE Alliance Representative	Declarations of Interest – Other	Business Owner: •Fiona Mackintosh Coaching Practice •Fiona Mackintosh VCSE Strategic Business Support	Direct	Consult with Chair and the Governance team.
Fiona Mackintosh	Yes	Yes	2026/27	VCSE Alliance Representative	Declarations of Interest – Other	Personal Interest 01.05.25		
Jacob Lee	Yes	Yes	2026/27	Clinical Chair, GPCB	Declarations of Interest – Other	North and West Bristol Multi-neighbourhood Locality lead. Clinical Lead for the N+W locality employed through One Care	Direct	Will leave Board meetings when required
Jane Cummings	Yes	Yes	2026/27	Non-Executive Director	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
Jane Cummings	Yes	Yes	2026/27	Non-Executive Director	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	2026/27	Non-Executive Director	Declarations of Interest – Other	I am an unpaid member of Clinical Leaders' Network (based in the North West of England)	Direct	I would not be involved in any decisions to use the CLN approach in the Gloucestershire ICS
Jane Cummings	Yes	Yes	2026/27	Non-Executive Director	Declarations of Interest – Other			
Jeffrey Farrar	Yes	Yes	2026/27	Cluster Chair, ICB	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 Beer	Yes	Yes	2026/27	CEO, Sirona	Declarations of Interest – Other	Trustee Plymouth Access to Housing: Homeless, Complex Lives: Refugees.	Direct	Potential conflict of interests managed as they arise by way of consulting the Chair and the Governance team.
Jen Bond	Yes	Yes	2025/26	Director of Communications and Engagement, ICB	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date

Jo Hicks	Yes	Yes	2026/27	Chief Transformation, People & Organisational Development Officer, ICB	Declarations of Interest – Other	Director Cwrt Sofia Management Ltd – leaseholders management company for my personal property	Direct	Will leave Board meetings when required
Jo Medhurst	Yes	Yes	2026/27	Chief Population Health Improvement Officer, ICB	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date
Jo Walker	Yes	Yes	2026/27	CEO, Gloucestershire County Council	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	2026/27	CEO, GDOC	Declarations of Interest – Other	Member of the executive committee of the Gloucestershire GP Collaborative Board.	Direct	Declaration when conflict arise
Joanna Bayley	Yes	Yes	2026/27	CEO, GDOC	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	2026/27	CEO, GDOC	Declarations of Interest – Other	Director of MDDUS and its subsidiary MSL	Direct	Declare interest and recuse self from discussions where a conflict arises.
John Martin	Yes	Yes	2026/27	CEO, SWAST	Declarations of Interest – Other	Director. Challenge Your Thinking Limited. Paramedic Consultancy. Not currently an active company.	Direct	Not currently an active company.
John Martin	Yes	Yes	2026/27	CEO, SWAST	Declarations of Interest – Other	Visiting Professor assists with modules/learning for Paramedic Science and Health associated learning.	Direct	Consult with the Chair and the Governance team.
Kate Usmar	Yes	Yes	2026/27	Cabinet Member for Adults' Support & Independence	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	2026/27		Declarations of Interest – Other	Interests with Somerset, Wiltshire, Avon and Gloucestershire Cancer Alliance (SWAG). Chair of SWAG. SWAG is the forum to bring providers and commissioners together with patients, to co-design services to optimise pathways, ensure effective integration and address variation, and are the vehicle that leads the activity required at a local level to meet the 2023/24 ambitions set out by the Cancer Taskforce.	Direct	Declarations of interested declared at the start of each meeting attended where there might be a conflict.
Kevin Peltonen-Messenger	Yes	Yes	2025/26	CEO, Gloucestershire Hospitals	still to declare			
Loran Carter	No	Yes	2026/27	Team Administrator, Corporate Services	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date
Mandy Bishop	Yes	Yes	2026/27	CEO, North Somerset Council	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date
Maria Kane	Yes	Yes	2026/27	Joint CEO, NBT & UHBW Group	Declarations of Interest – Other	Advisory Group Member of CHKS, a provider of healthcare intelligence and quality improvement services.	Direct	Discuss with Chair and Governance team on suitable mitigation.
Maria Kane	Yes	Yes	2026/27	Joint CEO, NBT & UHBW Group	Declarations of Interest – Other	Visiting Professor to the University of the West of England	Direct	Discuss with Chair and Governance team on suitable mitigation.
Maria Kane	Yes	Yes	2026/27	Joint CEO, NBT & UHBW Group	Declarations of Interest – Other	Trustee of Help to Create Hope Charity	Direct	Discuss with Chair and Governance team on suitable mitigation.
Maria Kane	Yes	Yes	2026/27	Joint CEO, NBT & UHBW Group	Declarations of Interest – Other	Deputy Lieutenants of the County & City of Bristol	Direct	Discuss with Chair and Governance team on suitable mitigation.
Martin Holloway	Yes	Yes	2025/26	South Western Ambulance Service (SWAST)	still to declare			
Nick Hibberd	Yes	Yes	2026/27	CEO, Bristol City Council	Declarations of Interest – Other	I am Bristol City Council's shareholder representative for Bristol Temple Quarter LLP	Direct	Conflict unlikely to arise - but exclude myself from discussions and decisions where there may be a conflict.
Nick Hibberd	Yes	Yes	2026/27	CEO, Bristol City Council	Declarations of Interest – Other	I am Bristol City Council's shareholder representative for Bristol Waste Company	Direct	Ensure that I am not included in discussions and decisions that relate to the procurement of waste and recycling services.
Nick Hibberd	Yes	Yes	2026/27	CEO, Bristol City Council	Declarations of Interest – Other	I am a trustee of Bristol Music Trust	Direct	Conflict unlikely to arise.
Rachel Pearce	Yes	Yes	2025/26	NHS England	left in July 2026	N/A	N/A	N/A
Raz Abkar	Yes	Yes	2026/27	Chair, South Western Ambulance Service	Declarations of Interest – Other	RA and HA Consulting Limited. Ordinary 50%. Financial Services Consulting. Now not active.	Direct	N/A
Richard Smale	Yes	Yes	2025/26	NHS Foundation Trust	Declarations of Interest – Other	One of my sons works for Horizons as a drug advisor in Bristol	Indirect	Withdrawal from any conversations where a conflict could arise.
Richard Smale	Yes	Yes	2025/26	NHS England	Declarations of Interest – Other	My wife is a Deputy Store Manager for Oxfam	Indirect	Withdrawal from any conversations relating to commissioning of charitable organisations.
Richard Smale	Yes	Yes	2025/26	NHS England	Outside Employment	Football Foundation. Volunteer member of the Football Foundation Grants Panel	Direct	Seek the Chair and the Governance team's guidance.
Richard Smale	Yes	Yes	2025/26	NHS England	Outside Employment	Keynsham Town Community Football Club - Trustee and Director. Volunteer Trustee and Director of a community football club	Direct	Seek the Chair and the Governance team's guidance.
Rosi Shepherd	Yes	Yes	2026/27	Chief Clinical Leadership & Delivery Officer - Nursing, ICB	Declarations of Interest – Other	Member of Balcarra Multi-Academy Trust	Direct	None identified to date - will be managed on a case by case basis
Rosi Shepherd	Yes	Yes	2026/27	Chief Clinical Leadership & Delivery Officer - Nursing, ICB	Declarations of Interest – Other	Family Member works at SpaMedica	Indirect	No conflict arisen to date - if identified will be dealt with on case by case basis
Ruth Hughes	Yes	Yes	2025/26	CEO One Care	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date
Ryan Brunsdon	No	Yes	2026/27	Governance Manager & Board Secretary	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date
Sarah Scott	Yes	Yes	2026/27	Executive Director of Adult Social Care, Wellbeing and Communities, Gloucestershire County Council	Outside Employment	Executive Director of Adult Social Care, Wellbeing and Communities		Would have to abstain from discussions or decisions
Sarah Scott	Yes	Yes	2026/27	Executive Director of Adult Social Care, Wellbeing and Communities, Gloucestershire County Council	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	2026/27	Executive Director of Adult Social Care, Wellbeing and Communities, Gloucestershire County Council	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)
Shane Devlin	Yes	Yes	2026/27	Chief Executive Officer	Nil Declaration	N/A	N/A	I have no interests to declare for the period leading up to the above date

Siobhan Farmer	Yes	Yes	2026/27	DPH, Gloucestershire County Council	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.
Steven West	Yes	Yes	2026/27	Non-Executive Director	Declarations of Interest – Other	CEO and Vice-Chancellor of UWE, Bristol		
Steven West	Yes	Yes	2026/27	Non-Executive Director	Declarations of Interest – Other	Chair of Health Innovation Network West of EnglandHealth Innovation Network West of England		