BBC DECLARATION OF PERSONAL INTERESTS

Name:	ANNA SHACKLETON	**Position:**	HR DIRECTOR
Date of Declaration:	25-Nov-25		

No personal interests have been declared	X
Personal interests have been declared – these are withheld in full from publication under the Data Protection Act.	
Personal interests have been declared – details published below. Some declarations may be withheld from publication under the Data Protection Act.	

1. Executive or non-executive directorships and/or any other company offices held.	
Organisation	**Type of work**

2. Shareholding, securities, debentures etc in excess of 5% in any company, and all holdings, no matter what size, in any media company.	
Organisation	**% holding**

3. External business interests or relationships with customers/suppliers/direct competitors of the BBC.	
Customer/Supplier	**Interest / relationship**

4. Outside activities/membership of voluntary/statutory organisations.	
Organisation	**Type of work / membership**

5. Political membership / activity	
Organisation	**Declaration**

6. Other declarations relating to third parties (family and close personal relationships)	
Organisation	**Declaration**

Manager's name:	
Manager's position:	
Date of authorisation:	

When a manager believes an action or mitigation is required in relation to any personal declarations listed above, it is set out below.

Agreed mitigations / actions

In addition to the personal declarations listed above the BBC also collects any relevant information about sensitive personal data (as defined by the Data Protection Act) and declarations relating to relevant third parties (family or close personal relations of the individual). The BBC does not publish this data as to do so would be in breach of the Data Protection Act. It does however ensure that any potential conflicts that such declarations suggest are discussed by the individual and their line manager and if needed removed or ensures that mitigations are put in place to ensure that no conflict occurs. The BBC also records any such mitigations/actions but it does not publish this information as to do so would again be in breach of the Data Protection Act.