

All Staff, Volunteers, and Directors of Skemer Community Boxing Club CIC charity will strive to avoid any conflict of interest between the interests of the Organisation on the one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest.

The purpose of this policy is to protect the integrity of the Organisation's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of Staff, Volunteers, and Directors and comply with the Constitution.

Examples of conflicts of interest include:

1. A Director who is also user who must decide whether fees from users should be increased.
2. A Director who is related to a member of staff and their decision to be taken on staff pay and/or conditions.
3. A Director who is also on the committee of another organisation that is competing for the same funding.
4. A Director who has interests in a business that may be awarded a contract to do work or provide services for the organisation.

Upon appointment, each Director will make a full, written disclosure of interests, such as relationships, and posts held, that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as appropriate.

In the course of meetings or activities, Directors will disclose any interests in a transaction or decision where there may be a conflict between the organisation's best interests and the Director's best interests or a conflict between the best interests of two organisations that the Director is involved with. This will be covered as an Agenda item at each Board meeting.

After disclosure, I understand that I may be asked to leave the room for the discussion and may not be able to take part in the decision depending on the judgement of the other committee members present at the time.

Any such disclosure and the subsequent actions taken will be noted in the minutes.

This policy is meant to supplement good judgment, and Staff, Volunteers and Directors should respect its spirit as well as its wording.