

CONFLICTS OF INTEREST POLICY

GENERAL

All staff, volunteers, and board / committee members of Welsh Boxing 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.

PURPOSE

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 volunteers, staff and board / committee members.

Examples of conflicts of interest include:

- An individual who is related to a member of staff and there is decision to be taken on staff pay and/or conditions.
- An individual who is also on the board of another organisation that is competing for the same funding.
- An individual who has shares in a business that may be awarded a contract to do work or provide services for the organisation.

DISCLOSURE

Upon appointment, each board / committee member will complete a written disclosure of interests form, 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.

SUBSEQUENT ACTIONS

In the course of meetings or activities, board / committee members will disclose any interests in a transaction or decision where there may be a conflict between the organisation's best interests and the board / committee member's best interests or a conflict between the best interests of two organisations that the board / committee member is involved with.

After disclosure, a member 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 board / committee members present at the time.

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

SUMMARY

This policy is meant to supplement good judgment, and staff, volunteers and board / committee members should respect its spirit as well as its wording.

Conflict of Interest Policy expires July 2025