



Pathfinders Camp (Woodlarks)

Registered Charity No: 1171466

Conflict of Interest

This policy applies to the Leadership team (see below for relevant roles included in this).

Why we have a policy

Trustees have a legal obligation to act in the best interests of Pathfinders Camp (Woodlarks), *hereinafter referred to as 'Pathfinders'*, and in accordance with Pathfinders governing document, and to avoid situations where there may be a potential conflict of interest. This policy applies to the Leadership team which includes, Trustees, Camp Leader, Camp Nurse, Camp Treasurer, Camp Secretary, and up to three Co-opted Advisors (who could be a part of the leadership team as necessary, at the discretion of the Camp Leader or Trustees).

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of Pathfinders. Such conflicts may create problems that:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of Pathfinders; or
- risk the impression that [the charity] has acted improperly.

The aim of this policy is to protect both the organisation and the individuals involved from any appearance of impropriety.

The declaration of interests

Accordingly, we are asking trustees to declare their interests, and any gifts or hospitality offered and received in connection with their role in Pathfinders. A declaration of interests form is provided for this purpose, listing the types of interest you should declare. To be effective, the declaration of interests needs to be updated at least annually, and when any material changes occur.

If you are not sure what to declare, or whether/when your declaration needs to be updated, please err on the side of caution. If you would like to discuss this issue, please contact Mrs Jo Fulford, treasurer / secretary for confidential guidance.

This register of interests shall be used to record all gifts of a value over **[£20.00]** and hospitality over **[£50.00]** received by the trustees.

Interests and gifts will be recorded on the charity's register of interests, which will be maintained by Mrs Jo Fulford, Treasurer / Secretary. The register will be accessible by the Leadership Team and Trustees.

Data protection

The information provided will be processed in accordance with data protection principles as set out in the Data Protection Act 2018. Data will be processed only to ensure that trustees act in the best interests of Pathfinders. The information provided will not be used for any other purpose.



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What to do if you face a conflict of interest

If you believe you have a real or perceived conflict of interest you should:

- declare the interest at the earliest opportunity
- withdraw from discussions and decisions relating to the conflict.

The charity secretary should take special care to ensure that minutes or other documents relating to the item presenting a conflict are appropriately redacted for the person facing the conflict. A balance needs to be made to ensure that the person still receives sufficient information about the activities of the charity generally without disclosing such sensitive information that could place the individual in an untenable position.

If you are a user of Pathfinders services, or the carer of someone who uses Pathfinders services, you should not be involved in decisions that directly affect the service that you, or the person you care for, receive(s). You should declare your interest at the earliest opportunity and withdraw from any subsequent discussion, unless expressly invited to remain in order to provide information. In this case you may not participate in, or influence, the decision or any vote on the matter. You will not be counted in the quorum for that part of the meeting and must withdraw from the meeting during any vote on the conflicted item.

There are situations where you may participate in discussions from which you could indirectly benefit, for example where the benefits are universal to all users, or where your benefit is minimal. This action will be agreed by the chair and included in the meeting minutes accordingly.

If you fail to declare an interest that is known to the charity secretary and/or the trustees, the charity secretary or trustees will declare that interest.

Decisions taken where a trustee or member of staff has an interest

In the event of the board having to decide upon a question in which a trustee or member of staff has an interest, all decisions will be made by vote, with a simple majority required.

A quorum must be attained for the discussion and decision; interested parties will not be counted when deciding whether the meeting is quorate. Interested board members may not vote on matters affecting their own interests

All decisions under a conflict of interest will be recorded by [the charity secretary/governance professional] and reported in the minutes of the meeting. The report will record:

- the nature and extent of the conflict;
- an outline of the discussion; and
- the actions taken to manage the conflict.

Where a trustee benefits from the decision, this will be reported in the annual report and accounts in accordance with the current Charities SORP. All payments or benefits in kind to trustees will be reported in the charity's accounts and annual report, with amounts for each trustee listed for the year in question.

Where a member of Pathfinders is connected to a party involved in the supply of a service or product to the charity, this information will be fully disclosed in the annual report and accounts.



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Independent external moderation will be used where conflicts cannot be resolved through the usual procedures.
(Organisations should add any further requirements that relate to the nature of the organisation's work)

Managing contracts

If you have a conflict of interest, you must not be involved in managing or monitoring a contract in which you have an interest. Monitoring arrangements for such contracts will include provisions for an independent challenge of bills and invoices, and termination of the contract if the relationship is unsatisfactory.

Sam Dunn

Jane Pyzniuk

Dave Grosvenor

Trustee

Trustee

Trustee

Camp Leader

Date of last review: 12/09/2020



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I _____ as trustee/leadership team member [*delete as appropriate] of Pathfinders Camp (Woodlarks) have set out below my interests in accordance with the organisation's conflicts of interest policy

Category	Please give details of the interest and whether it applies to yourself or, where appropriate, a member of your immediate family, connected persons or some other close personal connection
Current employment and any previous employment in which you continue to have a financial interest.	
Appointments (voluntary or otherwise) e.g. trusteeships, directorships, local authority membership, tribunals etc	
Membership of any professional bodies, special interest groups or mutual support organisations.	
Investments in unlisted companies, partnerships and other forms of business, major shareholdings [charities may set a figure here, e.g. more than 1% or 5% of issued capital] and beneficial interests	
Gifts or hospitality offered to you by external bodies and whether these were declined or accepted in the last 12 months.	
Do you use, or care for a user of the organisation's services?	
Any contractual relationship with the charity or its subsidiary.	
Any other conflicts that are not covered by the above	

To the best of my knowledge, the above information is complete and correct.

I undertake to update as necessary the information provided, and to review the accuracy of the information on an annual basis. I give my consent for it to be used for the purposes described in the conflicts of interest policy and for no other purpose.

I understand that the information provided will be held in accordance with Pathfinders privacy policy [where one is in place].

Signed:

Position:

Date: