

Conflict of Interest Policy

All Staff, Volunteers, and Board Members of Watling Gardens TMO will strive to avoid any conflict of interest between the interests of the TMO 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 TMOs decision-making process, to enable stakeholders to have confidence in our integrity, and to protect the integrity and reputation of Staff, Volunteers, and Board Members

Examples of conflicts of interest include:

1. A Board Member who is related to a member of Staff and there is decision to be taken on staff pay and/or conditions.
2. A Board Member who is also on the Board of another organisation that is competing for the same funding.
3. A Board Member who has shares in a business that may be awarded a contract to do work or provide services for the organisation.

Upon appointment each Board Member will sign a declaration of interests form. This written disclosure will be kept on file and will be updated as appropriate.

In the course of meetings or activities, Board 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 Members best interests or a conflict between the best interests of two organisations that the Board Member involved with.

After disclosure the Board 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 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 Board Members should respect its spirit as well as its wording.