



Downend & Frenchay Tennis Club

Conflict of Interest Policy

Date reviewed: December 2021

Date of next review: December 2022

Downend and Frenchay Tennis Club (DFTC) Charitable Incorporated Organisation
(CIO)

Registered Charity No: 1195249

CONFLICT OF INTERESTS POLICY

For DFTC Committee and Trustees

It is recognised that members of the Trustees Board, Management Committee, staff and volunteers will have interests associated directly or indirectly with the functions of Downend and Frenchay Tennis Club. It is therefore possible that conflicts of interest may arise.

Definition

Conflicts of interest are real, perceived or potential instances where a person, group or organisation could benefit from a decision or access to information. The benefit may be financial or non-financial.

Policy

All Trustees and members of the Management Committee must notify the Chair of Trustees and/or the Chair of the Management Committee of any perceived, real or potential conflict of interest as soon as it is recognised. The Chairperson will decide the appropriate action regarding the reported conflict. If the conflict relates to the Chairperson, a Temporary Chair needs to be assigned by the Trustees and/or Management Committee to manage it. In the case of staff and volunteers, any conflict of interest must be reported to the Chair of the Management Committee.

Everyone is to be informed about and agree on the importance of avoiding conflict of interest. Other related policies and procedures, e.g. appointments, selection and contracting, should be adhered to without exception. Everyone is responsible for ensuring that any changes to existing conflicts of interest are noted on the Conflict of Interest Register.

Procedures

The Downend and Frenchay Tennis Club Chair will call for any conflicts of interest to be declared at the commencement of every meeting. These will be noted in the minutes, as will the actions taken to manage the conflict. The Secretary will manage a "Conflict of Interest Register". Actions resulting from the declaration of a conflict of interest may include but not be limited to one or a combination of the following:

- Recording the nature of the conflict of interest including any actions or decisions
- The person who has declared the conflict to not participate in particular decisions

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- The person who has declared the conflict of interest not to be present for particular discussions
- The person who has declared the conflict of interest not to participate in a series of meetings
- Where the conflict of interest has a significant impact on the reputation of Downend and Frenchay Tennis Club, or the capability of the person to function in their role, they may be asked to stand down from a particular committee, sub-committee or role or suspend their role until such time as the conflict of interest is no longer an issue
- Where a person fails to declare a conflict of interest they may be subject to disciplinary or legal action.