



# **STB Conflicts of Interest Policy**

## **Contents**

1. Version Control .....	3
2. Definition .....	4
3. Statement of Intent .....	4
4. Policy .....	4
5. Procedure .....	4

## 1. Version Control

Policy Title:	STB Conflicts of interest policy
Version:	Version 2025
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## 2. Definition

A 'conflict of interest' arises when the best interests of an individual trustee are, or could be, different from the best interests of the St Barnabas Grange Park. This may be something that affects the trustee directly, or indirectly, through a family member or friend or business partner.

## 3. Statement of Intent

The Church is committed to ensuring its decisions and decision-making processes are, and are seen to be, free from personal bias and do not unfairly favour any individual connected with St Barnabas Grange Park.

## 4. Policy

It is the policy of STB Grange Park to:

- Review all conflicts of interests annually by asking all trustees to complete a conflicts of interest form.
- Ensure every trustee understands what constitutes a conflict of interest and that they have a responsibility to recognise and declare any conflicts that might arise for them.
- Document the conflict and the action(s) taken to ensure that the conflict does not affect the decision making of the organisation.

## 5. Procedure

When a trustee identifies that they have a potential conflict of interest they must:

- Declare it as soon as they become aware of it

- Ensure it is entered in the conflict of interest register maintained by the trustees secretary (ongoing conflicts), and/or minuted in the appropriate trustees minutes (one-off conflicts)
- Not take part in any trustees discussions relating to the matter
- Not take part in any decision making related to the matter
- Not be counted in the quorum for decision making related to the matter In the interests of frank and open discussion, a trustee affected by a conflict of interest must leave the room while related discussion / decision making is taking place, unless there is good reason for them to stay.

The minutes should state:

- The declared conflict
- That the trustee left the room, or the reason they were asked to stay.
- That the trustee took no part in discussion or decision making on the matter
- That the meeting was quorate (not counting the affected trustee)
- Any other actions taken to manage the conflict If a trustee is unsure what to declare, they should err on the side of caution and discuss the matter with Chair for confidential guidance.

Policy reviewed Sept 25