



CONFLICT OF INTEREST POLICY

This policy applies to all trustees of Hethersett Old Hall School Trust (HOHST), as well as contractual third parties doing business with, or assisting the Trust. All are expected to abide by the provisions of this policy that are reasonably applicable to them.

The HOHST trustees are committed to acting only in the best interests of the charity and to perform their duties and activities with the highest level of integrity and in an ethical manner. Trustees must ensure that any conflict of interest or situation that could reasonably be perceived as a conflict of interest is avoided or eliminated.

Personal Interest

Trustees must ensure that no conflict exists or could appear to exist between their personal interests and those of HOHST, partners, suppliers and funding recipients. They must not put themselves in a position where they could benefit directly or indirectly from financial support made by the Trust.

Financial Interest

HOHST will not pay any trustees or their relatives for work undertaken on behalf of the charity.

HOHST will not employ any trustees to carry out work for the charity.

HOHST will not buy any goods or services provided by a company or organisation owned by a trustee.

Expenses will be refunded if the Trustees decide that these were fully justified.

Loyalty conflict

These can happen when, for other reasons, a trustee might not be able to make decisions that are best for the charity.

Loyalty conflict can happen if the charity's decision involves a person or organisation linked to a trustee. For example:

- the trustee's employer
- another charity where they are a trustee
- the organisation that appointed them as a trustee
- their relatives or friends

Trustees will declare any such conflict of interest immediately to all other Trustees. The conflicted trustee will leave relevant discussions and will not take part in the decision, vote or be counted in the quorum