



## Conflict of Interest Policy and Procedure

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### **Policy & procedure for Trustee Board and staff**

Members of the Jade Foundation Trust Trustee Board want to prevent any conflict of interest that may arise between their role as Trustees of Jade Foundation Trust and their private or family interests or their association with other voluntary or community organisations, public authorities, commercial organisations or other bodies. Similarly, members of the Trustee Board want to avoid any conflicts of interest that may arise for Jade Foundation Trust] staff, given that staff are or have been associated in a personal capacity with specific voluntary or community organisations, public authorities, commercial organisations or other bodies.

Conflicts of interest could include, but are not limited to:

- unfair access to information, influence, services or resources
- being a party to both sides of a contract or other agreement

### **Principles**

- Board members are elected, co-opted or appointed to the Board to serve the interests of Jade Foundation Trust;

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- Members of the Jade Foundation Trust Trustee Board will act in the charity's interests only and without regard to their own private interests and will not derive any personal benefit or gain from the charity.
- Organisations or bodies with which Trustees are associated will not benefit from their membership of the Board, other than the benefits that all, or significant groups of voluntary and community organisations can receive from Jade Foundation Trust and its work.
- Staff are employed to serve the interests of Jade Foundation Trust;
- Organisations and bodies with which staff members are associated in a personal capacity will not benefit from this employment, other than the benefits that all, or significant groups of voluntary and community organisations can receive from Jade Foundation Trust and its work.

### Register of Interests

- All Trustees and staff on election, co-option or appointment are required to list in a Register all relevant interests which might influence their judgement, or which could be perceived (by a reasonable member of the public) to do so.
- Jay Laxmidas will ask all Trustees and staff to update their Register entry annually, but it is the responsibility of all Trustees and staff to notify Jay Laxmidas of all updates as and when they arise. The Register of Interests is open to reasonable public inspection on application to Jay Laxmidas.

### Declarations of interest at Jade Foundation Trust. Board meetings

- All Trustees and staff present at a Board meeting (or sub-committee or working group) will make an oral declaration of any relevant interest if it relates specifically to a particular issue under consideration (and does not relate to all, or a significant group of, voluntary and community organisations). Oral declarations will be recorded in the minutes of the meeting.
- If the outcome of any discussion at a Board meeting (or sub-committee or working group) could have a direct financial effect on a Trustee or on a voluntary or community organisation or other

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body in which the Trustee has a relevant interest (other than an interest which relates to all, or a significant group of, voluntary and community organisations), the Trustee will not participate in the discussion or determination of matters and will withdraw from the meeting. Withdrawals will be recorded in the minutes of the meeting.

- If the outcome of any discussion at a Board meeting (or sub-committee or working group of the Board) could have a direct financial effect on a staff member or on a voluntary or community organisation or other body in which the staff member has a relevant interest (other than an interest which relates to all, or a significant group of, voluntary and community organisations), the staff member will not participate in the discussion and will withdraw from the meeting. Withdrawals shall be recorded in the minutes of the meeting.
- If a Trustee has any other interest which does not create a real danger of bias, but which might reasonably cause others to think it could influence their decision, they will declare the nature of the interest, but may remain in the room, participate in the discussion, and vote if they wish. This paragraph does not apply to disciplinary, grievance or similar procedures as separate arrangements apply.
- **Jay Laxmidas** will include in their report for each Trustees' meeting details of any contracts/agreements to be entered into prior to the next meeting of the Trustees and any potential conflicts identified from a check of the Register.

## Representation

- Trustees and staff attending meetings and conferences on behalf of Jade Foundation Trust will at all times act and speak in the best interests of Jade Foundation Trust, following the agreed policy of Jade Foundation Trust.
- Trustees and staff attending meetings and conferences in a personal capacity, or on behalf of a voluntary or community organisation or other body, may at times be able to usefully support the best interests of Jade Foundation Trust. In such circumstances they will make it clear in which capacity they are acting or speaking.

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- Trustees and staff who may be placed in any conflict of interest while attending meetings and conferences will discuss their concerns at the earliest possible opportunity with the Chair or the Chief Officer.

### **Staff Conflict of Interest**

- Staff will not be concerned or interested in any other business or activity in the area of a similar nature to or competitive with that carried on by Jade Foundation Trust without the express permission of the Board of Trustees.
- Staff must avoid activities, investments or associations which might interfere with their independent exercise of judgement in Jade Foundation Trust's best interest.
- Staff holding formal Trustee Board/Management Committee/Company Director positions with local voluntary organisations, must have the agreement of the Chief Officer.
- Staff may not accept, directly or through a member of their immediate family, any gratuitous payment, loan at other than at fair market rate, service or gift, accommodation of value from any other party doing or seeking to do business with Jade Foundation Trust.
- All offers of gifts will be politely decline unless this is likely to cause offence. In any event, all offers of gifts, even if trivial, will be reported to the line manager.
- Acceptance of entertainment, travel or gift of a character which reasonably might be deemed to others to affect the judgement or actions of staff members would also violate this policy.
- Staff must devote the whole of their time attention and abilities during their hours of work to their Jade Foundation Trust duties. Staff must not undertake, directly or indirectly, any other duties during their hours of work unless they have the previous written authority of the Chief Officer.

**Any exceptions, or potential exceptions, to this policy must be discussed at an appropriate meeting of the Board of Trustees of Jade Foundation Trust.**

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