



## Committee Conflict of Interest Policy

At The Little Pennies Pre-school, we the Management Committee (Charity Trustees) are responsible for the overall management of the setting.

### Definition of Conflict of Interest

A conflict between a person's private interest and their public obligation.

We understand our roles and responsibilities in respect of the children, staff and families who attend or are members of the setting and recognise that at all times we must act in the best interests of the charity. To this end we understand that we cannot receive any benefits from the charity including payment for acting as a trustee or preferential treatment as regards employment in the setting for example. The following points have been agreed to and understood by all committee members:

1. Any trustee who has a financial interest in a matter under discussion should declare the nature of their interest and withdraw from the room, unless it has been previously agreed by a majority of the committee that they may speak
2. If a trustee has any interest in the matter under discussion, which creates a real danger of bias, that is, the interest affects their, or a member of their household, more than the majority affected by the decision: they should declare the nature of the interest and withdraw from the room, unless they have a prior agreement to speak
3. 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 should declare the nature of the interest, but may remain in the room, participate in the discussion, and vote if they wish
4. If in any doubt about the application of these rules they should consult with the Chair or contact the Charity Commission for advice
5. It is recommended that trustee's interests are recorded for reference.

This policy was adopted at a meeting of Trustees held on .....

And was checked and re-affirmed on .....

Signed on behalf of The Little Pennies Pre-school

.....(Chairperson)

