

Conflict of Interest Policy

Preamble: What Next is a registered charity, registration number 1196404, and is referred to as 'the Charity' in the following document.

All Trustees, Members, Supporters and Volunteers of the Charity will strive to avoid any conflict of interest between the interests of the Charity on the one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest.

The purposes of this policy is to protect the integrity of the Charity's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of Trustees, Members, Supporters and Volunteers.

Examples of conflicts of interest include:

1. A Trustee / Member who is also a user who must decide whether fees from users should be increased.
2. A Trustee / Member who is related to a member of staff and there is decision to be taken on staff pay and / or conditions.
3. A Trustee / Member who is related to an individual who might benefit (or perceive to benefit) financially, or otherwise, from a decision taken, or activity undertaken, by the Charity.
4. A Trustee / Member who is also on the committee of another organisation that is competing for the same funding.
5. A Trustee / Member who has shares in a business that may be awarded a contract to do work or provide services for the organisation.

This is not an exhaustive list, it is designed to highlight the principles concerned. It is the responsibility for all Trustees and Members to declare any potential conflicts of interest.

Upon appointment¹ each Trustee must make a full, written disclosure of interests, such as relationships, and posts held, that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as appropriate.

In the course of meetings or other Charity activities, Trustees / Members will disclose any interests in a transaction or decision where there may be a conflict between the Charity's best interests and the Trustee's / Member's best interests or a conflict between the best interests of two organisations that the Trustee / Member is involved with.

In the course of meetings or other Charity activities, Trustees / Members might identify potential / perceived conflicts of interest which were unknown / not previously declared by a Trustee / Member. These should be disclosed immediately and any formal declarations should be updated within one month.

¹ Or adoption of this Policy.

After disclosure, the Trustee / Member may be asked to leave the room during the discussion and may not be able to take part in a decision. This will be determined based on the judgement of the other Trustees / Members present at the time.

Any such disclosure and the subsequent actions taken will be noted in the minutes.

This policy is meant to supplement good judgment, and Trustees, should respect its spirit as well as its wording.

Date Policy Adopted: 27th October 2023

Date of Policy Review: 31st December 2024

Version 1.0, October 2023