Conflict of Interest Policy

All trustees of the Doctors’ Support Network (DSN) will strive to avoid any conflict of interest between the interests of the organisation 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 purpose of this policy is to protect the integrity of the organisation’s decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of volunteer committee members.

Examples of conflicts of interest include but are not restricted to:

1. A trustee who is also on the committee of another organisation that is competing for the same funding.
2. A trustee who has shares in a business that may be awarded a contract to do work or provide services for the organisation.

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

In the course of meetings or activities, trustees will disclose any interests (see clause I of the DSN constitution and section 4.1 of Charity Commission guidance) in a transaction or decision where there may be a conflict between the organisation’s best interests and the trustee’s best interests or a conflict between the best interests of two organisations that the trustees are involved with.

After disclosure, a conflicted trustee may be asked to leave the meeting for the discussion and may not be able to take part in the decision depending on the judgement of the other trustees present at the time.

Any such disclosure and the subsequent actions taken will be noted in the minutes (see section 4.6 of Charity Commission guidance).

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

Reference: Charity Commission: Conflicts of Interest: a guide for charity trustees 2014

Dated: 14.04.18
Author: DSN committee