

Conflict of Interest Policy

Introduction

This policy outlines the principles for identifying and managing conflicts of interest within the Friends of William Gilpin School. It applies to all individuals involved in the association and is formally approved by the committee.

As committee members and trustees, we acknowledge our responsibility to act in the best interests of the Friends of William Gilpin School. We recognise that personal or external interests can undermine this duty, and it is our commitment to avoid such situations in order to uphold the integrity of our decisions.

Scope

This policy applies to every elected member of the Friends of William Gilpin School committee.

Procedures for identifying and managing conflicts

To ensure transparency and accountability, we take the following steps:

- **Awareness:** All incoming committee members are informed about this policy upon their appointment
- **Declarations:** Members must declare any existing or potential conflict of interest:
 - At the time of their appointment
 - At the start of each committee meeting
 - As soon as a potential conflict becomes known
- **Recusal:** Members who have a conflict are required to withdraw from discussions and/or votes related to that matter
- **Documentation:** All conflicts and the actions taken to manage them will be recorded in the meeting minutes
- **Balanced representation:** Efforts will be made to include a diverse mix of parents and staff from across the school, ensuring balanced representation and avoiding dominance by any single group
- **Equitable decision-making:** When decisions may disproportionately benefit a particular year group, subject or area, we will actively consult with our membership and ensure fair distribution of benefits across the school over time

These model policies do not constitute legal advice or attempt to cover all situations that your association may require. We recommend that you use these model policies as a starting point to develop policies that cover your precise needs and situation. These policies are based upon our best interpretation of current guidance that has been provided by a range of sources. We will endeavour to update these policies regularly with any relevant changes.

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Policy review

This policy will be reviewed annually by the Friends of William Gilpin School committee to ensure it continues to support both the organisation and its volunteers effectively.

Signatures

Approved and adopted by the committee of the Friends of William Gilpin School:

Name:	Rebecca White	Paula Rowney	Robert Morgan
Position:	Chair Person	Secretary	Treasurer
Signature:	R White	P Rowney	R Morgan
Date:	22/06/2026	07/07/2026	06/07/2026

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