



CONFLICT OF INTEREST POLICY

INTRODUCTION:

Conflicts of interest may arise, but they do not need to present a problem if they are effectively managed. A conflict of interest is where the personal interests of an individual or group of individuals directly conflict with the best interest of Stafford u3a, its members, or where the decisions or actions may be influenced by their personal interest rather than those of the group.

Potential conflicts of interest may arise from:

- Financial interest in resources used by the u3a
- Voluntary or employment involvement in any groups, bodies, companies or organisations which are utilised by, or have links to the u3a
- Memberships of groups, bodies, companies or organisations which utilise resources that are used by u3a for other purposes
- An individual's relationship with friends, family members that influence decisions about volunteer positions and roles, service allocation, awarding of contracts or disciplinary action.

MANAGEMENT OF CONFLICTS

The Committee will require Trustees to declare at committee meetings anything they feel could fall within this remit. Should a conflict of interest arise during any meeting, this will be recorded as follows:

- The nature of the conflict and the Trustee[s] affected
- An outline of the discussion
- Whether any Trustee[s] withdrew from the discussion
- How the [remaining] Trustees made the decision in the best interest of the u3a

Policy agreed 7th July 2025