

Neurodivergents Take a Stand (“the Charity”)

Conflict of Interest Policy

Purpose

This policy ensures that conflicts of interest are identified, disclosed and managed in a way that maintains the integrity of the Charity.

Definition

A conflict of interest arises when a trustee’s personal, financial, family, business or other interests — including loyalty to another organisation — could improperly influence, or be perceived to influence, their decisions for the Charity.

Duty to Disclose

Trustees must disclose any actual or potential conflicts of interest at the earliest opportunity. All disclosures will be recorded in the minutes of trustee meetings and the Conflict of Interest Register.

Managing Conflicts

Trustees with a conflict must not participate in discussions or decisions on the matter and will not be counted towards quorum.

- **Meetings:** In the case of a meeting, they must absent themselves from discussions and decisions on the matter. Depending on the circumstances, they may also be asked to leave the meeting while the matter is discussed.
- **Written or electronic resolutions:** In the case of written or electronic resolutions, they must abstain from responding or voting on the matter.

The remaining trustees will determine how to manage the conflict in the best interests of the charity. The Charity will ensure that conflicts of interest are discussed in a respectful, inclusive and accessible manner, in line with its commitment to supporting trustees.

Non-Compliance

Failure to disclose conflicts may constitute misconduct under charity law and may result in removal as a trustee in accordance with the Charity’s constitution and the Charities Act 2011.

Review

This policy will be reviewed by the trustees on a regular basis, or sooner if required by law, best practice or the needs of the Charity.