

Conflict of Interest Policy

As a small community we often rely on a limited number of individuals with the skills and experience to provide voluntary leadership. We recognise that in such circumstances the potential for conflict of interest is sometimes, unavoidable.

We believe these situations can be managed professionally without undermining good governance or discouraging the generous contributions of time and expertise that benefit our community.

At the Coddenham Centre our approach is guided by the following principles:

- All interests are declared by Trustee or employees and fully recorded in the minutes of formal meetings
- Trustees and officers recuse themselves whenever an agenda item represents a conflict.
- Trustees and officers are jointly and separately responsible for drawing attention to perceived or potential conflicts should they arise.

We remain mindful of how decisions may be perceived by other others, ensuring they are reached with balanced fairness, transparency and impartiality.

This framework has been in place since the Charity formation in 2019 and continues to serve us well. With an increase in Trustees, we feel it pertinent to formally record it as an agreed policy or code of code of conduct.

All Trustees are of course bound by the requirements of the Charities Act 2011.

Andrew MacPherson
Chair – The Coddenham Centre CIO
1st September 2025