

Conflict of Interest Policy for Redbridge Education Partnership (REP)

This policy protects the reputation of our organisation. It means people can trust board members of Redbridge Education Partnership to make fair decisions.

All trustees and Board Members of Redbridge Education Partnership have a duty to act in the best interests of REP and our beneficiaries when making decisions.

As trustees and Board Members we will avoid any conflicts of interest or loyalty (actual and perceived) between the interests of REP and our own personal, professional, and financial interests.

Examples of a conflict of interest include:

- A trustee who is employed by another organisation, competing for the same funding/contracts.
- A trustee who is related to a member of staff where a decision is being made about staff pay and conditions.
- A trustee who has a financial interest in a business that may do work or provide services for our organisation.
- A trustee who is also a service user where a decision is being made about increasing of fees

Each trustee will record details of any conflict of interest when they are appointed. The register of interests will be updated annually.

Declaration of conflict of interest will be a standard agenda item at board meetings.

Trustees will identify and disclose any conflict of interest at the start of a meeting. The trustee will then:

Withdraw from the discussion, and may not be able to take part in the decision/vote, depending on the judgement of the other trustees present at the time

The disclosure of a conflict of interest and the actions taken will be noted in the minutes.

Document version control

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