

# yourmission

## Your Mission Limited Policy on Conflict of Interest

It is important that all decisions of the Board and any of its sub groups are seen to be taken in the interests of Your Mission Limited and not to further the interests of individual members.

Employees will record on a register any personal interest they believe could come into conflict with their responsibilities as employees of Your Mission Limited. This will include business or financial interests, employment, membership of any organisation, which may become involved or affected by the process. The declaration of interests records shall be kept by Your Mission Limited at 9 Elevation Place, Nottingham Road, Eastwood, Nottinghamshire, NG16 3GL.

In addition, if a Your Mission Limited employee (or his/her spouse/partner or any other member of their household) has any interest in such matter under discussion, then that Member shall disclose the fact. Any Member declaring such an interest will withdraw from the meeting whilst any voting on the relevant matter takes place. They may however contribute to the discussion and answer questions prior to leaving the meeting.

Employees will not have to declare an interest in a matter where it results in a strategic benefit to a neighbourhood or constituency of interest e.g. for older people, which could indirectly benefit them as being an older person.

Employees should consider whether the general public, given the facts of a situation, would reasonably think that the interest might influence the employee.

### Definitions

**Pecuniary Interest:** when the matter under consideration might cause a financial advantage or disadvantage to the employee or the employee's spouse/partner or immediate family.

**Non Pecuniary Interest:** when the matter under consideration might cause a financial advantage or disadvantage to an organisation of which an employee is associated with.

### Employees Declaration of Interest Form

In representing the wider interests of the Your Mission Limited voluntary sector I declare the following pecuniary and non pecuniary interests.

NAME.....

**Pecuniary Interest:** when the matter under consideration might cause a financial advantage or disadvantage to the employee or the employee’s spouse/partner or immediate family.

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**Non Pecuniary Interest:** when the matter under consideration might cause a financial advantage or disadvantage to an organisation of which an employee is associated with.

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Agreed by the Directors/Trustees \_\_\_\_\_ (date)