

CONFLICT OF INTEREST POLICY

1.0. Introduction

1.1.

All staff, volunteers, and committee members of SportCheer Scotland will strive to avoid any conflict of interest between the interests of SportCheer Scotland on the one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest.

1.2.

The purposes of this policy are to protect the integrity of SportCheer Scotland's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of volunteers, staff and committee members.

1.3.

This policy is meant to supplement good judgment. Staff, volunteers, and management committee members should respect its spirit as well as its wording.

2.0. Examples of Conflicts

Examples of conflicts of interest include:

- A committee member who is also a member athlete, coach, associate, or club owner who must decide whether fees from member athletes, coaches, associates or club owners should be increased.
- A committee member who is related to a member of staff and there is a decision to be taken on staff pay and/or conditions.
- A committee member who is also on the committee of another organisation that is competing for the same funding.
- A committee member who has shares in a business that may be awarded a contract to do work or provide services for SportCheer Scotland.
- Upon appointment each committee member will make a full, written disclosure of interests, such as relationships, and posts held, that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as appropriate.

3.0. Conflicts of Interest at Meetings or Activities

3.1.

SPORTCHEER SCOTLAND CONFLICT OF INTEREST POLICY

During meetings or activities, committee members will disclose any interests in a transaction or decision where there may be a conflict between SportCheer Scotland's best interests and the committee member's best interests or a conflict between the best interests of two organisations that the committee member is involved with.

3.2.

After disclosure, committee members understand that they may be asked to leave the room for the discussion and may not be able to take part in the decision depending on the judgement of the other committee members present at the time.

3.3.

Any such disclosure and the subsequent actions taken will be noted in the minutes.

4.0. Sanctions

4.1.

If interests are not disclosed and there is subsequent complaint or litigation on the grounds of impropriety, disciplinary action may follow.