



Conflict of Interest

Definition

Conflict of interest is defined as:

'a situation in which someone in a position of trust has competing professional and/or personal interests.

Such competing interests can make it difficult to fulfil his or her duties. Even if there is no evidence of improper actions, a conflict of interest can create an appearance of impropriety that can undermine confidence in the ability of that person to act properly.'

Conflict of Interest Policy

- The Harmony Therapy Trust has a fundamental belief that the work of The Harmony Therapy Trust should be provided in an independent manner, free from any possible conflict of interest. For the purpose of this policy a conflict of interest occurs when an individual or organisation is unable to ensure the independence of the service due to their involvement with other people groups or affiliations.
- The Board of Trustees is responsible for and has an obligation to ensure that all of the work of The Harmony Therapy Trust is undertaken in such a way as to prevent any possible conflict of interest.
- The Harmony Therapy Trust requires all personnel to be aware of the potential for any possible or actual conflict of interest and to follow agreed procedures to avoid any such occurrence.
- The Board of Trustees reserves the right to take any necessary and timely actions in the event of any conflict of interest and these will be taken as soon as the issue arises.
- The Board of Trustees will ensure that the credibility and independence of The Harmony Therapy Trust is not compromised in any respect.
- The Harmony Therapy Trust recognises that issues arising from any conflict of interest can be difficult to manage, stressful and potentially damaging to the reputation of the service
- The Board of Trustees has an obligation to ensure any decisions judgements or support is not affected by any possible conflict of interest.

Procedures

Governing Body

- Both new and existing Trustees must declare any interests which may conflict with the work and aims of The Harmony Therapy Trust.
- A declaration must be made at the commencement of every Trustee Board meeting
- Conflict of Interest a standing agenda item for Trustee Board meetings.
- Trustees must withdraw from any discussion or decision making where there is a potential conflict of interest.

Review dated.....February 2020.....

Signed..... Robert Nelson.....

Next Review date.....February 2021.....