

World Child Cancer USA

Conflict of Interest Policy

2021

1. All staff, volunteers, trustees and management committee members of World Child Cancer USA will strive to avoid any conflict of interest between the interests of the Charity 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.
2. The Charity demands and maintains the highest ethical standards in carrying out its activities. A conflict of interest means that a person is no longer impartial and is no longer acting in the interests of the Charity or the people it is trying to help; a conflicted person is therefore not acting in an ethical way. A person who receives or pays a bribe is also conflicted and this can give rise to more serious consequences, including criminal offences. Corrupt practices of any sort will not be tolerated. In this regard the Charity has in place an Anti Bribery and Corruption Policy which forms part of and should be read alongside this Conflict of Interest Policy.
3. The purposes of this policy is to protect the integrity of the Charity's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of volunteers, staff, trustees and committee members.
4. Examples where conflicts of interest could occur include:
 - a) A committee member or other employee in a position of authority who is related to a member of staff and there is decision to be taken on staff pay and/or conditions.
 - b) A committee member or other employee who is also on the committee of another organisation that is competing for the same funding.
 - c) A committee member or other employee who has shares in a business, or family or other connections to it, that may be awarded a contract to do work or provide services for the organisation.
 - d) Conflicts where there is a receipt of donations into the Charity, or when it pays money to its other organisations or third parties, and there is a relationship as described in section 4 (1-3) for example:
 - a donor being given excessive publicity or some other benefit; and/or
 - a particular recipient of funding receiving more than other deserving bodies or individuals from the Charity.
 - e) A third party fund raiser, improperly incentivising its staff in such a way that its staff are effectively encouraged to employ unethical fund raising tactics.
 - f) An employee with family or other connections to a potential recipient of funding influencing payments to that recipient.
5. 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.



World Child Cancer
No child should suffer

6. In the course of meetings or activities, committee members will disclose any interests in a transaction or decision where there may be a conflict between the Charity'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.
7. After disclosure of such conflicts, the committee member 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.
8. Any such disclosure and the subsequent actions taken will be noted in the minutes.
9. This policy is meant to supplement good judgement, and staff, volunteers, trustees and management committee members should respect its spirit as well as its wording.