

Inspire Neurodiversity and Wellbeing CIC
Conflict of Interest Policy
Version 1.1 | Approved by Board of Directors
Effective Date: 17th December 2025



Conflict of Interest Policy

Policy Title: Conflict of Interest Policy

Organisation: Inspire Neurodiversity and Wellbeing CIC

Version: 1.1

Approved By: Board of Directors

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Next Review Date: December 2026

Policy Statement:

Inspire Neurodiversity and Wellbeing CIC operates with the highest level of integrity. We require all directors, staff, and volunteers to act in the best interests of the organisation and to disclose any situation where a personal interest may conflict with their professional duties.

Purpose:

To protect the integrity of the organisation's decision-making process and to enable stakeholders to have confidence in our independence and professionalism.

Principles:

Disclosure: Encouraging an open culture where potential conflicts are declared early.

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Impartiality: Ensuring that individuals do not participate in decisions where they have a vested interest.

Integrity: Maintaining the public trust by avoiding even the appearance of impropriety.

Responsibilities:

Board of Directors: To maintain a "Register of Interests" and manage conflicts during meetings.

All Personnel: To formally declare any financial, personal, or family interests that could influence their work.

Implementation:

Declaration Form: Requiring all new staff and directors to sign a conflict of interest declaration annually.

Meeting Recusal: Any individual with a conflict must leave the room during relevant discussions and votes.

Reviewed and Signed by the Board of Directors

Date of Review: 17th December 2025

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