



Conflict of Interest Policy

Definition

Committee members and staff at OSCARS have a duty to further the aims and the goals of OSCARS and to work on behalf of its best interests. No committee member or member of staff should place him or herself in a position where their actions or personal interests may in conflict with those of OSCARS Constitution.

Situations that may be covered by this policy:-

- Instances where a mediator is required for a behaviour review, grievance or complaint
- Parent grievance against a member of staff, where the parent is related to the mediator
- Bullying of a child who is related to the mediator
- Bullying of a member of staff by a child or parent who is related to the mediator
- A committee member and a parent concern
- Differences between OSCARS and Frampton Cotterell C of E School

Purpose

- To ensure objectivity and impartiality
- To protect committee members and any other party involved from accusations of favouritism and bias.

Procedure

- The responsibility of mediation would normally fall onto the Chairperson
- This policy will only come into effect in an extreme circumstance when mediation is required and when an outcome cannot be found informally, and the complaints procedure has to be entered into.
- Should a conflict of interest be a possibility, the issue must be brought to committee for discussion and a decision made about whether or not it is the case.
- A committee member, who believes that they will be compromised in any way during the process of discussion and voting for or against a decision, can withdraw and abstain. This will also apply to any other party who may be asked to give evidence in a review or contribute to the decision making process of a grievance or complaint.
- This policy does not exempt any committee member from passing on information that should be made known to the Chairperson.

Date first adopted by OSCARS management committee	22.04.09
Date of last review	23.02.2015
Review signed on behalf of OSCARS	C. Mumby
Position	Chairperson