

Camden Giving Conflict of Interest Register

Camden Giving is a transparent and fair organisation and balances this with the need to work with unemployed people with high level of experience. Trustees have a legal obligation to act in the best interests of Camden giving, and in accordance with the Camden Givens governing documents, and to avoid situations where there might be a potential conflict of interest. Trustees must declare any funding applications to Camden Giving that they are actively involved in.

Staff and volunteers have similar obligations. Conflicts of interest or of loyalty may arise where an individual's personal or family interests and or loyalties conflict with those of Camden Giving. Such conflicts may create problems;

- They can inhibit free discussions
- Result in decisions or actions that are not in the interest of Camden giving
- Risk the Importance that Camden Giving has acted improperly

The aim of this policy is to protect Camden Giving, trustees, staff and volunteers from any appearance of impropriety.

Name	Conflict	Mitigation
Simon Pitkeathley (Chair)	CEO of Camden Town Unlimited, CEO of Euston Town and Camden Collective, sits on the London LEP (LEAP), is a Governor at Capital City College Group. North London Cares are a tenant of Camden Town Unlimited Camden Town Unlimited bought a table at a fundraising event to benefit North London Cares Camden Town Unlimited and North London Cares are partnering to raise money for North London Cares and the Camden High Line.	Simon Pitkeathley is not involved in grant criteria or decisions for Camden Giving funding.
Allan Sutherland (Trustee)	Trustee of Manor Gardens Welfare Trust (runs LB Camden funded projects), employed at JDRF. Volunteer Fundraiser for Little Village Hampstead.	Allan Sutherland is not involved in grant criteria or decisions for Camden Giving funding.
Dominic Pinkney (Trustee)	Trustee of Adventure Ashram, Director of Volunteer centre Camden. Trustee of London Plus	Dominic Pinkney is not involved in grant criteria or decisions for Camden Giving funding.
Sue Wilby (Trustee)	Trustee at Voluntary action Camden (VAC)	Sue Wilby is not involved in grant criteria or decisions for Camden Giving funding.
Tom Hollis (Trustee)	Volunteer at North London Care	Tom Holliss is not involved in grant criteria or decisions for Camden Giving funding.
Anna Wright (Advisory Group)	Is an elected member and Cabinet Member of Camden Council, receiving an allowance from London Borough of Camden	Anna Wright is not involved in grant criteria or decisions for Camden Giving Funding.
Deborah Xavier (Advisory Group)	Paid consultant to London's Giving	Deborah Xavier is not involved in discussions or decisions about funding that benefit the listed organisations.
Vanessa Browne (Trustee)	Daughter Naima works as a future changemaker panellist. Vanessa is a member of the alumni at Camden Giving.	Vanessa has no impact of decisions at panels, nor is she present at the meetings. Alumni members have no impact of decisions at panels, nor is she present at meetings.
Mariam Hassan (Trustee)	Employee at Old Diorama Arts Centre Mariam is a member of the Alumni at Camden Giving	Mariam is not involved in grant criteria or decisions for Camden Giving Funding.

	Member of Community Champions Member of Camden Mela.	Alumni members have no impact of decisions at panels, nor is she present at meetings Community Champions has no relationship with Camden Giving. Camden Mela has no relationship with Camden Giving.
Nathan Dyke (Trustee)	None.	N/A
Graham Dyer	Governor at East Sheen Primary School.	Camden Giving has no relationship with East Sheen Primary School.
Gillian Marston (Advisory Group)	None.	N/A
Rose Alexander	None.	N/A
Franci Viviana	Co-Founder of Zone Twenty-One/Creators House.	Franci Viviani is not involved in grant criteria or decisions for Camden Giving Funding.

Camden Giving's Mitigation of Conflicts.

Trustees, staff and volunteers, to be excluded if/when conflict of interest is present in a conversation, meeting or decision making at Camden Giving.

Procedure

All trustee and senior staff conflicts must be declared at Camden Giving Board meetings and recorded in the minutes. The Board will decide the appropriate course of action which may include:

1. The individual removing themselves from discussions where they are conflicted.
2. Decisions which would usually be made by staff being escalated to the Board for decision.

Conflicted board members may not vote on matters affecting their own interests. Conflicts will be declared in the annual report and accounts in accordance with the current Charities SORP.

Declaration Form

A declaration form should be completed annually and when any material changes occur. If individuals are not sure what to declare, please err on the side of caution. In addition, record on the form all gifts and hospitality of a value over £100 received during the year.

Undeclared Conflict Of Interest or Loyalty

Undeclared conflicts will be dealt with by the Camden Giving Board and may result in termination of employment, removal from the Board or criminal proceedings.