



Conflict of Interest Policy

1. Introduction

Throughout this Policy and linked Procedures the term 'The Association' is used to define both Ore Valley Housing Association and its Subsidiary companies within the Ore Valley Group.

The Ore Valley Group seeks to contribute to the sustainable regeneration of communities, through the provision and management of high quality affordable housing, associated services and wider role projects.

The Association considers the establishment of links between its employees, Board members and outside bodies as important, it is not only in the public interest but also benefits the Association and the individuals concerned. It is however possible that such links may give rise to potential conflict of interest and it recognises that conflicts of interest, either actual or potential, will impede the management of the Association, will undermine public confidence in the organisation and could result in fraud or deception.

The Association will adopt this policy in order to ensure that any potential conflicts of interest are clearly recorded, managed and as a consequence staff and/or Board members may be excluded from discussions about any issue where there is a potential conflict.

2. Declarations of Interest Register

The declaration of interests will be a standing item at every Board or Committee meeting within the Ore Valley Group, to enable staff and Board members present to declare their interest in any of the matters to be discussed at that meeting. Staff or Board members will not participate in any proceedings in which they have a conflict or potential conflict of interest. They may be required to withdraw from the part of the meeting when any such item is being discussed or may simply be excluded from the discussion, this will be at the discretion of the Chair of the meeting. The approach taken will be recorded in the minutes.

Where conflicts of interest are substantial or frequent, the Board member involved should discuss with the CEO and Chairperson and discuss options, including consideration of resignation.

Staff or Board members can approach the Chief Executive Officer at any time to have a potential conflict of interest recorded in the Register.

3. Breach of Policy

Any breach of this Policy should be reported to the Chairperson, Secretary or CEO of the Ore Valley Group, who will ensure that it is included on the agenda of the next Board meeting, so that appropriate action can be considered.

4. Links with Other Policies

This Policy document must be considered in conjunction with the following:

- Ore Valley Housing Association's Rules
- Ore Valley Housing Association's Standing Orders
- Relationship Agreements between the Association and the Subsidiary companies
- Scheme of Delegation
- Membership Policy

- Code of Conduct for Committee and Staff
- Gifts and Hospitality Policy
- Committee Expenses Policy
- Equalities Strategy

5. Equality

- OVHA is fully committed to equal opportunities and ensuring equality of treatment for all stakeholders, employees, customers and suppliers without discrimination or prejudice based on an individuals protected characteristics as defined in the Equalities Act as follows :-
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation.
- The Association will always seek to follow best practice in order to ensure that the above group needs are understood, considered and accommodated wherever possible.

6. Policy Review

This Policy will be reviewed every three years or earlier in line with regulatory or legislative guidance/changes or good practice guidelines.

Andrew Saunders

Review Date: Oct 2022

Next Review Date: Oct 2024