St. Mark’s Unitarian Church, [also known as Unitarians in Edinburgh]

Conflict of Interest

A Conflict of Interest is when an individual finds themselves in a situation where they have a duty to more than one person, or organisation, but cannot easily fulfil their responsibilities to both parties.

Conflict of Interest may be;

* Actual conflict of interest is where there is a real conflict between a trustee, employee or member’s responsibilities, and their personal interests.
* Potential conflict of interest is where a trustee, employee or member has personal interests that could conflict with their responsibilities, as in situations where it is foreseeable that a conflict may arise in the future, and steps should be taken to mitigate any future risk.
* Perceived conflict of interest is where the general membership, or a third party could form the view that a trustee, employee or member’s private interests could improperly influence their decisions or actions, now or in the future.
* Conflict of duty arises when a person is required to fulfil two or more roles that may actually, potentially, or be perceived to be in conflict with each other.

Personal interests may be direct or indirect, and financial or non-financial:

Direct interests include a trustee, employee or member’s own personal, family, professional or business interests.

Indirect interests include the personal, family, professional or business interests of individuals or groups with whom the trustee, employee or member is, or was recently, closely associated.

Financial interests involves an actual, potential or perceived financial gain or loss. Money does not need to change hands for an interest to be financial.

People have a financial interest if they (or a relative, or a close associate) own property, hold shares, have a position in a company bidding for contracts, receive benefits such as concessions, discounts, gifts or hospitality from a particular source related to the organisation, or can benefit financially from a decision significantly influenced or made by the organisation.

Non-financial interests arise from personal or family relationships, or involvement in sporting, social or cultural activities.

They include any tendency toward favouritism or prejudice resulting from friendship, animosity, or other personal involvement with another person or group. If personal values are likely to impact on the proper performance of responsibilities to the organisation, then these can also lead to a conflict of interest.

St. Mark’s Unitarian Church, [also known as Unitarians in Edinburgh] requires all those in positions of responsibility to register

any potential areas of conflict of interest, such as positions and roles within the Church, and those of associated organisations.

*See Register of Possible Conflicts of Interests attached below*

Register of Possible Conflicts of Interests. Dec 23

Name Position Details

Joan Cook Trustee Director, British & Foreign Unitarian Association; Board Member, Unitarian College; Trustee, Scottish Unitarian Association. Unitarian Celebrant.

Ann Sinclair Trustee Trustee, Hibbert Trust, and Scottish Unitarian Association.

Julie Finneran Trustee

Elyse Jacks Trustee

Many Orr Trustee

Gillian Woolman Trustee