



SKY Autism Support **Conflict of Interest Policy**

Adopted on: 01/07/26

Review Date: 01/07/27

Purpose

This policy ensures that SKY Autism Support maintains high standards of governance by identifying, declaring, and managing conflicts of interest, and ensuring all decisions are made in the best interests of the charity.

Definition of Conflict of Interest

A conflict of interest arises when a trustee has a personal, professional, or financial interest that could influence, or be perceived to influence, their decision-making.

This includes situations where a trustee receives payment for goods or services provided to the charity.

Legal and Governing Document Compliance

SKY Autism Support will only permit a trustee to receive payment where:

- This is allowed by the charity's governing document or by law
- The conflict of interest is properly declared and managed
- The arrangement is clearly in the best interests of the charity

Declaration of Interests

- All trustees must declare any actual or potential conflicts of interest at the earliest opportunity
- A register of interests will be maintained and reviewed annually
- Conflicts will be declared at the start of trustee meetings and recorded in the minutes

Managing Conflicts of Interest

Where a conflict is identified:

- The conflicted trustee will not take part in any discussion or decision relating to the matter
- They will withdraw from the meeting while the matter is considered
- The remaining trustees will assess whether the arrangement is in the charity's best interests
- The decision and how the conflict was managed will be clearly recorded in the minutes

Trustee Payments – Specific Arrangement

SKY Autism Support recognises that, in certain circumstances, it is in the charity's best interests to pay a trustee for services.

In the case of Christina Walker:

- Christina is a trustee and is also engaged to provide paid services to support the delivery of the charity's activities
- This arrangement has been considered and approved by the non-conflicted trustees
- Christina does not take part in any discussions or decisions relating to her role or payment
- The trustees ensure that the services provided are necessary and that payment is reasonable and represents value for money
- The arrangement is reviewed regularly to ensure ongoing compliance and benefit to the charity

Transparency and Accountability

- All conflicts of interest and decisions are recorded in trustee meeting minutes
- The charity is committed to openness and accountability in all governance and financial matters

Review

This policy will be reviewed annually or sooner if required.

Signed: *S. Macaualy*

Name: Simon Macaualy

Role: Chair of Trustees

Date: 6/04/26