



The Network Code of Ethics is the fundamental point of reference and lens through which the Network's suite of policies should be viewed. The intent of all policies of The Network is to utilise language which aligns with the trauma lens, vision and values; safe, person-centred, kind, collaborative and empowered. As a learning space the network is committed to the ongoing development and improvement of our work to ensure that this is the case. Policies are regularly reviewed and membership feedback is welcomed as part of this process.

Conflict of Interest Policy

Overview

Any member of the Trauma Informed Plymouth Network (The Network) member who believes they have an actual or potential conflict of interest (for example using their position for personal benefit or gain or for the benefit of someone 'closely connected' with them) must advise the Chair of Directors and withdraw from the decision-making processes where that conflict arises.

Failure to disclose conflicts will be in breach of the code of ethics policy.

This policy applies to anyone involved in decision making about The Network, including members, branch members, co-ordinators and Directors.

Why we need this policy

The Network works to a set of five values

- Person centred
- Safe
- Empowering
- Kind
- Collaborative

To make sure The Network works in line with our values and ensure the Community Interest Company is protected, we need to make sure all business decisions are made ethically and honestly.

This policy aims to protect members from behaviour (or appearance of) which may be dishonest, socially unacceptable, or unsuitable.

A conflict of interest is where an individual's (or 'closely connected' person) decisions are or may be influenced by personal interests or where decision making may not be impartial.

A 'closely connected' person means family / friends / relatives / business colleagues. Examples of conflict might include

- Buying goods from someone they are close to
- Recruit (or be involved in recruitment of) someone they are closely connected to.



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What the policy involves

Members must take all reasonable steps to avoid situations where their duties to The Network and their personal / professional interests, do, or might conflict with the best interests of The Network.

Decisions may not be (or not deemed to be) impartial and in the best interests of The Network and should be declared where a member:

- Is involved in a relationship with another member, staff member of Director
- Has family connections or close friendships with The Network staff or Director(s) and the decision has implications for that person.

What to do

If a member believes they have or may have a conflict of interest, you must

- Declare it to the Branch Lead or Facilitator or Chair of Directors as appropriate
- Withdraw from the decision-making process immediately

Breach of this policy, including failure to withdraw from decision making where relevant, may result in you being withdrawn as a The Network member, including your involvement in a Branch and as a Director, where applicable.

Agreed by the Network Board of Directors

DATE: August 2024

Review Schedule: Annually