



CONFLICT OF INTEREST POLICY

AMENDMENT RECORD

DATE	DESCRIPTION	ACCEPTED BY
February 2017	First issue	Board 4 th November 2017
December 2019	Second issue	Board 12 th January 2020

CONFLICT OF INTEREST POLICY

1. This policy (the **"Policy"**) is provided further to and always subject to the provisions of the Articles of Association of GB Powerlifting Federation Ltd (**"British Powerlifting"**) (the **"Articles"**).
2. The provisions within this Policy shall apply to all persons involved with British Powerlifting's business operations, national teams and any decision of the Company involving key volunteers.
3. Failure by a British Powerlifting representative to comply with this Policy is in and of itself a breach that may be referred to the Disciplinary Committee of British Powerlifting by the Board.

DUTY TO AVOID CONFLICT OF INTREST

4. It is British Powerlifting's policy that: ***all members, directors, officers, coaches, consultants and volunteers British Powerlifting (individually, "British Powerlifting representatives," and collectively, "British Powerlifting personnel") shall avoid Conflicts of Interest (as defined below) in discharging their duties to British Powerlifting, and shall discharge their duties to British Powerlifting based solely on a desire to further British Powerlifting's objects and best interests, rather than their own interests or desires. British Powerlifting personnel shall avoid even the appearance of a Conflict of Interest in the discharge of their respective duties, by complying with the disclosure requirements of this Policy.***
5. A **"Conflict of Interest"** is a situation in which a British Powerlifting representative has an Interest (defined below) which may compromise that British Powerlifting representative's obligations to British Powerlifting or to any other person or body with which British Powerlifting has a relationship (e.g. the European Powerlifting Federation, the International Powerlifting Federation). A Conflict of Interest includes perceived and potential conflicts as well as actual conflicts of interest. A perceived conflict of interest is one which a reasonable person would consider likely to compromise objectivity. A

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potential conflict of interest is a situation which could develop into an actual or perceived conflict of interest.

6. An **“Interest”** is a financial or non-financial interest involving the British Powerlifting representative, or a Connected Person (defined below). A financial interest refers to anything of non-trivial monetary value including but not limited to salary, commission, consultancy fees, contractual interest, discounts, property and royalties. A non-financial interest refers to any nonfinancial benefit or advantage including but not limited to access to privileged information or services, property or intellectual property rights and enhancement of a career, education or professional reputation. In a sports environment this may include training and selection of athletes and coaches.
7. A **“Connected Person”** is anyone with whom the British Powerlifting representative in question has a relationship which is likely to appear to a reasonable person to influence the individual’s objectivity including but not limited to close family, their partner and close personal friends.

DUTY TO DISCLOSE A CONFLICT OF INTEREST

8. If a British Powerlifting representative has a Conflict of Interest, they have a duty to disclose it under the procedure set out below.
9. In the case of a Director of British Powerlifting, disclosure is a requirement under Company Law and is clearly identified within the British Powerlifting Articles. Any Director acting in any other role on behalf of British Powerlifting, at any time, shall first and foremost be considered as a Director and accordingly must adhere to the Articles.

PROCEDURE TO DISCLOSE A CONFLICT OF INTEREST

10. The British Powerlifting board of directors (the **“Board”**) shall maintain a conflict of interest register (the **“Register”**). The information on this register shall be retained for 10 years from the cessation of any conflict.

11. It is the duty of each British Powerlifting representative to ensure, where they have a Conflict of Interest, that a form as contained at Schedule 1 to this policy is completed and sent to the Board in order that such Conflict can be entered onto the Register. On receipt of such forms, the Board shall update the Register accordingly.
12. The Chairman of the Board, the Chief Executive and the Head of the Law and Legislation Committee shall form the conflict of interest panel (the "**Panel**") and (subject to their own conflict position) be responsible for reviewing any conflict of interest forms and advising on any action required in addition to entry onto the Register. Any additional management processes shall be recorded on the register and reported to the individual.
13. If Panel decides it is not possible to manage the conflict, in these circumstances the panel will request a meeting with the British Powerlifting representative concerned to discuss and agree the way forward. The Register should be noted accordingly with the date of the agreement; the full details may or may not be included as determined by the agreement and level of confidentiality.
14. The information collected for the purpose of managing a Conflict of Interest may in certain circumstances be deemed sensitive personal information and as such inappropriate for public circulation. British Powerlifting will take steps to identify such information with individuals as part of the data collection process and agree its exclusion from publication. This exclusion may also include details relating to conflicts that cannot be managed as at paragraph 13. The Register will otherwise be made available on the British Powerlifting website.

MONITORING AND EVALAUTION OF POLICY

15. This policy will be monitored by the Board and reviewed annually.

SCHEDULE 1

CONFLICT OF INTEREST REGISTER FORM

FULL NAME		
MEMBERSHIP NUMBER		
ROLE(S) WITHIN BRITISH POWERLIFTING		
DESCRIPTION OF CONFLICT OF INTEREST		
END DATE OF CONFLICT (IF KNOWN)		
SELF / CONNECTED PERSON? (DELETE AS APPLICABLE)	SELF	CONNECTED PERSON
FINANCIAL / NON-FINANCIAL (DELETE AS APPLICABLE)	FINANCIAL	NON-FINANCIAL
PERCIEVED / POTENTIAL (DELETE AS APPLICABLE)	PERCIEVED	POTENTIAL

I confirm that the information above accurately reflects the nature and extent of my Conflict of Interest (as defined in the British Powerlifting Conflict of Interest Policy) and confirm that the above information can be retained on the British Powerlifting Conflict Register in accordance with that policy.

Signed

Dated

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