



What does a Conflict of Interest look like?

A Conflict of Interest occurs when an individual's personal interests, family, friendships, financial or social factors compromise judgement, decisions or actions.

Crucial role of Volunteers in Meetings

At The Pony Club, you will be aware there are many Committees with decision making on their Agendas.

We want to empower you as Volunteers to ensure you understand what a Conflict of interest could look like in your roles.

Your role on a Committee

- The Pony Club relies on your expertise, experiences and knowledge to continue to move the organisation forwards.
- You are vital within our Committee structures to bring forward your opinions in order to further The Pony Club goals.
- Sometimes, there will be people (family or close relations) who could benefit financially or otherwise from a decision made within The Pony Club. It is our duty as a collective to ensure that decisions are made fairly and that we do not inadvertently give advantages to the forementioned friends or family.

Declaring Conflicts of Interest

- On every agenda, those present are asked to declare any interest on the items covered by that meeting.
- We have got better at identifying conflicts of interest and declaring them but we need to ensure that not only are they declared at Office level, any conflict of interest is declared at a local level too.

What to do if you think there is a Conflict of Interest?

- If a Conflict of Interest is identified, then declare it to the meeting and be clear as to what the Conflict of interest is or could be perceived as.
- If the conflict of interest needs a decision, you should not partake in the decision making.
- If a conflict of interest is declared, the Chairman may decide to remove the person with the conflict for that part of the meeting.

Examples of a Conflict of Interest in a Pony Club setting

- Putting on an activity at a venue that you have a financial interest in.
 - For example, event venues. Organisers and owners were not involved when the Regional Championships venues were decided. A completely open, separate process occurred.
- Deciding assessor fees.
 - For example, the Assessor fees are now agreed at the Management Committee because many of the Training Committee are current assessors.
- Putting a relative forward for Team Selection without an open process.
 - Team selection guidance has been issued.

Examples of a Conflict of Interest in a Pony Club setting

- Actively promoting a relative to Coach.
 - Ensure all Coaches are offered the same opportunities and are advertised as frequently as others.
- Pushing a linked business using your Pony Club contacts.
 - Using data to promote where you could gain is a no no! Using data to promote something universally is fine.

In summary

We are always trying our best and may sometimes not get it right, but let's be open and talk about potential Conflicts of Interest. We all want the best for The Pony Club.

We need to ensure that the decisions we influence and the actions we follow up with have considered every opportunity in the fairest way.