



Conflict of Interest Policy

Policy Statement

Conflicts of Interest can lead to decisions that are not in the best interests of British Dodgeball and could be invalid or open to challenge. It is however common for Conflicts of Interest to exist in a sports organisation. Having a Conflict of Interest present is not an issue as long as it is managed appropriately. This Policy sets out how both real and perceived Conflicts of Interest shall be managed so that they do not improperly influence decision-making. This policy is in place to manage conflicts of interest that may occur at British Dodgeball involving members of the Board of Directors, employees, volunteers and contractors doing business with British Dodgeball.

Objectives

- To ensure individuals are aware of when they may have a Conflict of Interest and how to disclose this.
- To ensure reporting and recording procedures are in place when a Conflict of Interest is disclosed.
- To ensure procedures are in place for the management of Conflicts of Interest when disclosed.

Scope

This policy applies to:

- British Dodgeball, including its board members, directors, officers, and employees;
- All members of British Dodgeball (including clubs, teams, associations or leagues) or otherwise under the jurisdiction of British Dodgeball;
- All volunteers of British Dodgeball, including members of the technical committee, national academy volunteers, event volunteers and media volunteers;
- Any other person who, by virtue of a contractual arrangement or otherwise, is subject to the authority of British Dodgeball; and
- Any other person which British Dodgeball has authority over; whether or not such person is a citizen of or resident in the United Kingdom.

What is a Conflict of Interest?

Conflicts of interest may arise where an individual's personal, family or business interests and/or loyalties conflict with those of British Dodgeball. Examples could include (but are not limited to):

- Board members seeking to set up business with a company where such use will result in their personal financial gain;
- Technical committee members managing complaints regarding the conduct of a family member or a teammate; or
- A staff member on an interview panel where a close personal friend is to be interviewed.

Such conflicts have the potential to create problems including:

- Inhibiting open discussion on a topic or issue;
- Impairing the ability to act or think objectively;
- Result in influence, decisions or actions not in the best interests of British Dodgeball; or
- Risk the impression that British Dodgeball has not acted properly.

Reporting a Conflict of Interest

To avoid unmanaged conflicts of interest, all directors, employees, contractors and volunteers working for or doing business with British Dodgeball must disclose any conflicts immediately with anyone involved in relevant discussions, for example:

- Board members must declare their interests, and any gifts or hospitality received in connection with the role at British Dodgeball to the chair or other board members involved in discussing a specific item which relates to the conflict;

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- Technical committee members must notify the other members of a technical committee panel if they have a conflict of interest with regards to a disciplinary offence;
- National Academy volunteers must notify the National Academy Manager or any other party who holds responsibility for managing conflicts of interest within the respective National Academy (e.g. safeguarding officer/compliance officer); and
- Staff members or other volunteers must notify their line manager should they have any conflicts of interest. The CEO must disclose conflicts of interest relating to their actions as a staff member to the Chair.

Managing a Conflict of Interest

Individuals should not be involved in decisions that directly affect British Dodgeball and relate to personal, family or business connections and those that could bring a direct benefit to the individual or to those parties. Individuals who have declared a Conflict of Interest may only continue to participate in discussions from which they may indirectly benefit, for example where the benefits are universal to all, or where their benefit is minimal.

Board Members

- In the event that the Board has to decide upon a question in which a Board member or member of staff has an interest, all decisions will be made by vote, with a simple majority required. A quorum must be present for the discussion and decision, minus the interested party.
- Interested Board members may not vote on matters affecting their own interests – they must absent themselves from the discussion.
- All conflicts of interest will be recorded through a register of interests, and any new conflicts addressed regularly (e.g. at board meetings). The register of interests will be held by the board of directors and should be made available to any member of British Dodgeball upon request.
- The Chair will proactively address and manage conflicts of interest amongst the Directors.
- If a conflict of interest is reported and allowed to exist by a vote of the British Dodgeball Board of Directors (absent the interested party), it will be reported in the minutes of the meeting. The report will record:
 - The nature and extent of the conflict;
 - An overview of the discussion; and
 - The actions taken to manage the conflict effectively.

Panels

- In the event that an Interested individual has been placed upon a disciplinary or an appeal panel, they must be removed and a replacement sought before the panel takes any further action.
- In the event that an Interested individual has been placed upon a National Academy selection panel, processes outlined in the selection section of the National Academy Guidelines should be followed.

Staff Members/Contractors/Volunteers

- In the event that a member of staff, volunteer or contractor reports an Interest to their line manager, the line manager must authorise any further decisions relating to the conflict before action is taken by the Interested staff member.
- Any conflicts of interest regarding financial or personal gain must also be reported to the board to be added to the register of interests.

National Academy Volunteers

- In the event that a National Academy volunteer reports an interest to the manager or person responsible for managing conflicts of interest, the line manager must add this conflict to the National Academy conflict register and authorise any further decisions relating to the conflict before action is taken by the Interested staff member.



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- The conflict should be RAG-rated and appropriate mitigating actions put in place. This may include requiring sign-off from another volunteer in the case of purchases, or requiring sign-off from another coach in the case of planned line-ups for a specific match.

Further Information

For more information on this policy, please contact British Dodgeball's CEO, ben@britishdodgeball.com.

Monitoring and Evaluation

We are committed to implementing, monitoring and evaluating this strategy so that conflicts of interest continue to be disclosed, documented and managed appropriately. Implementation plans will be reviewed by British Dodgeball on an annual basis to monitor and evaluate progress against the strategy.

Last Review Date: 16th August 2025