



Conflict of Interest Policy

“See to it that no one fails to obtain the grace of God; that nothing springs up and causes trouble,. Hebrews 12:15

Outcome statement: The board effectively manages actual, potential and perceived conflicts of interest ensuring the integrity of board decisions and reputation of board members.

Scoping: The board shall create a register of all board members detailing any interests, relationships or holdings that could potentially result in a conflict of interest. This register shall be updated whenever a board member’s circumstances change or a new member joins the board. It should be reviewed at the start of each school year and following board elections. Board members who have a conflict of interest shall be excluded from relevant board meetings (or relevant parts of board meetings).

Expectations and Limitations:

- All staff and board members will effectively manage conflicts of interest between the interests of the school on one hand and personal, professional and business interests on the other. This includes managing potential and actual conflicts of interest as well as perceptions of conflicts of interest.
- Any board member who has a pecuniary interest or any other interest that may influence them in carrying out their duties and responsibilities as a board member must be excluded from any meeting while the board discusses, considers, considers anything relating to or decides on the matter.
- Any board member who is a member of the board’s staff must be excluded from any meeting while the board discusses, considers, considers anything relating to or decides on any matter relating to their own employment or a complaint received against them.
- Any board member who is a student enrolled at the school must be excluded from any meeting while the board discusses, considers, considers anything relating to or decides on any matter relating to them as an individual student.
- In the course of board meetings, board members will disclose any interests in a transaction or decision where their family and/or partner, employer or close associate will receive a benefit or gain, whether actual, potential or perceived. After disclosure, the

person making the disclosure will be asked to leave the meeting for the discussion and will not be permitted to vote on the matter.

- If that many board members are conflicted that a quorum cannot be formed, the board will form a committee of non-conflicted members with appropriate delegation

FORMULATED BY: Rotorua Seventh-day Adventist School Board

APPROVED: Pressing Member, Victoria Finch _____

BOT RATIFIED: 6 September 2022

BOT REVIEWED: