

Manly Warringah Sapphires Conflict of Interest Policy

MANLY WARRINGAH SAPPHIRES MISSION

To establish a platform that allows MWNA to continue its success at the elite level and which also enables Manly Warringah Sapphires to continue a successful pathway for talented players. By ensuring we have a team of coaching and support staff of excellence, we aim to create the benchmark for playing standards both on and off the court.

Manly Warringah Sapphires are supported by Manly Warringah Netball Association (MWNA).

1. Purpose

The purpose of this policy is to help members of MW Sapphires to effectively identify, disclose and manage any actual, potential or perceived conflicts of interest in order to protect the integrity of MW Sapphires and manage risk.

2. Objective

The MW Sapphires Management Committee (referred to as the 'board' in this policy) aims to ensure that members are aware of their obligation to disclose any conflicts of interest that they may have, and to comply with this policy to ensure they effectively manage those conflicts of interest as representatives of MW Sapphires.

3. Scope

This policy applies to all members of MW Sapphires. Including Management Committee, Team Officials, and players

4. Definition of conflicts of interests

A conflict of interest occurs when a person's personal interests' conflict with their responsibility to act in the best interests of MW Sapphires.

Personal interests include direct interests, as well as those of family, friends, or other organisations a person may be involved with.

Conflict of Interest may arise in connection with, but not limited to:

- (a) Financial decisions (including decisions relating to funding of the Manly Warringah Sapphires, sponsorships, payment of monies to persons);

- (b) Decisions related to player selections in the Manly Warringah Sapphires;
- (c) Decisions related to the appointment of personnel connected to the Manly Warringah Sapphires
- (d) Decisions relating to another duty a board member has (for example, to another organization)

These situations present the risk that a person will make a decision based on, or affected by, these influences, rather than in the best interests of MW Sapphires. Therefore these situations must be managed accordingly.

A conflict of interest may be actual, potential or perceived and may be financial or non-financial.

5. Policy

This policy has been developed to address conflicts of interest affecting MW Sapphires.

It is the policy of MW Sapphires, as well as a responsibility of the board, that ethical, legal, financial or other conflicts of interest be avoided and that any such conflicts (where they do arise) do not conflict with the obligations to MW Sapphires.

MW Sapphires will manage conflicts of interest by requiring members to:

- avoid conflicts of interest where possible
- identify and disclose any conflicts of interest
- carefully manage any conflicts of interest, and
- follow this policy and respond to any breaches.

5.1. Responsibility of the board

The board is responsible for:

- establishing a system for identifying, disclosing and managing conflicts of interest across the charity
- monitoring compliance with this policy, and
- reviewing this policy on an annual basis to ensure that the policy is operating effectively.

5.2. Identification and disclosure of conflicts of interest

Once an actual, potential or perceived conflict of interest is identified, it must be immediately disclosed to the board.

6. Action required to manage conflicts of interest

Once a conflict of interest has been appropriately disclosed, the member who has the conflict must absent themselves from the decision-making process and is unable to vote on any matter relating to the conflict.

In exceptional circumstances, such as where a conflict is very significant or likely to prevent a board member from regularly participating in discussions, it may be worth the board considering if it is appropriate for the person conflicted to resign from the board.

7. Compliance with this policy

If the board has a reason to believe that a person subject to the policy has failed to comply with it, it will investigate the circumstances.

If a person suspects that a board member has failed to disclose a conflict of interest, they must notify the board who will investigate the circumstances.

If it is found that a person has failed to disclose a conflict of interest, the board may take action against them. This may include voiding any decision made relating to the matter or in serious breaches seeking to terminate their relationship with MW Sapphires.

Contacts

For questions about this policy, contact the MW Sapphires Business Administrator
Details on MW Sapphires website