



Policy For The EBU Selection Committee On Decisions Where Committee Members May Have, Or Be Perceived To Have, A Conflict Of Interest

Background

One of the key principles that governs all members of national committees within the EBU is the need for scrupulous behaviour and the declaration of any personal interests that may affect the business of the committee concerned.

All of our committees are made up of volunteers who play duplicate bridge within our jurisdiction. Two of our committees, Laws & Ethics and Selection, deal with matters that affect individual duplicate bridge players. Members of both committees are expected to behave in a highly conscientious manner to ensure that they do not compromise themselves or the business of their committees by non-declaration of conflict of interest or communication of confidential information outside of the confines of the meeting. The Laws and Ethics Committee is informed at the beginning of each annual term, of the code of conduct that its members are expected to follow.

In 2007 the Board made a decision to allow international players back onto the EBU Selection Committee. It made this decision because it believes that the knowledge and expertise of these players is imperative for the correct decisions to be made in selecting individuals to make up teams to represent England. However, in making this decision it recognises the need to protect members of the committee to ensure that they are never open to any charge of abuse of position or worse. In order to achieve this the Board wishes to introduce the following policy for the Selection Committee – it is based on the Institute of Chartered Secretaries and Administrators *Model Conflict of Interest Policy*.

Scope

This policy applies to all members of the EBU Selection Committee

Why we have a Policy

EBU Board Members have an obligation to act in the best interests of the EBU as a whole (fiduciary duty), and to avoid situations where there may be a potential conflict of interest. Staff and volunteers on Standing Committees and Working Groups have similar obligations.

Conflicts of interests may arise where an individual's personal or family interests and/or loyalties conflict with those of the EBU. Such conflicts may create problems in that they can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of the EBU membership as a whole; and
- risk the impression that the EBU has acted improperly.

The aim of this policy is to protect both the organisation and the individuals involved from any appearance of impropriety.



Definition of Conflict of interest

A conflict of interest is a situation in which a member has competing professional or personal interests. Such competing interests may make it difficult to fulfil their duties impartially.

A conflict of interest can exist even if no unethical or improper act results from it.

A conflict of interest can create an appearance of impropriety that can undermine confidence in the person and/or the EBU. Typical examples would be:

- a member wishing to be considered themselves for selection
- a close relation or friend or current commercial associate wishing to be considered for selection
- rules of contest affecting sponsors where the member intends to play with a sponsor or have a sponsor in their team

It is the role of the Selection Committee Chairman to identify where s/he believes any conflict of interest occurs and then to ensure this policy is adopted.

Decisions taken where a Selection Committee Member or Member of Staff has an Interest

In the event of the Selection Committee having to decide upon a question in which a member 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; interested parties will not be counted when deciding whether the meeting is quorate. Interested members may join fully in the discussion on matters affecting their own interests until asked to leave the meeting by the Chairman. Interested members may not vote on matters affecting their own interests and may not be present during the vote.

English Bridge Union

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