

Conflict of Interest: Our Approach

Our Ethos

Over the last five years we have been shifting power in Camden, we think that the status quo of funding sector isn't working and people who are surviving these inequalities should be the ones who identify solutions and are supported to overcome them. We prioritise residents often under-represented in decision-making and leadership roles and strive to remove barriers for Camden residents that prevent them from participating equitably in forms of community, economic and political power.

Because we are a local, place-based organisation many of our staff team and their relatives are involved in social action locally beyond Camden Giving, and Camden hugely benefits from this. In addition, it also brings new, rich knowledge and skills into Camden Giving and helps us work better to end inequality. This can mean that there are perceived conflicts of interest associated with Camden Giving staff in the following capacities:

- 1) Close relatives of Camden Giving staff who apply to be on our panels to make funding decisions
- 2) Close relatives apply for funding to Camden Giving
- 3) Camden Giving staff affiliated with a charitable organisation in any capacity outside of Camden Giving applying for a grant if they fit the criteria.

This statement exists to ensure full transparency and to protect Camden Giving trustees, staff and community panellists from any appearance of impropriety or influence in regards to conflicts of interest.

Our Approach

Camden Giving is a transparent and fair organisation and it's important that our approach to grant-making, and how we are managing conflicts of interest in relation to Camden Giving staff, are accessible to the public and open to scrutiny.

We have no reason to believe that these conflicts of interest undermine nor compromise the judgment, decisions, or actions of our community panels. Nor do we believe they inhibit free discussions; result in decisions or actions that are not in the interest of Camden giving; or risk the importance that Camden Giving has acted improperly.

However, we have adopted an inclusive but pragmatic approach to how we manage perceived conflicts and associated risks in this regard to mitigate influence and ensure we uphold our organisational values, outlined below:

All Camden Giving staff:

- Staff must declare any paid and voluntary appointments outside of their capacity at Camden Giving on our conflict-of-interest register, this will be made public on our website and updated at the point of any changes.

Close relatives of staff applying to be a community panellist:

- Staff members cannot be involved in the direct recruitment of a relative applying to become a panellist
- Relationships must be disclosed on the conflict-of-interest register if they are appointed as a panellist.
- Staff do not seek to enquire into or influence decision on grant applicants.

Close relatives of staff applying for funding:

- If a staff member is related to an applicant, they member must remove themselves from the discussion.
- Relationships must be disclosed on the conflict-of-interest register if they receive funding.

Staff members applying for funding:

- Staff must be eligible to apply for a grant and fit the criteria including, but not limited to the project must benefit Camden's communities and they must be a Camden resident.
- If a relative of a staff member applying for funding is also a panellist for that fund, the panellist is not able to vote and must remove themselves from the discussion.

It's important to ensure we have full transparency of relationships with our grantees, panellists, supporters, community, members of public. We acknowledge that this approach could be considered contradictory to the way funders typically operate, however we know the benefits of including staff and their relatives in our grant-making in all capacities will have a positive impact on ending inequality in Camden.

Staff Conflict of Interest Register

Conflicts of interest or of loyalty may arise where an individual's personal or family interests and or loyalties conflict with those of Camden Giving. This register exists to ensure full transparency of any perceived conflicts of interest in order to protect Camden Giving trustees, staff and community panellists from any appearance of impropriety.

Camden Giving staff have declared any paid and/or voluntary appointments below:

Name/Role	Conflict of Interest Declared	Mitigation
Danielle Green (Assistant Director)	None	n/a
Natasha Friend (Director)	<ol style="list-style-type: none">1. NF is a member of the Consensus Circle and Programmes Circle for the Participatory Grantmaking Community Of Practice. Natasha is not paid for this work, but on occasions Camden Giving charge the community for Natasha's time.2. NF is a paid as a consultant for Kensington and Chelsea Foundation	<ol style="list-style-type: none">1. Camden Giving does not fund the PGM COP.2. Camden Giving does not have any fund or receive funding from the Kensington and Chelsea Foundation.
Yasmin Farah (Community Ideas Project Lead)	<ol style="list-style-type: none">1. Advisory Board at The Impact Hub2. Co-founder of Bkseed Labs3. Related to Mohamed Farah (Equality fund 2022 panel)	<ol style="list-style-type: none">1. Yasmin is also a representative of CG in this role. CG do not have any other relationship with The Impact Hub.2. Yasmin Farah is not involved in discussions or funding decisions about Bkseed Labs3. Yasmin Farah does not influence or impact Mohammed's funding decisions. Yasmin Farah was not present during the Equality Fund panel meetings.
Bilal Sayoud (Operations Officer)	<ol style="list-style-type: none">1. BS is a semi-professional footballer at Walthamstow FC in a paid capacity	<ol style="list-style-type: none">1. Camden Giving has no relationship with Walthamstow FC
Ranya Lamani (Participation Champion)	<ol style="list-style-type: none">1. Consultation pieces with Argent done in the past2. Works for NHS 1113. ProBono Clinic at University of Law	<ol style="list-style-type: none">1. These done in line with and protocols have2. Not funded and no real prospect of funding3. Clients thus far not in Camden and have no further

		knowledge of my capacities other than BPC student
Daniel Jourdan (Head of Grants Programmes)	1. Daniel is a Trustee at New Horizon Youth Centre	1. New Horizon Youth Centre are not currently funded by Camden Giving, should they apply in the future, Daniel will not be involved in discussions or decisions about funding that benefit the listed organisation.
Lucy White (Head of Partnerships)	1. Lucy volunteers at her local running club	1. The organisations sole way of raising funds is through membership fees
Yodit Tesfamariam (Partnerships Manager)	1. Simon Tesfamariam (sibling sat on Future Changemakers panel 2022 and part of the Alumni Programme)	1. Yodit does not influence or impact Simon nor Camden Giving funding or delegated governance decisions made by the community panels and not present during panel meetings.
Muhammod Shofi	Governor at Regent High School.	Shofi has no impact on the decisions at panel meetings if Regent High were to apply for another grant