

SCONES Conflict of Interest Policy

1. Purpose

1.1 The purpose of this policy is to protect the integrity of SCONES' decision making across 3 domains:

1.1.1 SCONES' strategic decision making and planning

1.1.2 SCONES' Disciplinary decision making

1.1.3 SCONES' upkeep and maintenance of its fair play environment

1.2 This policy is used to identify, prevent and resolve conflicts of interests relating to Head's and Committee that may interfere with their duties owed to it

1.3 Adherence to this policy will enable our population as defined in our constitution to have confidence that decisions are made in a fair and transparent way and that any conflicts of interests are dealt with in accordance with the law, our Policies and our Constitution

2. Definition of Conflict of Interest (Col)

2.1 A Conflict of interest is when an individual's personal interests, professional affiliation or interests they owe to another organisation or institution, are incompatible with maintaining the outlined domains of **1.1.1** through **1.1.3** of SCONES and where they gain or benefit as a result. A Col could compromise the judgments, decisions or actions of the SCONES committee.

2.2 Conflicts of interests can be direct or indirect.

2.2.1 An direct Col is when the individual is likely to be personally affected if a matter is decided or actioned in a particular way. To give an example this may be a competitor who sets for a chosen venue.

2.2.2 An indirect Col is when a relative, close associate, or organisation has an interest in something that you can influence, action or decide on. To give an example this may be a SCONES' committee member's academic affiliation

3. Types of Col

3.1 Financial and 'material' Interest, Any decision or judgement where an individual involved in the SCONES environment benefits financially and/or materially.

3.2 Loyalty interest, where another appointment of a committee member and/or Head(s) may influence the decision of the Committee member and/or Head(s) directly or indirectly, which may not be in the best interest of SCONES and which may result in a benefit to the Director. For example, where a Committee member or Head(s) sits on another committee and both organisations are bidding for the same sponsorship

3.3 Sporting advantage, where a competitor's professional affiliation has direct and/or indirect conflict to the fair play environment of SCONES. For example a competitor may work as a setter at a venue and may have access to the setting plan

3.4 Judgement interest, where a judges/disciplinary lead(s) decisions may be influenced by their current, previous or future academic and or professional affiliation

3.5 If a committee member has an interest that is not one of the above then it may be classified as a duality of interest. This is where a committee member may hold a position in another organisation or board but where there is no indication that these interests would result in a benefit to them or that it would stop them from acting in the best interest of each organisation.

4. Procedure to disclose an interest

For Committee

Identify

5.1 Upon appointment a committee member will complete a "Committee conflict of interest form" which serves as a disclosure statement. At each term members must update this form as applicable. Any changes to a person's Col must be advised to the Head(s) within at least 20 days. The committee members assigned Secretary duties will keep register of members Col's which is open to inspection by all committee members

5.2 Once an interest has been identified and authorised, or there is no conflict, the interest does not need to be notified again unless the nature of the interest changes.

5.3 When meeting or making a decision it is the responsibility of the Committee member for assessing whether a potential conflict of interest may arise and must inform the Head(s) if so

5.4 If an unforeseen potential Col arises or a known Col arises due to the path of the discussion, then the person must raise this immediately to the Chair of the meeting

5.5 In addition to the obligations set out above, Committee shall endeavour to inform the Head(s), giving as much notice as reasonably possible, of any matters relating to or concerning the organisation of which they are aware which may result in publicity which could have an adverse impact on SCONES by reason of the committee member's connection with SCONES.

Managing

5.6 Once an interest has been identified the current committee will decide on a case by case basis whether the interest can be authorised or mitigated. The decision will be decided by a simple majority vote with Head(s) having a casting vote in case of tie. At this point a committee member can be appointed.

5.7 Where such an interest cannot be authorised the committee member cannot be appointed triggering a by-election for the nominated role.

5.8 The SCONES committee has complete liberty on how they actively manage authorised conflict of interests in order to maintain the organisations integrity

For Judges:

5.9 All route judges must disclose any academic or professional affiliation to the disciplinary lead as a part of their application

5.10 Where possible a route judge may not judge a climber from the same university as themselves

5.11 It is the duty of the disciplinary lead to evaluate risk of judging bias and to manage route judge allocation accordingly

5.12 Disciplinary leads must disclose any academic or professional affiliation to the committee as a part of their appointment and it is the responsibility of the committee to assess the bias risk

5.13 All sanctions must pass through the disciplinary commission to ensure integrity

For Competitors:

5.14 Competitors intending to compete at a round must identify if they have a sporting advantage due to a professional or personal affiliation with the venue said round is hosted at

5.15 Competitors are not allowed to compete with a sporting advantage that has not been mitigated

5.16 It is the duty of the competitor to assess and identify this advantage to the disciplinary commission by completing a Competitor Conflict of Interest form and delivering this no later than 7 calendar days before the specified round

5.17 Failure to declare will lead to disciplinary investigation

5.18 It is the duty of the disciplinary commission to outline a mitigation strategy to allow the competitor to complete

5.19 Competitors must abide by the mitigation protocols to compete

5.20 External validation of mitigation will be required by the individuals line manager prior to competition

5.21 Failure to follow mitigation protocol will lead to disqualification

6. Compliance

6.1 Compliance with this policy is the responsibility of all individuals within the SCONES environment. Any breaches or issues relating to the policy should be reported to the Head(s).

6.2 This policy should be read in conjunction with all other SCONES policy

Document information

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Approval Date: 24/09/2026

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Policy written by: H.Thomas

Signature:

A stylized, handwritten signature in black ink, consisting of a large loop and a long horizontal stroke.

Date: 24/09/2026

Approved by: Louise Flockhart
Signature:

A handwritten signature in black ink, reading "Louise Flockhart". The signature is written in a cursive style with a large "L" and "F".

Date: 24/09/2026