



Conflicts policy for Voyager Award Judges

There is no prohibition on nominations for a Voyager Award from the chief officer of a charity with whom a Judge is associated but if at the time of judging, a Judge

is, or has been within the last three years, an employee or trustee of a nominated charity:

- The Judge/s concerned will absent themselves from discussions of all nominations in the category to which the nomination is allocated, whether for a specific Awards Category or for the Overall Winner category.
- In certain circumstances (such as multiple conflicts) this may necessitate a Judge retiring completely from the Judging Panel for the year in question.

is, or has been, a partner or employee of a firm of professional advisers or provider of services to the nominated chief officer of a charity:

- Then, subject to the extent of the conflict, the Judge may be asked to absent themselves from consideration of all nominations in the category to which the nomination is allocated, whether for a specific Awards Category or for the Overall Winner category.

Has a lesser connection with the nominated chief officer of a charity, such as (1) being an employee of a body providing funding to a nominated Chief officer's organisation, (2) being a trustee, employee, or adviser or funder of an associated entity (associated in this context would include other autonomous organisations in a federal structure or international network) (3) having a family member falling into this or the preceding categories:

- The Judge/s concerned will declare their conflicts (but not be required to absent themselves from any discussions unless asked to do so by the Chair of the Judging Panel)

In addition, CO3 staff and Board members are not eligible for Voyager awards and nominations for any staff or Board member will be removed in advance of short listing. The Chair's decision on this Conflicts Policy and its application will be final.