

Conflict of Interest Policy

Recognising a conflict of interest

A conflict of interest arises where the commitments and obligations owed by a learner, member of staff, tutor or verifier are likely to be compromised, or may *appear* to be compromised, by:

- that person's personal gain, or gain to immediate family (or a person with whom the person has a close personal relationship), whether financial or otherwise; or
- the commitments and obligations that person owes to another person or body.

Management of conflict of interest

Food and Farming Compliance expects all learners, staff, tutors and verifiers to minimise any potential conflict of interest. It is also recognised that when conflicts or perceived conflicts of interest arise they are acknowledged and disclosed, and in relevant cases, properly managed.

In summary, this policy provides for a three-fold approach:

- disclose always
- manage the conflict in most cases
- prohibit the activity when necessary to protect the interests of all parties

Putting this policy into practice

To put this policy into practice successfully Food and Farming Compliance will:

- make a copy of this policy available to all staff, tutors and verifiers and ensure they are familiar with it and its implications
- make it readily available to learners
- monitor and review the effectiveness of the policy and make improvements where appropriate