



CONFLICT OF INTEREST POLICY

Trustees, senior employees, TSYP appointed tutors (either under contract to TSYP or delivering TSYP accredited courses), have a responsibility to act in the best interests of TSYP in accordance with its governing document and to avoid situations where there may be a potential conflict of interest.

Conflicts of interests may arise where an individual’s personal or family interests and / or loyalties conflict with those of the organisation. Such conflicts may create problems. They can:

- inhibit free discussion;
- result in decisions or actions that are not in the interests of organisation or learners; and
- risk the impression that the organisation has acted improperly or unfairly.

To mitigate against the above, TSYP has a number of policies and procedures in place.

1. A Trustees Declaration of Interest: This is completed annually with the aim of which is to require trustees and senior employees to declare their other interests to protect both the organisation and the individuals involved from any appearance of impropriety. Accordingly, trustees and senior employees are asked to declare their interests, and any gifts or hospitality received in connection with their role in TSYP.
2. Conflicts of Interest are declared at the beginning of all TSYP committee meetings.
3. A clause in the TSYP Assessment Policy which states that the Internal Quality Assessor is “responsible for assessment appeals, and applications for mitigating circumstances, unless there is a conflict of interest in which case it will revert to the Education Committee.”
4. A clause in the TSYP Teacher Trainer Pathway that states “To avoid conflict of interests a Student Trainer should not undertake their training with a Supervising Trainer with whom they have personal links, e.g. sibling, child, partner or another close relative. Exceptions may be made if other training opportunities are unavailable and, in such instances, robust measures will be taken to ensure that assessment of achievement is undertaken by another senior teacher.”

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