



## Conflict of Interest

### Overview

OXFORD KNIGHT COLLEGE is committed to ensure learners are treated fairly throughout the learning process and will seek to eliminate discriminatory behaviour.

The aim of the policy is to ensure all OXFORD KNIGHT COLLEGE stakeholders, including directors, employees, satellite centres and learners who interact with OXFORD KNIGHT COLLEGE, understand how we define and manages conflicts of interest.

OXFORD KNIGHT COLLEGE will ensure guidance is given to staff, learners and centres on how to deal with any possible conflicts of interests.

### Definition

*OXFORD KNIGHT COLLEGE defines a conflict of interest as a position where an individual or organisation has competing interests or loyalties. In such cases a conflict will arise that will potentially influence decisions, so they become invalid. A conflict can arise in a variety of circumstances and can be found in a variety of ways.*

### Examples

By way of example, a conflict may occur in the following scenarios. Note the list is not exhaustive.

- When an individual is contracted by OXFORD KNIGHT COLLEGE to work on its behalf but has competing and/or other interests in a separate organisation(s) which are directly or indirectly pertinent to the work of OXFORD KNIGHT COLLEGE.
- Where someone carries out qualification development, writes assignments and/or undertakes verification work on behalf of OXFORD KNIGHT COLLEGE and has friends or relatives studying the courses provided by OXFORD KNIGHT COLLEGE.
- Where an individual has a position in another organisation and may seek to influence decisions at OXFORD KNIGHT COLLEGE for financial and/or personal reward.
- Where the learner is known to the tutor/centre on a personal level and will gain an advantage from being known.

### Approach

The Conflict of Interest Policy provides for a three-fold approach:

- Disclosure of the conflict to those involved
- Manage the conflict
- Prohibit the activity where necessary