



# Treeevolution Scotland

## Conflict of Interest Policy

### Context

- 1 This policy relates to the provision of training and assessment by Treeevolution Scotland.

A conflict of interest can be described as a situation that has the potential to undermine the impartiality of a person because of the possibility of a clash between the person's self-**interest** and professional **interest** or public **interest**. It can be an actual conflict of interest, a perceived conflict of interest or a potential conflict of interest.

Examples of this would be:

- Where there is a relationship between a candidate and Treeevolution Scotland
- Where there is a relationship between a candidate and an employee of Treeevolution Scotland
- Where there is an over familiar relationship between instructors/assessors

### Minimising the potential conflict of interest

#### 2.1 Informing Treeevolution Scotland

If any instructor/assessor has a relationship with a candidate outside of a professional relationship, the instructor is obliged to inform Treeevolution Scotland.

#### 2.2 Identifying the risk

The risk to Treeevolution Scotland of a conflict of interest being allowed to continue is one of reputation and a lack of impartiality in assessing outcomes of candidates.

Where the risk is known, a decision will be taken by the training manager as to whether the candidate is requested to attend an alternative course or an alternative assessment day with a different instructor/assessor.

Where the risk of a conflict of interest relates to an over familiar relationship between instructors/assessors, Treeevolution Scotland's internal quality assurance process would identify any risk. Analysis of the trainer's expectations of candidate success in assessment with the actual assessment outcomes takes place on a quarterly basis. Should this be an identified issue, then this would be followed up with the trainer/assessor as appropriate.

#### 2.3 Protecting the learner

In managing a conflict of interest consideration will be given to how best to manage the situation ensuring where possible that there is no adverse effect disadvantaging the learner.

### 2 Review of Policy

This policy will be reviewed every 2 years.