

# Conflict of interest

A conflict of interest is a situation in which a person or organisation is involved in multiple interests, one of which could possibly corrupt the motivation or decision-making of that individual or organisation. This applies to all those involved with the delivery of training courses.

Potential conflicts of interest may occur:

- Where there is a relationship between a learner and any member of Grounds Training staff, including Instructors and Assessors
- Where there is a relationship between Instructors and Assessors

Grounds Training reserve the right to substitute any Instructor and/or Assessor if it is considered that the relationship between the Instructor and course participants, Assessor and course participants, and/or the Instructor and assessor constitutes a potential conflict of interest.

Particular attention and consideration will be given in situations where a course participant is specifically disadvantaged.

A record will be kept of all identified conflicts of interest this record will be reviewed periodically by the Directors in order to identify any patterns or trends.