

Policy on Conflicts of Interest

Executive Summary This Policy details the Rivier College's approach to the identification,

1. POLICY STATEMENT

- 1.1 In a higher education provider where staff hold multiple roles and where external relationships are many and varied, conflicts of interest are bound to arise.
- 1.2 In order to manage the associated risks to an acceptable level, all staff, students and others working in (or for) the Royal Veterinary College (including grant holders and emeritus researchers) are required to recognise and disclose activities that might give rise to actual or perceived conflicts of interest.
- 1.3 A conflict of interest can occur when your duties to the College compete with your personal interests or your duties to other organisations.
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- 5.3 A conflict of interest arises where the commitments and obligations owed by a member of staff or student to the College or to other bodies, for example a funding body, are likely to be compromised, or may appear to be compromised, by: a) personal gain, or gain to immediate family (or a person with whom the staff member or student has a close personal relationship) whether financial or otherwise; or b) the commitments and obligations that person owes to another person or body.
- 5.4 There can be situations in which the appearance of conflict of interest is present even when no conflict actually exists. Thus it is important for all staff and students when evaluating a potential conflict of interest to consider how it might be perceived by others. Apparent or perceived conflicts of interest can be as damaging as actual conflicts of interest.
- 5.5 In order to recognise actual or perceived conflicts of interest, key interests need to be identified. Within the scope of this Policy, there are three main dimensions to be considered:

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Ethics and Welfare Committee

- Directors of subsidiary companies of the College
- 8.2 All members of staff at Grade 9 are also required to complete a declaration of interests return (See Appendix B) by human resources.
- 8.3 Persons with grounds to inspect declarations of conflict of interest, such as Auditors, shall be allowed access at the discretion of the College Secretary
9. Related Policies and Procedures
- Anti-Bribery Guidelines and Policy
 - Charitable Funds and Donations
 - Expenses Policy
 - Gifts and Hospitality Policy
 - Good Research Practice Policies (Including research integrity)
 - Client engagement procedures (LBIC)
 - Sponsorship and Corporate Relations Policy
 - Public Interest Disclosure Policy & Procedure
 - Relationships at Work Policy

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