

Conflict of Interest, Related-Party Relationships and Impartial Decision-Making Policy

**Family-Run Provider | Skills Bootcamp, Recruitment and Corporate Operations |
Version 2.0**

Policy field	Current position
Provider	Quack Recruitment & Training Ltd
Applies to	Directors, employees, workers, tutors, assessors, IQAs, managers, learner engagement and progression staff, contractors, associates, governors/advisers, suppliers, employers, partners and any connected person participating in a Quack decision or transaction.
Policy owner	Jessica Roughton - Quality & Compliance Lead, DSL and SEND Lead
Senior accountable lead	Dion Bishop - Director of Contracts & Operations
Independent oversight route	Independent Governor or a suitably independent external HR, legal, accountancy, safeguarding, assessment or compliance adviser, selected according to the matter.
Approved records	Conflict of Interest and Related-Party Register; annual and event-driven declarations; decision records; HR and recruitment records; procurement and financial records; PICS and funding evidence; assessment, IQA and awarding-organisation records; governance records.
Effective date	August 2026
Next review	August 2027, or sooner following legal, funder, awarding-organisation, governance, staffing, ownership or operational change.

Policy intent

Quack is a family-run business. Family, household and close personal relationships are not prohibited and do not automatically make a decision improper. The purpose of this policy is to identify and manage actual, potential and perceived conflicts proportionately so that decisions remain lawful, evidence-based, fair and auditable, without imposing controls that are unrealistic for a small owner-managed provider.

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1. Purpose and Policy Intent

Quack Recruitment & Training Ltd is an owner-managed, family-run provider. Family members and people in close personal relationships may work in the organisation, occupy management roles, report to one another, participate in operational decisions or hold responsibilities that overlap. This structure is lawful and can support continuity, trust, rapid decision-making and strong organisational knowledge.

The existence of a relationship is not, by itself, evidence of unfairness, impropriety or weak governance. A conflict arises where a personal, financial, professional or other interest could influence, or reasonably appear to influence, a person's judgement or ability to act in the interests of Quack, its learners, staff, funders, awarding organisations or clients.

Proportionate approach

This policy manages conflicts; it does not attempt to eliminate every relationship or require the owners to surrender lawful management authority. Controls increase according to the seriousness of the decision, the potential personal benefit or detriment, the availability of an unconflicted reviewer and the risk to learners, public funds, assessment integrity, safeguarding or employment fairness.

2. Scope and Family-Run Business Context

Area	Application
Family and personal relationships	Spouses, civil partners, partners, parents, children, siblings, in-laws, members of the same household, close personal relationships and other relationships capable of affecting judgement.
Corporate and financial interests	Shareholdings, directorships, ownership interests, loans, guarantees, supplier interests, financial dependence and outside business activity.
Employment decisions	Recruitment, appointment, pay, bonuses, overtime, promotion, probation, performance management, training opportunities, disciplinary action, grievance, dismissal and appeal.
Learner and qualification activity	Teaching, assessment, IQA, examinations, reasonable adjustments, appeals, malpractice investigations, certification and learner support.
Funding and compliance	Eligibility, attendance, GLH, PICS/ILR data, milestone claims, employer evidence, audits, complaints, whistleblowing, safeguarding and commissioner reporting.
Commercial relationships	Suppliers, subcontractors, employer partners, referral partners, clients, recruitment candidates and other organisations with which Quack conducts business.
Governance and oversight	Directors, independent governance, external advisers, auditors, accountants and any person asked to provide challenge, approval or assurance.

This policy does not require staff to disclose irrelevant private information. A declaration should identify the nature of the relevant relationship or interest and the decision affected, without recording unnecessary personal detail.

3. Legal, Regulatory, Funding and Awarding-Organisation Context

Framework / requirement	Application to Quack
Companies Act 2006 and Quack's articles of association	Directors must act within their powers, promote the success of the company, exercise independent judgement, use reasonable care and manage relevant conflicts and transaction interests. Any formal authorisation must follow the company's articles and applicable law.
Equality Act 2010 and employment law	Family status is not a general protected characteristic, but employment decisions must still be based on lawful, objective and consistently applied criteria and must not result in unlawful discrimination, harassment or victimisation.
Bribery Act 2010, Fraud Act 2006 and financial controls	Personal relationships, gifts, financial interests and related-party arrangements must not be used to obtain improper advantage, conceal fraud, bypass approval controls or misuse public or company funds.
UK GDPR and Data Protection Act 2018	Declarations and decision records must be relevant, secure, access-controlled, accurate and retained only as required.
Ofqual General Conditions and awarding-organisation requirements	Qualification-related conflicts must be identified, monitored and managed so they do not prejudice learners, assessment validity, standards or public confidence. Investigators and reviewers should be competent and free from personal interest wherever reasonably practicable.
Skills Bootcamp contracts and commissioner requirements	Recruitment, eligibility, delivery, milestone claims, employer evidence, procurement and reporting must be accurate, demonstrable and protected from personal or financial influence.
Ofsted further education and skills inspection materials	Inspectors focus on the quality and impact of leaders' decisions, governance, safeguarding culture, inclusion and whether systems provide effective oversight and protect learners.

4. Definitions

Term	Meaning for this policy
Actual conflict	A person's current personal, financial or other interest is directly competing with, or could improperly affect, their duty or decision.
Potential conflict	Circumstances may reasonably develop into an actual conflict, even if no improper influence has occurred.
Perceived conflict	An informed and reasonable observer could conclude that a person's judgement may be affected, even where the individual believes they can act fairly.

Term	Meaning for this policy
Connected person	A relative, partner, household member, close personal associate, business associate or organisation in which the individual or a connected person has a material interest.
Related-party transaction	A transaction, contract, payment, benefit, loan, service, procurement or other arrangement involving Quack and a director, owner, connected person or connected organisation.
Recusal	The person does not participate in all or part of the discussion, recommendation, approval, review or decision.
Mitigation	A control used to manage a conflict, such as disclosure, objective evidence, second review, restricted access, independent sampling or written rationale.
Independent person	A person with suitable competence who has no material personal interest in, or prior responsibility for, the matter being reviewed.
Material decision	A decision capable of affecting pay, employment status, public funding, learner outcomes, assessment integrity, safeguarding, significant expenditure, reputation or legal rights.

5. Policy Principles

- Family employment and family management are permitted. The relationship must be managed, not concealed or automatically treated as improper.
- Declaration is the default control. A person must disclose a relevant interest before participating in a material decision and update the declaration when circumstances change.
- Controls must be proportionate. Routine operational decisions do not require an external adviser merely because the manager and employee are related.
- Material decisions must be supported by objective criteria, contemporaneous evidence and a clear record of who recommended, reviewed and approved the outcome.
- No person should be the sole decision-maker in a high-risk matter from which they, or a connected person, may receive a material benefit or detriment, where a competent second reviewer can reasonably be obtained.
- Learner safety, safeguarding, assessment validity, public-funding integrity and lawful employment practice take priority over convenience or personal loyalty.
- A declared conflict is not misconduct. Failure to declare, concealment, manipulation of evidence or misuse of authority may be misconduct or gross misconduct.
- Confidentiality must be maintained. Information about relationships and interests is shared only with people who need it to manage the matter.
- The owners and directors retain lawful responsibility for the business. Independent review provides challenge and assurance; it does not transfer ownership or routine management control unless law or contract requires it.

6. Declaration and Register Requirements

All directors, managers, tutors, assessors, IQAs, staff with procurement or funding responsibilities, and persons performing governance or independent review must complete an annual declaration and make an event-driven declaration whenever a relevant interest arises.

Trigger	Required action	Record / owner
On appointment or engagement	Declare relevant family, personal, financial, business, supplier, employer and qualification-related interests.	Declaration form and central register maintained by the Quality & Compliance Lead.
Annual review	Confirm that the declaration remains accurate or submit an update.	Annual declaration date and review outcome recorded.
Before a material decision	Declare the specific interest before receiving restricted papers, making recommendations or approving the matter.	Meeting minute, decision record or case file.
Change in circumstances	Update the declaration promptly and before participating in an affected decision.	Updated register entry with effective date.
Previously unknown conflict discovered	Pause the decision where safe to do so, declare the conflict and review any action already taken.	Corrective-action and decision-review record.
External reviewer or supplier appointed	Confirm independence, relevant interests and confidentiality before access is provided.	Terms of engagement and conflict declaration.

The central register will record the individual, category and nature of the interest, date declared, decisions or areas affected, agreed controls, reviewer/approver, review date and closure date. It will not include unnecessary sensitive detail.

7. Proportionate Conflict-Management Model

Risk level	Typical decisions	Minimum control
Level 1 - Routine	Day-to-day work allocation, normal supervision, routine leave approval, rota changes, ordinary operational instructions, scheduled training and low-value purchases within an approved budget.	Relationship recorded where relevant; apply normal policy and objective criteria; no automatic recusal or external review.
Level 2 - Material	Recruitment, probation outcome, promotion, pay change, bonus, regular overtime allocation, performance rating, supplier selection, employer agreement, learner progression evidence, funding or data approval.	Specific declaration; written evidence and rationale; a second competent reviewer or approver where reasonably practicable; record any departure and why.
Level 3 - High risk	Dismissal, final disciplinary action, grievance or whistleblowing involving a connected person, safeguarding allegation, assessment appeal, malpractice decision, IQA of a relative, substantial related-party transaction or investigation involving a director.	Connected person does not determine the outcome; use an independent governor, external HR/legal/safeguarding/IQA adviser, awarding organisation or other competent unconflicted reviewer as appropriate. Record authority and evidence.
Urgent interim action	Immediate safeguarding, suspension, system access removal, evidence preservation, payment hold or other action needed to prevent harm or loss.	A connected senior leader may take a neutral interim action where delay creates risk. The action and conflict must be recorded and independently reviewed as soon as reasonably practicable.
No artificial independence A person is not independent merely because they hold a different job title. Independence depends on the specific matter, prior involvement, personal interest, competence and ability to challenge the decision. Equally, a family relationship does not automatically disqualify a person from every operational decision.		

8. Recruitment, Pay, Performance and Other Employment Decisions

8.1 Recruitment and appointment

- Relatives and connected persons may apply for and be appointed to roles where they meet the role requirements.
- Job requirements, selection evidence and the reasons for appointment must be recorded. The safer recruitment and pre-employment checks policy applies equally to family and non-family candidates.
- For a material appointment involving a director's or manager's connected person, at least one other competent person should participate in shortlisting, interview, scoring or approval where reasonably practicable.
- Where the business owner makes the final appointment, the record must show the objective evidence considered, any second review obtained and why the appointment is in Quack's interests.

8.2 Pay, bonuses, promotion and work allocation

- Pay and reward decisions must be linked to role, market information, contractual terms, performance evidence, affordability, additional responsibility or another documented business reason.
- A connected manager may contribute factual performance evidence but should not be the sole approver of a material pay increase, discretionary bonus or promotion benefiting a connected person where a second reviewer can reasonably be obtained.
- Routine overtime, rota and work-allocation decisions may remain with the normal manager, provided criteria are transparent and patterns are monitored for unfair preference or detriment.

8.3 Performance, probation and formal action

Normal supervision and performance feedback may be carried out by a connected manager. A formal warning, failed probation, dismissal, appeal or grievance outcome involving a connected person must be reviewed or determined by a suitably independent person wherever reasonably practicable. The connected manager may provide evidence and attend as a witness but should not control the final outcome.

9. Safeguarding, Whistleblowing, Complaints and Formal Employee Relations

Situation	Required control
Concern about the DSL, DDSL or a connected senior leader	Report to the alternative safeguarding route, senior leader not implicated, independent governor or external statutory/contractual body as set out in the safeguarding policy.
Whistleblowing concern involving Dion, Jessica, a director or connected person	Use the alternative internal route or independent governor/external prescribed route. The implicated person must not triage or determine the disclosure.
Complaint or grievance involving relatives in management	Appoint a reviewer with no material personal interest or prior decision-making role. An external HR or legal adviser may be used for high-risk cases.

Situation	Required control
Disciplinary allegation involving a connected employee	Separate investigation, hearing and appeal roles as far as reasonably practicable. The connected manager may provide evidence but should not chair the decision or appeal.
Urgent protective action	A connected leader may take neutral interim action to protect learners, staff, evidence, systems or funds, but the substantive decision must follow an independent review route.
No suitable internal person available	Use an independent governor, external HR/legal adviser, safeguarding specialist, awarding organisation, commissioner or other competent person according to the matter.

Nothing in this policy permits a safeguarding, whistleblowing, fraud or malpractice concern to be suppressed because it involves an owner, director or family member.

10. Teaching, Assessment, IQA, Examinations and Certification

- A tutor may teach or support a connected learner, but the relationship must be declared where it could affect assessment, support allocation, attendance, conduct or progression decisions.
- An assessor should not be the sole summative assessor of a close relative or connected learner where another competent assessor is available.
- Where alternative assessment is not reasonably available, the arrangement must be declared in advance, checked against awarding-organisation requirements and subject to enhanced independent IQA or external verification.
- An IQA must not internally quality assure their own assessment decisions or be the sole IQA of assessment completed for a close relative. Independent sampling must be arranged.
- Invigilators, appeals reviewers and malpractice investigators must declare relationships with learners, tutors or staff and be replaced where the conflict could affect examination or decision integrity.
- No family or personal relationship permits alteration of learner work, attendance, reasonable-adjustment evidence, results, certification or assessment records.
- Where a conflict could create an adverse effect, Quack will notify the awarding organisation promptly where required and follow its instructions.

11. Funding, ILR, Milestone Claims, Data and Employer Outcomes

Risk area	Required separation / assurance
Eligibility and enrolment	The person recruiting or supporting the learner must not bypass eligibility evidence because of a personal relationship. Required checks and declarations remain mandatory.
Attendance and GLH	Registers, Teams evidence and PICS records must reflect actual participation. A connected tutor or manager cannot approve unsupported attendance.
MS1, MS2 and MS3 claims	Evidence must meet contract rules. Where the employer, learner, claimant or approver is connected to a Quack decision-maker, the relationship must be declared and a second evidence check completed.
Employer evidence and job outcomes	Employer confirmation, contracts, payslips and interview evidence must not be accepted solely because the employer is a friend, relative or connected business. Normal verification applies.
ILR and management information	Corrections, overrides and unusual transactions involving connected persons must retain an audit trail and receive an appropriate second review.
Commissioner audit or Ofsted evidence	No person may withhold, amend, recreate or selectively present evidence to conceal a conflict, relationship, error or unsupported claim.

12. Procurement, Suppliers, Employers and Related-Party Transactions

Quack may lawfully purchase goods or services from, or enter arrangements with, a connected person or connected organisation where the arrangement is in Quack's interests, represents reasonable value, is lawful and is transparently approved.

Transaction level	Expected controls
Routine / low value within approved budget	Declare the relationship; retain invoice/receipt and business purpose; normal budget approval may continue.
Material or recurring supplier arrangement	Document requirements, price/value assessment and reasons for selection; use a second reviewer or accountant/independent governor review where reasonably practicable.
Substantial or unusual related-party transaction	Directors must declare the interest and follow Quack's articles and applicable company law. Obtain independent financial, legal or governance advice where appropriate and retain the approval record.
Emergency purchase	A connected supplier may be used where necessary to protect continuity or safety, but the urgency, price, relationship and retrospective review must be recorded.
Publicly funded or contract-restricted procurement	Apply any commissioner, tender, grant, subsidy, procurement or contract-specific requirements in addition to this policy.

The existence of a cheaper alternative does not automatically make a connected arrangement improper; the decision may consider quality, availability, continuity, risk, expertise and total value. The evidence must explain the business rationale.

13. Gifts, Hospitality, Outside Work and Financial Interests

- Gifts, hospitality or benefits must not influence, or appear to influence, learner, assessment, procurement, recruitment, employer or funding decisions.
- Cash and cash-equivalent gifts must not be accepted. Modest, proportionate hospitality may be accepted where it has a legitimate business purpose and does not create an obligation.
- Gifts or hospitality connected to a live procurement, learner result, funding claim, disciplinary matter, audit or inspection must be declined unless there is a documented exceptional reason.
- Outside employment, directorships, consultancy, recruitment interests, supplier ownership and significant financial interests must be declared where they overlap with Quack activity.
- Confidential Quack information, learner data, employer contacts, vacancies, bid information or resources must not be used for personal gain or the benefit of a connected organisation without written authorisation.

14. When a Conflict Cannot Be Fully Removed

In a small family-run provider, it may not be possible or proportionate to remove every connected person from every decision. The absence of a completely unconnected internal manager does not prevent Quack from operating or making necessary decisions.

Where full recusal is not reasonably practicable, the senior accountable lead must select controls appropriate to the risk. These may include:

- a written declaration and explanation of why the person's involvement is necessary;
- objective criteria, contemporaneous evidence and documented reasons;
- a second sign-off by another manager, director, accountant, independent governor or external adviser;
- restricted access to confidential information or exclusion from part of a discussion;
- independent fact-checking, IQA, sampling, moderation or audit;
- a neutral interim decision followed by independent review;
- awarding-organisation, commissioner, funder or professional advice;
- post-decision monitoring to identify any pattern of unfair benefit or detriment.

Owner-managed authority

The policy does not require Dion Bishop, as owner/director and senior accountable lead, to withdraw from every decision involving a family member or connected person. It requires the conflict to be declared and the decision to be supported by proportionate safeguards. For Level 3 high-risk matters, Dion should not be the sole substantive decision-maker where competent independent review can reasonably be obtained.

15. Roles and Responsibilities

Role	Responsibilities	Evidence / assurance
Directors / owners	Set the culture; comply with directors' duties and articles; declare interests; approve proportionate controls; ensure material related-party decisions are in Quack's interests.	Declarations, board/director records, transaction approvals, external advice.
Senior accountable lead	Maintain operational authority; ensure conflicts are identified and managed; commission independent review for high-risk matters; report significant issues to governance.	Decision records, referrals, governance reports, corrective action.
Quality & Compliance Lead	Maintain the register; advise on risk level and controls; monitor qualification, learner, funding and policy conflicts; coordinate annual review.	Register, declarations, QA findings, QIP and policy review.
Independent Governor / external adviser	Provide proportionate challenge, review or decision-making where internal independence is insufficient, subject to competence and terms of reference.	Review report, advice, meeting record or outcome letter.
Managers	Identify and declare conflicts; apply objective criteria; avoid sole control of high-risk connected decisions; preserve records.	HR, procurement, learner, employer and case records.
Tutors, assessors, IQAs and invigilators	Declare learner/staff relationships and outside interests; protect assessment validity; follow reassignment, sampling and AO requirements.	Assessment declarations, sampling plans, IQA and examination records.
All staff and associates	Declare relevant interests promptly; cooperate with controls; maintain confidentiality; report suspected concealment or unfair influence.	Annual declaration, event-driven declaration, whistleblowing or management records.

16. Breaches, Non-Disclosure and Corrective Action

A conflict that is openly declared and managed is not misconduct. The following may require investigation under the disciplinary, malpractice, counter-fraud, safeguarding, whistleblowing or contractual procedures:

- knowingly failing to declare a relevant material interest;

- providing incomplete or misleading information about a relationship or benefit;
- participating in a decision after being instructed to withdraw;
- favouring or disadvantaging a person because of a relationship rather than objective evidence;
- manipulating assessment, attendance, funding, employer, procurement or HR evidence;
- pressuring another person to approve, conceal or retrospectively justify a conflicted decision;
- victimising a person who declares or reports a conflict;
- using Quack information, funds, property or opportunities for unauthorised personal gain.

Corrective action may include re-performing the decision, obtaining independent review, correcting records, removing a person from an approval route, recovering funds, notifying a funder or awarding organisation, disciplinary action, contract termination or external referral. Original records and audit trails must be preserved.

17. Monitoring, Governance and Review

Monitoring activity	Purpose	Frequency / trigger
Annual declarations	Confirm current family, financial, business, supplier and qualification-related interests.	Annually and on appointment.
Event-driven register updates	Capture new or changed interests before an affected material decision.	As circumstances change.
High-risk decision review	Confirm Level 3 matters had competent, proportionate independent input and a complete audit trail.	Each case.
Related-party transaction review	Check value, rationale, approval and compliance with company/contract requirements.	Quarterly and at year end.
Assessment and IQA review	Check assessor/IQA/invigilator relationships, sampling, reassignment and AO notifications.	Per cohort/qualification and during IQA.
Funding and data assurance	Test connected employer, learner, supplier and outcome evidence and unusual approvals.	Monthly/contract review and audit cycle.
Governance oversight	Review the register, significant decisions, non-disclosure, patterns and actions without unnecessary personal detail.	At least quarterly.
Policy review	Confirm the controls remain lawful, realistic and proportionate to Quack's family-run structure and delivery model.	Annually or after significant change/incident.

Monitoring must focus on whether decisions are fair, evidence-based and effective. It must not become a paper exercise or create a presumption that family members are unsuitable to work together.

Appendix A: Conflict Declaration and Management Record

Field	Required information
Person making declaration	Name, role and date.
Nature of interest	Relevant family/personal relationship, financial interest, outside role, supplier/employer connection or other interest. Do not include unnecessary private information.
Decision / activity affected	Specific recruitment, HR, assessment, funding, procurement, employer, safeguarding, complaint or other matter.
Risk level	Level 1 routine, Level 2 material, Level 3 high risk or urgent interim action.
Potential impact	How the interest could influence or appear to influence the decision; risks to learners, staff, public funds, assessment or Quack.
Controls agreed	Disclosure, objective criteria, second review, recusal, restricted access, external review, enhanced IQA, audit or other controls.
Decision authority	Who recommends, reviews and approves; confirmation of competence and independence where relevant.
Outcome and rationale	Decision, evidence considered, reasons and any conditions or monitoring.
Review / closure	Review date, findings, corrective action and closure date.

Appendix B: Decision Control Checklist

Check	Question
Identify	Is there an actual, potential or perceived conflict or connected person?
Materiality	Could the decision affect pay, employment status, learner outcome, safeguarding, assessment, public funding, a contract or significant expenditure?
Declare	Has the interest been declared before the person participates?
Classify	Is the matter Level 1, Level 2, Level 3 or urgent interim action?
Evidence	Are objective criteria and contemporaneous evidence available?
Independence	Is a second reviewer or independent decision-maker reasonably practicable and competent?
Proportionality	Would full recusal be necessary, or would disclosure and a second review adequately manage the risk?

Check	Question
Authority	Does the approver have lawful and contractual authority?
Record	Is the rationale, control, reviewer and outcome recorded?
Wider impact	Could the same conflict affect other learners, staff, claims, transactions or decisions?
Notify	Is awarding-organisation, commissioner, regulator, safeguarding, legal or insurer notification required?
Review	Has any interim or connected decision been reviewed and closed appropriately?

Appendix C: Practical Examples for a Family-Run Provider

Example	Proportionate response
A family member requests ordinary annual leave	Normal manager may decide under the leave policy. No external review is needed unless there is a pattern of inconsistent treatment.
A director's relative applies for a tutor vacancy	Use the same criteria and checks as other candidates; include another interviewer/reviewer where reasonably practicable; record the reasons for appointment.
A connected employee is considered for a discretionary bonus	Connected manager may provide evidence, but a second reviewer should approve the award and rationale.
A family member receives routine supervision from a relative	Permitted. Objectives, feedback and actions should be recorded in the same way as for other staff.
A final disciplinary warning or dismissal concerns a relative	Use an independent chair/reviewer where reasonably practicable. The connected manager may be a witness but should not determine the outcome or appeal.
A tutor is related to a learner	Declare the relationship; teaching may continue, but use another assessor or enhanced independent IQA for summative decisions.
A connected employer provides MS3 evidence	Declare and independently verify the employment evidence against contract requirements before claiming.
Quack buys a service from a relative's business	Permitted where lawful and in Quack's interests; record the relationship, value assessment, rationale and approval.
An urgent safeguarding decision involves a connected person	Take immediate neutral protective action; transfer the substantive review to an unconflicted competent person or external route as soon as practicable.

Appendix D: Version Control and Reference Framework

Version	Date	Owner / author	Summary of change	Next review
1.0	2024	Quack Recruitment & Training Ltd	Original short conflict of interest policy focused mainly on qualification delivery.	Superseded
2.0	August 2026	Jessica Roughton / Dion Bishop	Complete rewrite for Quack's family-run, owner-managed structure; introduced proportionate risk levels, family and related-party controls, HR, safeguarding, assessment, funding, procurement, governance and practical unavoidable-conflict arrangements.	August 2027

Reference framework

This policy should be read alongside the Safer Recruitment Policy, Staff Code of Conduct, Disciplinary Policy, Grievance Policy, Whistleblowing Policy, Safeguarding Policy, Complaints Policy, Malpractice and Maladministration Policy, Assessment Appeals Procedure, IQA Policy, Counter Fraud Policy, Procurement/financial controls and Quack's articles of association. External sources considered include the Companies Act 2006, Equality Act 2010, Bribery Act 2010, Fraud Act 2006, UK GDPR/Data Protection Act 2018, Ofqual General Conditions, awarding-organisation requirements, commissioner contracts and current Ofsted further education and skills inspection materials.