

38: Conflict of Interest

Definition:

A **conflict of interest** is a situation in which an individual has competing interests or loyalties. A conflict of interest can exist in several kinds of situations:

- With a public official whose personal interests conflict with his/her professional position
- With an employee who works for one company but who may have personal interests that compete with his/her employment
- With a person who has a position of authority in one organisation that conflicts with his or her interests in another organisation
- With a person who has conflicting responsibilities

Examples:

- A member of staff is related to a child within the provision,
- The Manager of the provision has a close friendship with one of the families
- A member of staff has a close relationship with the registered body of the provision (i.e. proprietor, Manager)
- A member of staff holds a second employment
- A member of staff has connection with families within their workplace through social networking
- A member of staff provides baby-sitting services for a family of the provision.

A close relationship is defined as such by virtue of association, which is a family relationship, personal partnership, civil partnership or marriage. This may also apply to close friendships, guardianships (Godparent) or business partner.

Principles for effective Professional practice within the workplace

- No staff member should allow their outside activities to interfere with their work.
They should not allow any conflicts between their duties or their private interest to affect their ability to carry out their duties effectively.
- No staff member should make use of or exploit the provision, their connection with the provision or information obtained in the course of their duties to further their own private interest
- No staff member should act in a manner likely to bring the provision into disrepute or effect the reputation of the business.
- Staff should be aware that behaviour in their personal lives may impact upon their work with children. Staff should understand that the behaviour and actions of their family members may raise questions about their suitability to work with children.
- Staff have a duty to disclose any potential or apparent conflict of interest which may affect their ability to carry out their role. Any staff member who believes that they may have a conflict of interest should consult their Manager and complete a declaration of conflict of interest form.



- Staff should seek approval from management for any planned social contact with children or families with management. Report and record any situation which may place a child at risk or which may compromise the setting or their own professional standing.
- T-Club-6 Ltd has a duty to take reasonable steps to prevent conflict of interests within the setting. i.e. re-deployment of staff if related to a child in their care.
- Directors and Management Committee members will report their conflict of interest to the Directors/Management Committee, who should consider the issue with the director or committee member not present.
When Directors and committee members have declared a conflict of interest, they will avoid being directly involved in the case.