

Conflict of Interest Policy

2024 -2025

The relationship of Shockout Academy and its Students and Employees is based on mutual trust. In general, therefore, an employee should refrain from allowing their personal and/or financial activities from coming into opposition with the interests and integrity of Shockout Academy and thus placing it at a disadvantage.

Where this does happen this is known as a conflict of interest. Conflicts of interest between an organisation and its students/employees can arise in many circumstances and it is not possible to provide a single definition. If, however, a student/employee is aware of a conflict of interest, they, as a matter of urgency, should raise the issue with their immediate manager or Programme Leader so that corrective action may be taken before actual damage is done.

The responsibility for resolving any conflict of interest lies with the employees immediate manager /programme leader — although it may later involve senior management.

Shockout Academy will attempt to resolve any conflicts of interest as fairly and as reasonably as possible. If no resolution can be found, the final action to be taken will rest with Senior Management. If a conflict of interest is deliberately concealed by an employee or if no solution to one can be found, Shockout Academy may invoke disciplinary action that could lead to the employee's dismissal.