|  | **CONFLICT OF INTEREST POLICY** |
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|  | **Examples of situations which might lead to conflicts of interest** |
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|  | A project manager requires external support to deliver a project and proposes to engage a consultant. Consultants bidding for the work include a close relative of the project manager. |
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|  | An academic wishes to undertake consultancy in her private time in a field related to her academic work for the university. The university already offers consultancy in this field and has a number of good clients who are known to the academic. |
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|  | An academic works as a partner in a consultancy in his private time in a field unrelated to his academic work for the university, while having a full-time contract with the university. The consultancy business is thriving and wishes to expand. |
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|  | A contract manager manages a substantial contract for facilities management services. The contract manager forms a personal attachment with the account manager of the service provider. |
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|  | An academic is a Director of a company which develops and delivers new interventions to improve integration of children with special needs into mainstream education. The academic proposes a joint bid with the university to a charitable funder for funding which might lead to new products and services which could be commercialised by her company. |
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|  | An academic has a shareholding in or a personal connection to a spin-out or another organisation to which the University has licensed or is seeking to license University IP. The academic is proposing to develop and carry out a publicly-funded research programme of interest to the company and is seeking exclusive access to the IP for the company. |
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