

1st4sport Level 3 Senior Equine Groom Diploma (Racing Riding)

Qualification Specification



About Us

Welcome to 1st4sport, established in 2000, 1st4sport are an industry specialist recognised awarding organisation regulated in England by the Office of the Qualifications and Examinations Regulator (Ofqual), in Wales by Qualifications Wales, and in Northern Ireland by the Council for the Curriculum, Examination and Assessment (CCEA) Regulation.

Serving the needs of the sport, physical activity and active leisure industry; our niche status is emphasised through our accomplished people, network of esteemed industry partnerships and our culture of excellence. We have an outstanding reputation; evidenced through the loyalty we receive from our trusted partners, recognised centres and most importantly our learners.

We have a proven track record; offering of valid, value-added, educational solutions and services and outstanding customer care. Our offer includes sector specific qualifications and pathways, and a range of relevant high-performing educational services; underpinned by leading digital solutions. The majority of these are developed and deployed in partnership with governing bodies of sport and other sector specific professional organisations. More than any other awarding organisation, our knowledge of the industry and our continuous cross-sector network enables us to understand the direction of our sector.

Our involvement in shaping our sector has been significant and we continue to be the awarding organisation that partner and representative organisations turn to for guidance on the direction of travel, as appropriate to the needs of our partners, centres, industry employers and learners.

Our Mission: To deliver excellent educational solutions and value-added services to sport, physical activity and the active leisure industry.

Our Direction: We aim to support the ongoing professionalisation of our industry; supporting employment, growth, sustainability and success. We embrace performance, participation and health agendas. Our objective is to continue to support our respected partners, providers and learners.

Qualification Specification

Title:	1st4sport Level 3 Senior Equine Groom Diploma (Racing Riding)
Qualification Overview:	Gives learners the higher-level skills and knowledge required to care for horses and proof of their competence to look after horses without constant supervision with a focus on racing riding.
Qualification Code:	L3SEG
Qualification Regulation Number:	603/7102/X
Guided Learning Hours (GLH):	275
Total Qualification Time (TQT):	520
Credit Value (if applicable):	Not applicable
Operational Start Date:	01/02/2021
Qualification Review Date:	31/10/2026
Learner Registration Period:	3 years
Qualification Objective:	This qualification qualifies learners to become a senior equine groom with a focus on racing riding.
Qualification Purpose:	Prepare for employment in a specific occupational area.

Who is this qualification for?

This qualification is designed for individuals who already have significant experience of working with racehorses and who wish to progress to a position of higher responsibility.

Qualification Progression

Learners could progress on to the BHA Level 4 Endorsed Learning Programmes or other industry-relevant qualifications in equine care including the Thoroughbred Horseracing Industries MBA and National Stud Diploma.

This qualification may lead to employment as Senior Stable Staff, Stud Groom or Trainer.

Entry Requirements

Learners must be a minimum of 16 years old at registration and 16 years old at certification.

Pre-requisite(s) or other entry requirements

The recognised centre is required to conduct an initial assessment of learners to ensure that pre-requisites to registration and certification and any barriers that may disadvantage a learner under the Equality Act 2010 are considered and outcomes recorded during the application process.

Prior to registration learners are required to:

- be accurately identified
- be at least 16 years of age
- be able to undertake this assessment in English or Welsh (if available)

Assessment Methods

The assessment methods used in this qualification are:

- Multiple Choice Examination (in 1 of 10 mandatory units),
- Portfolio of Evidence (in 8 of 10 mandatory units),
- Practical Demonstration/Assignment (in 9 of 10 mandatory units)

Reasonable adjustments can be applied to these assessments in line with 1st4sport Policy Statement: Access Arrangements.

Grading Methods

This qualification will be graded Pass / Fail.

Qualification Structure

Learners must successfully complete all mandatory units to achieve this qualification.

Mandatory Units

Unit ID	Unit Title	GLH
R/618/6270	Safe Working Practices	30
Y/618/6271	Yard and Field Routines and Management	30
D/618/6272	Horse Anatomy, Physiology and Welfare	30
H/618/6273	Horse Handling, Care and Appearance	30
K/618/6274	Nutrition and Fitness	30
M/618/6275	Travelling Horses	30
T/618/6276	Non-Ridden Exercise	30
A/618/6277	Senior Equine Groom Core Behaviours	10
F/618/6278	Senior Equine Groom Racing (Riding)	30
R/601/7849	Principles of transporting horses by road on short journeys	20

Optional Units

There are no optional units in this qualification

Pathway Units (where applicable)

There are no pathway units in this qualification

Unit Title	Safe Working Practices
Unit Aim	This unit assesses the learner's understanding of current health, safety and security requirements, policies and procedures; rules, codes of practice, ethics and environmental considerations relevant to the workplace.
Unique Unit Number	R/618/6270
Unit Assessment Method(s)	<ul style="list-style-type: none"> - Portfolio of Evidence - Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners carrying out safe working practices.

Learning Outcome: 1. Understand the requirements of health and safety in the workplace

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Describe health and safety requirements for their workplace	Current health, safety and security requirements, policies and procedures including Personal Protective Equipment (PPE), CoSHH, RIDDOR. Rules and Codes of Practice and ethics relevant to the workplace. Security of horses, property and vehicles including horse boxes. Preventing contamination of feed and feed buckets
1.2 Describe security requirements for their workplace	Current health, safety and security requirements, policies and procedures including Personal Protective Equipment (PPE), CoSHH, RIDDOR. Rules and Codes of Practice and ethics relevant to the workplace. Security of horses, property and vehicles including horse boxes. Preventing contamination of feed and feed buckets
1.3 Define rules and codes of practice and ethics relevant to their workplace	Current health, safety and security requirements, policies and procedures including Personal Protective Equipment (PPE), CoSHH, RIDDOR. Rules and Codes of Practice and ethics relevant to the workplace. Security of horses, property and vehicles including horse boxes. Preventing contamination of feed and feed buckets
1.4 Describe the principles of employment rights and responsibilities	Relevant employment legislation and regulation.

Learning Outcome: 2. "Be able to work safely and efficiently at all times"

Assessment Criteria The learner can:	Indicative Delivery Content
2.1 Promote safe and effective working practice	Promote safe working practices, which must be adhered to at all times with constant situational awareness and adaptability to ensure safety of the horse, themselves and others.
2.2 Contribute to risk assessments in their area of work	How to conduct risk assessments. Likely hazards and risks including unsafe practices, machinery and equipment

Unit Title	Yard and Field Routines and Management
Unit Aim	This task assesses your understanding of carrying out yard and field duties such as stock management and rotation; preparation of grassland and care of horses at grass; the work required in the stable yard; control of disease.
Unique Unit Number	Y/618/6271
Unit Assessment Method(s)	- Portfolio of Evidence - Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners carrying out yard and field based duties.

Learning Outcome: 1. Know how to carry out yard and field routines and duties

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Describe how to organise routine yard and field duties	How to plan rotas and allocate duties Requirements for stocks and supplies of feed and bedding
1.2 Explain the principles of stabling, grassland care, and yard policies and procedure	The preparation and maintenance of different types of stabling and grassland.

Learning Outcome: 2. Be able to organise carry out yard, field and stabling duties

Assessment Criteria The learner can:	Indicative Delivery Content
2.1 Plan rotas and routines to organise yard, field and stabling duties safely	Liaise with visiting specialists such as vets and farriers. Daily, weekly, monthly and annual routines
2.2 Maintain and organise basic yard based records	Monitor, maintain and assess quality of stocks and supplies of feed and bedding.
2.3 Manage horses stabled and at grass	Evaluate, prepare and maintain stabling and grassland for horses.
2.4 Manage environmental factors within their area of work	Implement measures to prevent and control the spread of disease. Coordinate waste minimisation, environmental and sustainable working practices.
2.5 Supervise admission of a new horse	Carry out an initial assessment, to include record keeping and health status

Unit Title	Horse Anatomy, Physiology and Welfare
Unit Aim	This unit assesses the learner's understanding of horse anatomy; the assessment of a horse's welfare; identification and treatment of minor ailments and injuries.
Unique Unit Number	D/618/6272
Unit Assessment Method(s)	- Portfolio of Evidence - Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners assessing horses and treating minor ailments and injuries.

Learning Outcome: 1. Understand equine anatomy, physiology and welfare

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Describe horse anatomy and physiology	Conformation, main superficial muscles and structure of the lower leg and respiratory and circulatory systems
1.2 Explain how to assess a horse's welfare	Health, condition and fitness
1.3 Identify common minor ailments, injuries and first aid treatments	Procedures for isolation and sick nursing. The importance of monitoring temperature, pulse and respiration rates. Medication control procedures and accepted protocol.

Learning Outcome: 2. Be able to assess a horse for signs of ill health and provide treatment

Assessment Criteria The learner can:	Indicative Delivery Content
2.1 Assess and evaluate a horse	Conformation, action, condition and fitness. Identify and discuss main superficial muscles and structure of the lower leg and foot.
2.2 Recognise and treat minor ailments and injuries	Assess welfare. Administer first aid and treatments under veterinary advice including poultices, dressings and bandages. Administer permitted oral and topical treatments under direction. Take temperature, pulse and respiration rates of the horse.

Unit Title	Horse Handling, Care and Appearance
Unit Aim	This unit assesses the learner's understanding of appropriate methods of handling and restraining; preparing horses; shoeing procedures.
Unique Unit Number	H/618/6273
Unit Assessment Method(s)	- Portfolio of Evidence - Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners carrying out horse care and handling duties.

Learning Outcome: 1. Understand methods and procedures for horse handling, care and appearance

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Describe appropriate methods of handling and restraint	When to use different methods in different circumstances. The correct equipment for different methods of restraining.
1.2 Describe procedures for preparing horses	Grooming, clipping, trimming, pulling and plaiting in preparation for different types of work, competition, public appearance and veterinary procedures.
1.3 Identify the parts of a horse's foot	Correct identification of the different parts of the foot.
1.4 Describe shoeing procedures	Different types of shoes and how to remove a loose or twisted shoe.

Learning Outcome: 2. Be able to handle and care for horse appearance

Assessment Criteria	Indicative Delivery Content
The learner can:	
2.1 Use appropriate methods to handle or restrain a horse	Use the correct methods in different circumstances.
2.2 Prepare a range of horses for different types of work or competition	Grooming, clipping, trimming, pulling and plaiting
2.3 Recognise and respond to hoof imbalance	Take appropriate action to respond to imbalance
2.4 Demonstrate the correct procedure for removal of a shoe	Different types of common shoe in racing. Knowledge of current legislation in relation to shoeing.

Unit Title	Nutrition and Fitness
Unit Aim	This unit assesses the learner's understanding of nutrition, hydration and fitness requirements for horses.
Unique Unit Number	K/618/6274
Unit Assessment Method(s)	- Portfolio of Evidence - Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners while providing nutrition, hydration and fitness for horses.

Learning Outcome: 1. Understand the nutritional and hydration requirements for a range of horses in different types of work	
Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Describe nutritional and hydration requirements for horses	Nutritional requirements for a variety of horses in different types of work. The function of nutrients e.g. carbohydrates, fats, proteins, water, minerals, vitamins.
1.2 Describe fitness requirements and programmes	The horse's digestive system. Illnesses which require special diets

Learning Outcome: 2. Be able to manage the feeding regimes of horses	
Assessment Criteria The learner can:	Indicative Delivery Content
2.1 Plan and implement diets and feeding regimes	Ensure horses in their care are provided with an appropriate diet.
2.2 Organise the feed room	Manage stock levels and rotation.

Unit Title	Travelling Horses
Unit Aim	This unit assesses the learner's understanding of the requirements for planning travel and procedures relating to loading, unloading and travelling horses, including current legislation.
Unique Unit Number	M/618/6275
Unit Assessment Method(s)	- Portfolio of Evidence - Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners planning and preparing for journeys and caring for horses during transportation.

Learning Outcome: 1. Understand legal and practical requirements for travelling horses

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Identify the requirements when planning travel for horses	Equipment, supplies and documentation required
1.2 Summarise procedures relating to travelling horses	Current legislation and procedures relating to loading, unloading and travelling horses.

Learning Outcome: 2. Be able to organise the travel of horses

Assessment Criteria The learner can:	Indicative Delivery Content
2.1 Coordinate the preparation for travelling horses	Including supplies, equipment etc.
2.2 Plan the transportation of horses by road	Follow current guidelines, documentation requirements and procedures.
2.3 Prepare a horse for transport	Load safely following current health and safety protocol.
2.4 Supervise and care for horses during and after transportation	Unload safely following current health and safety protocol.

Unit Title	Non-Ridden Exercise
Unit Aim	This unit assesses the learner's understanding of different forms of non-ridden exercise and their benefits.
Unique Unit Number	T/618/6276
Unit Assessment Method(s)	- Portfolio of Evidence - Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners providing non-ridden exercise.

Learning Outcome: 1. Understand different forms of non-ridden exercise

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Describe the practice of various forms of non-ridden exercise	Different lunging/long reining equipment and methods. Physio exercises
1.2 Summarise the benefits of various forms of non-ridden exercise	Use of a horse walker

Learning Outcome: 2. Be able to prepare and lunge a horse for exercise

Assessment Criteria The learner can:	Indicative Delivery Content
2.1 Prepare a horse for exercise	Using various methods and types of equipment appropriately.
2.2 Lunge a horse for exercise	Correct lunging techniques

Unit Title	Senior Equine Groom Core Behaviours
Unit Aim	This unit will assess the display of equine groom core behaviours by learners in the following areas: Work Ethic, Responsibilities, Team Work, Communication.
Unique Unit Number	A/618/6277
Unit Assessment Method(s)	Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners demonstrating the required core behaviours expected of a Level 3 Senior Equine Groom.

Learning Outcome: 1. Be able to apply the core behaviours required of a Senior Equine Groom

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Demonstrate a strong work ethic in their role as an equine groom	Carrying out the senior equine groom role demonstrating the elements of a good work ethic: <ul style="list-style-type: none"> • Be a good role model and mentor for others. • Be respectful, punctual, reliable, trustworthy and diligent and be prepared to work irregular hours, in all weather conditions. • Work effectively and encourage efficiency to meet time deadlines and organisational requirements. • Take a pride in their work showing commitment and loyalty whilst conducting themselves in a professional manner
1.2 Take responsibility for their area of work in their role as an equine groom	Taking responsibility for their area of work: <ul style="list-style-type: none"> • Assume a role of responsibility in the workplace. • Organise themselves, delegate tasks, supervise and monitor others and the equines in their care. <ul style="list-style-type: none"> ◦ Show respect, empathy, patience and tolerance in all situations. ◦ Work with methods that reduce risk of injury to the horse, themselves or others.
1.3 Demonstrate the principles of team work in their role as an equine groom	Applying the principles of team work to their role as an equine groom: <ul style="list-style-type: none"> • Have the ability to work in, lead, support and motivate a diverse team. • Understand their role within the team and their impact on others. • Promote good working relationships, reduce, manage and report conflict within the team when necessary. <ul style="list-style-type: none"> ◦ Contribute to and support the training and development of others
1.4 Communicate effectively in their role as an equine groom	Communicating effectively within their role as an equine groom: <ul style="list-style-type: none"> • Respect the need for confidentiality and adhere to data protection policies. • Confidently and respectfully communicate with all colleagues, visitors, clients and industry specialists. <ul style="list-style-type: none"> ◦ Show good interpersonal skills and accurately report any concerns, incidents and abnormalities. <ul style="list-style-type: none"> ▪ Know when to ask for, offer and give advice and guidance. Use social media responsibly.

Unit Title	Senior Equine Groom Racing (Riding)
Unit Aim	This unit assesses the learner's understanding of the role of a riding Senior Equine Groom.
Unique Unit Number	F/618/6278
Unit Assessment Method(s)	<ul style="list-style-type: none"> - Portfolio of Evidence - Practical Demonstration/Assignment
Assessment Specification	This unit will be assessed through a series of tasks logged within a learner portfolio, and observations of learners performing the duties of a riding Senior Equine Groom.

Learning Outcome: 1. Be able to apply the core behaviours required of a Senior Equine Groom

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 Demonstrate a strong work ethic in their role as an equine groom	Carrying out the senior equine groom role demonstrating the elements of a good work ethic: <ul style="list-style-type: none"> • Be a good role model and mentor for others. • Be respectful, punctual, reliable, trustworthy and diligent and be prepared to work irregular hours, in all weather conditions. • Work effectively and encourage efficiency to meet time deadlines and organisational requirements. • Take a pride in their work showing commitment and loyalty whilst conducting themselves in a professional manner
1.2 Take responsibility for their area of work in their role as an equine groom	Taking responsibility for their area of work: <ul style="list-style-type: none"> • Assume a role of responsibility in the workplace. • Organise themselves, delegate tasks, supervise and monitor others and the equines in their care. <ul style="list-style-type: none"> ◦ Show respect, empathy, patience and tolerance in all situations. ◦ Work with methods that reduce risk of injury to the horse, themselves or others.
1.3 Demonstrate the principles of team work in their role as an equine groom	Applying the principles of team work to their role as an equine groom: <ul style="list-style-type: none"> • Have the ability to work in, lead, support and motivate a diverse team. • Understand their role within the team and their impact on others. • Promote good working relationships, reduce, manage and report conflict within the team when necessary. <ul style="list-style-type: none"> ◦ Contribute to and support the training and development of others
1.4 Communicate effectively in their role as an equine groom	Communicating effectively within their role as an equine groom: <ul style="list-style-type: none"> • Respect the need for confidentiality and adhere to data protection policies. • Confidently and respectfully communicate with all colleagues, visitors, clients and industry specialists. <ul style="list-style-type: none"> ◦ Show good interpersonal skills and accurately report any concerns, incidents and abnormalities. <ul style="list-style-type: none"> ▪ Know when to ask for, offer and give advice and guidance. Use social media responsibly.

Unit Title	Principles of transporting horses by road on short journeys
Unit Aim	This unit is designed to be used to support the legislative requirements in relation to competences for the transport of horses (Council Regulation EC No. 1/2005) with specific reference to the knowledge and skills required by attendants or drivers on short journeys.
Unique Unit Number	R/601/7849
Unit Assessment Method(s)	Multiple Choice Examination
Assessment Specification	There are no additional assessment requirements.

Learning Outcome: 1. know the legal requirements and responsibilities covering horse health and welfare during transportation

Assessment Criteria The learner can:	Indicative Delivery Content
1.1 outline the legislation relating to the transport of horses	The legislative requirements of travelling horses: The documentation required When authorisation is needed When a journey log or other documentation is required
1.2 state the principles of vehicle operation for the transport of horses	How to carry out duties when travelling horses: How to complete the documentation How to maintain records The requirements in relation to animal accommodation Who to approach for advice and guidance
1.3 identify who is responsible for the welfare of the horses and what that responsibility entails	
1.4 state the powers of enforcement the restrictions and penalties that apply	
1.5 describe the requirements for rest, feed and water and how to maintain horse welfare during transportation	
1.6 describe the authorisation and recording requirements for transporters	

Learning Outcome: 2. understand horse stress and how to deal with it

Assessment Criteria The learner can:	Indicative Delivery Content
2.1 describe the normal behaviour of horses	Horse stress: how stress can be avoided actions to take in order to reduce stress
2.2 define what stress is in horses, the indicators of stress and ill- health and the impact it may have upon their behaviour	
2.3 identify the causes of stress and how to recognise signs of stress in horses	

Learning Outcome: 3. know how to effectively plan and implement the transportation of horses

Assessment Criteria The learner can:	Indicative Delivery Content
3.1 describe how to plan a journey	Planning a short journey for a horse: The principles of journey planning Legislation relating to driving
3.2 define the maximum travelling times and required periods of rest	

Learning Outcome: 4. understand safe, efficient and effective vehicle loading, operation and control

Assessment Criteria The learner can:	Indicative Delivery Content
4.1 identify a vehicle that is suitable for the transport of horses	
4.2 describe the considerations that should be taken into account when operating and controlling a vehicle transporting horses and loading and unloading the horses	
4.3 state the importance of driving skill in relation to horse safety and welfare	
4.4 describe the importance of cleaning and disinfecting vehicles and when it is necessary to do so	Methods of loading and unloading horses: <ul style="list-style-type: none"> • Description of appropriate use of aids • Understanding of basic rules when handling horses
4.5 describe appropriate methods of handling horses during loading and unloading	

Learning Outcome: 5. understand the welfare requirements for horses before, during and after transportation

Assessment Criteria The learner can:	Indicative Delivery Content
5.1 identify when a horse is unfit	Space allowances: <ul style="list-style-type: none"> Identify the importance of headroom and lighting Importance of temperature: <ul style="list-style-type: none"> The importance of adjusting ventilation
5.2 state the common indicators of the horse being unfit for transport	
5.3 describe when it is permissible to transport sick/injured horses and how to deal with sick horses during transportation	
5.4 describe the space allowances including headroom for horses during transport and the effects of overcrowding and under stocking	
5.5 identify the effect of and the importance of temperature upon a horse's welfare both inside and outside of the vehicle	
5.6 identify when it may be necessary to seek help during the transport of horses and who to contact	

Qualification Conditions: Delivery and assessment requirements

To complete the delivery, assessment, and internal quality assurance of the qualification, providers will be required to adhere to the guidance set out in the Recognised Centre Handbook.

Qualification Approval Conditions: Workforce requirements

In addition to the workforce requirements stated in the Recognised Centre Handbook, the following qualification specific requirements must be met and evidenced.

Tutor(s):

For this qualification, the minimum requirements stated in the centre handbook do not apply. Centres must ensure that all workforce meet the requirements stated below.

The recognised centre is required to recruit and deploy approved tutors. The tutors are responsible for the delivery and assessment of the qualification. Tutors are required to:

- have up-to-date technical and occupational competence in Racehorse care and management e.g. working directly with and caring for racehorses
- be deemed more occupationally competent than the learner(s) they tutor.

Tutors must attend an induction into the qualification before they can assess. It is expected that the recognised centre will provide this training.

Tutors must declare any conflict of interest they may have at a centre to allow this to be appropriately managed.

Assessor(s):

For this qualification, the minimum requirements stated in the centre handbook do not apply. Centres must ensure that all workforce meet the requirements stated below.

The recognised centre is required to recruit and deploy approved assessors. The assessors are responsible for the delivery and assessment of the qualification. Assessors are required to:

- have up-to-date technical and occupational competence in Racehorse care and management e.g. working directly with and caring for racehorses
- be deemed more occupationally competent than the learner(s) they tutor.

Assessors must attend an induction into the qualification before they can assess. It is expected that the recognised centre will provide this training.

Assessors must declare any conflict of interest they may have at a centre to allow this to be appropriately managed.

Internal Verifier(s) and Quality Assurer(s):

For this qualification, the minimum requirements stated in the centre handbook do not apply. Centres must ensure that all workforce meet the requirements stated below.

The recognised centre is required to recruit and deploy approved Internal Quality Assurers. The Internal Quality Assurers are responsible for the delivery and assessment of the qualification. Internal Quality Assurers are required to:

- have up-to-date technical and occupational competence in Racehorse care and management e.g. working directly with and caring for racehorses
- be deemed more occupationally competent than the learner(s) they tutor.

Internal Quality Assurers must attend an induction into the qualification before they can assess. It is expected that the recognised centre will provide this training.

Internal Quality Assurers must declare any conflict of interest they may have at a centre to allow this to be appropriately managed.

Additional Qualification Requirements

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