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Intellectual property (IP) policy for NIS Group

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1. Purpose

This Intellectual Property (IP) Policy sets out the principles governing the ownership, protection, management, and commercialisation of intellectual property created by employees, learners, contractors, and partners of NIS Group.

This policy ensures that IP is managed in a way that supports innovation, economic growth, and alignment with NIS Group's mission to deliver industry-responsive training across infrastructure and rail sectors.

2. Scope

This policy applies to all staff, learners, consultants, subcontractors, and collaborators of NIS Group, including work carried out using NIS resources or undertaken during official duties or training activities.

3. Definitions

- **Intellectual Property (IP):** Includes inventions, designs, processes, copyrights, trademarks, software, data, and other intangible outputs.
- **Creator**: Any individual or team responsible for generating IP.
- **NIS Group Resources**: Facilities, funding, staff time, data systems (e.g., Magn8), and materials provided by NIS Group.

4. Ownership of IP

IP developed by employees or contractors during their normal course of duties or with NIS Group's resources will be owned by NIS Group.

IP created by learners during training is typically owned by the learner unless significant NIS Group resources or direction are involved, in which case shared ownership may be negotiated.

Collaborative IP projects will be governed by contract or partnership agreements.

5. IP disclosure

Creators must disclose new IP to the Chief Education Officer or designated IP lead. NIS Group will assess the IP for its protection, development, or commercialisation potential.

Disclosure should occur before any public dissemination to protect confidentiality and patent rights where applicable.

6. Protection and commercialisation

NIS Group may seek legal protection for IP (e.g., patents, trademarks) and will manage commercialisation efforts, including licensing and spin-outs.

Creators will be engaged in this process and supported by leadership teams to ensure alignment with institutional goals.

7. Revenue sharing

Net revenue arising from commercialised IP will be shared with creators according to an agreed formula, following deduction of related costs. Terms will be specified in individual contracts or institutional policy.

8. Use of third-party IP

NIS Group personnel must respect third-party IP. Use of external materials in training, marketing, or digital platforms must be properly licensed or attributed. Infringements will be addressed through disciplinary procedures.

9. Confidentiality and data

NIS Group enforces GDPR and information security standards. Sensitive or proprietary information related to IP development must remain confidential and stored securely, including within the Magn8 reporting system where relevant.

10. Training and awareness

All staff and learners will receive guidance on IP rights and responsibilities through induction and CPD sessions. Specialised training may be delivered for staff involved in research, curriculum design, or product development.

11. Dispute resolution

IP-related disputes will be reviewed initially by the Chief Education Officer and escalated, if needed, to NIS Group's executive team or legal counsel for final determination.

12. Policy review

This IP policy will be reviewed annually to ensure alignment with legal standards, sector norms, and NIS Group strategic priorities.