



<b>Policy Name</b>	Code of Conduct and Professional Ethics
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<b>Date Reviewed</b>	June 2023
<b>Date of Next Review</b>	June 2024
<b>E &amp; D Disclaimer</b>	This policy has been reviewed in line with the Equality Act 2010 which recognises the following categories as Protected Characteristics: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex (gender) and Sexual orientation. We will continue to monitor this policy to ensure that it provides equal access and does not discriminate against anyone, especially any person/s listed under any protected characteristic.

## Code of Conduct and Professional Ethics

### Introduction

School Avoidance Solutions (SAS) is committed to maintaining the highest standards of professionalism and ethical conduct in our work with children and their families. This Code of Conduct and Professional Ethics outlines the expected behavior and ethical standards for all staff members working with children. By adhering to this code, we demonstrate our commitment to the well-being and best interests of the children we serve.

### Professionalism and Integrity

2.1 Respect and Dignity: SAS staff members will treat all children and their families with respect, dignity, and empathy, recognizing and valuing their individuality and cultural diversity.

2.2 Professional Boundaries: Staff members will maintain appropriate professional boundaries with children and their families, ensuring that relationships remain focused on the therapeutic objectives and within the scope of their roles. They will avoid engaging in any form of personal, social, or romantic relationships with children or their families.

2.3 Impartiality and Fairness: SAS staff members will provide services in a fair and unbiased manner, without discrimination or favoritism based on factors such as race, ethnicity, gender, religion, or socioeconomic status.

### Confidentiality and Privacy

3.1 Confidentiality: SAS staff members will respect the confidentiality and privacy of children and their families. They will handle sensitive information with the utmost care and only disclose information when required by law, with the consent of the individual involved, or when there is a clear and immediate risk of harm to the child or others.

3.2 Data Protection: Staff members will adhere to all relevant data protection regulations and safeguard personal data collected during the course of their work. They will only access, use, and store personal data for legitimate purposes related to their role and will take appropriate measures to protect data from unauthorized access, loss, or disclosure.

### Ethical Practice

4.1 Conflict of Interest: SAS staff members will avoid any conflicts of interest that may compromise their professional judgment, objectivity, or the best interests of the children. They will disclose any potential conflicts of interest to their supervisor or the designated person responsible for addressing such matters.

4.2 Professional Competence: Staff members will continually develop and maintain their professional competence by engaging in ongoing education, training, and supervision relevant to their roles. They will ensure their knowledge and skills are up-to-date and adhere to best practices in their respective fields.

4.3 Collaboration and Communication: SAS staff members will foster open and respectful communication with colleagues, children, and their families. They will collaborate with other professionals involved in the care of children to ensure coordinated and holistic support.

### Reporting and Accountability

5.1 Duty to Report: SAS staff members have a duty to report any concerns, suspicions, or allegations of child abuse, neglect, or other forms of harm in accordance with established safeguarding procedures and legal obligations.

5.2 Professional Conduct: Staff members are responsible for maintaining professional conduct both within and outside of work hours. Any behavior that may bring SAS into disrepute or compromise the trust placed in us will not be tolerated.

### Review and Compliance

This Code of Conduct and Professional Ethics will be reviewed periodically to ensure its continued relevance and compliance with applicable laws, regulations, and professional standards. SAS staff members are expected to familiarize themselves with this code and abide by its principles in all aspects of their work.

By adhering to this Code of Conduct and Professional Ethics, SAS staff members demonstrate their commitment to upholding the highest standards of professionalism, ethical conduct, and the well-being of the children and families they serve.