

Code of Conduct for Therapeutic Practitioners and Coaches

This Code of Conduct applies to all therapeutic practitioners and coaches working for or on behalf of Paramount Safeguarding Ltd, including any independent or freelance practitioners.

It is to be followed alongside the Paramount Safeguarding Ltd. Safeguarding Policy and should also be considered in conjunction with the BACP Ethical Framework.

These guidelines should always consider the best interests of the children and young people.

Any breach of this code of conduct may result in disciplinary action and termination of employment.

Therapeutic Practitioners are expected to adhere to the responsibilities as set out in their service agreement and to their duty of care to keep children safe from harm.

Working with Children and Young People:

You Should:

- Ensure parent/consent has been provided before commencing any sessions.
- Ensure the child/young person is happy to participate in the sessions.
- Ensure that young people are aware of their right not to participate and to be able to withdraw from the session at any time.
- Be aware of the power balance between adult and child and avoid actions which exploit this.
- Talk through confidentiality agreement at the start of the session and explain the reasons why information may need to be shared, including for safeguarding.
- Give young people the opportunity to talk at their own pace.
- Treat all children and young people with respect, and equally, without discrimination on the basis of age, gender, disability, faith, sexuality etc.
- Plan and organise your work, considering and minimizing potential risks.

You Should Not:

- Promise to keep secrets.
- Attempt to make a diagnosis of mental health or disorder of the child/young person.
- Encourage close attachments with individual children and young people.
- Conduct the session outside of school premises unless otherwise agreed.
- Maintain contact beyond the session.
- Show favouritism or spend excessive time with one child or young person.
- Offer or receive any gifts.
- Condone or participate in behaviour that is illegal and/or unsafe.
- Believe "it could never happen to me".
- Be alone with a child or vulnerable adult where you are not visible or where people cannot see what you are doing.
- Do not initiate personal touch, e.g. hugging, instead think of alternatives such as high fives or fist bump.

- Take a child to your home, hotel or to other private spaces.

Conduct and Behaviour

You should:

- Explain any reasons for notetaking and how information will be used.
- Wear appropriate and professional clothing.
- Lead by example and provide an example of good conduct.
- Provide a warning for the ending of the sessions and programme.

You should not:

- Record the session.
- Share any personal information or personal contact details with the child or young person.
- Take any photographs or videos of the session or the child/young person.
- Act in any way that could be considered inappropriate, sexually or physically towards a child or young person.
- Use inappropriate language or act in any way that may shame, humiliate, degrade a child/young person or make them feel uncomfortable.
- Use physical restraint to contain a child/young person – you should exit the room and ask for help from a member of school staff.
- Be under the influence of alcohol or other substances when working.

Use of Social Networks and Online Platforms:

You Should:

- Remember you are personally responsible for the content you share.
- Only provide therapeutic sessions online if this has been agreed by Director and the named school – see Safeguarding Policy regarding remote sessions.
- Report any safeguarding concerns regarding the child/young person to the DSL of the school and to the Director.

You Should Not:

- Contact, accept friend requests or make comments on social media of the children/young people from the schools accessing our services.
- Post or share any information regarding children and young people or staff from the schools accessing our services.
- Post or share any information regarding Paramount Safeguarding Ltd. unless agreed by Director.
- Share any information that may place Paramount Safeguarding Ltd. and its services into disrepute.
- Post or share any harmful, sexual, abusive, violent or defamatory content – this will be reported to the Police.