



Happy Confident Kids LTD Code of Ethics

Ethics Leads:

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Happy Confident Kids LTD (HCK) acknowledges its responsibility to uphold a high standard of ethics.

All members and employees of HCK shall:

1. Respect the dignity and worth of every human being, and their right to self-determination.
2. Strive to act with integrity, independence and impartiality and avoiding conflicts of interests.
3. Represent themselves, their qualifications, experience and membership of professional bodies honestly and also (to the best of their knowledge) the skills, qualifications and experience of any third party to whom they refer any of their clients.
4. Strive to ensure the safety of their client at all times.
5. Act as an ambassador for HCK.
6. Respect legitimate needs and requirements for confidentiality.
7. Respect fellow members' interests and avoid soliciting other members clients away from them.
8. Ensure that clients' expectations, and the basis on which they will be met, are understood by both parties and that contractual arrangements are not changed without appropriate discussion.
9. Act within the law and not encourage, assist, or collude with others engaged in unlawful conduct.
10. Declare to HCK any criminal conviction (except motoring conviction resulting in points on licence), and professional complaint against them or any other matter which may affect their HCK membership or employment, good conduct or practice in any way.
11. Maintain the strictest levels of confidentiality with all parties as agreed upon, except in relation to safeguarding.
12. Assure consistent quality of coaching regardless of the amount or form of agreed compensation in any relationship.
13. Resolve any conflict of interest or potential conflict of interest by working through the issue with relevant parties, seeking professional assistance, or suspending temporarily or ending the professional relationship.
14. Identify accurately my coaching qualifications, my level of coaching competency, expertise, experience, training, certifications and Credentials.
15. Hold responsibility for being aware of and setting clear, appropriate and culturally sensitive boundaries that govern interactions, physical or otherwise.
16. Avoid discrimination by maintaining fairness and equality in all activities and operations, while respecting local rules and cultural practices. This includes, but is not limited to, discrimination on the basis of age, race, gender expression, ethnicity, sexual orientation, religion, national origin, disability or military status.



17. Recognize and honour the contributions and intellectual property of others, only claiming ownership of my own material. I understand that a breach of this standard may subject me to legal remedy by a third party.
18. Respect all parties' right to terminate the coaching relationship at any point for any reason during the coaching process subject to the provisions of the agreement.
19. Commit to excellence through continued personal, professional and ethical development.
20. Am aware of and actively manage any power or status difference between the Client and myself that may be caused by cultural, relational, psychological or contextual issues.
21. Recognize my personal limitations or circumstances that may impair, conflict with or interfere with my coaching performance or my professional coaching relationships. I will reach out for support to determine the action to be taken and, if necessary, promptly seek relevant professional guidance. This may include suspending or terminating my coaching relationship(s).

For Confidence Coaches using NLP:

1. Act in accordance with the presuppositions of NLP.
2. Recognise scope of practice and only practise NLP within the limits of their competency and to their highest possible standards.
3. Represent NLP interventions as an option and at no time as a certain solution for any given problem.
4. Act as ambassadors for NLP, so that it is presented as a professional and effective approach which can help people and organisations; avoiding bringing NLP into disrepute.
5. Respect the variety of different styles of NLP and complementary professions.

Disclaimer: The Code does not replace membership agreements. HCC will deal with any infringements of the Code of Ethics through its Complaints and Disciplinary Procedure.