
Coaching Ethics and Safeguarding Policy

1. Coaching Code of Ethics and Policy Statement

Code of Ethics:

As a provider of executive coaching for senior leaders, Thinkfreer adheres to the highest standards of ethical conduct. Alison Freer is a member of the Association for Coaching abides by the overarching [Global Code of Ethics](#).

Thinkfreer's coaching practices are guided by the following principles:

1. **Confidentiality:** We respect the confidentiality of our coaching clients and adhere to all relevant data protection laws and regulations.
2. **Integrity:** We operate with honesty, transparency, and integrity in all our interactions with clients.
3. **Professional Competence:** We continuously strive to maintain and enhance our coaching skills and knowledge to provide the highest quality service to our clients.
4. **Respect:** We treat all clients with respect, dignity, and empathy, regardless of their background or circumstances.
5. **Boundaries:** We maintain clear boundaries between coaching and other professional relationships, avoiding conflicts of interest and dual roles.

Policy Statement:

Thinkfreer is committed to providing high-quality executive coaching services to senior leaders.

We ensure the quality of our coaching by:

1. **Rigorous Coach Selection Process:** We employ a comprehensive selection process to recruit coaches with relevant qualifications and experience in coaching.
2. **Continuous Professional Development:** We regularly verify that our coaches are engaged in executive coaching CPD to enhance their coaching skills and stay updated on coaching best practices.
3. **Supervision and Monitoring:** We engage in suitably qualified coach supervision to ensure adherence to ethical guidelines and maintain the quality of coaching services.

4. Feedback and Evaluation: We collect feedback from coaching clients to continuously evaluate and improve our coaching services.

2. Safeguarding and Escalation Procedure

Safeguarding Procedure:

In the event of a safeguarding concern involving a coaching client we use the following procedure:

1. **Immediate Response:** If a coach becomes aware of a safeguarding concern, they prioritise the safety and wellbeing of the client and take immediate action to ensure their safety, agreeing a course of action with the individual.
2. **Reporting:** The coach reports the safeguarding concern to the designated safeguarding officer who is responsible for handling such matters and referring them to the agreed safeguarding contact within the commissioning organisation.
3. **Confidentiality:** The coach maintains confidentiality while reporting the concern, sharing only relevant information with the designated safeguarding contact(s).
4. **Support for the Client:** The coach provides support and guidance to the client throughout the safeguarding process, ensuring they have access to appropriate resources and assistance.

Escalation Procedure:

If a coaching client makes a complaint or if the coach feels the need to escalate a potential safeguarding or health and wellbeing concern, the following procedure is followed:

1. **Initial Assessment:** The coach conducts an initial assessment of the situation to determine the severity and urgency of the concern.
2. **Escalation:** If necessary, the coach escalates the concern to the designated safeguarding contact in the client organisation.
3. **Client Support:** Throughout the escalation process, the coach provides support to the client, ensuring they are informed and supported through every step of the process.