

CSA Code of Ethics and Conduct

CSA Philosophy:

At CSA we have developed our approach to supervision training in response to those who seek a place where all coaches can reflect on their work with clients.

We consider that a trained supervisor can provide a blend of psychological knowledge of human development, interpersonal relationships and insights particular to classic supervision practice, which can give coaches a place and time to explore and develop themselves to their fullest potential. In addition, our supervisors are trained to work with systems thinking and to be inclusive in both thinking and practice. Our approach is facilitative, and our model promotes generative learning as well as paying attention to robust professional standards.

Our purpose is to provide a collaborative learning opportunity that is safe and encouraging for coaches who wish to develop themselves so that they become the best they can be.

Our Expectations:

- Coaching Supervision is a distinct practice and requires that the supervisor has some psychological knowledge of human development, of the ways adults learn and change, interpersonal dynamics, organizational psychology and a systems perspective. There is clearly an overlap in terms of knowledge and skill set with coaching, mentoring, consulting and counselling and our expectation is that supervisors will know when clients need referral to another support professional and will be aware of the relevant available resources.
- CSA requires that all trainees undertake a minimum level of supervised supervision (8 hours) whilst undergoing training. In addition, they will have approx. 10 hours facilitated supervision practice during training, with a further 12 hours observation and practice in triad learning labs during the programme. Thereafter, they continue with their own professional development, fulfilling the CSA criteria, to remain eligible for inclusion on the CSA list of accredited supervisors.

CSA is an approved Provider with the International Coaching Federation (ICF) and our Diploma programme has continuously maintained accreditation with the European Mentoring and Coaching Council (EMCC). We require all CSA Students and Accredited

Supervisors to be aware of and adhere to the ICF Coaching Core Competences, the ICF Code of Ethics as well as the EMCC Guidelines on Supervision and their Global Code of Ethics.

**CSA Standards of Ethical and Professional Conduct:
Coach Supervisors are expected to:**

1. Respect differences in race, gender and in approaches to coaching and coach training.
2. Recognise and seek appropriate professional help for personal issues that may interfere or conflict with their ability to work within their professional relationships. The supervisor will be expected to follow advice concerning appropriate action to be taken, including suspension or termination of their supervisory relationship(s).
3. Accurately create, maintain, store and dispose of any records of work done in relation to supervision practice in such a way to promote confidentiality and comply with any applicable laws.
4. Take responsibility for setting clear, appropriate, and culturally sensitive boundaries in relation to any physical contact with clients.
5. Construct clear agreements with clients, ensuring that supervision client(s) understand the nature of supervision, the bounds of confidentiality, financial arrangements and other terms of the supervision agreement.
6. Respect the client's right to terminate supervision at any point during the process and be alert to indications that the client is no longer benefiting from the supervision relationship.
7. Take all reasonable steps to notify the appropriate authorities in the event a supervision client discloses an intention to endanger self or others.

Confidentiality/Privacy

Coach Supervisors are expected to:

8. Respect the confidentiality of the client's information, except as otherwise authorized by the client or as required by law.
9. To obtain agreement with clients before releasing their names as clients or references or any other client identifying information.
10. Obtain agreement with the person being supervised before releasing information to another person compensating the supervisor.

11. Seek to avoid conflicts between their own and their clients' interests.
12. Openly disclose and fully discuss with the client how to deal with any actual conflict of interest or the potential for a conflict of interest, in whatever way best serves the client.