

SIHR Code of Ethics and Practice

Code of Ethics

In all their work for the SIHR members and staff shall value integrity, impartiality and respect for the people who use the trainings and services offered by the Institute.

The relationship between the Institute and its users shall not be exploitative in any way. Taking account of obligations under law, the members and staff shall hold the interest and welfare of those in receipt of their trainings and services to be paramount.

Members shall not act to further their own interest (or the interests of others) to the detriment of patient/client/student care, the Institute, or colleagues within the Institute.

Code of Practice

1. Neither the Institute nor its individual members shall make claim directly or indirectly to qualifications, affiliations and capabilities they do not possess.
2. Members shall take steps to monitor and develop their own competence and to work within the limits of that competence.
3. Project Leaders shall be responsible for taking into a project members who they see as competent and suited to their project work.
4. The terms on which services and trainings are offered shall be accurately advertised and made clear to users at the outset. Any revisions of these terms shall be communicated to clients and students in advance of change.
5. All reasonable steps should be taken to ensure the safety and well-being of participants in trainings and services.
6. Members of the Institute shall ensure the confidentiality of information acquired through their practice and protect the privacy of individuals and organisations about whom information is collected or held.
7. The Institute operates within the terms of the law in relation to access to records.
8. In exceptional circumstances where a member considers breach of confidentiality a necessity, or where the law requires such a breach of confidentiality, the user's consent should be sought where possible and appropriate, and any information divulged to a third party kept to a necessary minimum. Where possible, any member in this position should seek advice from a senior and disinterested colleague before taking action.
9. Where there is *prima facie* evidence for believing that there has been serious misconduct by a professional colleague and it has not been possible to remedy the matter with the colleague concerned, members must take steps to bring the allegation in writing to those charged with the responsibility for carrying out the Complaints Procedure, doing so without malice and with no breach of confidentiality other than is necessary to the proper investigatory process.
10. Members of the Institute shall conduct themselves in their professional activities in a way that does not damage the interests of the recipients of their services or participants in their training and does not undermine public confidence in their ability to carry out their professional duties. Specifically they shall:
 - (a) Not exploit the special professional relationship of confidence and trust to gratify their own personal needs.

- (b) Refrain from conduct that would be likely to be detrimental to the interests of recipients of their services or participants in their training.
 - (c) Refrain from practice when their physical or psychological condition as a result of, for example, alcohol, drugs, illness, personal stress, is such that abilities or judgement are seriously impaired.
 - (d) Neither attempt to secure, secure or accept from those receiving their services any significant financial or material benefit beyond that which has been contractually agreed.
 - (e) Not allow their responsibilities or standards of practice to be influenced by considerations of religion, sex, race, age, nationality, party politics, social standing, class or other discriminating factors.
11. Members shall take all reasonable steps to ensure that those working under their direct supervision, and non-members recruited to services or training positions, are familiar with and make a commitment to this code.
12. The Membership Committee shall ensure that new members are aware of the Code of Ethics and Practice and agree to adhere to it. They shall take all reasonable steps to ensure that the applicant for membership is competent to work in the projects with which they are associated.
13. In the event of a member being charged with a serious criminal offence or being the subject of a civil action pertaining to their work for the Institute, the member shall inform the Chair of Council.