

Explanatory Notes

The Global Code of Ethics for Coaches, Mentors and Supervisors

May 2018



The Global Code of Ethics For Coaches, Mentors and Supervisors (‘The Code’)

**Explanatory note clarifying changes to the Code
comparing version 1.0 dated Feb 2016 with version 2.0 dated May 2018**

Introduction

These notes explain the changes made to the 1st version of the Global Code of Ethics (8 Feb. '15) following the process of seeking suggestions from members of both the AC and EMCC during 2017 to date. In total over 100 suggestions from 24 (AC and EMCC) members were received and discussed by both delegations. Obviously not all suggestions could be included in the GCoE update but a good many of them could and have found their way into the new version of the code.

A comment received many times was that the code is too long making it uninteresting and uninviting. Although both delegations recognise this comment it proved impossible to shorten the code substantially without leaving out essential elements. Nevertheless, by:

- Cleaning up and where possible shortening the English language and grammar throughout
- For reasons of brevity adding lines in the Terminology section (now 1a)
- For reasons of readability where possible splitting up too long sentences
- Merging overlapping points in various paragraphs and articles
- Omitting articles with almost exactly the same meaning as others.

We think we have managed to considerably improve and expand the content of the code while maintaining its length. In fact while, as wished by members, a number of additional items were included the updated version has only 2 more articles than the 1st version had.

A next step towards shortening the code and make it more accessible will be to create a one page easy-to-read summary. This will be done at a later stage.

General Changes

In general, the following changes have been made in relation to the original version:

- Expecting that over the years many more organisations will want to become co-signatories to the Global Code of Ethics the names of the signatories have been moved from the Introduction to a separate section 5. In this section we can keep track of organisations becoming signatories and of the dates and versions they do so
- In accordance to this the logos of AC and EMCC (and other co-signatories) have been moved to section 5. Instead an dedicated GCoE logo will be designed for use with the GCoE
- Throughout the code explicit reference is made that the code also covers supervision, supervisor and supervisee.

Changes per Section

The following changes have been made in relation to the original version in the sections.

Please note that in these notes we will follow the sequence of the original version and that article numbers mentioned refer to those in the 1st version. In version 2 numbers and locations of some of the articles have changed as a result of the edits. To avoid confusion the word ‘now’ is added when referring to article numbers in the updated version of the code.

Introduction and purpose

- A clarification has been added that the code is a guidance document rather than a legally binding one that spells out what a member can and cannot do
- As signatories we wish to recognise that we work in a field “that is becoming increasingly professionalised”
- In the 1st bullet point the adjective “enforceable” before “standards” has been removed
- The sentence of the 5th bullet point has been shortened
- Recognising that a signatory may wish to add some specific ethical principles or requirements of its own we have inserted that:

“Each signatory to the Code may decide that – in creating a complete ethics-related framework specific to their membership – it needs additional ethical principles and/or a code of practice (to reflect context, activity, membership criteria, membership structure, etc.) to complement the Code.

Such additions must not contradict the essence of the Code, nor carry an obligation for the other co-signatories to adopt. Such additions may be shared with the other co-signatories as part of the ongoing collaborative exchanges between professional bodies”.

Section 1

- The concepts of “clients”, “(practising) members”, “professional work” and “profession” are introduced and defined here (1a) to achieve brevity in the remainder of the code
- “Training” is added to 1b (now 1c)
- Inserted that “The signatories of this Global Code of Ethics acknowledge that the terms “profession” and “professional” are being used for activities that are not under statutory regulation but are being increasingly professionalised and self-regulated”
- Inserted that “The signatories of this Global Code of Ethics acknowledge that the titles “coach”, “mentor” and “supervisor” are not protected and may be used by anyone in the field of practice, member or not member of a professional body”.

Section 2

- An elementary though essential article has been added under ‘Context’ stating that when working with a client members will follow the code and deliver professional quality of service (now 2.1)
- To 2.2 has been added that the code should also be “made available” to the client (which was surprisingly missing in vs. 1)
- Art. 2.1 has been moved under “Contracting” and is now 2.4. In the wording of the article the words “do their utmost” have been replaced by “use their professional experience and knowledge” which seems more fitting and less vague
- In 2.5 the words “avoid the client’s dependency” have been replaced by the more positive “promote the client’s independence and self-reliance” (now 2.6)
- An article has been added requiring that the setting where the professional work takes place “offers optimal conditions for learning and reflection”. Such an article was felt missing in the original version (now 2.7)
- An article has been added about putting the client’s interests first but “at the same time safeguard that these interests do not harm the interests of the sponsor”. Such an article was felt missing in the original version (now 2.8)

- In 2.6 the words “members, coaches and mentors” have been replaced by “colleagues” (now 2.9)
- In 2.7 “When talking” has been replaced by “In communication”, which has a broader meaning and the superfluous word “potential” has been removed (now 2.10)
- Art. 2.8 has been merged with 3.10 (now 2.11)
- An article is added stating that members will act within applicable law and not assist or collude with conduct which is dishonest or unlawful (now 2.12)
- In 2.9 “a client” has been replaced by “clients” taking into account that many professionals work with client systems of more than one person (now 2.13)
- Art. 2.10 has been merged with 3.13 (now 2.15)
- In 2.11 “etc.” is removed, which next to “e.g.” is unnecessary (now 2.14)
- In 2.12 “reassured” is replaced by “assured”, which is more accurate (now 2.16)
- In 2.13 “current” as been replaced by “relevant” which is more specific (now 2.17)
- In 2.15 the superfluous word “overall” has been removed (now art. 2.19)
- Art. 2.17 has been shortened by leaving out the last part of the sentence (now 2.21)
- In 2.18 the unfitting words “or the member” have been removed (now 2.22)
- In 2.22 the word “another” has been replaced by the more accurate “a different” (now 2.26)
- The 2nd bullet in 2.23 has been expanded in accordance with the new art. 2.15 (now 2.27)
- An article has been added requiring a provision for transfer of clients if the member cannot continue practicing. Such an article was felt missing in the original version (now art. 2.28).

Section 3

- In 3.1 the phrase “Members are expected to” has been replaced by “Members will”, which is more in line with the phrasing of other articles
- In 3.4 the words “constantly” have been removed as they seem to be superfluous
- In 3.7 the word “language” has been replaced by “communication”, which has a broader meaning
- In 3.9 after the words “is upheld” the clarification “in a complaints procedure” has been added
- Art. 3.10 has been removed and merged with 2.8 (now 2.11)

- In 3.11 the word “can” is replaced by “will”, which is more in line with the phrasing of other articles
- In 3.12 the words “relevant” and “professional” are added making the content more realistic
- Art. 3.13 has been removed and merged with 2.10 (now 2.15).

Section 4

- In 4.1 “coaches, mentors or professionals” has been changed to “practicing member” (singular instead of plural)
- In 4.2 “support” has been replaced by “practicing member” bringing it in line with the phrasing in 4.1
- Art. 4.3 and 4.7 (which both had almost the same meaning) have been merged (now 4.6) and we added “or evidence engagement in reflective practice, ideally with peers and/or more experienced colleagues” to reflect that for some current and future signatories supervision may not be a requirement but instead some form of reflective practice may be.
- In 4.8 the superfluous words “amounts of” have been removed (now 4.7)
- In 4.9 the words “will endeavor” have been replaced by “are expected to”, which more clearly expresses the intention behind this article (now 4.8)
- In 4.10 the superfluous “e.g.” has been left out, while “their supervisor” has been inserted (now 4.9).

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May 4th 2018