

ETHICS & STANDARDS COMMITMENT

At Calm 7 Coaching Ltd, we uphold ethical, inclusive, and professional standards in all our work—guided by core values and the EMCC Ethical Framework.

Calm 7 Coaching Ltd – Ethics & Standards Commitment

Introduction

At Calm 7 Coaching Ltd, we are committed to upholding the highest standards of ethical conduct and professional integrity in all aspects of our coaching and facilitation practice.

We believe that ethical awareness and responsible behaviour are essential to building trust, enabling growth, and delivering meaningful outcomes for our clients.

This Ethics & Standards Commitment outlines the key principles and practices that guide our work. It is structured into four core sections:

1. **Core Coaching Ethics** – Foundational values that underpin our coaching and facilitation relationships, including respect, confidentiality, integrity, and accountability.
2. **Good Programme Practice** – The behaviours, methods, and professional standards that ensure our leadership programmes are effective, inclusive, and aligned with best practice.
3. **Strong Corporate Event Facilitation** – Our responsibilities when delivering services within client organisations, respecting their values, policies, and environments.
4. **Key Principles of EMCC Ethics** – Our alignment with the EMCC Global Code of Ethics, which we follow as a benchmark for excellence in coaching and mentoring.

1. Core Coaching Ethics

Our ethical foundation is built on principles that ensure trust, professionalism, and respect in every coaching relationship. These values guide our conduct and decision-making, ensuring we act in the best interests of our clients and the wider coaching community.

- Confidentiality & Privacy – We safeguard all client information and conversations with the utmost discretion and care.
- Integrity & Honesty – We are transparent and truthful in all interactions, avoiding misrepresentation or misleading claims.
- Respect & Dignity – We treat every individual with fairness and respect, regardless of background, beliefs, or identity.
- Competence & Development – We pursue continuous professional development to maintain and enhance our coaching effectiveness.
- Conflicts of Interest – We identify and disclose any potential conflicts, always prioritising the client's wellbeing.
- Accountability – We take full responsibility for our actions and their impact within the coaching relationship.
- Ethical Contracting – All coaching engagements are governed by clear, mutually agreed contracts outlining objectives, expectations, and boundaries.

2. Good Programme Practice

We are committed to delivering leadership programmes that are ethical, effective, and grounded in best practice. The following principles guide our approach:

- Client-Centred Approach – Each programme is tailored to the client’s unique needs, goals, and context.
- Active Listening & Empathy – We create a safe, supportive environment through deep listening and genuine understanding.
- Self-Reflection – We encourage clients to develop self-awareness and personal insight for long-term growth.
- Goal Setting & Action Planning – We collaborate with clients to define goals and develop actionable steps.
- Feedback & Evaluation – We provide constructive feedback and support regular self-assessment.
- Professional Boundaries – We maintain appropriate boundaries to protect the integrity of the coaching relationship.
- Evidence-based Methods – We use coaching techniques grounded in research and proven effectiveness.
- Ethical Use of Technology – We use digital tools and AI responsibly to enhance, not compromise, the coaching experience, including the recording of virtual meetings, and summarising of meeting content, actions and suggestions.

3. Strong Corporate Event Facilitation

As a provider of coaching and facilitation services within client organisations, we uphold the highest standards of professionalism and ethical conduct.

Professionalism and Conduct

- We act with integrity, respect, and discretion in all facilitation activities.
- We maintain clear professional boundaries and prioritise the interests of clients and their staff.
- We ensure all interactions are inclusive, fair, and respectful.

Compliance with Client Policies

- We comply with all relevant client policies, procedures, and codes of conduct.
- This includes adherence to health and safety, fire safety, safeguarding, and site-specific protocols.

Health, Safety, and Environment

- We take all reasonable steps to ensure safety and wellbeing on client premises.
- We comply with UK health and safety legislation and cooperate with client-led safety procedures.

Confidentiality and Data Protection

- We handle client information confidentially and in accordance with UK GDPR and the Data Protection Act 2018.
- We ensure data is accessed, stored, and shared securely and responsibly.

Use of Client Materials and Resources

- We use client-provided materials responsibly and only for agreed purposes.
- We support internal development frameworks without altering or misrepresenting content.

Continuous Improvement and Accountability

- We engage in ongoing professional development and reflective practice.
- We welcome feedback and maintain transparent communication with client stakeholders.

4. Key Principles of EMCC Ethics

The EMCC Global Code of Ethics outlines key principles that guide professional coaching, mentoring, and supervision. It is designed to promote excellence, accountability, and ethical conduct across the profession.

Key Principles Include:

1. Working with Clients – Understanding client expectations, clear contracting, transparency in methods, and maintaining appropriate boundaries.
2. Professional Conduct – Acting with integrity, avoiding conflicts of interest, and maintaining competence through ongoing development.
3. Excellent Practice – Reflective practice, supervision, and commitment to continuous improvement.
4. Respect for All Parties – Upholding dignity, diversity, and inclusion in all professional interactions.

Source: <https://www.emccglobal.org/leadership-development/ethics/>

“The Global Code of Ethics supports excellence in the development of coaching, mentoring, and supervision and raises the standards of practice of their members.”
