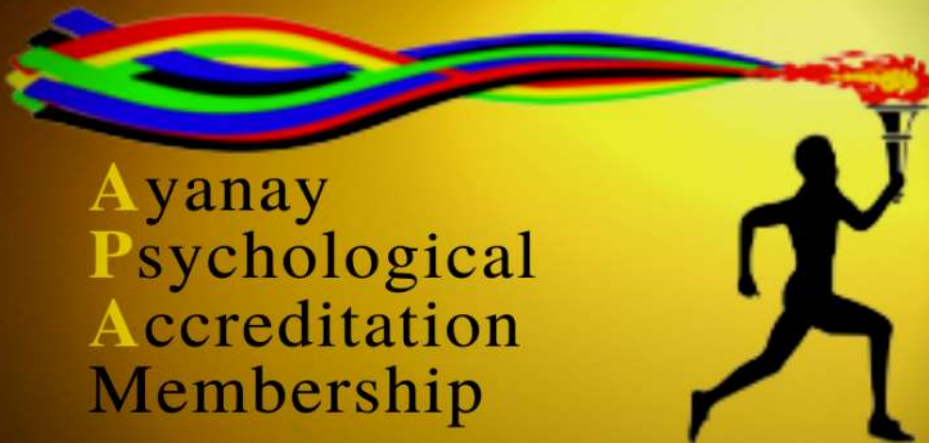


THE WORLD NEEDS A NEW BEGINNING

Ayanay Psychological Accreditation



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Psychological
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Membership

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APA Ethical and Professional Conduct Protocols

Ethical and Professional Conduct Protocols

At APA we support and encourage all members to maintain an active learning attitude towards ethical and professional conduct. If in doubt on any question of ethical and professional conduct, members should seek guidance from APA directly.

All Members

1. Ethical and Professional Conduct overview

Trust, Openness and Truth

Congruence in and out of your practice is essential. The foundation of all positive relationships, begin with trust, openness, and truth.

a. Confidentiality, Protection, and Boundaries

Creating boundaries creates safety and security. Being confident to set boundaries in your professional and personal life is reflective of assertiveness, self-care, and ethical practice.

b. Accountability and Responsibility

We all make mistakes, responsibility to acknowledge, process, accept, and explore, is reflective of accountability and responsibility.

c. Social Media

APA does not condone any information regarding clients being disclosed via any means, including social media, this includes Facebook, Twitter, therapy groups, LinkedIn, or any other platform. APA will vigorously protect all clients and remove any such breaches of client identification from our social media platforms and take further action as required.

1. What are Ethical and Professional Breaches

- Legal and moral breaches of confidentiality
- Sexual misconduct
- Non-disclosure of criminal or civil investigations
- False recording of evidence
- Bringing the industry into disrepute
- Malicious communications
- Misrepresentation of a client

This is not an exhaustive list and while acts of criminal and civil wrongdoing are clear, we acknowledge the boundaries of individual practice, to account for and take immediate action in relation to informing the correct authorities in situations of:

- Personal risk of harm
- Risk of harm to others
- Terrorism
- Money laundering
- Trafficking / slavery

Failure to report these situations and inform a client that the report is being made will be seen by the organisation as unethical and would result in removal from the membership. This would be made public if the actions of the member were deemed a risk to the public by either law enforcement or independent legal advice.

Ethical actions and interactions are based in empathy, congruence and unconditional positive regard: to be treated in any other way would be unethical. This extends beyond the traditional measures of discrimination and abuse. To ensure that maximum protections are in place for everybody the 'burden of proof' in complaints levelled against professionals in the therapeutic sector has traditionally been unfairly favoured to protecting the alleged wrongdoer, as the injured parties are often unable to meet a 'burden of proof'. As a result of this, APA has selected to use the principle of civil law's burden of Proof – 'the probability of guilt' rather than the criminal law burden of proof – 'beyond reasonable doubt'

Let it be clearly known and understood that no unethical actions on the part of APA members will be tolerated.

Qualified Accredited Members

1. Oath of Commitment to Ethical Working

I swear to honour and uphold this oath, to the best of my knowledge and awareness. I will respect the learnings and wisdom of those therapists, counsellors, and coaches both in the present and the past who have shared their experiences and guidance, and in so doing have shaped my understanding and knowledge. I pledge to use their ethical teachings in my work with clients, colleagues, and peers.

2. Commitment to Ethical Practice.

- All qualified therapists need to work in line with our ethics and boundaries, utilising their self-awareness, with clients and with others.
- Obtaining appropriate insurance, holding a valid qualification, regular recorded supervision, Ongoing Professional Development (OPD), an ability to utilise self-awareness for the benefits of clients and yourself, and referring on when necessary. *(NB. APA offers Emergency Supervision to all members, in case of emergency and in the context of current supervisory arrangements.)*
- Creating a living will is deemed ethical in the event of death. Assigning a peer or supervisor is advised.
- When working with children or vulnerable adults*, having a current DBS in place is essential.
- Confidentiality means **no** information being disclosed, unless in peer supervision or with your supervisor. Social platforms are not the place to discuss clients.
- Ethical and effective boundaries must be maintained.

We also advocate therapy, but this is not a mandatory requirement. We believe that APA members are aware enough to know that therapy is essential when needing to process, and if that need is required, they will utilise a therapist to assist them.

**Vulnerable adult refers to any adult with a diagnosed vulnerability in learning capacity or physical frailty.*

3. Specifics of QAM Ethical and professional working practice

A. Trust, Openness & Truth

Congruent, honest, reflective, and responsive: to hold these qualities is to create a foundation of trusting and positive relationships.

B. Legal Alignments

Confidentiality in line with GDPR Regulations. Being registered through the ICO. Reporting of danger to individuals, or by individuals to another, to the appropriate authorities, (police, social services, GP). Reporting of illegal offences in relation to other therapists. Disclosing to APA legal actions against yourself, whether criminal or civil. Ensuring indemnity insurance is acquired.

C. Conflicts of Interests

APA members are required not to obtain services from clients in return for therapy, or to involve themselves with friends or close acquaintances, in utilising therapy in return for services, to be conscious of conflicts of interests and to abide by our ethical framework.

D. Self-Care

APA members are expected to be aware of their limitations in relation to self-care, to have no more than 25 clients weekly, to ensure breaks in relation to note taking and processing between appointments, to be consciously aware of tiredness, sickness and ensure self-care is a priority for the practitioner.

E. Autonomy

APA members have the right to challenge APA in line with autonomy, to encourage clients to reach autonomy, to avoid collusion within the therapeutic process, to be exploratory, rather than advisory in the context of the appointment.

E.g., to advise and instruct how to utilise a breathing technique is appropriate, to instruct another to break up a relationship is inappropriate.

F. Supervision

Ongoing supervision is mandatory for all qualified therapists. APA members must provide their supervisors' details on becoming a member and must inform APA when they change supervisors. Supervisors also have the responsibility of reporting unethical breaches in line with APA ethics and guidelines. A current record of supervisors' details is included within your application form.

G. Ongoing Professional Development (OPD)

APA will perform audits randomly on members and OPD is essential in line with continued development. OPD includes research, reading, training, seminars and psychological retreats.

Living Will

APA members are duty bound to create a living will, with either a peer or supervisor, and gain agreement in writing from all clients that, upon their death, they will be contacted by an agreed party and informed, offered support and redirected to services appropriately and destruction of all notes attached to said clients. This includes creating a form consisting of purely contact details and clients name and obtaining clients signature and consent, fulfilling responsibility to clients upon your death or incapacity.

Member In Training

1. Oath of Commitment to Ethical Learning

I swear to honour and uphold this oath, to the best of my knowledge and awareness. I will respect the learnings and wisdom of those therapists, counsellors, and coaches both in the present and the past, who have shared their experiences, and guidance, and in so doing have shaped my understanding and knowledge. I pledge to use their ethical teachings in my work with clients, colleagues, and peers.



2. Commitment to Ethical Practice

A Member In Training complies in the same way the qualified therapist does, except in relation to supervision and insurance. Ethical practice begins from the commencement of study. This involves complying with course requirements and fulfilling all obligations. Once seeing individual clients within said course, APA ethics and boundaries should be adhered to.

- Supervision should be included within any placement. If this is not available, supervision via an independent supervisor will be required, 1 hour to every 4 clients seen, allowing 15 minutes for each.
- Evidence of your course and supervision details are required upon applying for membership. Members in training must recognise capacity and communicate with placement managers and course tutors, if uncomfortable or uncertain of any situation
- Being aware of assessment paperwork and boundaries, prior to appointments in placements
- Utilising your therapeutic experience for self-development, not for guidance through your course

APA reserves the right to request a summary of academic attainment from a member's course provider in the event of any challenge to a member's competency.

1. Specifics of MIT Ethical learning and development of professional and self-awareness

A. Moral values

Honesty, integrity, congruence, empathy, and unconditional positive regard are all reflective of moral values.

B. Conflicts of Interests

All trainees must be aware of situations which can create conflicts of interest - i.e. in a placement, a direct line manager ought not to be your supervisor. They are two separate roles and can result in conflicts of interest.

C. Self-Care

Self-care is paramount and all trainees need to be accountable and manage their self-awareness in relation to self-care.

D. Autonomy

We encourage autonomy and our emergency supervision, or your independent supervisor, ought to be supportive within your own autonomy and that of clients.



E. Supervision

The role of supervision is critical in providing clients with best practice. All MIT must ensure they maintain the supervision requirements as laid out in their membership requirements. Supervisors are not instructors, the core principles of supervision are to Support, Nurture, and Psycho-educate.

F. On-going Professional Development (OPD)

To adhere to course requirements in line with professional development and supplement the course learning with approved professional learning.

Psychologically Alert Level Member

Commitment to Ethical use of psychological awareness.

Psychologically interested parties are not under the same remit as trainee therapists or qualified therapists. We at APA would encourage individual therapy as conducive to personal development, but this is not a mandatory requirement. All interested parties are welcome to be involved in our events that aim to increase your learning and your self-awareness and being an interested party does not exclude you from any ongoing development that we will be hosting.

We do, however, encourage all Psychologically Alert Level members to work in line with our ethics and boundaries.

A. Morals

Honesty and Integrity play a successful role in all relationships.

B. Responsibility

To protect, respect and honour APA's ethical protocols

C. To enhance our membership positively and appropriately

Actively engaging with those around you in a way that promotes psychological awareness and understanding.

Collaboration Partners



A new approach for new results

Contact us

By telephone

Call our service team on 0208 556 4984

By email

info@ayanay.co.uk

In writing

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