



Conflict of Interest Policy

This policy addresses how we as an organisation ensure that clients, coaches and partner organisations can be confident that decisions and communication is made without inappropriate bias.

Coaching

Coaching relationships must be established between people who both agree that it feels appropriate. If the coach and coachee know each other in any capacity, the nature of this capacity must be discussed in advance and a decision be made about if the relationship is appropriate. This includes reviewing potential conflicts of interest and any concerns around maintaining confidentiality. If anyone identifies any concerns, this must be discussed with Creating Space For You CIC and an alternative coach be sought if appropriate.

Workshops

If the facilitator and learner know each other in any capacity, the nature of this capacity must be discussed in advance and a decision be made about if the relationship is appropriate. This includes reviewing potential conflicts of interest and any concerns around maintaining confidentiality. If anyone identifies any concerns, this must be discussed with Creating Space For You CIC and an alternative facilitator be sought if appropriate.

Known persons

If any client is known to have direct links to Creating Space For You CIC and/or an appointed coach such that the impartiality of the work may be brought into question then the work in question will be passed to another person who does not have that conflict of interest.

Complaint

If a client or appointed coach has a complaint about the nature of a working relationship or about how any conflict of interest has been dealt with, this will be pursued through the Complaints Procedure in the usual way.

Policy last reviewed 15/10/2024

Policy to be reviewed again by 15/10/2025