

Professional Conduct & Boundaries Policy

1. Purpose

New Road Psychotherapy Centre is committed to maintaining a professional, ethical, and safe environment for all therapists, students, and clients. This policy outlines expectations regarding professional conduct, particularly in social interactions, physical boundaries, and power dynamics within the workplace and beyond.

2. Scope

This policy applies to all therapists, trainees, placement students, and associated professionals working within New Road. It covers workplace conduct and interactions outside of work where a power dynamic may still exist.

3. Professional Boundaries in Social Settings

Therapists should be mindful of their position of influence when engaging socially with students, supervisees, or colleagues of differing seniority.

Invitations to social events should be made considering whether the other party may feel pressured to accept.

Suppose a therapist encounters a therapist/student at a public event. In that case, the therapist must ensure the therapist/student does not feel obligated to socialise beyond their comfort level.

4. Physical Boundaries & Consent

Physical contact should always be approached with sensitivity and clear, explicit consent, even in non-sexual contexts.

Avoid prolonged physical closeness if comfort levels are unclear.

Any reports of discomfort should be taken seriously, with an understanding that an individual may not have felt able to express their discomfort at the time.

5. Responding to Boundary Concerns

If a student or colleague feels uncomfortable due to an interaction with a therapist:

They are encouraged to discuss the situation with a senior staff member confidently.

Where appropriate, the therapist will be approached privately to raise awareness and ensure future interactions maintain professional boundaries.

Mediation may be offered to restore a sense of safety in the shared work environment if necessary.

Repeated breaches or serious misconduct may lead to further investigation and action.

6. Reporting and Support

New Road provides a confidential and non-judgemental process for raising concerns. No individual should feel responsible for another's actions, nor should they experience guilt for reacting in a way that prioritised their safety or comfort.

Contact Information: If you have any questions or concerns about this policy, please email the centre manager at admin@newroadpsychotherapy.com.

Review and Revision: This policy will be reviewed annually and updated as necessary to ensure its relevance and effectiveness.

Effective Date: 4 June 2024