



Code of Professional Conduct and Ethics Executive Summary of Changes

From February 2024 to March 2026 version of the
UCA Code of Professional Conduct and Ethics



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one **Coaching Conversation** at a time

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Executive Summary of Changes

This section summarises the developments made between February 2024 and 1st March 2026 versions of the UCA Code of Professional Conduct and Ethics. These changes reflect expanded clarity, strengthened expectations around professional conduct, integration of new technology considerations, and an enhanced emphasis on community contribution and safeguarding.

- Expanded articulation of professionalism, integrity, respect, accountability, and community contribution.
- New emphasis on continuous improvement and client feedback.
- Strengthened references to ethical use of technology and artificial intelligence.
- Clarity added around conflicts of interest, merging clauses and simplifying expectations.
- Explicit requirements for continuity planning in client relationships.
- Safeguarding children and vulnerable adults is further clarified.
- Supervision requirements strengthened with plans for explainer videos.
- Community contribution reframed as a professional obligation alongside CPD.
- Professional conduct clauses expanded to include affirming language, inclusion, and bias awareness.
- Complaint handling clarified, including a duty to report breaches of ethics.

Appendix A – Details Change Log (From February 2024 to 1st March 2026)

This appendix provides a clause-by-clause record of wording changes made between February 2024 and 1st March 2026 versions of the UCA Code of Professional Conduct and Ethics. Each entry shows the original wording ('From'), the revised wording ('To'), and the clause reference. Both substantive changes and minor wording shifts are included.

Clause	From (Feb 2024)	To (1 st Mar 2026)
Intro	Integrity is non-negotiable, with members acting honestly, transparently, and with integrity...	Integrity is non-negotiable, with members acting honestly, and transparently, and in all professional dealings...
2.4	...will also try to take into account the needs and expectations of other relevant parties.	...will also try seek to take into account the needs and expectations of other relevant parties.
2.7	...offers optimal conditions for learning and reflection...	...offers optimal appropriate conditions for the client's learning and reflection...
2.8	...safeguard that these interests do not harm those of sponsors, stakeholders, wider society, or the natural environment.	...safeguard that these interests do not intentionally harm those of sponsors, stakeholders, wider society, or the natural environment.
2.10	...accurately represent the value they provide as a coach, mentor, or supervisor.	...accurately represent the value they may provide as a coach, mentor, or supervisor.
2.12	...not in any way encourage, assist or collude with conduct that is dishonest, unlawful, unprofessional, unjust, or discriminatory.	...not in any way encourage, assist or collude with client conduct that is dishonest, unlawful, unprofessional, or discriminatory.
2.17	...ensure an appropriate level of confidentiality... whilst also complying with all relevant legislation and safeguarding practices.	...ensure an appropriate level of confidentiality... whilst also complying with all relevant legislation and safeguarding practices.
2.22	Members will be aware of the potential for conflicts of interest of either a commercial or personal nature arising through the working relationship and address them quickly and effectively in order to ensure that there is no detriment to the client or sponsor.	Members will remain vigilant to potential conflicts of interest—whether commercial or personal—that may arise during the professional relationship. They will address such conflicts promptly and transparently with the client or sponsor. Where a conflict cannot be managed in a way that safeguards the client's best interests, the member will withdraw from the relationship to prevent any detriment.
2.24	...disclose any conflict... if a conflict... cannot be managed effectively agree to withdraw...	Merged into 2.22 (above).
2.27	...prepare clients for the ending of the service including having a service continuity plan...	...prepare clients for the ending of the coaching assignment... may include having a coaching continuity plan.
3.1	...behave in a way that at all times reflects positively upon and enhances the reputation of a professional service... ensuring that the use of technology is aligned with professional standards.	...behave in a way that positively reflects upon and enhances the reputation of the coaching profession, ensuring that the use of technology is aligned with professional standards.
3.3	...abide by their respective bodies' statements and policies on inclusion, diversity, social responsibility, and climate change.	...abide by their respective bodies' statements and policies.

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3.4	...avoid knowingly discriminating... enhance awareness of discrimination and bias... including in the use of technology...	...take a respectful approach, using affirming language, which embraces and explores individual differences.
3.6– 3.8	3.6 challenge constructively... 3.7 monitor communication for implicit bias... 3.8 engage in PD related to inclusion, diversity, technology...	3.6 monitor spoken, written, and non-verbal communication... 3.8 engage in professional development activities...
3.9– 3.11	3.9 sanctions if breach upheld; 3.10 duty to challenge/report peers; 3.11 cease practising if under arrest/investigation.	3.9 challenge & support peers; 3.10 cease practising if under arrest/investigation; 3.11 sanctions incl. loss of accreditation / membership.
3.12	...stay up to date and comply with: statutory requirements; safeguarding; organisational policies and procedures.	...stay up to date with and adhere to: all relevant statutory requirements and regulatory requirements... Safeguarding legislation... The relevant organisational policies, procedures and take account of guidance...
3.13	Members will have the appropriate professional indemnity insurance...	Same duty retained (renumbered after edits).
4.3	...regular contracted and consistent supervision... appropriate to practice, requirements of their professional body and level of accreditation, and have evidence of engagement in reflective practice.	...regular contracted and consistent supervision... with peer supervision... frequency appropriate to practice... meets the requirements of their professional body and level of accreditation... provides evidence of their engagement in supervision.
4.4– 4.8	4.6–4.8 cover CPD, contribution to community, and reflective evaluation (CPD terminology).	4.4–4.8 refer to continuing personal professional development (CPPD), contribution to community with explainer video, and systematic evaluation.

Appendix B – Adaptations and Amendments (From February 2024 to 1st March 2026)

This appendix records the adaptations and amendments made between the February 2024 and 1st March 2026 versions of the UCA Code of Professional Conduct and Ethics.

Revised wording is highlighted

Insertion

3.10 Members must cease practising if subject to an arrest or criminal investigation and notify their professional body with immediate effect.

Amendments

Introductory Statement

Integrity is non-negotiable, with members acting honestly, transparently, and with integrity in all professional dealings.

Amended to:

Integrity is non-negotiable, with members acting honestly, and transparently, and in all professional dealings.

Clause 2.4

Members will use their professional knowledge and experience to understand their clients' and sponsors' expectations and reach an agreement on how they plan to meet them. Members will also try to take into account the needs and expectations of other relevant parties.

Amended to:

Members will use their professional knowledge and experience to understand their clients' and sponsors' expectations and reach an agreement on how they plan to meet them. Members will also **seek to take into account the needs and expectations of other relevant parties.**

Clause 2.7

Members will ensure that the setting in which any coaching, mentoring, supervision, or training takes place offers optimal conditions for learning and reflection.

Amended to:

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Members will **seek to ensure** that the setting in which any coaching, mentoring, supervision, or training takes place offers **appropriate conditions for the client's learning and reflection**.

Clause 2.8

Members should be guided by their client's interests and at the same time safeguard that these interests do not harm those of sponsors, stakeholders, wider society, or the natural environment.

Amended to:

Members should be guided by their client's interests and at the same time safeguard that these interests do not **intentionally** harm those of sponsors, stakeholders, wider society, or the natural environment.

Clause 2.10

Members will accurately represent the value they provide as a coach, mentor, or supervisor.

Amended to:

Members will accurately represent the value they **may provide** as a coach, mentor, or supervisor.

Clause 2.12

Members will disclose any conflict of interest and act within applicable law and not in any way encourage, assist or collude with conduct that is dishonest, unlawful, unprofessional, unjust, or discriminatory.

Amended to:

Members will disclose any conflict of interest and act within applicable law and not in any way encourage, assist or collude with **client conduct** that is dishonest, unlawful, unprofessional, or discriminatory.

Clauses 2.22–2.24 (Merged and Strengthened)

Previous wording addressed awareness of conflicts of interest and withdrawal if they could not be managed.

Amended to:

Members will remain vigilant to potential conflicts of interest—whether commercial or personal—that may arise during the professional relationship. They will address such conflicts promptly and transparently with the client or sponsor. Where a conflict cannot be managed in a way that safeguards the client's best interests, the member will withdraw from the relationship to prevent any detriment.

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Clause 2.27

Members will prepare clients for the ending of the service including having a service continuity plan if the member is unexpectedly unable to complete.

Amended to:

Members will prepare clients for the ending of the coaching assignment in the case that the member is unexpectedly unable to complete; this may include having a **coaching continuity plan**.

Clause 3.1

Members will behave in a way that at all times reflects positively upon and enhances the reputation of a professional service.

Amended to:

Members will behave in a way that positively reflects upon and enhances the reputation of the **coaching profession**, ensuring that the use of technology is aligned with professional standards.

Clause 3.3

Members will abide by their respective bodies' statements and policies on inclusion, diversity, social responsibility, and climate change.

Amended to:

Members will abide by their respective **bodies' statements and policies**.

Clause 3.4

Members will avoid knowingly discriminating and seek to enhance awareness of possible areas for discrimination and bias.

Amended to:

Members will take a respectful approach, using **affirming language**, which embraces and explores individual differences.

Clauses 3.6–3.8 (Restructured)

Previous wording included explicit challenge, monitoring communication, and professional development expectations.

Amended to:

3.6 Members will monitor their spoken, written, and non-verbal communication and approaches for implicit bias or discrimination.

3.8 Members will engage in professional development activities that contribute to increased self-awareness in relation to inclusion, diversity, technology, and changing social and environmental needs.

Clauses 3.9–3.11 (Reordered)

February 2024 structure:

- 3.9 Sanctions if breach upheld
- 3.10 Duty to challenge/report peers
- 3.11 Cease practising if under arrest/investigation

Amended to (March 2026):

3.9 Members will challenge and offer support to any person they consider to be acting outside of their professional code of ethics, and, if necessary, notify the professional body.

3.10 Members must cease practising if subject to an arrest or criminal investigation and notify their professional body with immediate effect.

3.11 Members accept that any breach of the code that is upheld in any formal procedure may result in sanctions, including loss of accredited status and/or body membership.

Clause 3.12

Members are obliged to stay up to date and comply with statutory requirements; safeguarding legislation; organisational policies and procedures.

Amended to:

Members are obliged to stay up to date with and adhere to:

- **All relevant statutory and regulatory requirements** in the countries in which their professional work takes place.
- **Safeguarding legislation including when working with children, young people or vulnerable adults, and take account of guidance.**
- **The relevant organisational policies, procedures and take account of guidance about the work context.**

Clause 4.3 (Strengthened Supervision Requirements)

Members will engage in regular contracted and consistent supervision... appropriate to their practice... and have evidence of engagement in reflective practice.

Amended to:

Members will engage in regular contracted and consistent supervision with a suitably qualified/experienced supervisor and peer supervision with a level of frequency that:

- **is appropriate to their coaching, mentoring or supervision practice**
- **is relevant to the supervisee's coaching context**

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- meets the requirements of their professional body and level of accreditation
- provides evidence of their engagement in supervision

Clauses 4.4–4.8 (Terminology and Framing Update)

Continuing Professional Development (CPD) references amended to reflect **Continuing Personal Professional Development (CPPD)**.

Community contribution reframed as a professional obligation alongside CPD.

Reflective evaluation language strengthened to emphasise systematic review and feedback integration.