



**Universal
Coaching
Alliance**



Code of Professional Conduct and Ethics Executive Summary of Changes

From February 2024 to February 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 September 2025 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 February 2026)

This appendix provides a clause-by-clause record of wording changes made between February 2024 and February 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 (Jul 2025)
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.