



GROUNDING FUTURES

GUIDING YOUR NEXT CHAPTER
THROUGH REFLECTION

BOUNDARY AND CONDUCT POLICY Grounded Futures Trading name of AVJ Coaching and Consultancy Ltd (Company No. 16964022)

1. **Purpose** This policy sets out the professional boundaries and standards of conduct expected within Grounded Futures. It ensures that all sessions are safe, ethical, and focused on the best interests of clients. Grounded Futures provides non-statutory, non-therapeutic reflective support to prospective adopters and foster carers. Maintaining clear boundaries is essential to protect clients, uphold professional integrity, and avoid conflicts of interest.
2. **Scope** This policy applies to all work carried out by Grounded Futures, including coaching sessions, consultancy, reflective support, communication, and any professional interactions with clients.
3. **Principles** Grounded Futures is committed to:
 - Maintaining professional boundaries at all times
 - Acting with integrity, respect, and transparency
 - Avoiding dual relationships and conflicts of interest
 - Ensuring sessions remain reflective, supportive, and non-therapeutic
 - Protecting the wellbeing of clients and the reputation of the service
4. **Professional Boundaries in Sessions** Grounded Futures will:
 - Maintain a professional relationship with clients at all times
 - Ensure sessions remain focused on reflective support and coaching
 - Avoid giving statutory, legal, or therapeutic advice
 - Avoid personal disclosure unless it directly supports the client's learning
 - Keep communication within agreed channels
 - Respect client confidentiality within safeguarding limits

- Ensure sessions are conducted in appropriate, safe environments (online or in person)

Grounded Futures will not:

- Engage in personal, social, or romantic relationships with clients
- Provide therapy, counselling, or clinical interventions
- Offer assessments or influence statutory decisions
- Continue sessions where boundaries are at risk of becoming blurred

5. Communication Boundaries

- Communication will take place through agreed professional channels only
- Messages will be responded to within reasonable working hours
- Grounded Futures will not engage in informal or personal messaging
- Social media contact with clients is not permitted

6. Avoiding Conflicts of Interest Grounded Futures will take all reasonable steps to avoid conflicts of interest, including:

- Not working with clients where a personal or professional relationship already exists
- Not providing services to individuals where impartiality may be compromised
- Not engaging in work that overlaps with statutory assessments or decision-making
- Declining work where involvement could influence or appear to influence adoption or fostering outcomes
- Being transparent about any potential conflict and taking appropriate action

If a conflict of interest is identified:

- It will be discussed openly with the client
- Sessions may be paused or ended
- The client may be signposted to an alternative service

7. Dual Relationships Grounded Futures will avoid dual relationships that could impair professional judgement or risk exploitation. Examples include:

- Providing services to friends, family members, or colleagues
- Entering into business, financial, or social relationships with clients

- Working with clients in multiple roles simultaneously
8. Conduct and Professionalism Grounded Futures will:
- Treat all clients with dignity and respect
 - Maintain clear session boundaries
 - Use reflective, strengths-based approaches
 - Uphold confidentiality within safeguarding limits
 - Act in accordance with relevant legislation and ethical standards
 - Maintain up-to-date knowledge and training relevant to the service

Grounded Futures will not:

- Use discriminatory, harmful, or inappropriate language
 - Exploit the client relationship for personal gain
 - Continue working with clients where conduct or boundaries cannot be maintained
9. Ending or Pausing Sessions Grounded Futures may end or pause sessions if:
- Boundaries are at risk of being compromised
 - A conflict of interest arises
 - The client requires statutory, therapeutic, or clinical support instead
 - Continuing the relationship is no longer appropriate or safe

Clients will be informed clearly and respectfully, and signposted to alternative support where appropriate.

10. Record Keeping Grounded Futures will keep factual, professional records of sessions and any boundary-related decisions. Records will be stored securely and in line with legal requirements.
11. Policy Review This policy will be reviewed annually or sooner if legislation, guidance, or the nature of the service changes.