



centre for psychotherapy and counselling

CONFLICT OF INTERESTS

Policy and Procedures

(see also Trainees' and Supervisors' Handbooks)

1. STATEMENT:

Wellspring aims to reflect the highest ethical standards in its organisation and practice. Wellspring's standards are informed by BACP/COSCA.

One of these ethical standards has to do with a potential conflict of interests which can arise for client and therapist who might find themselves in the same organisation. Wellspring appreciates and respects the total confidentiality of that relationship.

2. POLICY:

Wellspring's policy is therefore:

2.1 A person seeking to be on the Board or to work with Wellspring may not be appointed if s/he is or has been client or therapist in the previous five years to staff, therapists or members of the Board.

3. PROCEDURE:

3.1 When a potential Wellspring Board member is approached, s/he will be informed of this policy and given a copy of it if s/he expresses interest in being on the Board. S/he will be told that a condition of Board membership is that s/he cannot be or, in the previous five years, have been client or therapist of other members of the Board or any Wellspring staff or therapists.

3.2 When s/he indicates strong interest, they will be given a list of the names of the Wellspring Board, staff and therapists and told that their name will be given to members of the Board, staff and therapists.

3.3 If any Board member, staff member or therapist is or has been in such a relationship with the potential Board member, s/he will inform the chair of the Board within 10 days of the information being provided. S/he will not specify the nature of the relationship. The Board will withdraw the invitation to that person if s/he has not already turned down the invitation to join the Board.

3.4 If a person applies for a post at Wellspring, they will be told they may read this policy and they will be given a list of the names of Board members, staff and therapists in the application pack. They will be told that one of the conditions for all applicants is that s/he cannot be or, in the previous five years, have been client or therapist with anybody on that list.

3.5 In furtherance of this, the recruitment panel will pass on the names of all short-listed applicants to Board members, staff and therapists before they are invited to interview. If any Board member, staff or therapist is or has been in a client/therapist relationship with any applicant in the previous five years, s/he will inform the chair of the Recruitment Panel that this is the case within 10 days of the information being provided. They will not specify the nature of the relationship. The recruitment panel will withdraw that person's application from the short-list.

3.6 See Volunteers' Handbook for relevant procedures.

4. FINALLY:

There will be no appeal against the decision of the Board for potential Board members, or the Recruitment Panel in the case of applicants for staff or therapist posts where a Conflict of Interest occurs as outlined in this policy.

August '07