



Professional Boundaries Policy

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Approved SMT: June 2017	Approved Board:
Approved FP&GP:	Approved AR&GC:
Ownership: Senior Manager Support Services	

Policy Statement

BHT considers professional boundaries to define the limits and roles of staff and what is acceptable behaviour within the context of professional relationships. Maintaining professional boundaries means that professional responsibility takes precedence over personal interest.

It is BHT policy that professional boundaries need to be maintained in all relationships within the workplace. This includes staff / client relationships as well as those between managers, workers, interns, volunteers, people on work placement and visiting workers.

BHT gives particular recognition to the need to ensure excellent professional boundaries exist between staff and clients.

BHT recognises that professional relationships differ from personal relationships because there is often an inequality in power between the two different parties.

Breaches to boundaries, or poorly established boundaries, result in the undermining of the effectiveness of the professional relationship.

Professional boundaries are central to the effectiveness and safety of the work BHT. Working outside of professional boundaries can lead to situations which are harmful to staff and clients.

Maintaining excellent professional boundaries protect both staff and clients of BHT from harm and uphold public trust in BHT.

Recruitment

All BHT staff will be required to supply two professional references and submit a Disclosure and Barring Service check prior to commencing their employment. An employee cannot take up a position until all references and checks have been authorised.

Training

All staff will receive training in professional boundaries as part of their induction and through regular refresher training.

Individual Roles

Project Managers are responsible for implementing this policy within their Service.

Project Managers will ensure that all staff are aware of the professional boundaries policy and guidelines and procedures. This can be achieved through inductions, handbooks, posters, team meetings and more.

Project Managers of premises, where adults may visit or reside, will ensure that the project carries out a risk assessment in relation to professional boundaries to ensure a safe environment.

All staff are responsible for disclosing concerns regarding breaches of professional boundaries according to the professional boundaries procedures.

All staff are responsible for being aware of professional boundaries procedures and guidance.

BHT recognises the sensitivity of breaches of professional boundaries and acknowledges the need for incidents of this nature to be addressed in such a way which ensures that incidents are dealt with in accordance with appropriate legislation, policy, and good practice guidance.

In the case of a suspected breach of professional boundaries by a member of BHT staff, BHT's intention will be to address any suspected breach through its own procedures. BHT will support the employee to seek advice and support from their union representative.

Where considered appropriate BHT will report any alleged breaches of professional boundaries to professional bodies and involve other external agencies, including the police where it is considered that a criminal offence may have occurred.

This policy does not seek to encourage false or unfair accusations of breaches of professional boundaries and people accused of breaching professional boundaries will have fair opportunity to state the case in response and to be represented.

BHT will act in a way which supports the rights of the individual.

Related policies and procedures:

- **BHT Professional Boundaries Procedure**
- **BHT Professional Boundaries Guidance**
- BHT Professional Boundaries Procedure and Guidelines
- BHT Confidentiality Policy, Procedure and Guidelines
- BHT Conflict of Interest
- BHT Gifts & Hospitality
- BHT Code of Ethics

- BHT Whistle-blowing Procedure
- Disclosure of Personal Interests
- BHT Staff Handbook
- BHT Grievance Procedure
- BHT Employee Support and Supervision Policy
- Individual project risk assessments
- Client risk assessments and support plans