

Our work to improve sexual safety

Rosemary Flowers-Wanjie, Policy Lead

Standards of conduct, performance and ethics

hcpc health & care
professions
council

Your duties as a registrant

Standards of
conduct,
performance
and ethics

- 1 Promote and protect the interests of service users and carers
- 2 Communicate appropriately and effectively
- 3 Work within the limits of your knowledge and skills
- 4 Delegate appropriately
- 5 Respect confidentiality
- 6 Manage risk
- 7 Report concerns about safety
- 8 Be open when things go wrong
- 9 Be honest and trustworthy
- 10 Keep records of your work

Reviewing our Standards

Pre-consultation workshops

Consultation

Implementation

Your duties as a registrant

Standards of
conduct,
performance
and ethics

What we were told

Pre-consultation workshops

- Participants wanted more clarity about appropriate conduct towards service users and colleagues
- Especially balancing professional responsibilities with existing personal relationships

What we were told

Do the revised Standards make it clear what the appropriate boundaries are between a registrant and service users or carers?

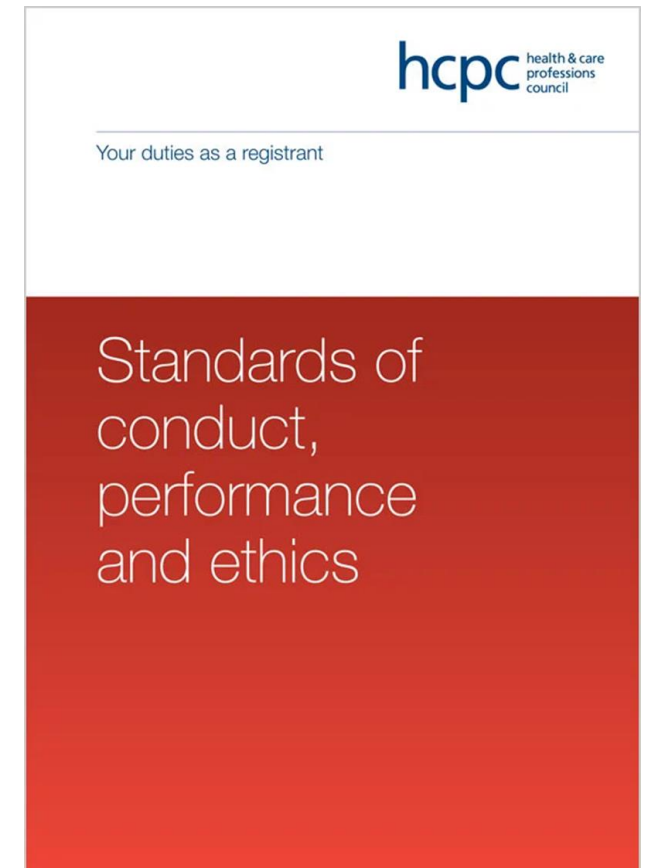
- Most respondents (72%) agreed that the proposed changes improved clarity of the standards
- There were 15 positive comments that referred to the improved clarity of the standards.

Our Standards on professional boundaries

Expanded the standards on professional boundaries from one standard to five standards.

Used active language throughout the standards to make registrant responsibility clear

Set out clear definitions for the abuse of service users, carers or colleagues



Maintain appropriate boundaries: the Standards

1.8

You must consider the potential impact that the position of power and trust you hold as a health and care professional may have on individuals when in social or personal settings.

1.9

You must take action to set and maintain appropriate professional boundaries with service users and/or carers and colleagues.

1.10

You must use appropriate methods of communication to provide care and other services related to your practice

1.11

You must ensure that existing personal relationships do not impact professional decisions.

1.12

You must not abuse your position as a health and care practitioner to pursue personal, sexual, emotional or financial relationships with service users and/or carers, or colleagues.

Maintain appropriate boundaries: the Standards

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You must **consider** the potential impact that the position of power and trust you hold as a health and care professional may have on individuals when in social or personal settings.

1.9

You must **take action to** set and maintain appropriate professional boundaries with service users and/or carers and colleagues.

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You must **use appropriate methods of communication** to provide care and other services related to your practice

1.11

You must **ensure** that existing personal relationships do not impact professional decisions.

Maintain appropriate boundaries: clear definitions

Standard 1.12

You must not abuse your position as a health and care practitioner to pursue relationships that are:

Sexual

Personal

Emotional

Financial

This applies to relationships with:

Service users

Carers

Colleagues

Resources

Revised standards document
How we expect registrants to behave

Revised guidance on social media
How to apply the Standards when using social media

Key changes document
Sets out key changes across the Standards



Improving sexual safety

Rosemary Flowers-Wanjie, Policy Lead

Our work to improve sexual safety

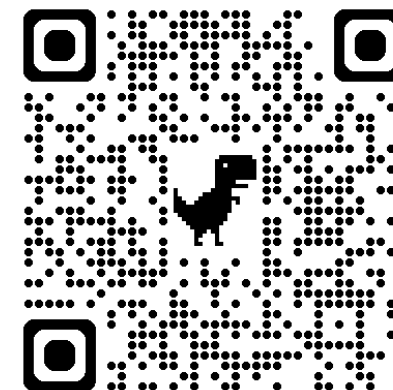
- Upskilled our people
- Completed a comprehensive review of existing research relating sexual misconduct and abuse
- Analysed our fitness to practise data
- Published revised [Standards of conduct, performance and ethics](#)
- Included new questions in the performance review for education providers
- Speaking about the subject and its impact at key events
- Delivering learning sessions for registrants and employers
- Published a clear [statement condemning such behaviour](#)
- Published new guidance for fitness to practise panels



Our work on improving sexual safety

We are working to help improve the sexual safety of service users, those working within health and social care, and the students and learners on HCPC approved programmes.

[Read more >](#)



Sexual safety hub


- Our work on improving sexual safety
- A registrant's responsibilities to maintain appropriate professional boundaries
- Recognising and acting on sexual misconduct
- What to do if you have a concern
- Support for those who have experienced sexual misconduct

hcpc health & care professions council

[Check the Register](#) [About us](#) [Standards](#) [Concerns](#) [Registration](#) [CPD](#) [Education](#) [News](#)

Sexual safety hub


Raising awareness of the impact of sexual misconduct, and helping to improve the sexual safety of service users, those working within health and social care, and the students and learners on our approved education programmes.



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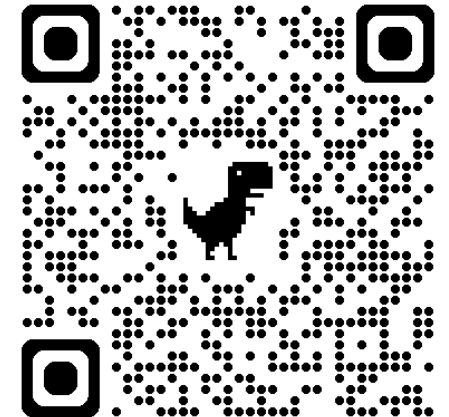
A registrant's responsibility to maintain appropriate boundaries

Registrants establish and maintain that trust by treating service users with dignity and respect and involving them in decisions about their care.



Recognising and acting on sexual misconduct

Our registrants must treat service users, carers and colleagues with respect and dignity, and maintain appropriate professional boundaries.



Our work to improve sexual safety

- More training for our people
- Delivering Insights for employers (newsletter and webinars)
- Speaking at key events
- Delivering learning for our registrants and students
- Develop more online materials
- Research
- Guidance for registrants

