



LIGHT  
CENTRE

# CODE OF CONDUCT FOR SELF-EMPLOYED THERAPISTS



This Code of Conduct sets out the professional and ethical standards expected of all self-employed therapists who license space with us at The Light Centre. It is designed to protect the wellbeing of our employed staff, clients, and fellow practitioners, and to ensure The Light Centre remains a respectful, safe, and professional environment.

## Respect for The Light Centre Staff

Treat all Light Centre employees with courtesy and professionalism at all times.

Follow the directions and requests of staff regarding health & safety, room procedures, front desk protocols, and centre operations.

Avoid disruptive behaviour or language that could impact the staff's ability to perform their roles.

Refrain from using staff for tasks outside of their roles (e.g. booking management, personal errands).

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## Professional Conduct with Clients

- Maintain appropriate professional boundaries with all of your own clients whilst onsite at any Light Centre.
- Deliver therapy services competently, ethically, and in line with the therapist's training and regulatory requirements.
- Ensure full consent is obtained for all treatments and that clients are made aware of any associated risks.
- Protect client confidentiality at all times, in accordance with GDPR and your relevant governing body.
- Do not solicit or influence vulnerable clients for purposes outside the therapeutic relationship (e.g. financial, personal, or romantic).
- Keep therapy rooms clean, hygienic, and appropriately set up for client safety and comfort.

## Respect Towards Fellow Therapists

- Treat fellow self-employed therapists with respect, kindness, and professionalism.
- Avoid gossip, disparaging remarks, or competitive behaviour that undermines other therapists' reputation or practice.
- Do not interfere with or solicit clients from other therapists.
- Cooperate in shared spaces in a positive manner (e.g. therapy rooms, waiting areas) and ensure timely use of booked rooms.

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## Centre Values and Shared Environment

- Contribute positively to the calm, welcoming atmosphere of The Light Centre.
- Dress professionally and behave in a way that aligns with the centre's ethos of wellbeing, integrity, and inclusivity.
- Refrain from promoting services that conflict with the values or policies of The Light Centre.

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## Sexual Harassment – Zero Tolerance Policy

The Light Centre enforces a strict zero-tolerance policy on sexual harassment.

Sexual harassment includes, but is not limited to:

- Unwelcome sexual advances or requests

- Inappropriate comments, jokes, or gestures of a sexual nature
- Touching, groping, or any physical contact without clear and ongoing consent
- Sharing sexually explicit materials or messages
- Using therapy or wellness services as a means to initiate sexual relationships

This applies to conduct:

- Between therapists and clients
- Between therapists
- Toward Light Centre staff

Boundaries must always be respected. Therapists must maintain clear, professional interactions at all times.

Reports of sexual harassment will be taken extremely seriously and may result in:

- Immediate termination of your licence agreement
- Referral to professional regulatory bodies
- Legal action where applicable

### **Non-Solicitation of Staff**

Therapists must not, directly or indirectly, solicit, recruit, or attempt to employ or contract any current employee of The Light Centre for their own business or personal ventures.

This includes:

- Offering employment, freelance, or contractual opportunities to staff

- Encouraging staff to leave their roles at The Light Centre
- Involving staff in outside projects without prior written consent from management

This applies during your time practising at The Light Centre and for a period of 6 months following your final date of practice at any of our centres.

### **Use of Premises and Resources**

- Only use rooms and facilities during your licensed times.
- Leave rooms clean, tidy, and ready for the next user.
- Do not store personal or business items on-site unless previously agreed with management.
- Comply with health and safety procedures and fire regulations.

### **Discrimination, Harassment, and Misconduct**

- The Light Centre has a zero-tolerance policy towards discrimination, harassment, bullying, or inappropriate conduct.
- This includes (but is not limited to) behaviour based on race, gender, age, religion, disability, sexual orientation, or body type.
- Any reports of misconduct will be taken seriously and may result in termination of your licence agreement.

## **Complaints and Concerns**

- Concerns regarding staff, clients, or other therapists should be raised confidentially with Centre Management.
- Do not attempt to address disputes publicly or through gossip.
- Cooperate fully with any internal investigations if concerns are raised about your conduct.

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## **Breach of Code and Consequences**

Failure to comply with this Code of Conduct may result in:

- Verbal or written warnings
- Suspension or restriction of room use
- Termination of room licence
- Notification to professional bodies in cases of serious misconduct

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## **Acknowledgement and Agreement**

By licensing Light Centre space, you agree to this Code of Conduct as a condition of using The Light Centre's facilities.