

# Standards of Ethical Conduct and Behaviour

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## October 2019

This document is intended to outline the British Association of Sport Rehabilitators and Trainers (BASRaT) Standards of Ethical Conduct and Behaviour for Registrants (GSRs) and Members of the association.

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## Introduction

The Standards of Ethical Conduct and Behaviour of BASRaT has been written to inform registrants and members of the principles of professional conduct and ethical behaviour that should be followed in the practice of Sport Rehabilitation and neuromusculoskeletal management, as outlined in the BASRaT Role Delineation.

The primary aim of the standards is the assurance of high-quality health care. The standards also represent minimum standards of behaviour that:

- are considered necessary to protect members of the public, and
- inspire public confidence in the profession.

These principles are not all-encompassing but should be considered representative of the ethos with which Graduate Sport Rehabilitators (GSRs) should make their decisions. These standards do not supersede legal requirements.

## Principle 1 – Scope of Practice

**Registrants and Members shall understand, work within and accept responsibility for their scope of practice.**

- 1.1 Registrants and Members shall not misrepresent in any way, either directly or indirectly, their skills, training, professional credentials, identity or services.
- 1.2 Registrants and Members shall ensure that all of their marketing material complies with the advertising codes set out by the Advertising Standards Authority.
- 1.3 Registrants and Members shall provide only those services of assessment, analysis and management for which they are qualified and by pertinent legal regulatory process.
- 1.4 Registrants and Members will ensure that they are appropriately trained for the role in which they work and will take responsibility for ensuring they are adequately trained when beginning a new role.
- 1.5 Registrants and Members have a professional responsibility to accurately maintain, manage and safely dispose of “records of care provided” according to BASRaT record keeping guidelines and the relevant legislation, namely, the Data Protection Act (2018) and the General Data Protection Regulation (GDPR). All records should include:
  - Date and time of initial consultation and all following client/patient interactions.
  - A suitable method for attributing the record to the registrant/member to ensure accountability and responsibility for the recorded information.
  - Legible, factual and accurate information particular to the client/patient.
  - Evidence of clinical reasoning for decisions, interventions and advice, documenting where appropriate the agreement and involvement of the client.
  - Only accepted and agreed abbreviations and short-form language which should be readily understood by health professionals.
  - Amendments which are clearly noted and include a date and reason for the amendment.
- 1.6 Registrants and Members shall understand the role of other healthcare professionals who may form part of a multidisciplinary team involved in client care, and also work effectively within the multidisciplinary team.
- 1.7 Registrants and Members shall communicate effectively with, refer to, and accept referrals from healthcare professionals and relevant outside agencies in order to provide an effective and efficient service to the client/patient.

- 1.8 Registrants and Members shall understand the importance of maintaining their own health and well-being in relation to fitness to practice.
- 1.9 Registrants and members must ensure they are insured for the professional activities they undertake.
- 1.10 Registrants will ensure that they meet all registration requirements and keep their records up to date.

## Principle 2 – Compliance with law, regulations and guidance

Registrants and Members shall comply with the laws, regulations and evidence-based practice guidelines governing the practice of neuromusculoskeletal management in sport, exercise and rehabilitation.

- 2.1 Registrants and Members shall comply with all relevant legislation in the country in which they practice.
- 2.2 Registrants and Members shall engage in ongoing critical review of available research and literature relevant to their practice and act to incorporate best practice at all times.
- 2.3 Registrants and Members shall be familiar with and adhere to all BASRaT professional guidance documents and guidelines, including:
  - Role Delineation.
  - Continued Professional Development.
  - Record Keeping.
  - Fitness to Practise.
  - Complaints Procedure.
- 2.4 Registrants and Members are required to report illegal or unethical practise detrimental to neuromusculoskeletal management in sport, exercise and rehabilitation.
- 2.5 Registrants and Members shall act without delay if they believe that there is a risk to patient safety or the safety of the public.
- 2.6 Registrants and Members shall acknowledge and act on all concerns raised to them and escalate them appropriately based upon institutional or governing body guidelines.
- 2.7 Registrants and Members shall cooperate with all investigations and audits: This includes compliance with audits of registration records, insurance records and Continuing Professional Development or any other audit assessing your Fitness to Practise.

## Principle 3 – Professional duty of care

Registrants and Members shall understand and demonstrate a professional duty of care and respect the rights, welfare and dignity of all individuals.

- 3.1 Registrants and Members shall fulfil their duty of care and act in the best interest of the client at all times.
- 3.2 Registrants and Members shall neither practice nor condone discrimination on the basis of race, creed, national origin, sex, age, handicap, disease entity, social status, financial status or religious affiliation. Registrants and Members shall comply at all times with relevant anti-discriminatory legislation.
- 3.3 Registrants and Members shall be committed to providing competent care consistent with both the requirements and limitation of their profession.
- 3.4 Registrants and Members shall preserve the confidentiality of privileged information and shall not release such information to a third party not involved in the client's care unless the person consents to such release or release is permitted or required by law.
- 3.5 Registrants and Members shall understand the importance of and demonstrate the ability to obtain, maintain and document informed consent.
- 3.6 Registrants and Members shall discuss with their client relevant options regarding their care and ensure that the client has the option to ask questions or discontinue care, without penalty, at any time.

- 3.7 Registrants and members are expected to be open and honest with clients about all aspects of care and treatment, including when any mistakes or harm have taken place ensuring they:
  - Act immediately to put right the situation if somebody has suffered harm as a result of treatment or advice.
  - Explain fully and promptly what has happened, including the likely effects, and apologise to the person affected.
  - Document all of the events formally and inform the relevant parties, including BASRaT, as appropriate.
- 3.8 Registrants and Members shall understand the importance of relevant Health and Safety legislation, safe working (including safeguarding policies and following manufacturer guidelines regarding equipment) and appropriate risk management.
- 3.9 Registrants and Members shall provide the opportunity for, encourage and act upon feedback provided by clients regarding their client care.

## Principle 4 – Professionalism

### Registrants and Members shall demonstrate professionalism and maintain and promote high standards in the provision of services

- 4.1 Registrants and Members shall treat patients, colleagues, and anybody else with whom they work, with kindness, respect and compassion.
- 4.2 Registrants and Members will demonstrate clear and professional communication at all times, ensuring they:
  - Use terms that clients, colleagues and the public can understand.
  - Take reasonable steps to meet people's language and communication needs.
  - Check people's understanding from time to time to keep misunderstanding or mistakes to a minimum.
  - Registrants and Members shall communicate clearly and effectively in English.
- 4.3 Registrants and Members shall not express personal beliefs (political, religious or moral beliefs) to people in a manner that would bring the profession into disrepute.
- 4.4 Use all forms of spoken, written and digital communications (including social media and networking sites) responsibly and appropriately, respecting the right to privacy of others at all times.
- 4.5 Registrants and Members shall make sure that any advertisements, publications or published material produced for professional services are accurate, responsible, ethical, do not mislead or exploit vulnerabilities and accurately reflect their relevant skills, experience and qualifications.
- 4.6 Registrants and Members shall undertake continuing education and participation in various types of educational activities that enhance their skills and knowledge.
- 4.7 Registrants and Members should effectively manage their workload with regards to maintaining fitness to practice.
- 4.8 Registrants and Members shall select and modify their professional practice to reflect and best meet the needs of individuals and groups with whom they interact.
- 4.9 Registrants and Members shall educate those whom they supervise in the practice of musculoskeletal management in sport, exercise and rehabilitation with regard to the BASRaT standards of professional conduct and ethical behaviour and encourage their adherence to it.
- 4.10 Wherever possible, Registrants and Members are encouraged to participate and support others in the conduct and communication of research and educational activities that may contribute to improved client care, client or student education and the growth of evidence-based practice in musculoskeletal management in sport and related occupational setting.
- 4.11 When Registrants and Members are researchers or educators, they are responsible for maintaining and promoting ethical conduct in research and education.
- 4.12 Registrants and Members shall provide a clear opportunity for client complaints regarding services when appropriate.
- 4.13 Registrants and Members shall reasonably consider the appropriateness, evidence, quality, and cost-effectiveness of any products chosen to be sold, provided, recommended or endorsed during the course of their professional practice.

4.14 Registrants and Members shall act in such a manner as to promote public confidence in the profession at all times.

## Principle 5 – Conduct and conflict of interest

Registrants and Members shall not engage in any form of conduct that constitutes a conflict of interest or that adversely reflects on the profession

- 5.1 The private conduct of the member is a personal matter to the same degree as is any other persons, except when such conduct compromises the fulfilment of professional responsibilities or brings the profession into disrepute.
- 5.2 Registrants and Members of BASRaT and others serving on the Association's committee, or acting as consultants, shall not use, directly or by implication, the Association's name, logo, or their affiliation with the Association, in the endorsement of products or services. The exceptions to this rule are only by full executive committee agreement.
- 5.3 Registrants and Members shall not place financial gain above the welfare of the client being treated and shall not participate in an arrangement that exploits the client.
- 5.4 Registrants and Members may seek remuneration for their services that is commensurate with their services and in compliance with applicable law.