

The European Register of Exercise Professionals

CODE OF ETHICAL PRACTICE



EREPS CODE OF ETHICAL PRACTICE – AUGUST 2008

The European Register of Exercise Professionals (EREPS) is an independent process for the registering of all instructors, trainers and teachers working across Europe in the exercise and fitness industry. It is a pan-European system, based on independent and approved national registers. Registration means that an exercise professional has met prescribed minimum European standards of good practice including the adoption of this **Code of Ethical Practice** and that they are committed to raising standards through a process of continuing professional development.

It is important to establish, publicise and maintain standards of ethical behaviour in fitness instructing practice, and to inform and protect members of the public and customers using the services of exercise professionals. This **Code of Ethical Practice** defines what is best in good practice for professionals in the fitness industry by reflecting on the core values of rights, relationships, responsibilities and standards.

Membership of the European Register of Exercise Professionals signifies that an exercise professional meets certain agreed standards of good practice. Registration is achieved and maintained through the gaining of qualifications and training, which are recognised through the EREPS scheme and which are internationally benchmarked. Members of EREPS also have to respect any specific laws and requirements of the country they are working in and where required will also hold appropriate liability insurance.

EREPS is regulated by the European Health and Fitness Association (EHFA) Standards Council using an accepted official European qualification framework which describes the knowledge, skills and competencies exercise professionals need to achieve for registration.

There are four principles to the Code:

PRINCIPLE 1 – RIGHTS

‘Exercise professionals will be respectful of their customers and of their rights as individuals’

Compliance with this principle requires exercise professionals to maintain a standard of professional conduct appropriate to their dealings with all client groups and to responsibly demonstrate:

1. Respect for individual difference and diversity
2. Good practice in challenging discrimination and unfairness
3. Discretion in dealing with confidential client disclosure

PRINCIPLE 2 – RELATIONSHIPS

‘Exercise professionals will nurture healthy relationships with their customers and other health professionals’

Compliance with this principle requires exercise professionals to develop and maintain a relationship with customers based on openness, honesty, mutual trust and respect and to responsibly demonstrate:

1. Awareness of the requirement to place the customer’s needs as a priority and promote their welfare and best interests first when planning an appropriate training programme
2. Clarity in all forms of communication with customers, professional colleagues and medical practitioners,

ensuring honesty, accuracy and cooperation when seeking agreements and avoiding misrepresentation or any conflict of interest arising between customers' and own professional obligations.

3. Integrity as an exercise professional and recognition of the position of trust dictated by that role, ensuring avoidance of any inappropriate behaviour in all customer relationships.

PRINCIPLE 3 – PERSONAL RESPONSIBILITIES

'Exercise professionals will demonstrate and promote a clean and responsible lifestyle and conduct'

Compliance with this principle requires exercise professionals to conduct proper personal behaviour at all times and to responsibly demonstrate:

1. The high standards of professional conduct appropriate to their dealings with all their client groups and which reflect the particular image and expectations relevant to the role of the exercise professional working in the fitness industry, and not to smoke, drink alcohol or take recreational drugs before or whilst instructing
2. That they never advocate or condone the use of prohibited drugs or other banned performance enhancing substances
3. An understanding of their legal responsibilities and accountability when dealing with the public and awareness of the need for honesty and accuracy in substantiating their claims of authenticity when promoting their services in the public domain
4. A responsible attitude to the care and safety of client participants within the training environment and in planned activities ensuring that both are appropriate to the needs of the clients
5. That at all times there is adequate and appropriate liability and indemnity insurance in place to protect their clients and any legal liability arising
6. An absolute duty of care to be aware of their working environment and to be able to deal with all reasonably foreseeable accidents and emergencies – and to protect themselves, their colleagues and clients.

PRINCIPLE 4 – PROFESSIONAL STANDARDS

'Exercise professionals will seek to adopt the highest level of professional standards in their work and the development of their career'

Compliance with this principle requires exercise professionals to commit to the attainment of appropriate qualifications and ongoing training to responsibly demonstrate:

1. Engagement in actively seeking to update knowledge and improve their professional skills in order to maintain a quality standard of service, reflecting on their own practice, identifying development needs and undertaking relevant development activities.
2. Willingness to accept responsibility and be accountable for professional decisions or actions, welcome evaluation of their work and recognize the need when appropriate to refer to another professional specialist
3. A personal responsibility to maintain their own effectiveness and confine themselves to practice those activities for which their training and competence is recognised by the Register

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