



## The Career Development Institute Code of Ethics – Meeting relevant legislation

Below is the ethical framework which has been developed by the Professional Standards Committee of the Career Development Institute, linked to each Principle is an outline of relevant legislation that needs to be adhered to. We have also provided hyperlinks to information and useful resources relevant to each of the principles. This list is not definitive and we welcome additions and updates which have been omitted. Please contact Claire Johnson, Professional Development Manager [claire.johnson@thecdi.net](mailto:claire.johnson@thecdi.net) if you have legislation or useful resources that can be added to this list.

Principle	Legislative requirements	Useful materials/ resources
<b>Accessibility</b>	<ul style="list-style-type: none"> <li>• The Equality Act 2010</li> <li>• School Information (England) Regulations 2008</li> <li>• Learning and Skills Act 2000 section 140 (Wales)</li> <li>• Education Act 1997 (Wales section 43 and 44)</li> <li>• The Children and Families Act 2014</li> <li>• The Apprenticeship, Skills, Children and Learning Act 2009</li> <li>• Education Scotland Act 2016</li> </ul> <hr/> <ul style="list-style-type: none"> <li>• Education (Additional Support for Learning) (Scotland) Act 2009</li> </ul> <p>The <a href="#">Scotland Act (2016)</a> transferred new powers to Scotland to provide employment support for disabled people and those at risk of long term unemployment.</p>	<ul style="list-style-type: none"> <li><a href="#">The Equality Act 2010</a></li> <li><a href="#">Equality and Discrimination: Understand the basics</a></li> <li><a href="#">Present Discrimination: Support Equality Diversity, Equality and the Law in the UK</a></li> <li><a href="#">Disability Discrimination – obligations for employers, top ten myths about disability in the workplace</a></li> <li><a href="#">School Information (England) 2018</a></li> <li><a href="#">Learning and Skills Act 2000</a></li> <li><a href="#">Future Ambitions, Developing Careers Services in Wales</a></li> <li><a href="#">The Young Person’s Guide to the Children and Families Act 2014</a></li> <li><a href="#">Careers Guidance and Access for Education and Training Providers – statutory guidance for governing bodies, school leasers and school staff</a></li> <li><a href="#">Career Guidance for Further Education Colleges and Sixth Form Collages</a></li> <li><a href="#">Education Scotland Factsheet</a></li> <li><a href="#">Getting It Right For Every Child (GIRFEC)</a></li> </ul> <p>Youth Employment Strategy</p> <p><a href="https://www.gov.scot/publications/developing-young-workforce-scotlands-youth-employment-strategy/">https://www.gov.scot/publications/developing-young-workforce-scotlands-youth-employment-strategy/</a></p>

		<a href="https://www.gov.scot/policies/schools/national-improvement-framework/">National Improvement Framework https://www.gov.scot/policies/schools/national-improvement-framework/</a>  <a href="https://scottishbusinesspledge.scot/">Scottish Business Pledge https://scottishbusinesspledge.scot/</a>  <a href="http://www.fairworkconvention.scot/framework/FairWorkConventionFrameworkFull.pdf">Fair Work Framework 2016 http://www.fairworkconvention.scot/framework/FairWorkConventionFrameworkFull.pdf</a>  <a href="https://www.gov.scot/policies/young-people-training-employment/15-24-learner-journey-review/">Learner Journey Review 2018 https://www.gov.scot/policies/young-people-training-employment/15-24-learner-journey-review/</a>  <a href="#">Preparing for Success 2015 - 2020 (Northern Ireland)</a>
<b>Accountability</b>		<a href="#">Career Guidance in Schools and Colleges: A guide to best practice in commissioning independent career guidance services</a> <a href="#">Accountability Ethics Case Study</a> <a href="#">Preparing for Success 2015 - 2020 (Northern Ireland)</a> <a href="#">Freedom of Information Act (2000)</a>
<b>Autonomy</b>		<a href="#">Autonomy Ethics Case Study</a>
<b>Competence</b>		<a href="#">Career Guidance in Schools and Colleges: A guide to best practice in commissioning independent career guidance services</a> <a href="#">Competence Ethics Case Study</a>
<b>Confidentiality</b>	<ul style="list-style-type: none"> <li>• Safeguarding vulnerable Groups Act 2006</li> <li>• The Children and Social Work Act 2017</li> <li>• Working Together to Safeguard Children 2018</li> </ul>	<a href="#">Guide to Safeguarding Children Legislation</a> <a href="#">Why is Safeguarding Important</a> <a href="#">Information Sharing, Advice For Practitioners Providing Safeguarding Services</a> <a href="#">The Law On Disclosure</a> <a href="#">A Guide To The ROA 1974</a> <a href="#">Confidentiality Ethics Case</a> <a href="#">Upholding and Promoting Fundamental British Values</a>

	<ul style="list-style-type: none"> <li>• Keeping Children Safe in Education 2018</li> <li>• GDPR and the Data Protection Act 2018</li> <li>• Rehabilitation of Offenders Act 1974</li> <li>• Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) Scotland Amendment Order 2016</li> <li>• Protection of Vulnerable Groups (Scotland) Act 2007</li> <li>• Children and Young People (Scotland) Act 2014</li> <li>•</li> </ul>	<a href="#">PVG Scheme Scotland</a> <a href="#">Offender Disclosure Scotland</a> <a href="#">Getting It Right For Every Child (GIRFEC)</a> <a href="#">National Guidance for Child Protection in Scotland</a> <a href="https://www.carereview.scot/">Independent Care Review https://www.carereview.scot/</a> <a href="#">Freedom of Information Act (2000)</a>
<b>Continuous Professional Development</b>	<p>No legislation requirements to support this, however the Career guidance and access for education and training providers statutory guidance for governing bodies, school leaders and school staff makes reference to level 6/7 training/ethics and CPD.</p>	<a href="#">Careers Guidance And Access For Education And Training Providers – Statutory Guidance For Governing Bodies, School Leasers And School Staff</a> <a href="#">Career Guidance for Further Education Colleges and Sixth Form Collages</a> <a href="#">Continuous Professional Development Ethics Case study</a>
<b>Duty of Care -to clients, colleagues, organisations and self</b>		<a href="#">Career Guidance in Schools and Colleges: A guide to best practice in commissioning independent career guidance services</a> <a href="#">Duty of Care Ethics Case Study</a>

<p><b>Equality</b></p>	<ul style="list-style-type: none"> <li>• The Equality Act 2010</li> <li>• Rehabilitation of Offenders Act 1974</li> <li>• Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) Scotland Amendment Order 2016</li> <li>• Learning and Skills Act 2000 section 140 (Wales)</li> <li>• The Welsh Language (Wales) Measure 2011</li> <li>• The Children and Families Act 2014</li> <li>• Education Scotland Act 2016</li> <li>• Human Rights Act 1998 and provisions in Scotland Act 1998</li> <li>• Children and Young People (Scotland) Act 2014</li> </ul>	<p><a href="#">The Equality Act 2010</a></p> <p><a href="#">Equality and Human Rights Commission – Your rights under the Equality Act 2010</a></p> <p><a href="#">Equality Advisory and Support Service</a></p> <p><a href="#">Equality and discrimination: Understand the basics</a></p> <p><a href="#">Present discrimination: Support equality</a></p> <p><a href="#">Diversity, equality and the law in the UK</a></p> <p><a href="#">A guide to the ROA 1974</a></p> <p><a href="#">Learning and Skills Act 2000</a></p> <p><a href="#">Future ambitions, developing careers services in Wales</a></p> <p><a href="#">The young person’s guide to the children and families Act 2014</a></p> <p><a href="#">Upholding and Promoting Fundamental British Values</a></p> <p><a href="#">Offender Disclosure Scotland</a></p> <p><a href="#">Education Scotland Factsheet</a></p> <p><a href="#">Getting It Right For Every Child (GIRFEC)</a></p> <p><a href="#">Independent Care Review <a href="https://www.carereview.scot/">https://www.carereview.scot/</a></a></p> <p>Youth Employment Strategy 2014</p> <p><a href="https://www.gov.scot/publications/developing-young-workforce-scotlands-youth-employment-strategy/">https://www.gov.scot/publications/developing-young-workforce-scotlands-youth-employment-strategy/</a></p> <p><a href="#">National Improvement Framework</a></p> <p><a href="https://www.gov.scot/policies/schools/national-improvement-framework/">https://www.gov.scot/policies/schools/national-improvement-framework/</a></p> <p><a href="#">Scottish Business Pledge <a href="https://scottishbusinesspledge.scot/">https://scottishbusinesspledge.scot/</a></a></p> <p><a href="#">Scotland’s Economic Strategy <a href="https://www.gov.scot/publications/scotlands-economic-strategy/">https://www.gov.scot/publications/scotlands-economic-strategy/</a></a></p>
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<b>Impartiality</b>	<ul style="list-style-type: none"> <li>• Education Act 1997 (section 42)</li> <li>• School Information (England) Regulations 2008</li> <li>• Education and Skills Act 2008</li> <li>• The Technical and Further Education Act 2017</li> <li>• Post 16 Education Act (Scotland) 2013</li> <li>• Employment Act (2016) Northern Ireland</li> </ul>	<p><a href="#">Participation of young people in education, employment or training – Statutory guidance for local authorities</a>  <a href="#">Careers guidance and access for education and training providers – Statutory Guidance for governing bodies, school leasers and school staff</a>  <a href="#">Career Guidance for Further Education Colleges and Sixth Form Collages</a>  <a href="#">School information (England) 2018</a>  <a href="#">Future ambitions, developing careers services in Wales</a>  <a href="#">Impartiality Ethics Case Study</a>  <a href="#">Post 16 Education Act Notes</a>  <a href="#">Employment Act (2016) Northern Ireland</a>  <a href="#">Preparing for Success 2015 - 2020 (Northern Ireland)</a></p> <p>Youth Employment Strategy 2014</p> <p><a href="https://www.gov.scot/publications/developing-young-workforce-scotlands-youth-employment-strategy/">https://www.gov.scot/publications/developing-young-workforce-scotlands-youth-employment-strategy/</a></p> <p><a href="#">Learner Journey Review 2018</a></p>

		<a href="https://www.gov.scot/policies/young-people-training-employment/15-24-learner-journey-review/">https://www.gov.scot/policies/young-people-training-employment/15-24-learner-journey-review/</a>
<b>Transparency</b>	<ul style="list-style-type: none"> <li>• Education Act 1997 (section 42)</li> <li>• School Information (England) Regulations 2008</li> <li>• Education and Skills Act 2008</li> <li>• The Technical and Further Education Act 2017</li> <li>• Post 16 Education Act (Scotland) 2013</li> </ul>	<a href="#">Careers guidance and access for education and training providers – Statutory Guidance for governing bodies, school leasers and school staff</a> <a href="#">Career Guidance for Further Education Colleges and Sixth Form Collages</a> <a href="#">School information (England) 2018</a> <a href="#">Policy briefing- Technical and Further Education Act 2017</a> <a href="#">Transparency and Trustworthiness ethics case study</a> <a href="#">Upholding and Promoting Fundamental British Values</a> <a href="#">Post 16 Education Act Notes</a>
<b>Trustworthiness</b>		<a href="#">Career Guidance in Schools and Colleges: A guide to best practice in commissioning independent career guidance services</a> <a href="#">Transparency and Trustworthiness ethics case study</a>