The ICG, whilst recognising the diversity of backgrounds and work settings of its members, requires all members to adhere to the highest standards of professional behaviour as set out in the seven principles below:

**IMPARTIALITY**
Professional judgement must be objective and take precedence over any external pressures or factors that may compromise the impartiality of career guidance offered to clients. When providing career guidance, members must ensure that advice is based solely on the best interests of and potential benefits to the client.

**CONFIDENTIALITY**
Members are expected to respect the privacy of individuals, disclosing confidential information only with informed consent, except where there is clear evidence of serious risk to the client or welfare of others.

**DUTY OF CARE – TO CLIENTS, COLLEAGUES, ORGANISATIONS AND SELF**
Members have a duty of care and are expected always to act in the best interests of their clients.

Members should develop and maintain professional and supportive working relationships with colleagues both inside and external to their own organisation.

Members must fulfil their obligations and duties to their employer, except where to do so would compromise the best interests of individual clients.

Members have a duty of care to themselves, both in terms of their personal integrity and their personal safety.

**EQUALITY**
Members must actively promote equality and work towards the removal of barriers to personal achievement resulting from prejudice, stereotyping and discrimination.

Members should treat clients equally regardless of their gender, age, race, disability, religious beliefs or sexual orientation.

**ACCESSIBILITY**
Members must promote access to services in a range of ways that are appropriate and ensure inclusion.

**ACCOUNTABILITY**
Members are accountable for their actions and advice to the public and must submit themselves to whatever scrutiny is appropriate to their office.

**CONTINUOUS PROFESSIONAL DEVELOPMENT**
Members will maintain their professional competence, knowledge and skills through participation in continuous professional development informed by reflective practice.

For full information on the Code, please visit: [http://www.icg-uk.org/codeofethics.html](http://www.icg-uk.org/codeofethics.html)