



EUROPEAN REGISTER OF  
EXERCISE PROFESSIONALS  
*part of EuropeActive*

# EREPS

# CODE OF ETHICAL PRACTICE

## EREPS CODE OF ETHICAL PRACTICE – March 2021

The European Register of Exercise Professionals (EREPS) is an inclusive, independent process for the registering of instructors, trainers and exercise specialists working in the European fitness and physical activity sector.

Registration means that an exercise professional has met the agreed prescribed minimum 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 personal, career professional development.

This Code of Ethical Practice defines what is best in good practice for professionals in the fitness and physical activity sector by reflecting on the core values of rights, relationships, responsibilities and standards.

EREPS commits to, and aligns with, the United Nations' Universal Declaration of Human Rights (UDHR) and Sustainable Development Goals (SDG), and to the European Union's fundamental values of human dignity and human rights, freedom, democracy, equality and the rule of law.

EREPS and its members commit to respect diversity, tolerance, and the dignity of each individual, all of which constitute prerequisites for a meritocratic, innovative, and competitive ecosystem.

Members of EREPS also must respect any specific laws and requirements of the country they are working in and where required will also hold appropriate liability insurance.

**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. The professional should responsibly demonstrate:

1. Awareness of the requirement to place the individual customer's needs as a priority and promote their welfare and best interests first when planning appropriate training.
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 appropriate personal behaviour at all times and to responsibly demonstrate:

1. The high standards of professional conduct appropriate to 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 and physical activity sector. Not to smoke, drink alcohol or take recreational/performance enhancement drugs before or whilst instructing.
2. That they never advocate or condone the use of prohibited drugs or other banned performance or image 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 when communicating and marketing their services in the public domain.
4. A responsible attitude to the care and safety of all 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.
7. High standards of personal and environmental hygiene, ensuring secure measures are implemented to protect clients and other users. This will include any specific pandemic requirements such as Covid-19.
8. Responsible practice when working virtually with clients considering safeguarding guidance and data protection legislation.
9. Keeping up to date with and implementing all national safeguarding guidelines when working with minors and vulnerable adults.

## 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 recognise the need and when it is appropriate to refer to another professional or specialist.
3. A personal responsibility to maintain their own effectiveness and work within their scope of practice as recognised by EREPS.
4. Support for the EREPS's mission and vision and compliance with all reasonable requests made by EREPS, in support of its mission and vision.

# **EREPS** *the European Register of Exercise Professionals*

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