LUMINATE
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**Employee guidelines for wellbeing coaching**

Thank you for choosing to attend a wellbeing coaching session with Luminate. We're confident that you've taken a positive step to support your mental health and wellbeing.

Wellbeing coaching is a person-centred approach, aiming to empower you to make changes to achieve your health, wellbeing and life goals.

As with any kind of wellbeing support, it is important to ensure safe practice, which is why we have set out these guidelines. For any further support or information, please contact Luminate and we would be happy to help, on hello@weareluminate.co

1. Please note, coaching is a proactive approach for taking care of your wellbeing; it is not an intervention if you are experiencing poor mental health or a treatment for mental illness. If you are experiencing poor mental health, we'd recommend seeking support from your GP, a qualified therapist, or a mental health worker.

2. A coach can guide and support you in creating a series of habits that will improve your health and wellbeing and provide a supportive environment for doing so. A coach will not tell you what to do, but through a collaborative process, will help you to acknowledge where you are today, and support you in finding strategies and tools to help move you closer to where you want to be.

3. Anything discussed in coaching sessions will be kept confidential and will not be passed on to your manager, employer or anybody else in or outside of the company. The only occasion in which this confidentiality may be broken, is if the coach has genuine concern for your safety or for that of others around you.

4. If our coach feels that they are in breach of the ethical guidelines of their accrediting body at any time, they may respectfully refuse to continue providing coaching to you. An example of this may be if the counsellor has a personal connection to you or somebody close to you, or if they feel you have behaved inappropriately in any way.

5. You may want to continue seeing our wellbeing coach on an ongoing basis, beyond the sessions that are offered to you by your employer. You are welcome to arrange this directly with the coach, but we cannot guarantee that the coach will have availability to continue the sessions

privately, nor can we influence the cost.

6. Our coaches will not be available for dealing with any personal crises and will not be contactable outside of the sessions (aside from to schedule further private appointments). If you are experiencing a crisis, please contact emergency services or a relevant mental health professional.

If you have any further questions about our wellbeing coaching or whether it is suitable for you, please contact us on hello@weareluminate.co