

# Developing Supervision Practice

Professional Training in the Individual and Group  
Supervision of Counsellors and Psychotherapists



Val Wosket, Morna Rutherford and Lucia Berdondini



The Counselling Unit, University of Strathclyde is delighted to offer again this Professional Training in the Individual and Group Supervision of Counsellors and Psychotherapists. This course is endorsed by BACP under its new endorsement scheme.

This flexible training is offered in separate modules which link together to form a comprehensive training for experienced counsellors in the Individual and Group Supervision of Counsellors and Psychotherapists. This training is likely to appeal both to counsellors new to the field of supervision practice and also to those who have experience as supervisors. The modules may be taken separately as Continued Professional Development, giving an additional opportunity for those practitioners with some experience of offering supervision to further develop their practice. The current 2011 course includes experienced counsellors from a range of



training backgrounds, some brand new to supervision and some with experience of supervision. The group are rating the course highly as a sound training that is energising, engaging and fundamentally supportive of learning and development.

The course is designed to prepare participants to apply for Accreditation with the British Association for Counselling and Psychotherapy (BACP) as a Supervisor of Individual and/or Groups of Counsellors and Psychotherapists.

The training is based on values that aim to support the development of participants with respect of their chosen therapeutic orientation, to extend skills and prepare for supervision work within organisations, voluntary settings and private practice.

Offering a relational, humanistic and experiential approach, the training aims to embrace diversity and support research inquiry and evidence-based practice. This way, each participant can develop a personally integrated approach to supervision and become skilled in and open to working with supervisees from a variety of theoretical counselling perspectives. The expansive, open-minded, developmental and empirically informed nature of the training means that the course is open to application from practitioners from a broad range of counselling, psychotherapy and counselling psychology training, increasing the diversity of experience and dialogue within the course.

The training is provided by Advanced Professional Training in association with the Counselling Unit and Research and Knowledge Exchange, University of Strathclyde. The modules do not currently carry academic award, but are developed to support participants with relevant experience to apply for BACP Accreditation as an Individual and/or Group Supervisor. The modules are written at Level SCQF 11 and are designed to meet the training stipulated for supervisors to fulfil the Competence Framework for the Supervision of Psychological Therapies.

## MODULE 1

### Developing a Relational Approach to Individual Supervision



#### Structure of Course

Mon 23 <sup>rd</sup> January 2012	9.30am – 6.30pm
Tues 24 <sup>th</sup> January 2012	9.30am – 1.30pm
Mon 19 <sup>th</sup> March 2012	9.30am – 6.30pm
Tues 20 <sup>th</sup> March 2012	9.30am – 1.30pm

(Total 24 hours tutor contact)

*Practice and peer supervision will run throughout the modules*

The structure is two workshop days followed by an eight week gap followed by two workshops days followed by eight weeks in which assignments can be submitted and responded to with feedback before Module 2 commences.

During these 16 weeks, we invite participants to contract practice with supervisees external to the course (min 8 hours), engage in private external supervision of supervision practice (min 2 hours) and meet independently with a peer group from the course for discussion and peer supervision of supervision practice (min 12 hours).

#### Content

This module is offered as an opportunity for experienced counsellors, some of whom may also have experience as supervisors, to come together and engage openly in exploring the fundamentals of supervision practice.

We support experiential learning through discussion, observed practice, consultation and feedback, drawing on the rich resource of experience within the group.

The programme is designed to be flexible in order to support co-creation of learning opportunities within the course.

We will offer the opportunity to discuss humanistic and integrative theories and approaches, principals and concepts of supervision practice; contracts, relational ethics, boundaries, dual relationships, tasks and functions in supervision; issues of difference, culture and power; and working in different contexts.

Supervision practice is now attracting research interest and we are enthusiastic about relating to current research in the field and supporting collaborative enquiry through investigation of practice.

The process of change in relation to the supervisory working alliance, the cyclical process and investigation of the various factors determining effectiveness are at the heart of our interest in the supervision relationship.

Those participants interested in following a collaborative learning partnership during the course are invited to choose another group member to be their 'supervisor' throughout the module as an additional learning experience. As supervisee (and therefore 'consumer' of the supervision), you are invited to track the process of your supervision in relation to one of your clients over the period of the module. By taking notes of your supervision experience as a supervisee, highlighting new awareness and how you think this occurred in supervision, and then by observing your experience in relation to your client and noticing the change process with your client, you may notice tentatively how changes in self-awareness through the supervision process may affect being-in-relation to your client. The information gained will offer collaborative feedback to the supervisory relationship. For those acting as 'supervisor', this will give you some tentative data on outcome and increased experience as a supervisor.

There is time to submit an assignment up to 6 weeks following the last pair of training days. Each assignment is linked to BACP's supervision accreditation process.

See back page for disclaimer



## MODULE 2

### Developing, Advancing and Evaluating Personal Supervision Style



#### Structure of Course

Mon 14 <sup>th</sup> May 2012	9.30am – 6.30pm
Tues 15 <sup>th</sup> May 2012	9.30am – 1.30pm
Mon 9 <sup>th</sup> July 2012	9.30am – 6.30pm
Tues 10 <sup>th</sup> July 2012	9.30am – 1.30pm

*Practice and peer supervision will run throughout the modules*

The structure is two workshop days followed by an eight week gap followed by two workshops days followed by eight weeks in which assignments can be submitted and responded to with feedback before Module 2 commences.

During these 16 weeks, we invite participants to contract practice with supervisees external to the course (min 8 hours), engage in private external supervision of supervision practice (min 2 hours) and meet independently with a peer group from the course for discussion and peer supervision of supervision practice (min 12 hours).

#### Content

This module is offered as a 'next step' from Module 1, for experienced counsellors who are wishing to develop, advance and evaluate their practice as supervisors. We will continue to support experiential learning through discussion, observed practice, consultation and feedback, again drawing on the experience within the group.

We will build on the experience of being a supervisor and begin to explore different styles, various approaches and how approach relates to power and learning within the supervisory relationship.

Through exploration of the supervisor's use of self in supervisory relationships, we will discuss creative approaches to working with the supervisory relationship and within the supervision space.

We are committed to supporting personal awareness to emerge through feedback and experiential process work, exploring dynamics and the concept of parallel process.

We offer continued support to optional collaborative learning partnerships (as in Module 1), relate to new developments in the field and support evaluation and research development in relation to supervision practice.

One of the most challenging aspects of supervision practice is working with supervisees who work with clients who have difficult and challenging processes with clients and/or within organisations. We aim to bring together the experience of the group, explore relational ethics and support the individual learning needs of participants.

Legal aspects such as data protection and witness reports may form an important aspect of discussion.

With an emphasis on developing style and self-awareness as a more advanced practitioner we will explore more complex issues. Participants will be encouraged to develop and track outcomes in relation to their supervisee's practice and explore innovative ways of evaluating their work.

There is time to submit an assignment up to 6 weeks following the last pair of training days. Each assignment is linked to BACP's supervision accreditation process.

See back page for disclaimer

**Developing Supervision Practice**  
*Professional Training in the Individual and Group  
Supervision of Counsellors and Psychotherapists*

Apply Online at <http://www.strath.ac.uk/forms/pdu/tscp/>

## Application Form

Name: .....

Address: .....

.....

..... Post Code: .....

Telephone - Home: ..... Mobile: .....

Email: .....

### *Details of Counselling Training*

Qualification: ..... Date Started: ..... Date Completed: .....

Training Organisation: .....

Qualification: ..... Date Started: ..... Date Completed: .....

Training Organisation: .....

Qualification: ..... Date Started: ..... Date Completed: .....

Training Organisation: .....

Professional Body to which you belong: .....

Membership No: .....

Accreditation details (if applicable): .....

*Details of Counselling Practice Experience*

Number of Counselling Hours Practiced each year since qualifying:

<b>Year (dates)</b>	<b>Your role, the place and setting for this practice</b>	<b>Total number of counselling/psychotherapy practice hours for the year</b>
(eg. 1/12/01-30/11/02)	Counsellor of GP patients Consulting room at surgery	150)
1.		
2.		
3.		
4.		
5.		

(Continue on a separate page if needed)

Total Number of Counselling Hours since beginning Diploma Counselling training:

.....

Current Supervision arrangements for counselling practice (individual and group):.....

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.....  
.....  
.....  
.....

Details of Supervision Training *(if applicable)*: .....  
.....  
.....

*Details of Supervision Practice*

Total Number of Supervision Practice Hours to date (if applicable): .....

Context of Supervision Practice (if applicable): .....

.....

Plan for supervision practice opportunity during the course: .....

.....

Personal arrangements for supervision of supervision practice (please state whether current or planned):  
.....

.....

*Please state below which Module(s) you wish to apply for:*

Module 1: Developing a Relational Approach to Individual Supervision

Module 2: Developing, Advancing and Evaluating Personal Supervision Style

Module 3: Developing a Relational Approach to Group Supervision

*Please state your reason(s) for applying and what you hope to gain by undertaking the training:*

*Please give below the names of 2 referees, one of which is your counselling practice supervisor and the other your supervision practice supervisor (N.B. If applying for modules 2 or 3, this referee is essential), your counselling practice manager or a professional peer.*

Name: .....

Professional relationship (e.g. counselling practice supervisor): .....

Address: .....

.....

Telephone: .....

Email: .....

Name: .....

Professional relationship: .....

Address: .....

.....

Telephone: .....

Email: .....

*Do you have any special needs/requirements of which you would like us to be aware?*

Please return completed application forms to:

Jan Bissett  
Research and Knowledge Exchange Team  
Faculty of Humanities and Social Sciences  
University of Strathclyde  
Livingstone Tower LT417  
26 Richmond Street  
Glasgow  
G1 1XH

Tel: 0141 950 3208

Email: [jan.bissett@strath.ac.uk](mailto:jan.bissett@strath.ac.uk)

Web: [www.strath.ac.uk/humanities/counsellingunit](http://www.strath.ac.uk/humanities/counsellingunit)

## MODULE 3

### Developing a Relational Approach to Group Supervision



#### Structure of Course

Mon 10 <sup>th</sup> Sept 2012	9.30am – 6.30pm
Tues 11 <sup>th</sup> Sept 2012	9.30am – 1.30pm
Mon 5 <sup>th</sup> Nov 2012	9.30am – 6.30pm
Tues 6 <sup>th</sup> Nov 2012	9.30am – 1.30pm

*Practice and peer supervision will run throughout the modules*

The structure is two workshop days followed by an eight week gap followed by two workshops days followed by eight weeks in which assignments can be submitted and responded to with feedback.

During these 16 weeks, we invite participants to contract practice with a group of counsellors external to the course (min 8 hours), engage in private external supervision of supervision practice (min 2 hours) and meet independently with a peer group from the course for discussion and peer supervision of group supervision practice (min 12 hours).

#### Content

This module is offered for experienced supervisors who are interested in developing and evaluating their practice as supervisors of groups of counsellors.

We will explore together as a group, contracts, boundaries, roles and responsibilities, group facilitation, parallel responsibility, facilitator style and the supervision process in a group context and within professional/organisational contexts.

There will be time to take turns in supervising a small group within the course and receive feedback. Relating learning to research, we aim to develop self- and group-awareness.

For those participants who have been on previous modules, we will have encouraged you to take process notes on each of the groups in which you have participated. This way, you will have some rich data to share and discuss on the course, both from the perspective of being a participant and from being a 'facilitator'.

Between the paired days, there is space to practice with a contracted group external to the course. The peer group offers the opportunity to discuss practice, so that in the final two days of the course we will be able to come together as a whole group to review learning and explore ongoing development opportunities.

There is time to submit an assignment up to 6 weeks following the last pair of training days. Each assignment is linked to BACP's supervision accreditation process.

## Entry Requirements

The entry qualifications below are a minimum to reflect the need for experience as a counsellor before practising as a supervisor.

### Module 1

- Successful completion of a recognised Diploma in Counselling, Psychotherapy or Counselling Psychology.
- Applicants are usually expected to have at least two years post-qualifying supervised counselling practice with at least 450 hours of client contact or BACP/COSCA Counsellor Accreditation.
- A current supervised counselling practice.
- Applicants are expected to have had some experience of being a client in a counselling relationship.
- At least one individual supervisee (who is working as a counsellor) or a firm date for commencing with a supervisee by the starting date of the course.
- An arrangement in place to have this supervision practice supervised by an external supervisor for a minimum of one hour per month during the course.
- The support of one reference from their current counselling practice supervisor and one from their supervision practice supervisor, line manager or professional peer. An interview either by telephone or in person may be requested by the trainers or the applicant.

### Module 2

- Successful completion of Module 1 or equivalent entry requirements.
- At least eight hours of current supervised supervision practice.

### Module 3

- Successful completion of module 1 or equivalent entry requirements.
- At least sixteen hours of current supervised supervision practice either with individuals or with groups of counsellors/psychotherapists.
- An arrangement in place to work as a

supervisor of a group of counsellors/psychotherapists.

Application for BACP Accreditation as a Supervisor may be made when a minimum of 90 hours supervised practice as a *supervisor* is gained over a minimum of 2 years and not more than 6 years. (under the current BACP Supervisor Accreditation Scheme).

### Assessment

Professional training is complete when satisfactory completion of each module is acquired.

Satisfactory completion of each module includes 100% attendance at all training days, 12 hours of peer group meetings, at least 8 hours of contracted supervision practice and at least 2 hours of external supervision of supervision practice per module, all criteria met on assignments and a self-assessment on fitness to practice as a supervisor. Collaborative enquiry with a peer is optional and if taken, offers additional 4 hours as supervisor and 4 hours as supervisee per module.

Those participants attending the course for CPD purposes only may choose to opt in or out of written assignments, but are normally expected to fulfil the 100% attendance requirement for any module taken in order to respect the coherence of the group.

For those participants wishing to complete professional training and who are not able to meet the training requirements (for whatever reason), may negotiate equivalent alternatives or train flexibly by opting into future modules (this option may incur extra fees).

The training is provided by Advanced Professional Training in association with the Counselling Unit and the Professional Development Unit, University of Strathclyde. The modules do not currently carry academic award, but are developed to support participants with relevant experience to apply for BACP Accreditation as an Individual and/

or Group Supervisor. The modules are written at Level SCQF Level 11 and are designed to meet the training stipulated for supervisors to fulfil the Competence Framework for the Supervision of Psychological Therapies. A Professional Certificate of Attendance will be provided by the Research and Knowledge Exchange Team (HASS), University of Strathclyde on the completion of each module detailing the number of training hours achieved and the content of each module. Certification of completion of training will be provided by Advanced Professional Training on fulfilment of all training requirements at the end of Modules 1 and 2 for working with Individuals and at the end of Module 3 for working with Groups.



### Cost

£425 per module (deposit of £50 to secure a place) or **early bird fee of £375** if this payment is received by us before Monday 24th October 2011 for Module 1 and Monday 5th March 2012 for Module 2.

### Contact Details

Morna Rutherford  
Counselling Unit  
University of Strathclyde

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[www.strath.ac.uk/humanities/counsellingunit/](http://www.strath.ac.uk/humanities/counsellingunit/)

### Facilitator - Dr Val Wosket

Formerly senior lecturer in counselling at York St John University, Val now works in private practice at the York Clinic for Complementary Medicine. She regularly runs training workshops on supervision and teaches in Ireland on the Diploma in Supervision at the Dublin Counselling and Therapy Centre. Her publications include: *Supervising the Counsellor: A Cyclical Model* (with Steve Page), London: Routledge 2001; *Egan's Skilled Helper Model: Developments and Applications in Counselling*, London: Routledge 2006, and *The Therapeutic Use of Self: Counselling Practice, Research and Supervision*, London: Routledge 1999. Val is a BACP Senior Accredited counsellor/psychotherapist and supervisor. As a supervisor she works in University and College settings, for the NHS, the Police, a number of voluntary organisations and with counsellors and psychotherapists in private practice. She has a particular interest in enabling practitioners to develop their use of self in and through supervision.

### Facilitator - Morna Rutherford

Morna Rutherford has worked as a supervisor of individual counsellors and groups of counsellors since 1992. Prior to and during this time, she also supervised health care workers in her role as Clinical Nurse Specialist and Nursing Consultant. Since joining the training team on the Post-Graduate Diploma in Counselling at the University of Strathclyde in 1993, Morna has been involved in supervising trainee counsellors individually and in groups and has continued in her Private Practice working with experienced individual counsellors from various approaches and groups of counsellors in statutory and voluntary organisations and those in private practice. Morna is also an external supervisor to students on the MSc in Integrative Psychotherapy and in Person-Centred Counselling at the Metanoia Institute, London. She is a BACP Senior Accredited Counsellor and Supervisor of Individuals and Groups. Morna's great interest is in co-creating a space with supervisees within which they have the freedom to learn and develop and challenge their practice.

### Facilitator - Lucia Berdondini

Lucia is a Gestalt and a Person Centred psychotherapist and counsellor. She has been working for the past 15 years both in Italy and in UK and has a specific experience in working with groups of various nature and culture. She is the Course Director of the PG Diploma in Counselling at the Strathclyde University. Over the past 4 years she has developed a passion for working in situations of emergency and disasters and has been involved in international projects with the Red Cross and international NGOs, in particular in Afghanistan, where she works with groups of women, children and volunteers of local and international organizations.

## Contact Details

### Jan Bissett

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