

# UKCP Supervision Statement (2018)

## Contents

1. The Purpose and Nature of Supervision
2. Relevant Documentation
3. The UKCP Supervision Directory
4. The Responsibility of the Supervisee
5. Who Can Supervise?

## 1. The Purpose and Nature of Supervision

- 1.1. UKCP sets education, training, and practice standards for supervisors who are on the Supervision Directory. It is the responsibility of UKCP colleges and organisational members to ensure that individuals are meeting and maintaining these standards.

UKCP's Complaints and Conduct Process focuses on the relationship between the therapist and the client and therefore cannot consider a complaint against someone acting in the role of a supervisor.

Supervision is understood as a process conducted within a formal working relationship that forms good practice in which a qualified or trainee Psychotherapeutic Practitioner presents client work to a designated supervisor, as a way of learning how to work more effectively with clients. The purpose is to ensure safe and competent practice through regular meetings.

All members (both trainee and full) must be able, in principle, to provide informed documentation, as set out by their College and/or Organisational Member, which demonstrates and supports the way that they are participating in supervision at any given time.

Documentation may take many forms – for example, a reflective journal; clinical notes; video or audio tapes; supervision reports. What is required is that the practitioner is able to demonstrate and articulate the ways in which they monitor their own practice, and seek appropriate support and guidance in their practice from others.

- 1.2. The general purposes of supervision are:

- a) To underpin and promote reflective and informed practice (for example, by making transparent the contract for, and mode of, work, and the assumptions that it embodies).
- b) As a result, to underpin and support best practice in a way that is beneficial to both practitioners and service-users.

Supervision can take a number of easily identifiable formats such as: in facilitated groups; peer groups; on a one- to-one basis; by telephone; online; in writing, verbally or by use of digital media).

## 2. Relevant Documentation

The three following documents must be read in conjunction:

### 2.1. UKCP Supervision Standards of Education and Training.

A separate document lays out the generic standards for which any training leading to acceptance to the UKCP supervision directory must adhere.

### 2.2. UKCP Practice Guidelines for Supervisors.

A separate document lays out the generic standards which any UKCP supervisor must meet.

### 2.3. College Specific Standards for Supervisors.

Each College must take responsibility for ensuring that it has an easily accessible and transparent Supervision Statement, which sets out clearly and unambiguously:

- a) Any College specific additions to the Generic Standards of Education and Training for supervision.
- b) Any College specific additions to the Generic Practice Guidelines.
- c) College specific requirements for supervision of trainees and for registered practitioners.

College specific Standards must be approved by the Education, Training and Practice Committee before they can be enacted and must be in line with all UKCP policies (e.g. Diversity and Equality).

#### 2.3.1. College Supervision Statements must cover the following:

##### a) For Trainees:

UKCP expects supervision requirements for students and trainees to be at least as detailed, prescriptive and closely monitored as supervision for qualified practitioners.

Statements must clearly articulate and signpost supervision requirements for trainees.

#### 2.3.2. Statements must:

2.3.2.1. Offer a clear view about who is appropriately experienced and qualified to offer supervision to trainees, taking into account the above points.

2.3.2.2. Specify the ratio, regularity and frequency of supervision which must take into

account the level of competence that the trainee has reached and the client group(s) that they work with.

2.3.2.3. Specify the circumstances in which group supervision is considered appropriate for trainees and when it is, Colleges must define a ratio of supervision per supervisee and maximum group sizes.

**b) For qualified Psychotherapists:**

**2.3.3. Statements must:**

2.3.3.1. Articulate clearly the requirements for ongoing post-qualification professional supervision, within the guidelines set out above.

2.3.3.2. Signpost practitioners to the relevant guidelines within their College and/or Organisational Member.

2.3.3.3. Make clear and specify what records/documentation of supervision must be kept, on an ongoing basis, by supervisors and supervisees.

2.3.3.4. Make clear and specify what documentation/evidence is required for re-accreditation purposes.

2.3.3.5. Specify how practitioners are expected to show that they meet their College or Organisational Member's Diversity and Equality Policy, and Safeguarding Policy.

2.3.3.6. Specify how the regularity and frequency of supervision must be determined (possibly by ratio) and must take into account the level of competence that the member has reached and the client group(s) that they work with.

2.3.3.7. Specify the circumstances in which group supervision is considered appropriate for registered members and when it is, Colleges must define a ratio of supervision per supervisee and maximum group sizes.

**2.3.4. Colleges must ensure that:**

2.3.4.1. Organisational Members who wish to implement their own Supervision Policies are able to do so in accordance with College Supervision Statements.

2.3.4.2. That the requirements of the Supervision Statement, whether at College or Organisational Member level, are being implemented and that every supervisee is able to provide documentation to demonstrate this.

### 3. The UKCP Supervision Directory

3.1. UKCP maintains a Supervision Directory. Colleges are responsible for ensuring supervisors are meeting the standards encapsulated in their College Statements for inclusion on the directory. In addition to the Supervision Directory colleges may hold lists of supervisors which may include recognised supervisors who are not UKCP registered.

3.2. The Process:

3.2.1. For inclusion on the UKCP Directory of Supervisors, applicants must be nominated by their College and have attained a standard of practice which meets the requirements of the UKCP Supervision Framework and whose application is verified by the nominated college officer.

3.2.2. In the same way that Colleges nominate for the register, they are also able to revoke this nomination if the supervisor ceases to meet the College requirements.

3.2.3. These requirements are automatically satisfied by trainings which follow UKCP's Supervision SETs. NB UKCP does not formally "accredit" these courses. They are approved by Colleges as meeting the generic/College specific SETs.

3.2.4. Colleges who choose not to use the generic SETs, but who want to be able to put forward members for inclusion on the Directory, must publish their own College Supervision SETs, in collaboration with the ETPC.

3.2.5. All Colleges must publish APL/APEL procedures. These procedures, SETs and associated trainings must be formally validated by the ETPC before applicants can be included on the Directory.

3.2.6. New UKCP supervision trainings must be submitted to Colleges for validation.

3.2.7. Supervisors may lose their right to be included in the directory as a result of a successful complaint being brought against them.

3.2.8. As it is a requirement to be a member of UKCP to be on the UKCP Directory of Supervisors, anyone ceasing to be a member will cease to be on the Directory.

### 4. The Responsibility of the Supervisee

4.1. The registrant must satisfy themselves that the supervision they have meets the Practice Guidelines for Supervisors, their College requirements and if applicable, those of their Organisational Member.

## 5. Who can Supervise?

- 5.1. Anyone who is on the UKCP Supervision Directory is considered proficient to supervise any Adult Psychotherapeutic Practitioner. Further distinctions may be made for Trainees.
- 5.2. Anyone who is not on the Directory should be able to demonstrate their proficiency to the level that is expected of someone on the Directory, and/or experience appropriate to the level of supervision being offered.
- 5.3. Wherever possible, they should also have training and/or qualifications relevant to working with the client group (group work, couples, minorities etc.).
- 5.4. If the supervisor has no formal training to work as a supervisor of that client group, then they must have substantial experience of working psychotherapeutically with the specific client group or groups and have received supervision for such work.
- 5.5. The supervisor must have a thorough understanding of current legal and ethical issues that pertain to working with clients. They must work to the Code of Practice and Complaints Procedure relevant to UKCP, UKCP College and/or the service provider they are employed by.