

Constructivist and Existential College (CEC)

Standards of Education, Training and Practice for Supervision (2022)*

1. CEC, along with UKCP, is committed to defining and creating appropriate standards for the practice and provision of professional supervision training.

1.1 This document applies to Organisational Members (OMs) who train and/or accredit psychotherapists and psychotherapeutic Counsellors as Supervisors

1.2 These standards are in line with the requirements of:

- the UKCP Supervision Statement (2018), which informs CEC's Supervision Statement (2022).
- the UKCP Supervision Standards of Education and Training (SETS) (2018) which recommends guidelines for each college.

1.3 In addition to defining and creating standards this document will provide a route for those who have successfully completed and approved training to be included in the UKCP Supervisor Directory.

1.4 Specifically this document aims to set out requirements for the provision and content of supervision trainings.

1.5 For the purpose of this document the term 'psychotherapeutic practitioner' will refer to both psychotherapists and psychotherapeutic counsellors.

1.6 For the purpose of this document it is assumed that the route to the supervision directory is a post-qualifying one. Thus standards of competent and ethical practice applicable to psychotherapy, as stated in UKCP's Ethical Principles and Code of Professional Conduct are assumed to be a 'given' and not re-stated here. This document will therefore only address aspects specifically applicable to the training of supervisors.

1.7 This document will be subject to periodic review and revision by CEC and UKCP as necessary.

2. Route to the UKCP Supervision Directory

2.1 Nomination for the UKCP Directory will be done by the OM.

2.2 OMs are responsible for compiling and forwarding their own directories to CEC, for information, and the OM will then forward registrants to UKCP for inclusion in the central UKCP Directory.

2.3 The OM does not have to be the one that has accredited or reaccredits the practitioner as a psychotherapist and/or Psychotherapeutic Counsellor in order to be included on the Supervision Directory.

2.4 Nomination for the UKCP Directory will require the following information:

- Name, address and electronic contact details
- Date and OM of psychotherapy and/or psychotherapeutic counselling qualification
- Details of formal supervision training
- Name OM nominating the supervisor

3. Requirements for providers of supervision trainings

3.1 OMs who provide supervision training courses are subject to the UKCP and CEC supervision standards at their Organisational Member Review (OMR) as is the case with psychotherapy training. Where a training course meets the required CEC SET for supervision it can be designated a Recognised Supervision Training (RST).

3.2 For a Recognised Supervision Training to be deemed suitable it should satisfy the following minimum criteria:

- offer a substantial programme of learning which includes at least a course of 10 days (70 hours minimum) formal training.
- Ensure a minimum of 40 hours of approved supervised supervision of individual and/or group psychotherapy and/or psychotherapeutic counselling as part of the training programme. This should not be less than a ratio of 1 hours supervision of supervision to 6 hours supervision practice. In the case of group supervision of supervision this would be on a pro rata basis.
- have an identifiable theoretical model of teaching or approach and offer comparison with at least one other theoretical model of supervision.
- contain both theoretical teaching and supervised supervision of experiential or live supervision.
- specify and fulfil a set of Learning Outcomes (as set out below).
- be taught by supervisors on the UKCP Supervision Directory or equivalent, such equivalence to be determined by the OM..
- have a formal assessment procedure which may include written work (such as essays, case studies or reflective journals).
- satisfy the OM's diversity and equality policies.

3.3 Providers of supervision training should ensure evidence of the following policies and procedures;

- selection criteria and procedures,
- codes of ethics and conduct,
- diversity and equality procedures,
- curriculum and course requirements,
- learning outcomes,
- learning assessments

- appeals procedures,
- staffing profiles.

3.4 The minimum entry requirements for supervision training would normally be:

- one of the following: a UKCP professional qualification, a UKCP recognised professional equivalent qualification, a psychotherapeutic counselling qualification, BACP accreditation, holder of the European Certificate of Psychotherapy or the equivalent, plus:
- 5 years of work with clients as a psychotherapeutic practitioner or the equivalent of approximately 1,600 hours, which means an average of 8 clients per week over 5 years.
- Normally at least three years of this experience must be post-registration as a UKCP Psychotherapist or Psychotherapeutic Counsellor.
- Evidence of good professional standing
- Will be in a position to provide 40 hours approved supervision of psychotherapy/psychotherapeutic counselling prior to nomination for the UKCP Supervisor Directory.

3.5 Only those who are on the UKCP registers as Psychotherapists and/ or Psychotherapeutic Counsellors are eligible on successful completion of a CEC RST to be on the UKCP Supervisor Directory.

3.6 Supervisors who are Psychotherapeutic Counsellors are normally expected to supervise Psychotherapeutic Counsellors

- Supervisors who are Psychotherapists are normally expected to so supervise psychotherapists; and, if also supervising Psychotherapeutic Counsellors are expected to take into account the specific requirements of Psychotherapeutic Counselling.

4. Learning outcomes for supervision trainings

Learning Outcomes for a recognised supervision trainings should include as a minimum the following: The ability to demonstrate:

- 4.1 The fostering an open, trusting working alliance with supervisees in which the supervisee is confident to reveal the difficulties and challenges within their work.
- 4.2 Consideration of more than one theory of supervision with particular reference to the implications for constructivist and/or existential approaches to practice.
- 4.3 The ability to match the style of the supervision to the experience, development level and individual needs of the supervisee, with a particular emphasis on demonstrating understanding and capability to work with diversity and equality considerations and issues.

- 4.4 Ability to supervise both face to face and online psychotherapeutic practitioners who are working face to face and online.
- 4.5 Ability to understand and critique work from the standpoint of the client, the therapist, the supervisor, and the wider context.
- 4.6 Recognition and ability to work, as applicable to the modality's approach to supervision, with the parallel systems, transference phenomena or similar processes.
- 4.7 Ability to recognise specific capabilities as well as limits of the supervisee, where these may be socio-cultural, temperamental, physical, intellectual and social within the context of the supervisee's life.
- 4.8 Understanding the differences between working with individuals and with groups.
- 4.9 Understanding of the specific context of supervising trainees appreciation of a sense of responsibility for transparency and accountability as relevant and important in professional practice.

*We wish to acknowledge that this CEC Supervision Statement is a development of HIPC Supervision Statement (2013)

DL/JC
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