



Supervision Policy

Purpose

Amber CPC recognises that supervision of its practitioners is an essential part of maintaining a service that is ethical and safe for both clients and practitioners.

The purpose of this policy is to outline:

- The importance of supervision for all practitioners.
- The supervision requirements for practitioners.

Supervision

We are organisational members of the British Association for Counselling and Psychotherapy (BACP) and all our work is bound by its ethical framework and its commitment to clients (available to access [here](#)). Supervision is a requirement by the BACP to ensure all counsellors in practice are keeping their skills up to date and that they work in a safe and ethical way. Supervision also forms part of the counsellor's professional and personal development.

Amber CPC recognises the three elements to supervision as being:

Management

- Providing quality control.
- Ensuring accountability and adherence to the organisation's policies.

Educational

- The development of the practitioner's skills, knowledge and understanding of the therapeutic process by the sharing of knowledge and experience.

Supportive

- Provision of a space for the practitioner to express and process their own internal responses to the therapeutic process to facilitate that process.
- To care for the welfare of our practitioners and to ensure their ability to take appropriate responsibility for their work and no more.

Supervision requirements

All supervision will comply with the ACPC Confidentiality Policy and Amber CPC will provide supervision sessions for all practitioners who are seeing clients.

As detailed in the Volunteer Practitioner Agreement:

- Practitioners involved in longer-term Baby Loss or Fertility Support work are expected to attend either individual or group supervision, coming prepared with their contribution. Supervision sessions will be monthly, and an appropriate length of time depending on number of clients being seen by a practitioner.
- If practitioners are unable to attend the arranged supervision, they should arrange to make up for this on a private basis (unless on holiday or due to exceptional circumstances e.g., sickness) and give as much notice as possible to the supervisor.
- Practitioners involved solely in short-term Pregnancy Choices work (1-4 sessions) will receive individual supervision during the work with each client from an approved member of the team. This approved person will be trained in longer term work and will have had considerable experience of the short-term work of supporting and facilitating the client's decision-making process.
- If practitioners are concerned about their own, or their client's, safety, they should access emergency supervision with the Centre Leader or their supervisor by telephone.

Monitoring

The Centre Leader holds 6-monthly review meetings with every practitioner to review their CPD and supervision attendance.

Supervisees will hold a summary of each supervision discussion and agreed action points.