

Supervision Policy

All employees of Life In Action including any counsellors who volunteer must abide to the BACP ethical framework for counselling and psychotherapy in line with their guidance for supervision.

What is supervision?

The *Ethical Framework* defines supervision as:

"A specialised form of mentoring provided for practitioners responsible for undertaking challenging work with people. Supervision is provided to ensure standards, enhance quality, advance learning, stimulate creativity, and support the sustainability and resilience of the work being undertaken."

BACP Register requirements for supervision and Life In Action guidance

As a registered member, and employee of Life In Action you must;

- understand the role and value of supervision and ensure you have appropriate supervision in place
- keep an up to date record of your supervision and make this available to Life In Action if requested
- be able to demonstrate the impact of supervision on your practice
- submit your supervision records for audit on request to the BACP
- submit details of your supervisor, on request, and give authority for them to disclose audit information to the Registrar to the BACP

How much supervision should I have?

All employees working with clients in the clinic must have a minimum of 1.5 hours of supervision each month. Employees in practice should keep an accurate record of their supervision and make this available to the clinic director at the quarterly review. *Please see template for supervision.*

We can provide you with management supervision and this is encouraged. We do not discuss any client work in this supervision as this must be taken to your clinical supervisor.

We will review your supervision log to ensure you have completed the correct amount of supervision each month at your employees quarterly reviews.