

DIPLOMA IN CLINICAL SUPERVISION in the HEALTH PROFESSIONS 2024 to 2025



This is an in house course open to health professionals in Aneurin Bevan University Health Board, which is additionally accredited to Diploma level by the CPCAB, an external counselling accrediting body.

Course Duration: 20 sessions (Fridays–TR1-St Cadocs Hospital)
Face to face training with 80% attendance requirement

Who Should Attend:

Attendance requirement : 80% : **Course pre requisites** : This is a multi professional programme in health and open to those interested in training up as a clinical supervisor. Pre requisites include having undertaken at least 60 hours counselling skills training, (as per the in house programme) and/or the CBT programme. Bands 6/7/8 but open **to experienced** professionals of other bands as appropriate. Open to all health professions in MH & LD : Nurses, Counsellors, OTs & other professionals. Additionally open to professionals working in General Health in ABUHB.

Additionally, Nurses who have completed the ACT supervision programme, offered by the Deputy Lead Nurse: Susie Gurner the training would also put them in good stead to undertake this accredited programme, at Diploma level, which focusses on developing and coaching skills in a face to face context.

The course reserves a small number of spaces for **external** health board applications or close health & social care partners, to enhance cross HB collaboration and the diversity of the group, These candidates would be required to pay the stipulated fee below and enrol on the accredited route. Enquire to amelia.lyons@wales.nhs.uk.

Selection to the course is by application and then interview, so if you are in any doubt, please e mail amelia.lyons@wales.nhs.uk to discuss further.

There are 3 possible routes of application



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1. For internal trainees pursuing the CPCAB accreditation they must pay a £400 enrolment and admin fee one month prior to the start of the course. Once paid, the fee is non refundable. In exceptional cases applicants who withdraw in the first 2 sessions might be able to apply direct to the CPCAB for a partial refund. No refunds will be applicable after the second session of the problem and these are at the discretion of CPCAB.
2. Internal trainees may do the course without seeking accreditation and therefore without paying a fee. They will still be required to undertake the assessments to achieve the programme. In such cases they would get an ABUHB certificate of achievement or attendance.
3. External : A small number of spaces each year may be made available to other Health boards or those in the third sector and the fee in these cases will be £700. Candidates here should note that the health board is not a University and has no comparable study support specialists and facilities. Support is offered via tutorials and temporary library membership may be offered during the course. Support for special needs is therefore limited and not funded. The strengths and limitations of the local support may be discussed further at interview.
4. For all applicants, the lead tutor advises that it is preferable to do the accredited route, since then candidates achieve a transportable, credible, recognised qualification.

Course Description:

The course will enable participants :-

- to appreciate the importance of the supervisory alliance as the primary vehicle for learning in the context of clinical supervision;
- to link clinical supervision models and reflective theory to practice and thereby develop their capacity to reflect;
- to acquire the 'generic' supervision skills and competencies as outlined by Hawkins & Shohet, 1989; Proctor 1989/2008; Roth & Pilling (2015) & the BACP Supervisory Framework & Curriculum 2021;
- to learn about individual and group models of supervision;
- to practise and be observed in the application of at least two core clinical supervision models used with supervisees at individual and group level;
- to be able to give appropriate and skilful feedback to supervisees and peers in, or as part of, clinical supervision;
- to practise in an ethical, sensitive and pro inclusive manner.

The Specific learning outcomes are depicted in the course handbooks.



Module 1 : Person Centred Supervision & Self Awareness in Clinical Supervision

Introduction to supervision, using supervision, the supervisory relationship, the contract, Person centred supervision, Supervision as appreciative inquiry and the Proctor Co Operative Model. Teaching methods include skills, self awareness, reflective group, theory input and discussion in the morning and facilitated cross disciplinary supervision groups in the afternoon, learning how to use supervision and how to give peer supervision. All backed up by resources on MS teams and/or Amelia's you tube channel. Participants are expected to watch the video lectures and undertake the nominated reading, prior to attending each face to face session.

This module includes an outdoor 'supervision in nature' day. Walking and appreciating being in the outdoors can help people, to open up and think about their difficulties differently. For clinical supervisors working in mental health this has a dual benefit of modelling working with staff in this area, which in turn gives more professionals the confidence to work more creatively with patients struggling with mental health difficulties, including using the outdoors where appropriate.

Module 2 Professional and Ethical issues including Diversity and Inclusion in Supervision

This explores key cross professional ethical principles and each year focusses on one specific area of themed equality and inclusion work with supervision groups, where personal themes can be explored confidentially. This module has one taught session and is backed up by multiple resources on MS teams and the You tube channel, covering many elements of equality, diversity and inclusion. Criteria feature in the assessments.

Module 3 : Psychodynamic & Relational approaches to supervision

This module explores psychodynamic approaches through the eyes of 2 different models promoting reflection to support the professional. The programme includes 3 sessions covering 2 important supervision and reflective models used in health. The first model health professionals are introduced to, is the seminal Hawkins and Shohet model first published in 1989 and now into its 5th edition in 2021. This model has 7 modes (known as the 7 eyed model) and spans across 2 sessions in the programme and the second is the Balint reflective model. The latter is frequently used to support psychiatrists and GPs in practice but is also used in other areas



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in health and education. Participants then get to practice interventions from these models in the afternoon supervision groups. These are introductory sessions but professionals can be signposted to study these models further at source.

Module 4 : Group & Creative Supervision Methods in Supervision

Supervision is often undertaken in groups yet many supervisors are not trained in group facilitation or group models and methods and are challenged to manage the supervision group and the dynamic to the optimum potential. This module demonstrates 3 different group methods and invites participants to self and peer assess their own group skills (according to criteria for group facilitation, propounded by Heron, Proctor and Hawkins and Shohet). The module prepares candidates to develop the confidence to consider leading and co leading supervision groups, founding their own groups and making use of their own supervision to support them in this process. A full days workshop on using groups creatively, also features as part of this module and explores creative methods designed to draw on the group resource, such as art, storytelling and sculpting. A full day is also devoted to a groups skills assessment day where all participants share and learn from observing each other practicing with a group. This has proved an exceptionally fruitful learning experience.

Module 5 : Independent Supervision : This module is about encouraging course participants to operate as independent (121 and group) supervisors, using their 'home' peer supervision group, working online to support and develop their practice, undertaking some CPD units and launching themselves back into the organisation as fully fledged supervisors and taking responsibility for the direction and focus of their practice.

Skills and assessments

Because this is an accredited CPCAB Diploma programme, there are assessments, which must be passed in order to achieve individual accreditation. These include One 1000 word case reflection; the supervision criteria workbook; 2 practical skills assessments; the achievement of 10 hours supervision practice and meeting the course attendance criteria. All of the above evidence is compiled into a portfolio which evidence the achievement of all the learning outcomes and meet the CPCAB criteria. This is made explicit in a course guide and supportive videos and guidance is offered via the tutors. The CPCAB external verifier will sample the portfolios and quality assure the programme. The Internal verifier samples the academic assignment with a view to meeting the academic standards of the diploma and the internal moderator

The skills competencies are informed by the Proctor model (1987), making use of Heron's (1980) classification of interventions, the generic supervision skills outlined by Roth and Pilling 2008/2015 and group skills identified by Heron & Hawkins and Shohet (1989). The course curriculum and criteria are informed by the BACP Supervision competency framework and curriculum 2021.

In the 121 tutorials with their supervisors, trainee supervisors will present a 5- 10 minute extract of a piece of supervision undertaken with a peer and will submit their self assessment skills checklist with a commentary for discussion in the tutorial. They will discuss their strengths and resources, the intentional model of supervision they have been using and additionally the areas they would like to work on going forward and invite feedback from their peers and their supervisor to inform the process.

Supervision Practice

Since the course is clinical supervision, then participants will be expected to additionally take a supervisee on a monthly/regular basis for one hour sessions over the course of 10 sessions. The supervisee will be drawn from outside of the course participant's immediate work environment. They will evaluate the supervision effectiveness and evidence the hours requirement via an evaluation form and discussion with their supervisor.

To apply for the programme or for more information & an application form please e mail amelia.lyons@wales.nhs.uk:



Programme Schedule

- Course Applications to be submitted via e mail to amelia.lyons@nhs.wales.uk between **April to 31st July 2024.**
- Group Interviews will be held in June and July
- Payments for the programme are collected during August CPCAB enrolments are opened, subject to all payments having been met, by 16th September
- Dates of the taught Diploma in Clinical Supervision programme for 2024/25 are weekly from
- Mondays 9:45 to 4pm from Sept 16 to Dec 9 (with 2 study weeks during half term); X mas break. (4 study weeks)
- Then 2025 : Monday Jan 13, 20, 27; Feb 10, 17, 24; March 3rd
- Final submission of all academic work March 31st
- Completion Tutorials scheduled individually from Jan – 14th April
- Portfolio 14th April
- CPCAB Internal Verification process takes place April 30th to May 31st
- All marks confirmed during June and Certificates issued by CPCAB in July