

Clinical Supervision Policy

Introduction and Purpose

- Clinical supervision is a formal and ethical activity that supports therapists in enhancing their work, developing their practice, and maintaining clients' safety.
- New Road Psychotherapy recognises the importance of clinical supervision for all active therapists, enabling continuous improvement in delivering high-quality care.
- Every therapist at New Road Psychotherapy is expected to undertake clinical supervision.
- This document applies to all directly and indirectly employed clinical staff actively delivering clinical care within New Road Psychotherapy.

Roles and Responsibilities

The Clinical Director and Clinical Manager are responsible for ensuring that all therapists providing supervision have attended supervision training, are suitably qualified and registered with a professional body and abide by their ethical framework.

Supervisors are responsible for:

- Ensuring they have attended supervision training and are suitably qualified and registered.
- Support and facilitate the supervisee in identifying issues, managing their response to their practice, and identifying personal and professional development needs.
- Ensuring they appropriately share information regarding serious concerns regarding a clinician's conduct, competence, or health.
- Supporting the supervisee in accessing specialist safeguarding supervision where appropriate.
- Discuss any recurrent non-attendance at supervision with the relevant line manager.

Trainee Therapist's Responsibilities and Expectations during their Placement:

- All placement counsellors are required to attend fortnightly group supervision provided by New Road.
- The groups are fortnightly, with a maximum of 4 peers in each group. The trainee is not charged.
- If a placement trainee is not able to attend any of the groups provided by New Road, they are encouraged to seek one-on-one external supervision with one of New Road's supervisors. If that is not doable, they require working with an approved supervisor who is willing to give feedback on the trainees' work to New Road.

- New Road Supervisors meet with the clinical/placement managers every five or six weeks to discuss trainees' progress during their placement.

Placement Supervision expectations and outcome:

- Preparing for supervision sessions, including identifying issues from their practice for discussion
- Taking responsibility for the outcomes and actions taken as a result of the supervision
- Where appropriate, record any decisions or outcomes of supervision discussions in the client's clinical record.
- To undertake an open and honest discussion concerning cases with which supervisees work.
- Support and professional challenges will be offered, and supervision will be recorded.
- Ensure each supervision is recorded on New Road Psychotherapy's database.
- The supervisor and supervisee will summarise the discussion and agreed action points.
- Discussion around teamwork and training will be included.
- Seek specialist safeguarding supervision for the supervisee where this may be indicated as an outcome of supervision.

Private therapists

- All private therapists must be members of BACP, UKCP, or an equivalent recognised professional body and abide by their code of ethics.
- All private therapists are required to commit to regular supervision.
- The supervisee will have a formal agreement with a named supervisor.
- Agree to inform other professionals involved with clients of any information that may impact a client's safety. Discuss the appropriate referral to other agencies where this is indicated.

Equality Impact Assessment

Implementing and complying with this policy should not impact any employee based on age, disability, gender, race, faith, or sexual orientation.

Conclusion

At New Road Psychotherapy, we are dedicated to creating a just and equitable society where everyone is treated with dignity and respect. We recognise that this requires ongoing commitment, effort, and steadfast resolve to be an actively inclusive organisation.

Contact Information: If you have any questions or concerns about this policy, please email the centre manager at admin@newroadpsychotherapy.com.

Review and Revision: This policy will be reviewed annually and updated as necessary to ensure it remains relevant and effective.

Effective Date: 4 June 2024