



EMMA MARSHALL  
Counselling Services

## **Supervision Framework**

I am a Fellow FNCIP and Accredited Person Centred Counsellor and Supervisor of the National Council of Integrative Psychotherapists. My practice is based on the theory developed by Carl Rogers that given the right conditions, everyone has the potential to grow and develop in a positive way. My belief in this theory extends beyond counselling clients to my Supervision Practice as well. With the core conditions in place, my aim as a Supervisor is to provide supervisees with the space and time to bring their clinical work for exploration, reflection and to ensure best ethical practice for their clients within a supportive, collaborative, facilitative and restorative relationship.

The aim of this framework is to provide an understanding of what I strive to offer during supervision, my supervision style based not only on my own experiences of supervision (good and bad!) but the qualities I believe are important and necessary. I have included my professional training and experience to give an idea of the nature of work that I draw from, what I have to offer and the type of Supervisor I aspire to be.

### **Qualifications and Experience**

ABC Level 3 Certificate in Counselling Skills

ABC Level 4 Diploma in Therapeutic Counselling

Certificate in Supervision

The experiences I bring with me to the role of Supervisor are quite varied. My main experience is working with young people, trauma work and providing pre-trial therapy for victims within a protocol that won't jeopardise any trial. I have in depth knowledge of local charities that students may be on placement with, I've managed a counselling agency and understand the responsibilities and stresses of that job role. I've volunteered, counselled in a school, have experience of working alongside social services, police, CAMHS, adult mental health and multi-agency working. I have worked with the whole family unit to aid a client's recovery and this falls alongside my training in abuse, forced marriage, rape, FGM, alcoholism, human trafficking, modern day slavery, anxiety, depression, self-harm, eating disorders and mindfulness to name just a few. I am passionate about safeguarding young people and vulnerable adults which can be difficult for both the counsellor and client when confidentiality has to be breached. I have been in this situation on many occasions so will use these experiences to fully support you through the process, if this occurs, with the aim of keeping both client and counsellor as safe as possible.

### **Ethics**

As a Fellow FNCIP and an Accredited Practitioner of the National Council of Integrative Psychotherapists (NCIP), I adhere to their Code of Ethics for good practice. If you would like to find out more about this you can go to [www.the-ncip.org](http://www.the-ncip.org) for information.

### **What do I feel is important in Supervision?**

- A connection within the relationship and relational depth
- A collaborative and supportive way of working
- To have the core conditions in place
- To have the safe space to "just be" with your client work, where we can reflect, explore,

gain new understanding and perspectives, learn and discover new ways of working together to ensure best practice for your clients

- To feel safe enough that you can be honest about any mistakes and not to feel ashamed to admit it. (I'm human and yes, I've messed up before too!) Supervision should support you through these times and hold the space to reflect and learn from them
- Emotional check ins, the whole person is important not just the "professional side" and it may be useful for the Supervisor to have an idea of the Supervisees background
- To leave Supervision feeling listened to and restored to continue with client work
- Similar working experience is an advantage but not vital
- Clear contracting
- To check out Supervisee's self-care
- To be challenging and a part of your professional development
- To give and receive constructive feedback
- To highlight blind spots
- To hold regular reviews of all aspects of Supervision and the working relationship
- To have a Supervisor that is knowledgeable, experienced and a resource for information sharing
- To have some structure to the sessions depending on the client work/issues being brought
- Clear, ethical boundaries including confidentiality
- A Supervisor who is available between sessions for exceptional circumstances in client work

### **What will I offer as a Supervisor?**

- To support the Supervisee in their client work, monitor effectiveness and the relationship between the Supervisee and client to ensure work is meeting the client's needs
- Offer regular reviews and welcome feedback to monitor the effectiveness of Supervision
- To work inclusively and respectfully of diversity and difference in both supervisory and client relationships
- To work within my own supervisory framework and to the NCIP Code of Ethics
- Enable time within Supervision to review the NCIP Code of Ethics or the ethical framework of the Supervisee's governing body as required in line with good practice
- Offer emergency or extra Supervision support in between sessions as required and I will endeavour to ensure this is within 24 hours of the supervisee seeking support
- Monitor a supervisee's Continuous Professional Development and possibly recommend further training or resources where appropriate
- Write reports collaboratively as required by the supervisee
- Supervision notes will be kept in line with GDPR and NCIP requirements
- If any concerns arise around any aspect of the Supervisees clinical work, this will be discussed with the Supervisee and actions agreed as appropriate. Where necessary I will seek advice from my own Supervisor, NCIP and/or my Insurers legal team regarding any concerns
- Monitor my own self-care, work load and ensure I maintain regular supervision for all clinical work
- Maintain my own Indemnity and Liability Insurance

### **What are the Supervisee's responsibilities?**

- To come to supervision sessions, prepared and knowing how they wish to use their time, identify the issues for exploration, reflection and discussion
- Ensure they work within the NCIP or governing body Ethical Framework
- All client work to be fully insured
- Ensure clients are made aware that the Supervisee attends supervision
- Monitor own self-care and advise Supervisor of any personal issues that may affect client work and seek further support
- Advise the interaction required between Supervisor and agency/employer/college

- Ensure they comply with any agency/employer/college policies and procedures
- To maintain any notes from supervision sessions in line with GDPR and NCIP requirements
- Maintain regular Continuous Professional Development and have safeguarding knowledge
- Advise Supervisor of any reports that are required so time can be put aside for collaborative working
- It is the Supervisee's responsibility to ensure they meet the NCIP minimum requirements for monthly supervision and any college requirements in terms of client/supervision ratios

### **Our work together**

At the heart of the Person-Centred Approach is the relationship between both parties and for me this is one of the most important elements. I will offer a free, 30-minute, initial session, as a chance for us both to get to know each other and to see how we can work together. I would be interested to know where you are in your career. What modality do you practise? What are you looking for from supervision? Is there anything you would like me to know? What would you like to know about me? I will introduce my working agreement and please feel free to ask any questions.

During our work together, I will welcome honest and constructive feedback from you and if any issues around diversity or difference in opinions or ways of working arise, I hope we can discuss this openly and respectfully.

### **Endings**

There will come a time when you may feel you would like to change Supervisor or you may not need supervision any longer. Being Person-Centred I will fully respect any decision you make, and hope that we can discuss working towards ending collaboratively. I ask that wherever possible, 1 months' notice is given.

I look forward to working with you.

Emma Marshall

Fellow FNCIP and Accredited Practitioner of the National Council of Integrative Psychotherapists