



**CENTRE FOR SUPERVISION TRAINING  
AND DEVELOPMENT**

**Reflective Supervision in Education Training**

Tel: 01225 667127

E-mail: [info@cstdbath.co.uk](mailto:info@cstdbath.co.uk)

[www.cstdbath.co.uk](http://www.cstdbath.co.uk)



# CSTD Bath

*(Centre for Supervision Training and Development)*

## Reflective Supervision in Education Training

At CSTD we have long recognised the gap in appropriate supervision for those working in Education. It is no surprise that each year, whether state or private, staff from Primary, Secondary, FE and Higher educational institutions are choosing to leave the work they love due to its unprecedented pressures and impact on their health and well-being.

As a 'people profession', whether a person's role involves holding children, young people, families, or colleagues, as well as hugely rewarding, working in education can also be challenging, lonely and disempowering and even lead to vicarious trauma and burnout.

However, unlike almost every other helping profession, historically, those working in educational settings have *not* been offered a confidential and supportive, reflective space to help staff to process and manage the impact of their work.

As a well-established Supervision Training provider, we have drawn upon a wide range of experience from school staff, research and clinicians to develop this exciting new bespoke training programme:

### **Reflective Supervision in Education Training (RSE)**

#### **Accessible to:**

- Education staff **currently** working in an educational setting
- Anyone who **previously** worked in education and wishes to return to offer support
- Psychotherapists / Counsellors wishing to offer this support in education

#### **Quality Assurance** provided by:

- Completing this bespoke RSE pathway through our Supervision training, while retaining the core elements of training historically offered to everyone completing their **Certificate or Diploma** in Supervision at CSTD.



# CSTD Bath

*(Centre for Supervision Training and Development)*

## RSE training pathway:

- Module 1 Introduction to RSE (compulsory module)
- Module 2 Fundamentals of Supervision (compulsory module)
- Module 3 Optional module of choice
- Module 4 Supervision Integration (compulsory module)

As with all our supervision training, how long you take and whether you train f2f / online can be designed to fit your personal timescale and circumstances. You also decide whether to write one essay to achieve a Certificate in Supervision or two essays, for the Diploma in Supervision. All modules involve active supervision skills practice with peers.

## RSE Module Content:

### **(1) First module:**

#### **Introduction to Reflective Supervision in Education (compulsory)**

This module includes:

- What is Reflective Supervision in Education (RSE) and what does it aim to provide?
- Different possible contexts & configurations of RSE
- Core presenting issues in educational settings
- Pros & cons of offering internal / external RSE
- Therapeutic tools for RSE: Checking in and grounding; active listening; Core Conditions; CORBS feedback model
- Contracting and working in supervision 1:1 / with small groups
- The CLEAR model of supervision
- Skills practice in supervising individuals / a small group
- Identifying obstacles to self-care: unconscious *Drivers*



# CSTD Bath

*(Centre for Supervision Training and Development)*

## **(2) Second Module:**

### **Fundamentals of Supervision (compulsory)**

This module includes:

- Why Supervision • Definitions of supervision
- Contracting
- Listening as a supervisor
- Feedback as a supervisor
- Using all seven modes of the Seven Eyed Model
- Developmental Model
- Practice in threes

## **(3) Third module (ONE optional from A, B, C or D):**

### **A. Psychotherapeutic Supervision**

This module is for those supervising practitioners (often psychotherapists or therapeutic counsellors) who work with the therapeutic process in depth. Often, but not exclusively, they will be working in private practice.

This module includes:

- The nature of the supervision relationship and working alliance
- Working with the intersubjective triangular space between supervisor, supervisee and client.
- Developing inclusion and confirmation....a Dialogical approach
- Working with difference
- Working with challenging situations
- Practice in threes

### **B. “Supervising Practitioners Who Work in Organisational Settings”** (*Charities, Training Placements, the NHS, Schools, Universities and other educational settings etc.*)

Accountability, Performance and Development. This module includes:

- Different types of contracts for supervision
- Ways of structuring a supervision session
- Legal issues relevant to supervision including safeguarding issues
- Evaluating the effectiveness of supervision
- Working with challenging situations including assessment and giving difficult feedback
- Supervisory relationship and working alliance
- Working with difference
- Styles of facilitation
- Working with the wider organisation, including its culture and dynamics



# CSTD Bath

*(Centre for Supervision Training and Development)*

## **C. Working with Groups**

This module is for those who work, or wish to supervise, in groups and/or teams.

This module includes:

- Focus, purpose and experience of group supervision
- Contracting for group supervision
- Different ways of running and organising group supervision
- Group dynamics and ways of working with them in supervision
- Techniques for utilizing group resources and processes in the service of supervision
- Practice in small groups and within the larger group

## **D. Working with anyone (therapists, teachers, social workers or other) who supports Children and Young People aged 0-25**

Content currently under development.

## **(4) Supervision Integration (compulsory)**

This is the final module of our training. The module is run in the form of a learning community. As well as input from the tutors, members take responsibility for their own and each other's learning by leading seminars themselves.

This module includes:

- Use of video feedback
- Advanced skill training
- Developing ethical maturity
- Supervising difficult situations
- Sharing of learning from other modules
- Special interests

**For further information** about the progression through our supervision training at CSTD, including course module dates and costs please see:

<https://www.cstdbath.co.uk/home/diploma-certificate-in-supervision/>

You can call us and please leave a message if we are not around on: **T: 01225 667127**

Alternatively email us at [info@cstdbath.co.uk](mailto:info@cstdbath.co.uk)