

## **GROUP AGREEMENTS & BOUNDARIES IN TRAINING POLICY**

**We are committed to ensuring that all those training with BeeLeaf enjoy a positive, inclusive and engaging learning environment. This Policy exists to support this commitment. It should be read in conjunction with the Code of Conduct and Disciplinary Procedure.**

### **Punctuality**

Aim to arrive by 9.30am. Starting together helps us keep it together. We understand that journeys can be delayed for all sorts of reasons; let us know if you are delayed get in touch with us using the contact details provided.

### **Self Care**

Arrive properly rested, fed and washed and ready to focus and work. Free from effects of alcohol or recreational drugs.

### **Listen/Speak Up**

Adjust so that all voices can join in and be heard.

### **Respect of Difference**

Be fascinated by what is different from you, especially if it is uncomfortable for you.

### **Openness and Willingness**

You really can't benefit from an experiential training if you don't let yourself experience. Sometimes an exercise has to be tried out before the learning in it is clear. Curiosity about yourself and others is a necessary requisite for psychotherapy training.

### **Give and Receive Feedback**

Keep it real and honest. Genuine feedback is a gift, even though it is often subjective.

### **Prepare and Catch Up**

Assignments are to help you get the most from the course, and to give others opportunity to do so too.

### **Address Challenges**

We're here to learn, to get it 'wrong' as much as 'right'. All of us will have unique challenges at different times. Embrace difficulty as learning opportunity.

### **Respect of Boundaries**

People have the right to space and privacy. Boundaries are sensitive and subjective. If asked to acknowledge a person's boundaries, do not interrogate why they have the boundary. Instead ask how you can respect the boundary better in your communication and behaviour.

### **Remember to be Kind**

People are usually trying their best and seldom intend harm. Speak up respectfully about disagreement.

### **Confidentiality In the Group**

People's personal content shared within the group must remain within the group – including that of staff. An exception will apply if a person receives information that could compromise the safety of the group or individuals in it. In this event, first, if possible, discuss with the person who has disclosed and then with a staff member.

When talking about clients and cases clinical supervision conditions & confidentiality protocols apply.

### **Confidentiality In Pair and Small Group Work**

People's content shared in exercises remains with those it was shared with during exercise. Exercise Process, including any challenges, are not confidential. Discuss these in the large group.

### **Contract for Work Together**

Be a Learner! Beginner's mind. Willing to step into 'not-knowing'.

You are contracting to do the exercise together to the best of your ability. You are not contracted to 'do therapy' or 'do something else/better'.

If uncomfortable with communication or behaviour in small group work, raise it first with the individual, and/or in group plenary processes.

If experiencing ongoing difficulty in a relationship within the group, and raising it with them and in plenary is not effective/safe, raise it with a staff member.

We are all likely to unintentionally and unconsciously fall short of our best in the above areas. These occurrences are celebrated as essential learning opportunities for all involved IF people are honest and brave in giving and receiving feedback about their observations, experience and feelings.

### **Recording**

Recording of any teaching sessions, practical exercises, demonstrations or conversations using any devices that may be used for audio-visual recording such as and not limited to, ipad or mobile phone is not acceptable unless permission has been requested and given by the person(s) involved.

### **Plagiarism**

All students should ensure that they understand and familiarise themselves with the terms that are used to describe different forms of academic misconduct in continuous and final assessment, including practical assessment. Full details can be found by reading the Academic Integrity Policy.

### **Personal Development**

Many people who have taken our Psychotherapy Certification training have reported to us (and their partners have too!) that this training offered them the most beneficial personal development experience they had ever had.

We pride ourselves, and continually receive feedback to confirm, that the safe and challenging environment that we create for a highly experiential, creative and personal journey is the hallmark of BeeLeaf Institute for Contemporary Psychotherapy.

This safety is created by the widely experienced and dedicated Trainers, the committed and talented Tutors who give of their time to support learners, and above all, by the group of individual trainees who have come together to share their adventure. We will both empower and challenge you to face areas of skill that may have eluded you till now and will give you direct and honest feedback from a position of acceptance of the unique individual you are.

To maintain this supportive atmosphere, all participants are encouraged to take responsibility for their impact on the group and on their own experience of learning. This means acknowledging that sometimes exercises will bring up strong personal issues and that these need to be respected and attended to in the right way. Sometimes people may strive to find the right balance between learning and own therapy. The basic boundary is that personal development work during the training must be supportive of, not detrimental to, the learning of yourself and others. As a general guideline, remember that this course is first a training experience and it is appropriate to use the exercises to work on areas of challenge that you are experiencing in learning from any exercise or assignment.

It is sometimes not helpful to attempt to solve complex or ongoing dilemmas and problems in this space and if you discover that you are unable to meet the learning objectives of a particular aspect of the course due to personal issues, we will recommend that you take the issue to an appropriate therapeutic forum, usually personal therapy.