

National Counselling Society
Policy Statement and Survey Results

Following the results of our February 2019 membership survey, the Society is publishing the results of the survey along with our policy statement. The Society sets policies in consultation with our members and where a clear view is expressed from the membership, we frame policy according to their instructions.

PART ONE – RESULTS AND POLICY STATEMENTS (GENERAL)

1. Membership Grades

Members were asked whether the Society should view becoming a qualified counsellor as an acceptable “end point” for members, with grade progression being seen as an entirely voluntary process undertaken to increase employability; or the Society should take the view that becoming a qualified counsellor should be a temporary starting point in their career, with higher grades being acknowledged by the Society as more advanced in practice.

75.8% of respondents wish the Society to view becoming a qualified counsellor as an acceptable end point, with grade progression viewed as a voluntary process undertaken to increase employability.

Policy Statement:

The Society will promote members of all grades being seen as equal in practice, with the benchmark for qualified counsellor being seen as the entrance to the Society’s Accredited Register. The Society will promote job opportunities for registrants and ensure that potential employers are aware that being on an Accredited Register should be deemed sufficient to be considered for job opportunities for qualified counsellors.

The Society will adopt the policy that additional membership grades beyond registration are undertaken voluntarily in order to increase employability, whilst continuing to acknowledge the additional work and experience necessary to meet the criteria for these membership grades.

The Society will consider other “benchmarking” opportunities for qualified counsellors who do not wish to progress to higher grades beyond registration, for example, certifying years in practice. We will consult members about this in due course.

2. Challenging Unpaid Work

Members were asked whether the Society should actively challenge the role of unpaid work in counselling and campaign on this issue.

71.7% of respondents wish the Society to actively challenge this role and campaign on the issue.

Policy Statement:

The Society will make it more explicit that we oppose the culture of unpaid work for qualified counsellors. We will campaign by writing to key stakeholders including Government, charities and so forth in order to challenge this practice.

We will issue press releases on this issue and appoint an Unpaid Work Officer to monitor the way in which the expectation of unpaid work is being used by organisations in their requirement or expectation of qualified counsellors to undertake unpaid work. We will allocate resources to campaign for counsellors deserving to be paid and launching a “No to No Pay” campaign.

3. The Accredited Register Programme

Members were asked, following our previous survey on regulation options, whether the Society should campaign to make the Accredited Registers programme compulsory for counselling and psychotherapy.

74.9% of respondents agreed that they wished the Society to adopt this as policy.

Policy Statement:

The Society will campaign to preserve the current Accredited Register programme as the right regulatory model for counselling, and furthermore, campaign for a change in the law to make being on an Accredited Register a requirement to practise as a counsellor or psychotherapist.

4. Private Practice as a Qualified Counsellor

Members were asked whether or not a qualified counsellor should be considered to be equipped to be in private practice and make choices about the suitability of potential private clients.

78.8% of respondents confirmed that qualified counsellors should be considered to be equipped for private practice.

Policy Statement:

The Society’s policy is that, on joining our Accredited Register and being recognised as a qualified counsellor, that this should be considered as confirmation of suitability for private practice.

The Society will examine and if necessary, modify or make explicit within our training standards that all training courses leading to registration will have to demonstrate and confirm that they so equip our registrants, and require our routes to registration to demonstrate this.

5. Widening Work Opportunities through legal challenges

Members were asked whether the Society should consider appropriate legal action to ensure that work opportunities were not unfairly closed off from our members.

92.2% of respondents agreed that the Society should now take a legal approach to ensure equality of work opportunity.

Policy Statement

The Society believes that work opportunities should be available to all qualified counsellors on an Accredited Register. Where work opportunities require further demonstration of additional qualifications, experience or personal development, these should again be equally available to suitably qualified registrants irrespective of their individual professional affiliations.

The Society will gather evidence of restrictive practices in employment and instruct expert solicitors with the view to mounting appropriate legal challenges to end these practices in our profession.

6. Representing Psychotherapy

Members were asked whether the Society should make it more explicit that we represent both counsellors and psychotherapists in our communications.

88% of respondents confirmed that the Society should make this more explicit.

Policy Statement:

The Society will make it explicit that we represent the interests of both counsellors and psychotherapists, and reconfirms the variety of our membership and their rights to use those titles appropriate to their professional self-understanding and training.

We will consult with our members as to how better to communicate our role as a stakeholder in counselling and psychotherapy, and monitor developments in the profession in this regard.

PART TWO – RESULTS AND POLICY STATEMENTS – COMPETENCIES

Members were asked a series of questions on proposed competencies for the profession based upon the framework established by the Scoped consultation. Members were asked to consider which competencies should be reserved to “advanced counsellors” which we defined as those having received our Professional

Accredited grade (or equivalent) and/or for psychotherapists. We sought to establish how our membership at large views their actual competencies to practice in specific areas.

Our methodology was to list those competencies which the consultation reserved to advanced counsellors and/or psychotherapists, and ask our members to express their professional judgement.

Results

We will be analysing these results in more details and further engaging with our members. In summary however, our members' professional judgement as to the competencies which actually apply in counselling and psychotherapy do not support the draft Scoped document.

On the contrary, the vast majority of the competencies reserved by that document for psychotherapists or advanced counsellors are actually, on the examination of professional counsellors' lived experience, competencies which hold true for qualified counsellors also. Our members' view is that the differentiation of these competencies into three purported levels is contrary to how the profession actually works.

It is interesting to note that where competency scores veer most towards the concept of reserving the competency, i.e. towards indicating that either Psychotherapists and Advanced Qualified Counsellors can (or should be allowed to) do this, or only a Psychotherapist can (or should be allowed to do this) – these scores are related to questions of mental health diagnosis, psychopathology and psychotropic medication, and conducting empirical research.

However, even with these scores the threshold was not passed to reserve the competencies, and this appears to be entirely consistent with the HCPC's position in 2009, which at the time was robustly opposed as a sufficient basis for distinguishing counselling and psychotherapy, especially given that, as was noted at the time, psychotherapy training did not necessarily include the issues above and counselling training did not necessarily exclude them.

In addition, it is worth alluding to our many members' who have stated that this kind of competency framework has no resonance with their practice or modality. We recognise this and reconfirm that our conducting this exercise was not the prelude to adopting such framework.

Policy Statement:

On instruction from our members, the Society does not believe there is an evidential basis for distinguishing three tiers of professional competencies along the lines of "qualified counsellors", "advanced counsellors" and "psychotherapists". Our members confirm that, irrespective of professional title or membership grade, that they are able to demonstrate competencies across a framework without generally reserving those competencies.

The Society therefore considers that the draft competency framework creates artificial distinctions not reflective of practice or training, and contrary to the expert evidence already set before the HCPC in 2009.

The Society reconfirms its position that while we would welcome common standards across the profession, this can and should be achieved through the Accredited Registers programme, reaching common agreement amongst all Register holders and other important stakeholders, in full consultation with members and trainers, that can be communicated to the Professional Standards Authority. It is only through such an inclusive approach that any "public confusion" would be fully addressed and the maturity of the profession be communicated to the wider world.

Section 1: Results and Policy Statements

We asked our members the following questions, wanting to know which options they would prefer:

Question 1.

Option 1: Becoming a qualified counsellor should be an acceptable "end point" for our members. Gaining further membership grades beyond that required to become a qualified counsellor should be seen as an entirely voluntary process undertaken to increase employability and opportunity for those members wishing to undertake those additional membership grades.

Option 2: Members ought to do everything possible to progress to higher grades of membership, with being a qualified counsellor seen only as a temporary starting point in their counselling career. Members gaining further membership grades should be acknowledged by the Society as being more advanced in their practice than those who have chosen to remain at a lower grade.

Answer	0%		100%		Response Ratio
Option 1					75.82%
Option 2					24.17%
	Totals				100%

A selection of comments regarding this question:

Every person's journey and circumstances are different and should be respected. To achieve an equivalent level 5 accreditation is sufficient for many. It can be encouraged to progress further but should not be a requisite. Each counsellor needs to undertake CPD - this extends their experience. Experience comes from both CPD, willingness to learn, networking and actual hours. Further qualifications do not necessarily mean a person is a better counsellor. Personal growth and development is also important.

I think that a counsellors recognised personal growth, ability to see there is "always more to learn " " further opportunities to explore" and for that to be validated and rewarded by higher grade of membership is an important part of the further training and CPD we embark on to keep up to date in a very current and leading way in our profession.

Not all counsellors have the time, energy, or finances to progress to higher grades of membership. If counselling is seen/promoted a 'career' we run the risk of losing the vocation aspect of it.

Counsellor training is expensive, time consuming and challenging and should be sufficient to demonstrate that a person is a skilled counsellor. Moving the goal posts for budding counsellors to accredited status and above acts as a barrier for working class counsellors who cannot afford to invest in additional training or pay for accreditation and puts women at a disadvantage as they may wish to take time off to have children and therefore don't have the time to pursue additional qualifications. Forcing counsellors to attain a certain

number of hours after they have qualified harms the profession as a whole as employers know that counsellors need the hours and are willing to work for free.

Not every counsellor will have the desire to continually pursue further qualification, either due to other commitments or financial restrictions but this should not devalue their commitment to their profession or their desire to practice ethically.

Completing additional training is very expensive especially at postgraduate level where there is currently no funding. I believe it should be optional for people to do additional training, I'm not talking Cpd here, as otherwise it will be even more a white middle class vocation and the diversity of cultures will be lost. I believe the completing an accredited training course with 100 supervised hours should be enough to be a qualified counsellor unless free training at higher levels is available to all.

I believe in equality and diversity is important to keep in the counselling profession. We all develop and learn in different ways.

I have Dyslexia and it takes me longer to achieve what want academically and it would be a great shame to have counselling and Psychotherapy as just academic profession without having core conditions to help or encourage in humanity.

As in any profession, it should be up to the individual to decide if and when they want to become more senior in their field. Some of us have a drive to become more senior, but for others, being comfortable on the level they are at is enough for them.

In this field of work, it is a vocation, not just a job, and the profession should realise that we are all individuals, just like the people we work with, and should be treated as such.

Our learning is constant in our everyday dealings, along with our CPD, so we are always evolving. Further forced study cannot give a person more life knowledge.

Question 2.

The NCS does not accept advertising or promote organisations who seek to use qualified counsellors for unpaid work. Should we actively challenge the role of volunteering in counselling and campaign specifically on this issue?

Answer	0%	100%	Response Ratio
Yes			71.79%
No			28.20%
Totals			100%

A selection of comments regarding this question:

I do carry out voluntary counselling as a qualified counsellor because the organisation I volunteer with offers low cost counselling for all and I support this 100%.

However, I think that the culture that still seems to say that it's ok for counsellors to offer their services free and often at a cost to themselves needs to be challenged.

There is a belief that if clients have to pay towards their counselling then they are likely to 'own' it more and possibly be more committed.

Some organisations seem to have reached a good compromise by asking for a minimum of £10/session, for instance, and this has enabled them (along with fundraising) to pay their counsellors. It might not be a huge amount of pay but it's a lot more than many people earn. One organisation I know of who follows this way of operating still allows for instances where clients cannot afford the nominal fee and a reduced fee can be offered, thereby keeping the counselling open to those on very limited income.

We have spent a lot of time and money on training, you wouldn't go to the dentist or hairdressers and expect to get the service free, so I think even if we work for a reduced fee it is better than nothing, it's about our service being worthwhile and it makes a difference to peoples lives etc.

Initial volunteer work that leads to paid work or career progression can be useful to gain experience and competence.

However, if organisations are only offering unpaid/volunteer work by a qualified counsellor it does not promote counselling as professional career, it becomes an expensive hobby and not a sustainable income

Counselling is an expensive profession to train and work in. Too many organisations seek to exploit newly qualified counsellors looking to achieve their required hours for accreditation. This is unfair and diminishes the achievements of qualified therapists. The skills of all therapists should be financially recognised and treated as valuable.

In Northern Ireland a huge proportion of Counsellors are working unpaid or less than minimum wage after clinical and legal expenses are considered. This is a blight on the vocation

Question 3.

Following the results of our recent survey on regulation in which this option was indicated as the preferred choice of the majority our members, should the NCS campaign to make the AR programme compulsory?

Answer	0%	100%	Response Ratio
Yes			74.94%
No			25.06%
Totals			100%

A selection of comments regarding this question:

Much as I like the idea of creativity and freedom to think outside the box, I think having some reliable minimum standard is important. Of course, we need to make sure there is room for creativity and freedom within AR.

Along with a recognised qualification the AR provides clarity for potential clients that an individual counsellor has been recognised as meeting a certain required standard across the different qualification

levels. it is becoming increasingly recognised as the professional standard with regard to competent and ethical practice.

I have benefited from being accredited and so I see no reason to not make it compulsory. Maybe have an 'in progress to' system allowing for perspective members seeking accreditation to attain hours etc while retaining a level of support from the organization. I would suspect that there would need to be a 'probation' period as such so that if accreditation wasn't met in a particular time frame then membership would be denied.

I think the ar programme is great it allows potential client to see that counsellors are on an accredited Register. Unsafe practitioners will never be completely stamped out however it is the ethical duty of the professional to report any kind of unethical practice and the registering body investigate. Not swayed by a number of years in practice and multiple qualifications. we all need to work together on this issue

Question 4.

It has been suggested that:

Option 1: A qualified counsellor should have to fulfil further requirements before being deemed able to be in private practice, and should not be able to make choices about the suitability of potential clients without further experience and/or training.

Option 2: A qualified counsellor should be considered equipped to be in private practice and to make choices about the suitability of potential clients.

Answer	0%	100%	Response Ratio
Option 1			21.17%
Option 2			78.82%
Totals			100%

A selection of comments regarding this question:

If a counsellor has been qualified, then this qualification process needs to meet the needs of working in private practice or not given. The counsellor would have to had working placements and case studies to prove their competence or had one to one experiences in their training. If this is not the case, then it might be useful to ask why there is concerns with the training available. My original training 1999 was taking to your bare bones and looking at everything you would need in any situation including your own. it is important to continue in self-analysis and perhaps to know what is required if you set up a private practise.

I think that this could be met in part by incorporating a module on assessments and private practice into the existing core training.

If trained and assessed correctly with regular supervision, once qualified a Counsellor should already possess the necessary skills and abilities to know when any particular client is not going to benefit

from working with them. Otherwise they should not have achieved a pass in their course. I left my training knowing that the needs of any potential clients I may meet must always come first. Therefore, I undertook on qualification to be honest with not only the client and my supervisor but myself! To say a qualified Counsellor needs further experience or training is to say that the training is not good enough. It doesn't matter how experienced we are, when that first client and then all subsequent clients sit before us it is still an experience to learn from and the first will always be the first. Counsellor or Brain surgeon.

With the guidance and support from supervision, and following the Ethical Framework, a qualified counsellor should be considered equipped to be in private practice and make choices about the suitability of clients.

What is the point of being qualified if you then aren't 'qualified' all practicing counsellors have supervision, and newly qualified counsellors should be making use of their supervisor to advise when they aren't sure on such matters.

Question 5.

As members are aware, in spite of the AR programme there continue to be opportunities in employment and other opportunities which are not available to NCS members but are available to members of other organisations. So far, NCS policy has been to take a "soft approach", opening dialogue with opportunity providers. However, we are considering taking a legal approach where, if necessary, we challenge closed opportunities through legal proceedings. Should the NCS allocate funds to mount direct legal challenges (where appropriate and always on the advice of solicitors) to any opportunities which are still closed to members?

Answer	0%	100%	Response Ratio
Yes			92.27%
No			7.73%
Totals			100%

A selection of comments regarding this question:

I think this is probably the only way forward with this that would be truly successful. It is a shame, but I would be happy for funds to be used in this way.

Definitely! As an experienced supervisor in organizations and privately working with BACP and NCS counsellors I cannot see that there is any difference in the quality of their work because of different regulatory body. It is discriminatory and forces practitioners to go down a route they do not always want to do.

Yes, in principle, but it would depend on the circumstances and amounts of money involved! Unfairness and lack of inclusion should be addressed for us and in society generally. I don't know the specific circumstances to which you refer, but it's possible that the employers etc are more aware of other

organisations and their stance may not be deliberately discriminatory. Perhaps it's also to do with how the "other organisations" self-promote?

I do not believe it acceptable that the NCS should be regarded as in any way inferior to professional bodies such as BACP etc merely because these became 'more popular' more quickly. The ethos of NCS in my view is that it values counselling as a vocation first which others might have lost sight of through self-grandiose projection and an air of self-appointed authority.

Opportunity should be equal in this field of work other membership organisations are very closed minded and it leaves the question of we are trained not to judge others so why is there such judgement on this organisation.

Equality is fairness to all. Accredited members of one society should not be sold as more desirable than any other qualified practitioner.

Yes, other bodies have a monopoly on the field which limits opportunities for so many counsellors. It completely closes the door for newly qualified NCS members to advance and gain more hours in the field and employment despite having the equivalent training or study completed. I like the NCS' ethical guidelines and ethos and am unsatisfied that it is seen as a stepping stone on the way for many counsellors professional development through to other professional bodies. If the NCS legally challenged opportunities closed to NCS then more counsellors would remain loyal and stay with them.

Question 6.

With regard to Psychotherapy, it has been suggested that:

Option 1: The NCS should make it more explicit that we represent both counselling and psychotherapy in all communications.

Option 2: The NCS focusses more extensively on counselling in its language and approach, to the exclusion of psychotherapy.

Answer	0%	100%	Response Ratio
Option 1			88.02%
Option 2			11.98%
	Totals		100%

A selection of comments regarding this question:

The debate about the differences or not continues but I do feel NCS should represent both.

There is significant confusion about the differences between counselling and psychotherapy with both the public and therapists themselves. If NCS is to represent both counselling and psychotherapy, it needs to be clear on the difference between them, and to educate members and the public on this.

It is difficult to clearly distinguish between the two terms, and many if not most counsellors practice an element of psychotherapy in their practice. The lack of reference to psychotherapy could therefore be perceived by general public as if we offer a lesser service.

I believe you represent both - so you can say that

All-inclusive is a better option than being exclusive. But please don't become the BACP. Many of us have fled their confines!

While there is no clear distinction between counselling and psychotherapy. If NCS focussed just on counselling, I fear we would, even more so, be seen as second-class citizens in the therapy world. Particularly as the BACP and other organisations seem to be hell-bent on making and enforcing such a false dichotomy, even against the wishes of a seemingly significant proportion of their membership.

Counselling and psychotherapy are two sides of the same glove, why not have an organisation representative of both. The divide between the two should be worked upon whilst maintaining the different orientation and training of both schools.

Both, as psychotherapy is a natural progression for counsellors wanted to develop practice/skills etc. I would say that there does not exist a clear definition between the two and it would make sense to set psychotherapy as a counsellor who has studied on a level 5 psychotherapy course, and therefore has the advanced specialist knowledge.

Section 2: The Role of Counsellors and Psychotherapists

We will be using the following definitions of counsellors for the purposes of this survey only, and this should not be taken to mean that we will be adopting these definitions as a Society in any way:

Qualified Counsellor: A counsellor who has completed their training and has joined the NCS as an Accredited Registrant. (MNCS Accred)

Advanced Qualified Counsellor: A counsellor who has undergone additional post-qualification training and experience and has achieved the membership grade of Accredited Professional Registrant (MNCS Prof Accred)

For the following questions please indicate whether, in your professional opinion:

All Qualified Counsellors can, (and should be allowed to) do this only, Psychotherapists and Advanced Qualified Counsellors can (or should be allowed to)do this, or only a Psychotherapist can or (should be allowed to) do this.

For the results of the survey, the number correlates as below:

1. All Qualified Counsellors
2. Advanced Qualified Counsellors and Psychotherapists
- only 3. Psychotherapists only

13.



Answer	1	2	3
Be able to recognise when to consult with a supervisor and (or) other appropriate professionals to address ethical dilemmas	97%	2%	0%
Be able to critically evaluate their own work within an ethical framework and apply the framework to resolve complex conflicts and ethical dilemmas	90%	8%	0%
Be able to work with ethical difficulties and dilemmas, including addressing and resolving contradictions between different codes of practice and conduct, or between ethical requirements and work requirements	84%	15%	0%
Be able to use team-working skills to work with others	95%	4%	0%
Be able to take an active role as a member of a professional community and participate effectively in inter-professional and multi-agency approaches to mental health where appropriate	84%	14%	0%
Be able to work in multi-disciplinary teams with other professionals to maximise therapeutic outcomes	88%	11%	0%
Be able to take an active role within the professional community locally and nationally. Be able to communicate effectively with other professionals in imparting information, advice, instruction and professional opinion.	80%	18%	0%

14.



Answer	1	2	3
Be able to collaborate with a supervisor and (or) other professionals to decide if a client or patient is suitable for therapy	97%	2%	0%
Be able to undertake a competent clinical assessment that is consistent with their own therapeutic approach	88%	10%	1%
Be able to assess and formulate when working with chronic and enduring mental health conditions	60%	34%	4%
Be able to draw upon their knowledge of common mental health problems and their presentation during assessment and throughout therapy	86%	11%	1%
Be able to critically appraise the nature of "psychopathological" and "normal" functioning and distinguish between them, during assessment and throughout therapy	62%	29%	8%
Be able to understand the medical diagnosis of mental disorders and the impact of psychotropic medication during assessment and throughout therapy	50%	33%	15%
Be able to make risk assessments regarding client or patient's and other's safety, and comply with safeguarding guidance, appropriate to the practice setting	89%	8%	1%
Be able to devise a comprehensive risk assessment strategy	78%	19%	2%
Be able to demonstrate awareness of the risks for both parties specific to the online environment	88%	10%	1%
Be able to identify, formulate and respond to the interpersonal risks that are specific to working online as they impact on the therapeutic process or interact with a client or patient's presenting problems	83%	15%	0%

15.



Answer	1	2	3
Be able to recognise and understand issues of power and how these may affect the therapeutic relationship	97%	1%	0%
Be able to recognise, understand and address issues of power and how these may affect the therapeutic relationship	96%	3%	0%
Be able to continuously reflect on and explore issues of client or patient's and therapist's authority and power in the therapeutic endeavour	95%	4%	0%
Be able to negotiate issues of power and authority experienced in the inner and outer work of the client or patient as part of the therapeutic process	89%	9%	0%
Be able to communicate about the harm caused by discriminatory practices and aim to reduce insensitivity to power differentials within therapeutic service provision, training and supervisory contexts	84%	15%	0%
Be able to establish, sustain and develop the therapeutic relationship	98%	1%	0%
Be able to critically reflect upon the client or patient's process within the therapeutic relationship	97%	2%	0%
Be able to recognise and respond to difficulties and conflicts in the therapeutic relationship	97%	2%	0%
Be able to recognise alliance ruptures and explore with client or patient similarities with other relationship impasses	90%	8%	0%
Be able to demonstrate the skills and critical awareness of unconscious process and ethical understanding, to work therapeutically with ruptures and difficulties within the relationship	87%	11%	1%

16.

1 2 3

Answer	1	2	3
Be able to foster and maintain a good therapeutic alliance, and to grasp the client or patient's perspective and "worldview"	99%	0%	0%
Be able to analyse difficulties encountered as part of the therapeutic process to find ways of making progress	97%	2%	0%
Be able to clearly communicate about endings with the client or patient and work to ensure these are managed safely and appropriately	99%	0%	0%
Be able to process and analyse the client or patient's attachment style and history of life events when planning an ending	89%	9%	1%

17.

1 2 3

Answer	1	2	3
Be able to demonstrate an understanding of the theory and practice of therapy from assessment to ending	97%	1%	0%
Be able to critically appraise a range of theories underpinning the practice of counselling and psychotherapy	86%	13%	0%
Be able to critically appraise the history of psychological ideas, the cultural context, and relevant social and political theories to inform and evaluate ongoing practice	75%	21%	2%
Be able to apply understanding of self-harming and suicidal behaviours, to work collaboratively with the client or patient	91%	8%	0%
Be able to work with suicidal risk and other self-harming behaviours and associated conscious and unconscious processes including the conflictual and paradoxical nature of suicidal ideation	76%	21%	1%
Be able to select and use appropriate therapeutic interventions	95%	3%	0%
Be able to demonstrate the capacity, knowledge and understanding of how to select or modify approaches to respond appropriately to the needs of the client or patient	93%	6%	0%
Be able to demonstrate coherent use of skills and interventions for the benefit of client or patient, that is consistent with underlying theoretical knowledge	95%	3%	0%
Be able to reflect upon complex and sometimes contradictory information elicited from clients or patients to clearly articulate their core difficulties and possible origins	88%	11%	0%
Be able to demonstrate an understanding and application of the nature and purpose of psychotherapy with a focus on how internal and external worlds impact the dynamics of the therapeutic relationship. This includes an advanced awareness of how unconscious	63%	27%	8%

18.

1 2 3

Answer	1	2	3
Be able to reflect upon own cultural background and history and have the capacity to work authentically in a non-discriminatory manner	98%	1%	0%
Be able to describe the philosophical assumptions that underpin theoretical understanding of culture	83%	16%	0%
Be able to define difference and explore effects of stigmatisation, stereotyping, discrimination and oppression	91%	8%	0%
Be able to integrate relevant theory and research in the areas of diversity and equality into clinical practice	89%	9%	0%
Be able to demonstrate an understanding of the use of audit and evaluation tools to review own counselling work	89%	10%	0%
Be able to utilise audit and evaluation tools to monitor and maintain standards within practice setting	86%	13%	0%
Be able to utilise audit and evaluation methodologies to contribute to improving the process and outcomes of therapy	77%	21%	1%
Be able to understand, assess and apply research evidence to own practice	82%	15%	2%
Be able to critically appraise published research on counselling and psychotherapy and integrate relevant research findings into practice	68%	28%	2%
Be able to successfully complete a substantial empirical research project, systematic review or systematic case study informed by wide current understandings of the discipline	51%	39%	8%

19.

1 2 3

Answer	1	2	3
Be able to demonstrate a commitment to personal development that includes self-awareness in relation to the client or patient to enhance therapeutic practice	98%	1%	
Be able to evidence adequate emotional preparation for intense and complex work, which will require reflexivity and potential taxing of counsellor or psychotherapist resources	83%	16%	0%
Be able to work with unconscious processes	86%	10%	2%
Be able to evidence reflexivity, self-awareness and the therapeutic use of self to work at depth in the therapeutic relationship and the therapeutic process	87%	11%	0%
Be able to understand the significance and impact of own values, beliefs and attitudes in work with clients or patients	98%	1%	
Be able to critically challenge own values and beliefs	98%	1%	
Be able to demonstrate an understanding of the importance of supervision, with the ability to contract for supervision and use it to address professional and developmental needs	98%	1%	
Be able to review and evaluate supervision arrangements and take responsibility for adapting supervision to the evolving and changing requirements of ongoing practice	92%	7%	