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UKPTA CONSTITUTION

1. NAME

- 1.1 The Society shall be known as United Kingdom Polarity Therapy Association (herein after referred to as "the Association").

2. AIMS AND OBJECTIVES

- 2.1 To provide an organisation for those engaged in the study and practice of Polarity Therapy (as described by Dr. Randolph Stone).
- 2.2 To evolve standards of competence for the election of applications to membership, thereby conferring a recognised status by virtue of membership.
- 2.3 To establish and uphold the Association's Code of Ethics and ensure nationally accepted Standards of Practice are maintained.
- 2.4 To develop the Association as a professional, ethical body and to ensure that it is seen as such by other healing professions and the general public.
- 2.5 To promote the understanding and practice of Polarity Therapy. Therefore:
- 2.5.1 To provide an information centre and disseminate knowledge about Polarity Therapy, its standards of practice, and its practitioners (as recognised by the Association) to the general public and professions.
- 2.5.2 To encourage the availability of information in the media.
- 2.5.3 To hold conferences to promote the objectives for which the Association is formed.
- 2.5.4 To act as a centre and stimulus for those undertaking growing edge research based on the principles of Polarity Therapy.
- 2.5.5 To encourage good relationships among members.
- 2.5.6 To receive, hold and use subscriptions, donations, and other property for the promotion of the objectives of the Association.
- 2.5.7 To do all such things that are consistent with attaining the objectives for which the Association is formed.

3. GRADES OF MEMBERSHIP

- 3.1 **Full Membership** shall be available to:-
- i) Polarity Student Member
 - ii) Polarity Health Professional
 - iii) Registered Polarity Practitioner

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Explanation: Membership

- i) Polarity Student Member - Educated to a Polarity Foundation level or Equivalent or to be engaged on courses related to ii) & or iii)
To Practice Polarity Relaxation
- ii) Polarity Health Professional – Educated in Polarity Principles Equivalent to IPEA – EPP Status
To Practice the art of Polarity Therapeutic Bodywork.
- iii) Registered Polarity Practitioner – Awarded RPP status Equivalent to IPEA – PTP Status
To Practice as a Polarity Practitioner in the UK

3.1 **Full Membership** shall be available to:-

- 3.1.1 Graduates who have undertaken a recognised course of study under the auspices of the UKPTA recognised Polarity Therapy Training bodies as listed in Appendix A of the UKPTA Constitution, and upon application to the Counsel or at the discretion of the Counsel, whose decision shall be final.
- 3.1.2 Full members shall be required to comply with the Code of Ethics of the Association
- 3.1.3 Full members should normally undertake at least 20 hours post-graduate study, as part of their continuous professional development, each year.
- 3.1.4 Full members require appropriate practitioner's insurance cover including Public Liability for two million pounds as a pre-requisite for membership.
- 3.1.5 Members must send confirmation of their own insurance cover, including the Public Liability element.
- 3.1.6 The renewal date for all cover is on the anniversary of the date of initial registration, or by default 1st March of each year.
- 3.1.9 Members re-registering after this renewal date will pay the full annual fee.
- 3.1.10 All practitioners should have attended and gained a qualification as a competent First Aid "Appointed Person" at Work and keep it up to date.
- 3.1.11 Full UKPTA members who have graduated from a UKPTA recognised School that provides a teacher training in the Art and Science of Polarity Therapy and are a Full member of the UKPTA shall be entitled to use the letters RPT Registered Polarity Trainer.

3.2 **Elders:** The status of "Elder" shall be bestowed on those who in the opinion of the Counsel have aided the growth of Polarity Therapy. Elders shall be entitled to full rights of membership as an RPP, at no cost, in perpetuity. Should Elders continue to practice they will be responsible for ensuring they are insured to do so and also continue to comply with other regulatory requirements, required of an RPP.

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- 3.3 **Friends:** Any person or organisation, including students undertaking a course of study with a recognised School of Polarity Therapy, may elect to become a Friend of the Association by applying to the Counsel directly.
- 3.4 Friends will pay a subscription to confirm their election and will then receive any Newsletter, information etc. published by the Association and may attend the functions and general seminars of the Association and the Annual General Meeting. Friends will not be able to exercise voting rights, unless co-opted onto the Counsel.
- 3.5 **Membership Badge:**
- 3.5.1 A Gold (in colour) Membership Badge shall be presented to all Full members on achieving the status of RPP. Elders will be presented with a platinum badge of Membership.
- 3.5.2 The Badge remains the property of the Association and must be returned if membership is termination.
- 3.5.3 The badge must not be used in any way prejudicial to the Association or it may, at the discretion of the Counsel, be forfeited.

4. THE COUNSEL

- 4.1 The affairs of the Association shall be managed by a Counsel of Full Members and shall not exceed 12 or be less than 4 elected members. Preferably, there shall also be one suitable Friend co-opted onto the Counsel. Such a friend will be able to exercise full voting rights in pursuance of their duties.
- 4.1.1 There shall be a Chairperson elected within the Counsel.
- 4.1.2 There shall also be a Treasurer, Secretary to the Counsel and Registrar who may be either elected members of the Association, co-opted Friends or paid employees of the Association additional to elected members, as selected by the Counsel.
- 4.2 No member of any Training body can be a member of the Counsel except in circumstances agreed by the Counsel.
- 4.3 The election of Counsel shall take place at the Annual General Meeting. Any casual vacancy may be filled by a member of the Association, or Friend, being co-opted on to the Counsel until the next AGM.
- 4.4 The term of office will be for two years, until the second AGM after election, except for the founding election at which half the elected positions will be for one year only.
- 4.5 Meetings of the Counsel shall be held from time to time and notice shall be sent to all Counsel Members at least 7 days before.
- 4.6 Four Counsel Members shall constitute a quorum.
- 4.7 The Counsel shall elect one or more Vice-Chairpersons and in the absence of the

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Chairperson at any Counsel meeting, any Vice-Chairperson present shall preside.

- 4.8 The Counsel may appoint such sub-committees as it considers necessary and may delegate any of its powers to sub-committees.
- 4.9 The Counsel may decide on any question not provided for in the Rules and Objects of the Association, but its decision shall be subject to confirmation at the next AGM.
- 4.10 Any Counsel member who fails to attend three successive Counsel Meetings shall be removed from the Counsel, unless an acceptable reason for absence is given.
- 4.11 Any resolution of Counsel shall be decided by a show of hands, and in the event of a tie, the Chairperson shall have the casting vote. Postal votes will be allowed to count if received by a date set by the Counsel not less than one week before the AGM.

5. SUBSCRIPTIONS

- 5.1 There shall be an annual subscription payable by each member.
- 5.2 The amount shall be decided each year by the Counsel and ratified at the Annual General Meeting. The Counsel may determine a different rate for each class of membership.
- 5.3 The Membership Year currently runs from 1st March to end of February, or a year from joining.
- 5.4 The Insurance Year runs from 1st March to end of February, or a year from joining.

6. ACCOUNTS AND FUNDS OF THE ASSOCIATION.

- 6.1 The Counsel shall ensure that proper books of account are kept by the Treasurer.
- 6.2 A revenue Account and Balance Sheet made up to September 30th, duly audited, shall be presented to the AGM each year.
- 6.3 The books shall be open for the inspection of the Association.
- 6.4 The Counsel shall appoint an independent professional auditor to act for the Association.
- 6.5 The funds of the Association shall be kept at one of the major clearing banks or Building Societies.
- 6.6 The funds of the Association shall be used only in accordance with the Rules and Objects of the Association.
- 6.7 The Association may pay all expenses incurred by its officers or Counsel Members in the execution of their duties, such expenses being paid at the discretion of the Counsel.

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7. POLARITY TRAINING BODIES

- 7.1 The School(s) listed in Appendix A are recognised by the Association as being the training bodies of Polarity Therapy and whose graduates shall be eligible for membership.
- 7.2 Such training bodies are required to submit their syllabi to the Association initially on formation and subsequently for renewal every 5 years (See UK Training Programme).
- 7.3 The quality of course syllabi and delivery must satisfy the Counsel in order for the Schools to retain their accredited training status.
- 7.4 A member of the UKPTA wishing to have their training accepted by the UKPTA so their members are eligible to become members of the UKPTA shall not advertise, suggest or infer in any way to their students that on completion of their respective polarity training that they will be eligible to become UKPTA Full Members until they have received written confirmation that their particular polarity training is accepted by the UKPTA and accordingly their graduates will be eligible to become members as detailed in Section 3.

8. SUPERVISION

- 8.1 Supervision is mandatory for all Full Members.
- 8.2 In all cases this should be at least on a monthly basis and may be counted as part of annual CPD activity.
- 8.3 The supervisor must normally be a qualified Polarity Therapy Supervisor, or if there are none in the member's locality then a supervising therapist of similar standard from a related field of therapy, alternatively it is permissible for this supervision to be conducted over the phone, subject to initial approval by a Counsel member.
- 8.4 Group Supervision is also acceptable.
- 8.5 Limited Peer supervision (paid or unpaid) is acceptable as part of your annual Supervision requirement. (eg Regional Polarity Meetings or AGM as long as there exists the normal, formal agreement for supervision)

9. PERSONAL THERAPY

- 9.1 Because of the psychotherapeutic effect of Polarity Therapy, it is recommended that all Full members undertake their own continuing personal therapy with a qualified Polarity Practitioner or other therapist of their own choosing, who is trained to work with personal growth.

10. CODE OF ETHICS

- 10.1 Members shall at all times conduct their professional lives with propriety and dignity. They also pledge that they will not infringe the code of morality becoming their profession and commit no breach of conduct that will reflect upon themselves or their fellow practitioners.

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11. DISCIPLINARY AND COMPLAINTS PROCEDURES

- 11.1 The Association has set up a Disciplinary and Complaints Procedure.
- 11.2 Details of this can be obtained from the Secretary of the Association.
- 11.3 The Secretary will hold any ensuing documentation.
- 11.4 A Disciplinary Committee, comprising a chair person, at least two other members and at least one member external to the Association will be appointed as need be to deal with complaints and matters of discipline. A balance of race and gender will be considered in the composition of the committee.
- 11.5 The procedures followed will be those described in the section on Disciplinary and Complaints Procedures in the Code of Conduct of the BCMA.

12 ANNUAL GENERAL MEETING

- 12.1 The UKPTA Annual General Meeting will take place within 12 months of the previous year's AGM at a date arranged by the Counsel.
A reminder notice of an AGM together with proposals shall be sent to all members at least six weeks prior to the arranged AGM.
- 12.2 The Chairperson or in their absence the Vice-Chairperson shall preside at the AGM.
- 12.3 Full, Elders and Friend members are eligible to attend the AGM but only Full members shall be entitled to vote on any resolution.
- 12.4 Half the members entitled to vote shall constitute a quorum.
- 12.5 The Counsel shall invite members to submit proposed amendments and/or motions to UKPTA Constitution four months prior to an AGM, stating a deadline for such submissions. On receipt of the said submissions the Counsel shall consider them and take the result of their considerations to the next AGM.

13 EXTRAORDINARY GENERAL MEETING

- 13.1 An Extraordinary General Meeting may be called by a minimum of 50% of members entitled to vote provided they give notice to the UKPTA Secretary of the motion that they wish to put. Such meeting shall be arranged within 28 days of the receipt of the motion by the Secretary.
Notice of the Extraordinary General Meeting shall be sent to all members at least seven days before the date of the EGM

14. DIRECTORY

- 14.1 The Association shall publish annually a list of Members.
- 14.2 This list shall be made available to members and may be issued to organisations and public bodies as determined by the Counsel.

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Appendix A

UKPTA recognised Schools that provide trainings in Art and Science of Polarity Therapy Polarity to date are:

Sattvic Bliss (Healing Tool Box) (Ex Healing Touch)
Polarity Wellness
Neutral Space Relaxation

UKPTA recognised Trainers of the Art and Science of Polarity Therapy to date are:

John Francis
Rex Beynon
Alea Beynon
Anthony Deavin
Jo Scrimshaw
Jeanette McKenzie
Graham Whiteman
Lyn Whiteman
Gloria Philips
Lesley Barker
Catherine Squire Walsh
Carol Rudd
Deidre Youngs
Elizabeth Welch
Ashe-Christine Williams
Phil Young
Morag Campbell
Shola Arewa
Suellen Trombour-Cheney
Keith Farvis
April Furnival

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UKPTA CODE OF ETHICS AND STANDARDS OF PRACTICE

This code applies to registered members of the United Kingdom Polarity Therapy Association (herein after referred to as “the Association”). Its purpose is to establish and maintain standards for the practise of Polarity Therapy and to inform and protect the public seeking Polarity treatment.

The registered members of the Association have the title Registered Polarity Practitioner (herein after referred to as “practitioners”) and are granted the right by the Association to append the letters RPP to their name.

This Code of Ethics is to be considered in addition to the Code of Conduct of the British Complementary Medicine Association (BCMA) and the Standards of Practice of the British Complementary Medical association (BCTC). All Full Members of the Association are registered members of the BCMA and BCTC.

1. THE DUTIES (or Rights and Responsibilities)

These are the general principles that therapists need to observe in order responsibly to fulfill their calling. To ignore these would imply a lack of regard for the needs of the client and the reputation of Polarity Therapy in general.

- 1.1 The practitioner’s vocation is to create balance and health in human beings or to assist people to maintain balance in themselves and create good health.
- 1.2 A practitioner should practise his/her profession with dignity and integrity.
- 1.3 The highest standards must be maintained in conduct, the care of the client, and professional expertise.
- 1.4 The practitioner owes loyalty to the client and should have regard for his/her wishes.

2. THE OBLIGATIONS

These are the restrictions and regulations which the Association must impose upon its members for legal and professional reasons.

The practitioner is required to:-

- 2.1 comply with the law of the state or territory where the practitioner practises.

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- 2.2 agree and accept and abide by the Code of Ethics and Standards of Practice and to supply the Association with a signed statement to witness this agreement at each renewal of membership. [Any alteration to this Code made by the Association Counsel shall be notified to all registered practitioners and is to be treated in a like manner.]
- 2.3 abide by, and observe the Constitution of the Association its bye-laws, regulations and pronouncements of the Association.
- 2.4 advise the Secretary of the Association immediately in the event of any police or government (including local government) and Regulatory body's inquiry into his/her practice.
- 2.5 secure and maintain full professional indemnity insurance in accordance with the Counsel of the Association's directive/recommendation.
- 2.6 not use the title "Doctor" with reference to his/her Polarity practice unless on the Register of the General Medical Council (UK).
- 2.7 not refer to an assistant as "Nurse" unless he/she holds a nursing qualification recognised by the UKCC(UK)
- 2.8 The practitioner needs to ensure that treatment involving contact with the pubic and perineal areas has been explained to, and is fully understood by the client.
- 2.9 not make a physical examination of a child under 16 except in the presence of a parent or guardian.
- 2.10 avoid giving Polarity treatment known to or intended to terminate a pregnancy.
- 2.11 not advertise orally, nor in writing, claims for a cure of any named disease.
- 2.12 not disclose any information through his/her professional relationship with the client except under one or more of the following circumstances:-
 - 2.12.1 where required to do so by rule of law.
 - 2.12.2 in an emergency or other dangerous situation where in the opinion of the practitioner, the information may assist in the prevention of possibly injury to the client or to another person.
 - 2.12.3 where the client has consented to the extent of the disclosure.

3. INSURANCE

Public liability insurance is purchased by the Association for its members, who wish to join the Association scheme, providing cover up to £2,000,000. Members who choose not to utilise the Association/or BCMA based public liability insurance must provide adequate proof of a similar insurance which meets the Association's standards.

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Practitioners should keep clear professional records to support any action taken in court on their behalf.

4. CONDUCT

Here is provided more specific information guidance upon duties and the implementation of general principles. It is important to understand the reasoning behind each of these requirements as well as the precise directive. There are various categories, but most concern in relation to clients or to fellow practitioners.

If a member of the Register regularly or wilfully flaunts the letter or the spirit of this Code, he/she will be liable to disciplinary procedure.

5. CLIENTS

- 5.1 The practitioner should make all reasonable effort to provide and continue treatment of clients who request it, unless some other arrangement has been made with the client's consent, for the client's care. It may be necessary for the client to terminate treatment where the practitioner deems further treatment to be unhelpful to the client.
- 5.2 Where an examination or treatment is beyond the capacity or skill of the practitioner, the client, with his/her consent, should be referred to another Polarity practitioner or appropriate health care practitioner.
- 5.3 A Polarity Therapy Practitioner should not exaggerate the gravity of a client's condition, nor make any promises, nor give any guarantee of the results of treatment to the client or the client's representative.
- 5.4 A practitioner shall keep full records of all treatment of clients, including the following details:-
 - 5.4.1 Name, address, telephone number and date of birth.
 - 5.4.2 Essential details of medical history.
 - 5.4.3 Date of treatments.
 - 5.4.4 Details of treatments.
- 5.5 On deciding to retire or to move from a practice, a practitioner must inform all current clients of his/her intention to do so and of any arrangements being made for the transfer of the practice to another practitioner. Records should be kept for a minimum of 5 years.

6. COLLEAGUES

- 6.1 A practitioner shall not undertake the treatment of a client known to be under the care of a fellow practitioner without the consent of that practitioner, except in an emergency or if satisfied that the former practitioner has been duly informed of the transfer.
- 6.2 Where acting as assistant or locum tenens, a Practitioner may not procure for the benefit of another practice any clients of the principal's practice, neither for the duration nor within six months of the principal after the completion of either of these posts.

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- 6.3 Only a Practitioner registered with the Association may act as an assistant or locum tenens to another Practitioner.
- 6.4 A Practitioner may not in public, nor to a client, disparage or speak disrespectfully of a fellow Practitioner.
- 6.5 Where a Practitioner has good reason to believe a fellow Practitioner has committed misconduct or has any complaint about him/her, a confidential report should be made to the Association and the Practitioner concerned will be informed by the Secretary.

7. POLARITY THERAPY PRACTITIONERS

- 7.1 In order to *hold the space* for the client, it is considered important that the Practitioner takes care of him/herself. This would include ensuring that the client load is not too great; also having regular supervision and personal therapy.
- 7.2 The Practitioner should only work with clients when the Practitioner is in good health; mentally, emotionally, and physically.
- 7.3 The Practitioner should not infringe the code of morality (as stated in the Constitution of the Association, item 10.1, Code of Ethics) including conduct towards other professionals and students.

8. GENERAL

- 8.1 Dress should be clean and appropriate for the professional practice of Polarity Therapy.
- 8.2 Premises should be of a reasonable standard, and should be kept, along with all equipment, in a hygienic condition.
- 8.3 Upon the death of a Practitioner, a personal representative must notify the Secretary of the Association as soon as possible.
- 8.4 Where a Practitioner has another profession or offers other skills or expertise, it is important that such should not be incompatible with the profession of a Practitioner nor detract from status nor attract business unfairly. Any other methods or techniques should be only exercised with proper competence and skill, the Practitioner having obtained suitable qualifications where these are available and observing the codes of practice as laid down by the appropriate regulatory bodies.
- 8.5 The Association Counsel may make enquiry about other activities, professions or appointments, and, after hearing fully the representations of the practitioner concerned, may make a final and binding decision, either permitting or prohibiting the practitioner advertising or holding himself/herself out as carrying on such profession, appointment, skills or expertise.
- 8.6 Practitioners shall report research findings and clinical experiences methodically, honestly and without distortion. Speculative theories should be stated to be so.

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8.7 Practitioners should conduct themselves in a manner befitting their profession with respect to the equality of all people. Attitudes of sexual, racial and class equality and respect shall be adopted throughout all interactions with clients and colleagues.

9. ADVERTISING

- 9.1 Practitioners should take care that their advertising reflects their professional approach in taste and quality.
- 9.2 If descriptive writing about a Practitioner's activities is presented to the public, the portion describing Polarity Therapy must be distinctly written about so that confusion will not rise in the mind of someone unfamiliar with Polarity Therapy.
- 9.3 No claims should be made about results of Polarity Therapy treatment. This does not mean the Practitioner cannot suggest that Polarity Therapy may help a particular problem along with the general improvement of the patient's energy flow.
- 9.4 All articles and advertising must be approved by the Publicity Officer
- 9.5 Great care should be taken when giving an interview about Polarity Therapy. It is important that the Practitioner has enough expertise before considering handling spontaneous interviews. When in doubt, talk it through with an Elder or Counsel Member.
- 9.6 Each article or description of Polarity Therapy shall include, but not be exclusive to, the following:
- 9.6.1 Dr Randolph Stone's name as founder/developer of Polarity Therapy
 - 9.6.2 The roots of Polarity Therapy (the background of the concepts it draws from).
 - 9.6.3 A definition of Polarity as a branch of holistic health care and a statement about the link between energy and health and disease, including a description of "energy" from as Polarity point of view.
 - 9.6.4 The four categories of techniques used in Polarity Therapy.
 - 9.6.5 A reference to the Association, including the address, telephone number and web address.
- 9.7 A Practitioner must not do or permit anything which is likely or intended to, attract business unprofessionally, or that can in any way be regarded as touting or canvassing.
- 9.8 Stationery and name plates should contain the minimum information needed to be descriptive and should be consistent with Association templates.
- 9.9 Name plates on buildings, in windows or otherwise displayed should be modest in size, sufficient for identification of the premises only.

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- 9.10 Professional notices may be placed in newspapers on the commencement or termination of a practice or on the change of address or telephone number. A notice may be published eight times but not more than three months after the commencement, termination or change.
- 9.11 Such notices shall be modest of size, containing information necessary and should be consistent with Association templates, and placed in the classified advertisement section where possible.
- 9.12 Other advertisements should be consistent with Association templates.
- 9.13 A standard classified entry may be published in telephone directories, containing name, profession, qualifications, practice title and address only.
- 9.14 Only professional certificates and diplomas originating from bona fide organisations and degrees conferred by recognised universities may be displayed in the practice premises.
- 9.15 Practitioners shall not use their membership qualifications in the commercialisation of any product or remedy.
- 9.16 Departing from the restrictions upon publicity is permissible with a ruling from the Counsel of the Association where the objective of the publicity is apparent and justifiable, being in the interest of the profession as a whole.

10. ADJUDICATION

- 10.1 The Counsel of the Association, together with an outside neutral professional person sitting as a professional purposes sub-committee shall advise upon conduct and adjudicate upon matters concerning skill, competence, qualifications and conduct of Practitioners on the Register.
- 10.2 Its decision shall be final and binding.
- 10.3 Each case shall be considered separately and on its merits. A Practitioner may appear and/or be represented and may call evidence on his/her behalf.
- 10.4 Breach of the UKPTA Code of Ethics and/or BCTC Standards of Practice may constitute unprofessional conduct under the Rules and Objectives of the Association. Without limiting the meaning of the expression, unprofessional and dishonourable practices, a Practitioner shall be guilty of dishonourable conduct who:-

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- 10.4.1 is convicted of an offence for behaviour unbecoming a Practitioner.
- 10.4.2 is found to be addicted to intoxicating liquor and deleterious drugs.
- 10.4.3 in his/her professional capacity signs, gives or makes false or misleading representation, reports or certificates for any purposes whatsoever.
- 10.4.4 in his/her capacity as a Practitioner he/she neglects to do something which a reasonable Practitioner would do, or does something which a reasonable practitioner would not do, or shows in any other way the absence of such reasonable skill and attention as shall have endangered the health of a client or prolonged a client's illness or period of convalescence.

10.5 If found to be in breach of this Code, a Practitioner may be warned against a further breach. In the event of more serious malpractice, or having had warnings at more than two separate adjudications, the Practitioner may be struck off the Register. Fines may also be levied in appropriate cases.

10.6 Furthermore Registered Polarity Practitioners are also registered with the BCMA and also the BCTC. As such, Full members re to ensure the minimum requirements of the BCTC Standards of Practice are achieved in addition to the Association's Code of Ethics above.

UKPTA Supervision Requirements

What is Supervision?

Supervision is a relationship between a supervisee and a qualified therapist who, in the supervisee's opinion, has the required skill and experience. The supervisor is normally paid and a contract is established, the purpose being to focus on the work of the supervisee within the term of the agreed contract.

The Association would advocate the integration of the educative, supportive and managerial roles of the supervision process within a relationship based context.

1. Supervisory Roles

- a) To provide an ongoing space for the supervisees to look at the content and process of their work.
- b) To develop understanding and skills within their work. (This is not extra training or a substitute for any training the supervisee needs to undertake.)
- c) To receive feedback on content and the process of their work.
- d) To receive information and another perspective on the work.

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2. Supportive

c) and d) as above as well as

- a) To validate and support the supervisee both as a person and as a therapist.
- b) To help share the burden of difficulties, problems and projections that the supervisee may experience.

3. Managerial

- a) To make space to explore and express personal distress, reverberation, transference or counter transference that may be brought up by the work.
- b) To assist in planning and utilising their personal and professional resources better.
- c) To be pro-active rather than re-active.
- d) To ensure the standards of the work with regards to quality, competence and ethics.

However there cannot be an assurance against;

- a) Misconduct by the supervisee, as only the content brought to supervision can be dealt with.
- b) A failure of good work – good supervision alone will not transform inadequate therapy.

These three roles, educative, supportive and managerial can only be possible where supervision occurs on a regular, ongoing basis over a period of time.

Supervisee should ensure that all clients are covered and all aspects of his/her work should be included and scrutinised.

During the supervision relationship, there will be times when one of other of the three roles will be prominent but on balance all three aspects should be present over time.

The Different Aspects of Supervision

The Relationship

Supervision is not therapy. The focus in supervision is one of the supervisee as a therapist, it is not a therapist/client relationship looking at the whole person, as in therapy.

The relationship between the supervisor/supervisee is that if an 'adult mode' equally sharing the responsibility to ensure the best possible work.

However, 'process' may occur during supervision and, depending on the contract, may be looked at. Where issues continue to reappear, then the supervisor must ensure that the supervisee takes this to their therapist.

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Contract

A Polarity Therapist should receive a minimum of one supervision session a month, at least 1 hour in length.

It is recommended that an agreed contract is established specifying fee, as appropriate, regularity of sessions, review, areas of work to be included, etc.

The relationship between supervisor and supervisee is obviously confidential. If, however, the supervision relationship has difficulties which cannot be resolved between them, other agreed parties will have to become involved according to the agreed contract.

If the supervision relationship encounters difficulties the procedure will be;

1. In case of difficulties, the supervisor and supervisee will try to resolve them.
2. In the event of a resolution not occurring, then either supervisor/supervisee can refer to a neutral third person ideally from the Association.
3. If this fails then the matter is to be referred to the Association complaints procedure.

Responsibilities in Supervision

Supervisor's

1. Supervision will change and evolve as the relationship and expertise of the supervisee develops. However the supervisor will have respect for the different aspects involved in supervision and will ensure that they are addressed appropriately.
2. To be continually aware and respectful of the supervisee's clients who are invisibly present in the supervisor/supervisee relationship and to safeguard the client's interests by
 - ensuring effective therapy
 - ensuring that the supervisee is providing an appropriate environment for therapy
 - ensuring that the therapy work is ethical, professional and competent.
 -
3. To offer theory and technique and to encourage the supervisee to undertake further training where necessary.
4. To pick up and examine areas of supervisee's work that is not mentioned and to ensure that all the aspects of their practice are examined.
5. To confront where necessary the supervisee's shortcomings and take further action if the situation does not improve.

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6. To ensure that all aspects of the supervisee's practice are included and scrutinised, especially strong feelings of all sorts. This may involve the supervisee's life outside of the therapeutic work which may affect the therapy work, e.g. private crisis, exhaustion etc.
7. To ensure that supervision occurs at a frequent and regular time, according to the supervisee's needs.

Supervisee's

1. To work within the UKPTA Code of Ethics and BCTC Standards of Practice.
2. To work within the contract established between the supervisor and the supervisee.
3. To honestly look at issues as they arise thereby taking responsibility for getting the most out of supervision.
4. To integrate what comes out in supervision into their work.
5. To bring all aspects of the therapy work to supervision, positive as well as negative.
6. To look at and take responsibility for a difficult situation of client in a professional adult way.
7. To inform the supervisor of any aspects of the supervisee's life which may affect his/her work.
8. To be receptive to the supervision.

Review

The supervisor or the supervisee may suggest periodic review of the supervision relationship.

Supervision with a Non Polarity Therapist

Where a Polarity Therapist gets supervision from someone outside of the Polarity Therapy Association, it is necessary to get:-

- agreement regarding codes of ethics
- to inform the supervisor of the UKPTA recommendations for supervision
- to inform them of the UKPTA complaints procedure

This will:

- ensure clarity about responsibilities involved
- ensure that the supervision will be in line with UKPTA standards for supervision.

Your choice!

Mar 2014

Your choice!

SUPERVISION CONTRACT

The contract between supervisor and supervisee is to include;

1. To abide by the UKPTA Code of Ethics and BCTC Standards of Practice.
2. To abide by the UKPTA recommendations for supervision practices.
3. To define and identify clearly the work to be supervised.
4. The regularity, frequency and duration of the supervision. This will obviously reflect the amount of clients, depth and level of experience of the supervisee. The minimum is on hour per month.
5. Price per session (not mandated for Peer supervision).
6. Being supervised on all three levels of supervision – educative, supportive and managerial.
7. A procedure to deal with difficulties should they arise between supervisor and supervisee, including naming a neutral person preferably from the UKPTA or other local people who would be asked to negotiate/ arbitrate in an attempt to resolve the difficulty.
8. Review procedures.

CONTINUING PROFESSIONAL DEVELOPMENT

As a professional association of Polarity Therapy Practitioners, members are required to meet Rule 3.1.5 of our Associations Rules and Objects which states:

“members should normally undertake at least 30 hours of continuous professional development”.

At first CPD may appear to be onerous and hard to meet, but you will be amazed how the hours can add up. It is a growth tool by which each of us can reflect on our strengths and weaknesses, and thereby take positive action to improve ourselves personally and professionally as practitioners of Polarity Therapy. CPD planning is an opening and fun exercise for each of us to reflect and plan ahead.

Dr Stone said

“It is quality we are after, not quantity”

Your choice!

Mar 2014

Your choice!

The UKPTA carries out yearly random spot checks on members, for compliance with Rule 3.1.5 of its Rules and Objects and this activity will soon be conducted by the BCTC as the Association's regulatory body for Voluntary Self Regulation.

To aid members to easily record their CPD activities, and fulfil their CPD requirement of hours, CPD Planner Step Sheets A, B and C are available later which can be copied, filled out and then retained at the back of this section for future access and retrieval when requested to do so for checking by the UKPTA Administration/Counsel.

What is CPD

'Continuing Professional Development is the systematic maintenance, improvement and broadening of ones professional knowledge, understanding and skill, and the deepening of personal qualities necessary to practice the art of Polarity Therapy in a professional manner through ones professional working life'.

From this definition it is clear that CPD is a process which enables Polarity Practitioners, as professionals to keep up to date and to develop new knowledge and skills on a continuous basis.

What counts as CPD

Many different activities can qualify as CPD, and members need to carefully consider what activity will be beneficial to them, in the growth of themselves and that of their polarity practice.

We can, for example, carry out and/or attend;

1. formal events – courses, workshops, seminars, lectures, supervision
2. long-term qualifications, 6 months or more – full/part-time study, correspondence course, open distance learning
3. on the job development – IT, business/financial skills, managerial responsibilities.
4. private study/structured reading – assimilation of knowledge on specific topics from various relevant texts and references, use of audio, video, and multi-media resources
5. presentations and publications – research for publications and papers, preparation for presentations to associates/colleagues/students, public talks
6. professional meetings, working groups and panels – member of UKPTA Counsel, UKPTA regional meetings.

Your choice!

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Your choice!

The Association recognises that CPD is not only achieved as a result of formal training and qualifications. The development of knowledge or skills can also occur through experience-based learning in other work places and through personal roles outside of ones polarity practice.

“There is no such thing as a career path. It’s crazy paving and you have to lay it yourself”

Robin Lineker

Continued.

Your choice!

Mar 2014

Your choice!
CONTINUING PROFESSIONAL DEVELOPMENT
PERSONAL DEVELOPMENT PLANNER
 FOR _____ 20____ TO 20_____

STEP 1 APPRAISAL “where am I now...?”

<p>A. Skills/knowledge profile “My strengths are...”</p>	<ul style="list-style-type: none"> • • • • •
<p>B. Short term development needs “I would be more effective if I could...”</p>	<ul style="list-style-type: none"> • • • • •
<p>C. Long term professional/career development “In the future I would like to be able to and/or have...”</p>	<ul style="list-style-type: none"> • • • • •

Your choice!
Mar 2014

Your choice!

STEP 2 PLANNING “where am I going...?”

Developmental Objectives	Current level of Competence	Required level of Competence	Practical Considerations	Time Scale
1.				
2.				
3.				

STEP 3 DEVELOPMENT “how will I get there...?”

Priorities (as per step 2)	Subject	Method of Development	Dates of Activities	Time spent
1.				
2.				
3.				

TOTAL

--

Your choice!

Unplanned Opportunities/Experiences

Subject Area	Method of Development	Dates Undertaken	Time Spent

TOTAL CPD HOURS

STEP 4: REFLECTION “how will I know when I have got there...?”

Priorities (as per step 2)	New level of Competence	Outcome (how have you benefited from your development)	Further Action
1.			
2.			
3.			