



CPD Reflective Practice Group Guidance Notes

Starting work in a group-analytic reflective practice group can be a challenging and enriching experience. Here are some guidelines to help you begin.

Group Aims

The aim of the group is to offer practitioners an opportunity to:

- meet with similarly experienced therapy professionals in an environment that is both supportive and challenging
- reflect upon the impact of your work and your work environment upon you
- reflect upon the links between personal and professional development
- experience and reflect upon group processes and group dynamics
- develop through encounter with both similarity and difference
- gain experience of and become more comfortable with working in groups
- develop a learning-community which combines the benefits of sustainable continuity with those of manageable commitment

Group Method

The group is run along group analytic principles. These principles encourage free flowing discussion within an unstructured but boundaried environment.

There is no formal agenda. Instead, themes emerge as communication in the group develops. Sometimes these themes are evident in the material an individual or cluster of individuals present, and sometimes they emerge in the relational dynamics that become alive in the group itself.

The conductor's (the group analytic name for the group facilitator) role is to help the group develop the kind of environment that is conducive both to the emergence of such issues and such dynamics and also to reflecting upon them. It is also the conductor's role to help the group to become more aware of and reflect upon those aspects of group life that can inhibit exploration, reflection and learning.

What a CPD reflective group requires of you

Most importantly, a reflective group, if it is to develop its potential, requires consistency of commitment from its members. This is why all members are asked to commit to regular and punctual attendance for a minimum of two terms initially and then a minimum of one term at a time thereafter. Members are also asked to give the group a minimum of three meetings' notice before leaving the group. With these boundaries in place, and each member's commitment to them, the capacity of the group to work creatively is greatly enhanced.

Confidentiality is also an important aspect of securing the boundary of the group. Each member is asked to respect the privacy of each fellow member and to treat what any individual might say *in* the group as confidential *to* the group.

Reflective practice groups that have no formal agenda and are run along group analytic lines can be anxiety provoking at times, particularly at the start when everyone is new. These anxieties may themselves be worth exploring in the group as they can offer important opportunities for learning for all. Over time, most people find that the lack of restrictions characteristic of a reflective practice group provide a freedom that fosters exploration in rich and rewarding ways.

Notice of absence

If for any reason you are unable to make a meeting, please let the group know as far in advance as possible. If for any reason you are unable to give the group advance notice, please let the group's conductor know as soon as you can so that the group can be informed.

CPD Certificate

A CPD certificate of attendance will be provided at the end of every term.

Fees

Members are asked to pay for each term in advance. The cost of a term is £210. The cost of a missed session is the same as a normal session. If a member joins the group mid-term, they may be asked to pay for both the remainder of the term in which they joined and the term following.

Use of material from the group

In addition to supervision of my own work, I am also involved in teaching and research. These contexts require use of examples drawn from confidential settings and I may wish to use some aspects of our work together. Should I do so, I shall take every care to respect and protect your privacy and any material used will be appropriately disguised to ensure anonymity.

I am also involved in writing. Should I wish to use material taken from our work together for such purposes I shall again make every effort to protect your

privacy and ensure anonymity. If you are happy with this assurance, I should be grateful if you could sign the 'permission' form which can be downloaded from our website www.analyticpractice.com. If, however, you would like to discuss this matter further, you are welcome to raise it with me and there will be an opportunity to do so at our initial meeting.

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