



Norfolk and Suffolk **NHS**
NHS Foundation Trust

Courses in Family Therapy

Compass Training Partnership (NSFT) is offering part-time courses in Family Therapy, designed for developing professionals.

These courses are commissioned by Norfolk and Suffolk Foundation Trust and are accredited by the Association of Family Therapy.



Working together
for better mental health

Courses



**Foundation course in
Family Therapy**
Systemic Ideas in Family
Therapy



**Intermediate course in
Family Therapy**
Embedding the Evidence
into Practice



**Multi-agency
Approaches to
Systemic Supervision**

For further details please contact:

Compass Training Team

Telephone: (01603) 721 616

Email: compasstraininghub@nsft.nhs.uk

Foundation Course in Family Therapy Systemic Ideas in Family Therapy

Course Overview

This course involves one year's part-time study and builds upon participant's knowledge, theory and practice from their chosen professional background. Its key focus is on developing professionals as 'self-reflexive thinkers' and enhances their therapeutic skills when working with vulnerable individuals, families and couples.

This exciting programme examines the theory, evidence base and practical application of Family Therapy across a range of different work contexts.

Teaching is provided by a team of motivated and highly experienced trainers and therapists in the field of Family and Systemic Psychotherapy.

Completion of the course will enable students to up-skill their therapeutic abilities, whether they will be working in health, social care, education or voluntary sector settings.

Location

Central Norfolk location (usually Thetford).

Duration

14 days, from 10am-4.30pm, between September and July.

Team

Overseen by Dr Andrew Middlecoat, Lead Psychotherapist and Head of Compass Training Partnership, and facilitated by a team of experienced therapists and trainers.

This training has been commissioned by Norfolk and Suffolk Foundation Trust.

Further Information

- The course will consist of 30 participants.
- The venue for the course: The Meeting Rooms - Anglia House Business Centre, Bridge Street, Thetford, Norfolk.
- Each teaching day will include 5 hours of direct contact with course staff. Participants attend training days and are required to attend at least 80% of teaching sessions.
- Between the monthly sessions, participants are expected to participate in an additional 5 hours of reading and preparation.
- Participants without any prior systemic experience will be expected to observe a minimum of three sessions of systemic family therapy within teams throughout the Trust and to participate in pre and post session discussions. Similar opportunities for those with prior systemic experience will be available and based on individual learning needs.
- The course will meet monthly with blocks of two days during September (as an introduction), January (as a mid-year review) and July (as a conclusion).

Study Structure

This course will involve a total of 180 study hours which will include:

- 60 hours of direct teaching from course staff whilst on the training days. The training days provided being equally balanced between theory and case discussion, and there will again be a strong emphasis on the application of theory to clinical practice, as well as development of clinicians/therapists as self-reflexive practitioners.
- 120 hours of independent study throughout the eleven month duration of the course. This works out at approximately 11 hours per month that will need to be set aside for reading, completion of assignments, and portfolio preparation.

Essential Workplace Requirements

Throughout the duration of this course we are keen for participants to apply systemic thinking to their daily practice in their place of work. Although not a specific Association of Family Therapy requirement, at Foundation Level students are encouraged to participate in face to face family work throughout the duration of the course.

Although the absence of this experience will not inhibit graduation from the course, previous course participants have repeatedly voiced the added value to their learning of having done this. This may involve joining a family therapy screen team or participating in therapeutic work alongside a family therapist. Importantly, the Association for Family Therapy stipulates that this is family work not family therapy.

Course Aims and Objectives

This introduction to systemic practice aims to:

- Enable participants to become familiar with a range of key literature relating to family therapy and systemic practice.
- Promote an awareness of systemic practice across a range of settings.
- Introduce a range of different family therapy models within a historical context.
- Facilitate the development of basic systemic practice skills through role play, systemic consultation on participants' ongoing practice, as well as opportunities to observe and participate in live systemic sessions.
- Create an awareness of how participants' own personal history, their organisational contexts and their training all impact on their practice.
- Provide opportunities for appreciating the value of up to date research in the field of systemic family therapy, and its relevance for clinical practice.

On completing the course, participants should be able to demonstrate the following core competencies:

- A basic understanding of the systemic approach and its application to the difficulties encountered by families and the professionals working with them.
- A familiarity with a range of systemic models within a historical context and their current application to practice.
- An ability to recognise and apply basic systemic practice skills within a range of clinical settings, and across a range of referred difficulties.
- An awareness of the need to be self-reflexive in their learning and their practice.
- An ability to consider their own family, cultural and professional experiences from a systemic perspective and give an account of their personal learning process.
- A developing ability to critique therapeutic ideas.



Student Testimonials

- An ability to understand the concept of 'the family life cycle' and apply their thinking to different family forms.
- An awareness of the impact of the wider social context, especially in relation to race, class, religion, culture, gender, sexual orientation, age and disability, and a commitment to anti-discriminatory practice.
- A recognition of the importance of client feedback in shaping future services, alongside basic familiarity with a range of different research methodologies.
- An awareness of Association of Family Therapy Code of Ethics and its relevance for both individuals and organisations.

Teaching Methods

- Reading materials.
- Power-point and lecture style presentations.
- Workshops facilitated by teaching staff and visiting tutors.
- Small and large group discussions anchored by course staff and assistants.
- Role-plays primarily informed by case material.
- Case consultation including the use of reflecting teams.
- Personal/professional mapping of the mutual influence of systemic ideas.

Course Evaluation

- Informal, ongoing group review during each session.
- Structured mid-way and final session individual and group review and feedback.
- Written evaluation forms at the end of the course.

Positive learning experience

“From the course structure to the structure of the day, the placing of topics about theory at the beginning, to the more applied subjects towards the end – this was helpful”.

“In terms of practical skills - experiences from this course will be a big influence in my future learning and professional development”.

Course strengths

“The quality of teaching; the availability of reading material on the online portal; the afternoon family tutor groups; the range of people on the course bringing all their experiences; the detailed, specific and useful feedback process following the family observation project; and the friendliness of tutors”.

Tutor group experience

“Systemic concepts were explained and discussed in detail”.

“A mutually supportive environment was encouraged”.

Development of theoretical understanding of systemic therapy

“This course has helped me to think widely about the contextual, life cycle perspectives in palliative care and the circularity/reciprocity of influence in relationships”.

Intermediate course in Family Therapy

Embedding the Evidence into Practice

Course Overview

NSFT is offering graduates who have already completed foundation level training courses in Systemic Family Therapy, the opportunity to undertake a further years study on an Intermediate Course in Family Therapy.

- This training has been commissioned by Norfolk and Suffolk Foundation Trust as a local strategic response to workforce development across health, education and social care.
- This course has been designed to meet the Association of Family Therapy's criteria as an intermediate course in the practice of systemic psychotherapy.
- The intermediate course involves one year's part-time study and builds on the knowledge, theory and practice gained at foundation level. Its central focus is on the further development of the therapeutic skills required to work with families, couples and individuals, as well as on the application of systemic ideas across a range of different work settings.
- In keeping with NSFT's foundation course, trainees will again be encouraged to explore the interface between themselves as people, and the therapeutic work that they do with others. Emphasis is placed on applying theory to clinical practice, with a key aim of the course being to facilitate clinicians' development as 'self-reflexive thinkers'.
- A further aim of this course is to prepare students for qualifying level training in family and systemic psychotherapy. Successful completion of this course is a requirement for all those intending to undertake a MSc. in Family Therapy.

Location

Central Norfolk location (usually Thetford).

Duration

14 days, from 10am-4.30pm, between September and July.

Team

Overseen by Dr Andrew Middlecoat, Lead Psychotherapist and Head of Compass Training Partnership and facilitated by a team of experienced therapists and trainers.

Need to know

Where necessary, practice placements providing trainees with 60 hours of systemic practice can be provided for external candidates, however these will incur an additional cost of £600 per trainee.

Further Information

- The course will consist of 28 participants.
- The venue for the course: The Meeting Rooms - Anglia House Business Centre, Bridge Street, Thetford, Norfolk.
- Each teaching day will include 5 hours of direct contact with course staff. Participants are expected to attend each training day and in order to graduate are required to attend at least 80% of the teaching sessions.
- All candidates should have successfully completed a foundation level training course in systemic practice or equivalent.
- All participants are required to have the consent of their line manager and be working in an environment that supports the development of their systemic practice.
- As part of the selection process, two references are required supporting each applicant. These should include an academic reference from your foundation year tutors/supervisor and a professional reference from your clinical team leader/manager. At least one of these must be able to comment on the applicant's professional practice.

Study Structure

This course will involve a total of 300 study hours, including:

- 60 hours of direct teaching from course staff whilst on the training days. The training days provided being equally balanced between theory and case discussion, and there will again be a strong emphasis on the application of theory to clinical practice as well as development of clinicians/therapists as 'self-reflexive practitioners'.
- 60 hours of face to face systemic practice to be completed throughout the duration of the course. Participants without any prior systemic experience will be expected to observe a minimum of three sessions of systemic family therapy and participate/observe both pre and post session discussions. Similar opportunities will be made available for all interested trainees and negotiated based on individual learning needs.
- 180 hours of independent study throughout the eleven month duration of the course. This works out at between 16-17 hours per month that will need to be set aside for reading, completion of assignments, and portfolio preparation.

Essential Workplace Requirements

- Over the eleven month duration of this course, all applicants must be in a position to complete at least 60 hours of systemic practice in their place of work, and must also have negotiated permission for this work to be discussed in a confidential academic/training environment. This will be verified when the course begins.
- In keeping with the first year foundation course, we are keen for course participants to apply systemic thinking to their daily practice in their place of work. However, at this stage of family therapy training, the requirement is for trainees to be in a position where they are able to carry out work related 'systemic practice' rather than 'systemic psychotherapy'.

Course Aims and Objectives

- This course has been designed to provide a thorough grounding in systemic theory and practice and is suitable for those wishing to take their family therapy training further than foundation level.
- This course is an essential requirement for those intending to undertake a MSc. in Family Therapy. However, you should also be aware that a prior professional qualification is generally required at this level.
- Graduation from the intermediate course brings clinicians up to 'practitioner level' in terms of their knowledge of systemic theory and practice.
- Although graduates at this level are not yet sufficiently qualified to practice independently as psychotherapists, nor should they use the title of Family Therapist and/or Systemic Psychotherapist, this course will provide applicants with a sound understanding of systemic thinking, which added to a prior mental health and/or social work qualification is invaluable and will significantly influence both their clinical understanding and practice.
- This course encourages the development of self-reflexive thinking, so that participants are able to critically evaluate the theories they are using and able to explore their application in clinical practice with different families.
- Participants are familiarised with a range of approaches to systemic psychotherapy, which helps them develop their ability to describe the different models, exploring the similarities and differences between them.
- Participants are familiarised with a broad range of family therapy literature, including more recent publications.
- This course helps participants to develop a theory of change, based on their own personal lived experiences and current theoretical knowledge/understanding.
- Participants are familiarised with the Association of Family Therapy Code of Ethics and Practice and its implications for clinical practice.

- Participants are engaged in discussions about what constitutes and informs good ethical practice within the field of systemic psychotherapy.
- Participants are encouraged to develop 'critical thinking and analysis' so that they are more able to evaluate and constructively challenge cultural, class and/or institutionally based assumptions and actively promote anti-discriminatory practice.
- Participants are familiarised with a range of approaches to systemic consultation.
- This course helps participants to develop skills to critically examine research in the field of systemic psychotherapy and to evaluate its relevance for both their own and other's clinical practice.
- This course helps participants to develop their ability to appropriately adapt skills and techniques to their own personal area of practice.
- This course helps participants to develop their ability to discuss the impact of systemic practice on key legislative frameworks and provision covering children, mental health and community care.
- Participants will develop the skills required to convene and engage a range of client groups, and work with them systemically across a variety of different contexts.
- This course helps participants to develop their ability to discuss systemic practice in both verbal and written forms.
- This course provides opportunities for participants to openly explore their own personal backgrounds, and increase their awareness of how our beliefs, values and lived experiences whilst growing up, impact on our professional roles as therapists, social workers, nurses etc.
- This course encourages the development of all participants as 'self-reflective thinkers', so that they are able to reflect on how their training, personal background and organisational context all impact on their clinical practice.

On completing the course, participants should be able to demonstrate the following core competencies:

- A familiarity with a broad range of literature relating to family therapy and systemic practice, which should include more recent publications.
- An ability to evaluate theory critically and to explore ideas and the application to different families.
- An ability to describe the differences and similarities between approaches in systemic therapy, including the theory of change.
- An ability to show a commitment to actively promote ethical, anti-discriminatory practice and to highlight and critique culturally-based assumptions.
- A familiarity with the Association of Family Therapy Code of Ethics and Practice, and its implications for practice.
- A capacity to use the consultation process in relation to systemic factors.
- An ability to evaluate critically some errors of relevant research.
- Further development in participant awareness of personal development processes, and an ability to begin to use self-reflective ways in practice.
- An ability to appropriately adapt skills and techniques in own personal area of practice.
- An ability to discuss the impact of key legislative frameworks, covering the three jurisdictions of children, mental health and community care on systemic practice.
- Knowledge of skills required in convening and engaging a range of client groups and working with them systemically.
- And ability to discuss systemic practice in both oral and written forms.
- Once you have passed the second year, you will be able to register as a qualified Systemic Practitioner as long as you have a relevant professional qualification.

Teaching Methods

- Reading materials.
- Power-point and lecture style presentations.
- Workshops facilitated by teaching staff and visiting tutors.
- Small and large group discussions anchored by course staff and assistants.
- Role-plays primarily informed by case material.
- Case consultation including the use of reflecting teams.
- Personal/professional mapping of the mutual influence of systemic ideas.
- DVDs, internet downloads and films.

Course Evaluation

- Informal, ongoing group review during each session.
- Structured mid-way and final session individual and group review and feedback.
- Written evaluation forms at end of course.

Student Testimonials

Positive learning experience

“The course has taught me so many skills that are useful in so many facets of my life. All of my life. I have felt that tutors took every step of the journey with us. It’s given me confidence in my beliefs and a new language to be able to share/express more accurately and usefully”.

Course strengths

“I feel strongly that systemic approaches should be much more widely applied. So the course strength would be the delivery and support”.

Course strengths

“It has helped me organise and structure how I am viewing processes within families and my team. This has helped me feel more confident in what I do”.

Tutor group experience

“The tutors created a safe space where I felt safe to participate in learning and discussions”.

“I feel fortunate to have been in a tutor group where I have felt safe to share experiences, show emotion and not feel judged”.

Development of theoretical understanding of systemic therapy

“I have a new role in my team as ‘Primary Mental Health Worker’, specialist in systemic work as a result of the course. I offer workshops and joint appointments where I can use systemic principles in our work”.



Multi-agency approaches to Systemic Supervision

Course Overview

This training has been commissioned by Norfolk and Suffolk Foundation Trust, and Health Education England (HEE).

- Participants on the Systemic Supervision Course will be encouraged to explore the interface between themselves as people and the supervisory, managerial and/or leadership roles that they carry out within their own organization or agency setting. A key aim of the course is to facilitate each candidates development as a 'self-reflexive independent thinker', with emphasis being placed on the application of systemic and other helpful theories to their current supervisory practice.
- A range of supervisory models will be discussed over the duration of the course, which will also provide an introduction to systemic thinking and explore relevant journal articles related to systemic supervision. Participants will be encouraged to develop their existing supervisory knowledge and practice, and will be supported by course staff to apply this learning within their own agency setting.
- Graduates, who have previously completed foundation and/or intermediate level training courses in Systemic Psychotherapy, may find their prior knowledge of systemic theory and practice provides them with a useful platform from which to undertake a further year of study on this systemic supervision course, especially if they are currently occupying leadership roles within their own agency.

Location

Central Norfolk location (usually Thetford).

Duration

14 days, from 10am-4.30pm, between January and December.

Team

Overseen by Dr Andrew Middlecoat, Lead Psychotherapist and Head of Compass Training Partnership and facilitated by a team of experienced therapists and trainers.

Need to know

This course is suitable for senior professionals and managers responsible for supervising staff teams working with vulnerable children and families. It is applicable across a range of agency settings including Health, Social Care, Education and the Voluntary Sector. Applicants must have relevant training and ideally be employed in a senior clinical, social work, educational, managerial or leadership position within their own agencies.

Further Information

- The course will consist of 30 participants.
- The venue for the course: The Meeting Rooms - Anglia House Business Centre, Bridge Street, Thetford, Norfolk.
- Each teaching day will include 5 hours of direct contact with course staff. Participants attend training days, and are required to attend at least 80% of teaching sessions.
- The course is of clinical value as a 'stand-alone training course' for professionals from the fields of social work, mental health and education, currently working with vulnerable client groups.
- All participants are required to have the consent of their line manager and be working in an environment that supports the development of their supervisory practice within their own agency context.

Study Structure

This course will involve a total of 240 hours of supervisory practice hours, including:

60 hours of direct teaching from course staff whilst on the training days.

120 hours of independent study including: course reading between sessions; completion of learning portfolios; supervisor logs and required coursework; and essays, presentations, tutor group related homework etc.

Each trainee will be expected to complete 60 hours of systemic supervision practice comprising of:

- 30 hours of direct retrospective systemic supervision on a one-to-one basis to other professionals within their own agency setting. For those already supervising professional colleagues, we would expect these hours to come from existing supervisory relationships, rather than be in addition to their current workload.
- 15 hours of group supervision within their own agency running a reflective practice group.
- 10 hours of direct systemic supervision from a designated clinical supervisor.
- Reflective practice groups.
- Tutor groups.
- Learning portfolios.

Essential Workplace Requirements

- Over the duration of this course, all professional groups (other than qualified Systemic Psychotherapists) must be in a position to complete 50 hours of systemic supervision within their place of work, with this rising to a minimum of 80 hours for qualified Systemic Psychotherapists. Audio-visual recordings of both individual and group supervision sessions are also an invaluable tool for learning, and throughout the duration of this course, trainees will be encouraged to undertake this whenever possible.
- Although the majority of course candidates will not be qualified Systemic Psychotherapists, it is intended that support from the course staff and clinical supervisors will ensure that all course trainees should feel in a position to supervise their professional colleagues based on their growing understanding of systemic theory and practice.

Course Aims and Objectives

- A key aim of the course is to facilitate each candidate's development as a 'self-reflexive independent thinker', with emphasis being placed on the application of systemic and other helpful theories to their supervisory practice within their own agency setting.

On completion of the course, participants should be able to demonstrate the following core competencies:

- A familiarity with a broad range of literature relating to clinical supervision and systemic practice, including more recent publications.
- An ability to evaluate the different theories underpinning systemic supervision, and be able to use these ideas in practice across a range of different organisational contexts and work settings.



- An ability to describe the differences and similarities between approaches to supervision from both within and external to the field of systemic therapy.
- An ability to show a commitment to actively promote ethical, anti-discriminatory practice, and to highlight and critique culturally-based assumptions.
- A familiarity with the Association of Family Therapy Code of Ethics and Practice and its implications for supervisory practice.
- Further development in awareness of personal development processes, and an ability to begin to use these processes in self-reflective ways within supervisory practice.
- An ability to appropriately adapt skills and techniques in own personal area of practice.
- An ability to discuss the impact of key legislative frameworks covering the different agency settings, specific to the three jurisdictions of children, mental health and community care on systemic practice.
- Candidates will show a range of approaches to systemic supervision and develop their ability to use different supervision models, as well as explore the similarities and differences between these models.
- Candidates will become aware of a range of literature on different supervisory practices from both within and external to the field of systemic psychotherapy.
- Candidates will develop a 'theory of supervision'.
- Candidates will be able to discuss what constitutes good ethical supervisory practice within the field of systemic psychotherapy.
- 'Critical thinking and analysis' will be developed so that candidates are more able to both evaluate and constructively challenge cultural, class and/or institutionally based assumptions and actively promote anti-discriminatory practice.
- Skills in critically examining research in relation to systemic supervision and evaluation will be developed.
- Candidates will develop their ability to explain and analyse their supervisory practice, in both verbal and written forms.
- Candidates will develop as 'self-reflexive thinkers'.

Teaching Methods

- Reading materials.
- Power-point and lecture style presentations.
- Workshops facilitated by teaching staff and visiting tutors.
- Small and large group discussion anchored by course staff.
- Role-plays primarily informed by case material.
- Case consultation including the use of reflecting teams.
- Personal/professional mapping of the mutual influence of systemic ideas.
- DVDs, internet downloads and films.
- Audio/video tape review of candidate's supervisory practice from their own agency.

Course Evaluation

In order to help maintain the quality and clinical relevance of the course, it is evaluated in the following ways:

- Written feedback forms at end of each days teaching.
- Written evaluation forms at end of course.
- Informal, ongoing group review and discussion with candidates during regular tutor groups.

Student Testimonials

Positive learning experience

“This course has given me time to think about my supervision style, helping me to be adaptable for each worker and linking a systemic approach with signs of safety used within our organisation”.

Course strengths

“Strengths are: the range of different lectures and ideas; and days are structured to enable learning in very different ways”.

“Strengths are: regular sessions; good workshops; good mentoring (tutor group); reading to refer to; opportunity to network; good start time; putting into practice; and one-to-one supervision”.

Tutor group experience

“I have thoroughly enjoyed the tutor group. There was an excellent range of really interesting people, and very sensitive and thoughtful facilitation. This has encouraged our engagement without putting any pressure on us”.

“The supervision group gave space and time to talk about cases in depth and I have been able to share some theoretical ideas within discussion”.

Development of theoretical understanding of systemic therapy

“I had not run a supervision group before. The course helped me understand the benefit and helped me see a use for it in my work context”.

“I feel more confident to trust that by using more probing, my supervisees are part of the journey and are becoming more solution focused in their practice, which is empowering families and showing progress”.

Send an electronic version of your application form to:
compasstraininghub@nsft.nhs.uk

For further details please contact:

Compass Training Team on:
Telephone: (01603) 721 616
Email: compasstraininghub@nsft.nhs.uk

