

# Mindfulness Association Mindfulness Teacher Supervision Policy

October 2020

It is the responsibility of each mindfulness teacher to organise their own supervision, in the way that is appropriate and beneficial in developing their teaching practice. The guidelines below will help teachers to choose the right supervision for them.

The supervisor will give a Working Agreement document to the supervisee, which will be filled in to decide and agree the terms of the supervision. This document will serve as a statement of Intention and Motivation for the shared supervision process.

The use of the word supervision in this context is intended to convey a collaborative partnership. The intention is to create an alliance between the supervisor and supervisee which enables open and creative exploration of personal practice, how this interweaves with teaching practice and the integration of mindfulness in work.

Supervisors do not have authority over the teaching practice of the supervised teacher. However the supervisor has a responsibility to communicate with their supervisee about any concerns they may have regarding the safety of those being taught. On rare occasions it may be appropriate for the supervisor to communicate concerns about safety to another responsible person (see details below).

The supervisors on the MA's list have demonstrated to the MA that they meet the MA Supervisor Good Practice Guidelines. However the decision to enter into a supervision arrangement is made by the supervisee and supervisor in discussion with each other and it is their responsibility to act in accordance with the supervision agreement made between them.

The British Association of Mindfulness Based Approaches (BAMBA) has the following requirements for supervision. Teachers delivering MA courses, including the MBLC, are expected to meet these guidelines.

*'Engagement in processes which continue to develop mindfulness-based teaching practice:*

- *ongoing contacts with other mindfulness practitioners and teachers, built and maintained as a means to share experiences and learn collaboratively; and*
- ***regular supervision with an experienced mindfulness-based teacher including:***

***i. opportunity to reflect on/inquire into personal process in relation to personal mindfulness practice and mindfulness-based teaching practice; and***

***ii. receiving periodic feedback on teaching through video recordings, supervisor sitting in on teaching sessions or co-teaching with reciprocal feedback'.***

(see <https://bamba.org.uk/wp-content/uploads/2020/01/GPG-for-Teaching-Mindfulness-Based-Courses-BAMBA.pdf>)

And from the FAQs document which accompanies the BAMBA's guidelines:

***What does 'regular supervision with an experienced mindfulness-based teacher' mean?***

***The regularity, length and type of supervision should be negotiated with a more experienced supervisor with reference to the extent of teaching work being undertaken, the level of experience of teacher, and the requirements of the agency. As a general guide, an inexperienced teacher might agree to use a minimum of three hours supervision over the period of an eight week course. It is recommended that experienced teachers who teach regularly should have mindfulness supervision at least monthly during the periods that they are teaching. Peer supervision should be supplemented by having a named supervisor who has a role in monitoring quality.***

*(from Evans et al: A Framework for Supervision for Mindfulness- Based Teachers: a Space for Embodied Mutual Inquiry, 2014).*

<https://bamba.org.uk/teachers/faq/>

It is recommended that when you begin to teach after receiving your Readiness to Teach Certificate, you have at least 3 hours of supervision during each of your first two MBLC courses.

Those delivering the MBLC are not required to have a supervisor allocated by the MA, although it is advisable to have a supervisor who is experienced in delivering the MBLC and who meets the Supervisor Good Practice Guidelines.

More experienced teachers may find that their priority is to work with a very experienced mindfulness teacher in supervision and not necessarily with one who teaches the same curriculum.

The following choices of how to go ahead with supervision are set out in order to meet the above requirements in a practical, affordable and flexible way.

**What to expect from supervision**

1. A supervision session is a mindful conversation around the personal practice and teaching practice of the supervisee. Issues, experiences and ideas are explored mindfully, without judgement and without a need to fix. The supervisor may offer some advice as well as facilitating mindful inquiry, depending on the needs of the supervisee. This mindful conversation is based on the principles of mindful dialogue, including regular pauses and trusting emergence.
2. The content of the sessions will be usually determined by what each supervisee brings. The supervisee will, therefore, be responsible for choosing what material to bring and will also be responsible for what learning they take from the supervision and how that learning is applied. The supervisor will be responsible for offering facilitation, guidance and support and will periodically refer to the requirements in the UK Guidelines for

Mindfulness-Based Teachers (for example asking the supervisee about CPD and any retreats they may have planned).

3. Supervisors will provide supervisees with an opportunity (usually over email) at regular intervals to give feedback on the supervision as they experience it.
4. Supervision sessions are not clinical supervision, personal counselling or therapy.
5. Feedback on teaching through live contact or video is part of having mindfulness supervision.
6. Mindfulness supervision may be held one to one or in a group.
7. Once supervision has begun it is recommended to maintain regular supervision sessions even when the supervisee is not actively teaching, the minimum being bi-monthly supervision.
8. Supervisors will be able to provide you with the written statement to support your application to BAMBA to register as a mindfulness teacher.

### **One to one Supervision**

One to one supervision can be arranged according to the supervisee's needs. A standard agreement might be between 30 – 1 hour monthly (after your first two MBLCs). If a supervisee teaches infrequently they may wish to have 30 minute sessions and if they teach mindfulness frequently closer to an hour would be advised.

Pricing structure:

*30 minutes - £30*

*1 hour - £50*

*Plus one-off fee for teaching feedback as detailed below*

### **Group Supervision Scheme**

1. Teachers who want to take part in group supervision will be placed into or can find their own groups of three, and proceed with supervision under the guidance of a supervisor.
2. A regular monthly time and date will be agreed for a 1 hour supervision session by group Skype (or by group phone call if the supervisor has access to a phone that can support this). Each supervisee will take approximately 20 minutes of this time. Alternate supervision sessions will be facilitated by the supervisor and for the other sessions the supervisees will take it in turns to 'hold' the sessions. Therefore, over the course of a year supervisees will take part in six group supervision sessions with a supervisor and six peer supervision sessions.
3. Supervisees will make an upfront payment of £120 to the supervisor for a year of group supervision. It is then the supervisees' responsibility to attend the sessions. Refunds will not be made (except in exceptional circumstances).

4. At the end of each year, supervisees have the option to move to different supervision groups with a different supervisor, with the aim of learning more from other teachers, if they so wish.

*Cost: £120 per person per year*

*Plus one-off fee for teaching feedback as detailed below.*

### **Teaching Feedback**

In the first year of supervision with a new supervisor, the supervisor should witness and give feedback on their supervisee's teaching. Supervisors will arrange with their supervisees (both one to one and group supervisees), an opportunity for co-teaching and supervisor feedback or use of a video for feedback. In subsequent years teaching feedback from the supervisor is optional (though recommended). After the first year supervisees may opt to engage in peer feedback with existing colleagues as well as or instead of supervisor feedback.

**Option 1** - to attend a session of a course on which the supervisor is teaching (either an MA weekend course or non-MA session or course from the supervisor's private practice). Opportunities to do this will be given at the supervisor's discretion and will depend on the existing staffing (eg for a weekend course). During the course the supervisee will lead a practice and an enquiry observed by the supervisor. The supervisee will meet any travel and accommodation expense costs for attending the course, but will not be charged a course fee by the MA. They can sit in and observe other sessions of the course, including or excluding tutorial groups dependent on the view of the supervisor and/or the group they are working with. They can be part of the team delivering the weekend, although they will sit in the 'audience' (apart from when they teach). They can be introduced to the group as present at the weekend for training purposes. Feedback can occur after the supervisee's teaching session or by phone/Skype sometime in the week following or as part of the next supervision session.

*Cost: £60*

**Option 2** – to ask the supervisor to attend a session taught by the supervisee and then give feedback as above either in person or online

*Cost: Hourly rate of £60 (for attending the session) + travel if applicable + £30 for a feedback session or incorporate feedback into the next supervision session.*

**Option 3** – the supervisee arranges to film a teaching session for the supervisor to watch (with the video camera facing the supervisee not the group). The film will be approximately 1 hour's duration. Feedback will be given as above. The supervisee should use the Videoing Consent Form (which can be provided by the MA) to gain consent from their group for this and should ensure that they are doing this in line with any existing policies provided by the

organisation in which they are working. Video recordings can only be made at the supervisee's own risk. The supervisee will be wholly responsible at all times for the creation and use of such recordings. The MA cannot accept any liability for any loss or damage that arises as a result of the making or use of any such recordings.

*Cost: Hourly rate of £60 (for watching video, which will usually be about an hour long) + £30 for feedback or incorporate feedback into the next supervision session.*

## **Confidentiality**

Discussions in supervision sessions will normally be held in complete confidence. However supervisors may take aspects of the supervision experience to their own confidential supervision and if they do, will make every effort to maintain the anonymity of their supervisee.

If the supervisor has concerns about any matter arising from supervision which has or could have serious ethical, medico-legal, criminal and/or fitness to practice implications, they may need to discuss the matter with another responsible person. In those circumstances it may not be possible for the supervisor to keep all information confidential. However, supervisors will try to disclose only as much information as is necessary to consider their concerns properly with the other responsible person. A supervisor will go straight to another responsible person if the disclosure may affect the safety of another.

If a supervisor believes that a supervisee is working beyond their level of competency they should discuss this with the supervisee and if the supervisee does not respond so as to work within their competency the supervisor may decline to supervise them any longer. This should be brought to the attention of MA.

This other responsible person could be Fay Adams [adamsfay@gmail.com](mailto:adamsfay@gmail.com) or Heather Regan-Addis [heather@mindfulnessassociation.net](mailto:heather@mindfulnessassociation.net). Complaints will then be discussed with members of the MA Board if further advice and action is needed.

The Mindfulness Association and the supervisors do not have authority over the teaching of the supervisee and therefore are not in a position to prevent someone from teaching.

## **Data Protection**

Your supervisor may keep process notes of the supervision sessions as a reminder of what was discussed. These will also be kept in confidence and eventually destroyed.

## **Complaints**

If a supervisee has a complaint about a supervisor on the MA's list, then please address this to Heather Regan-Addis who will investigate the complaint at [heather@mindfulnessassociation.net](mailto:heather@mindfulnessassociation.net).

