

EAP has put into place a range of appropriate policies, procedures and management arrangements to provide a robust framework for Information Governance to manage these aspects.

Supervision

All EAP counsellors and psychotherapists are required by the BACP Ethical Framework for the Counselling Professions to have regular monthly supervision and to periodically review their therapeutic work in practice. Counsellors also have access to specialist psychological supervision for complex or high-risk clients and specialist clinical interventions i.e. EMDR.

This is to ensure standards, enhance quality, stimulate creativity, and support the sustainability and resilience of the work being undertaken. All EAP counsellors and psychotherapists are required to keep a record of their supervision hours and evidence of this will be required at the time of audit of practice.

All our counsellors undertake a minimum of 1.5 hours of clinical supervision a month

All our counsellors undertaking specialist clinical work i.e., CBT for Depression, EMDR, must have clinical supervision with an appropriately qualified clinical supervisor.

Training and Continuous Professional Development

All EAP counsellors and psychotherapists must demonstrate a continued commitment to safe and ethical practice, and they are responsible for their continuing professional development as a practitioner.

All our counsellors complete a minimum of 30 hours Continuing Professional Development (as per BACP Guidelines) in Counselling each year to ensure that they keep up to date their theoretical and practical knowledge and skills relating to their work as a professional practitioner, including any new legislative requirements. (Supervision is not counted as CPD)

EAP defines CPD 'as a range of learning activities through which professional counsellors grow and develop throughout their careers to ensure that they retain their ability to practise safely, ethically and legally within their evolving scope of practice'.

All EAP counsellors and psychotherapists are required to keep a record of all CPD activities - detailing the number of hours, types of activities, the learning they have gained from each activity. This information and supporting evidence will be required at the time of any audit of practice.

All counsellors and psychotherapists are also advised to keep updated via:

- Reading professional journals, books and/or reliable electronic resources
- Keeping themselves informed of any relevant research and evidence-based guidance
- Having discussions with colleagues/supervisors working with similar issues
- Reviewing knowledge and skills in supervision or discussion with experienced practitioners
- Regular continuing professional development to update knowledge and skills
- Keeping up to date with the law, regulations, and any other requirements, including guidance from BACP/BABCP and EAPA