Group Supervision Ground Rules

Group members are minded of the fact the rules below are in place to facilitate a successful reflective practice group in order that all members benefit from their participation

All group members will demonstrate respectful commitment to the group by: preparing for the group if needed, attending on time, keeping cameras on and actively contributing to the discussions and ending the group on time.

All group members will demonstrate respect for other members – verbally and non-verbally – by seeking their opinions, actively listening to and attending to them, and allowing them to talk without interruption.

All group members will demonstrate respect by listening to the opinions of other group members even when they do not value or agree with them.

All group members will demonstrate a very high level of discretion regarding confidentiality and any discussion or disclosure will not be discussed outside the group. Exceptions to this are when legally necessary or to take a matter to supervision.

All group members agree to actively participate and agree to keep their cameras on, and flag any issues immediately or if you need something to be repeated.

All group members agree to use the 'hands up' feature as one way to show that you wish to speak.

All group members agree to ensure your name is displayed correctly at the start of the meeting.

All group members agree to an inclusive environment – Power and discrimination can occur between those online as much as between any other groups of people. There are ways we can help to mitigate this and 'even out the playing field' as much as possible if we can all commit to work at this. For example, if someone online has a quiet or loud sound, let them know and listen all the more carefully to ensure they are heard. If you notice someone is trying to speak but not being heard, let the facilitator know. If there is intrusive background noise please say something, let the facilitator know, so that it does not impact the group. With the previous point, be mindful of the dignity of others, if something is displayed audibly or visually that you suspect is a non-intended disclosure, please say something to help that person protect their privacy.

If at any point you feel uncomfortable with the reflective practice group or you have a complaint, please either raise this in a group session or contact me individually so we can discuss this. If you feel for any reason this has not been satisfactory, please contact the Service Director for MCS, Katrina Preston, putting 'private and confidential' in the subject heading. The group facilitator may if necessary take your concerns to the Service Director of MCS. This will then be managed according to MCS policy, outside of the group. The matter will not be returned to in the group itself.

Please be respectful, actively listen and participate. The group is what you make it, so please help to make this a group you want to be part of and learn from.