



# CONTINUING PROFESSIONAL DEVELOPMENT PROGRAMME

## JUNE- DECEMBER 2021

Welcome to the Continuing Professional Development programme from Relationships Scotland. We hope you are able to join us at our CPD events this year. Our CPD events bring counsellors, family mediators, sex therapists and supervisors across Scotland together to hear from presenters from a variety of different fields and countries.

Our aim is to provide events that challenge and inspire, and most of all support you in the development of your practice.

### CPD PROGRAMME: JUNE – DECEMBER 2021

Saturday, 19 <sup>th</sup> June 9.30-4.15pm	Gender and Sexual Diversity	Kirstie McEwan	Relationship Counsellors and Sex and Relationship Therapists
Tuesday, 14 <sup>th</sup> September 9.30-4.15pm	'Travelling on the same road?' Using Metaphor in Relationship Counselling and Family Mediation	Steve Killick	Family Mediators and Relationship Counsellors
Saturday, 2 <sup>nd</sup> October 9.30-12.30pm <b>and</b> 1.15-4.15pm	Positive Supervision and Learning Forum for Counselling Supervisors	Fredrike Bannink/ Mhairi Canning	Counselling Supervisors
Wednesday 20 <sup>th</sup> October 9.30-4.15pm	Consulting Children in Mediation – Best Practice in 2021	Rosanne Cubitt	Child Consultant Mediators
Tuesday, 26 <sup>th</sup> October 9.30-12.30pm <b>and</b> Tuesday, 9 <sup>th</sup> November 9.30-12.30pm	Positive Supervision and Learning Forum for Mediation Supervisors	Fredrike Bannink/ Mhairi Canning	Mediation Supervisors
Saturday, 6 <sup>th</sup> November 9.30-4.15pm	Working at Relational Depth in Counselling	Mick Cooper	Relationship Counsellors
Thursday, 18 <sup>th</sup> November 9.30-4.15pm	Rainbow after the Storm: Same- sex, Trans, and Non-binary parents in Family Mediation	Maria Moscati	Family Mediators

Due to the restrictions of the Covid 19 pandemic all Relationships Scotland CPD events will currently be delivered online using the Zoom platform. Relationships Scotland CPD events are for practitioners who are currently working in any capacity for a Service that is a Member of Relationships Scotland. They may be open to practitioners from external organisations when spaces are available.

Booking forms are available on our website:

<https://www.relationships-scotland.org.uk/about-us/training-and-cpd>

## Gender and Sexual Diversity



Date: Saturday 19<sup>th</sup> June, 9.30-4.15pm

Presenters: Kirstie McEwan

For: Relationship Counsellors and  
Sex and Relationship Therapists

CPD Cat A Points: 6

Cost: Relationships Scotland Members £60/Non-Members: £100

*“Ethical practice in these cases requires the practitioner to have adequate knowledge and understanding of gender and sexual diversity and to be free from any agenda that favours one gender identity or sexual orientation as preferable over other gender and sexual diversities. For this reason, it is essential for clinicians to acknowledge the broad spectrum of sexual orientations and gender identities and gender expressions”.*

(2<sup>nd</sup> Memorandum of Understanding Against Conversion Therapy – October 2017)

All of the major UK therapeutic professional bodies (UKCP, BACP, COSRT, BPS, NCS, Relate) are signatories to this document. It is a requirement of these bodies that all therapists, whether in general practice or psychosexual practice, are sufficiently prepared to work with diversity.

During this one-day course, participants will gain a broad foundation in diversity awareness and will be in a better position to offer support to clients who may present with issues surrounding their diversity. The training will provide adequate knowledge to allow the practitioner better to understand their own feelings and to work without preconceived ideas.

**Kirstie McEwan** is a registered member of BACP. She works as both a general counsellor and a specialist psychosexual and relationship therapist in private practice. Before training in counselling, Kirstie spent 32 years in the construction and development industry as a Project Manager and Health and Safety advisor/trainer. She owned and ran her own consultancy for five years before joining a medium-sized architectural practice, achieving the position of Regional and Main Board Director.

Kirstie describes spending most of her life feeling incomplete. She knew that, in living the life of a man, she was not being true either to herself or to her family. She started her journey of transition when she was 50 and completed this five years later. She now lives a happy and fulfilling life. It was her own experiences during the process of transition which drew her to therapy as a new profession; one which she has fully embraced.

In November 2016 she was appointed lead tutor in Gender Diversity for the diploma course in Clinical Sexology provided by The Contemporary Institute of Clinical Sexology. This role has since been extended to include Sexual Diversity. In April 2018 Kirstie was acknowledged as an Accredited Gender, Sexuality and Relationship Diversities (GSRD) Therapist by Pink Therapy. Further training with Pink Therapy in November 2019 resulted in Kirstie being endorsed as a GSRD Aware Trainer. Kirstie was a trustee of COSRT and a member of the Media Team. She was invited to sit on the National Memorandum of Understanding on Conversion Therapy group as a COSRT representative. She has a special interest in gender and sexual diversity, a topic which is close to her heart in relation to her own individual journey in life. As part of her therapeutic healing, she wrote her autobiography “Just One Letter”, which was published in November 2011.

## 'Travelling on the same road?' Using Metaphor in Relationship Counselling and Family Mediation



Date: Tuesday, 14<sup>th</sup> September, 9.30-4.15pm

Presenter: Steve Killick

For: Relationship Counsellors and Family Mediators

CPD Cat A Points: 6

Cost: Relationships Scotland Members £60/ Non-Members £100

This workshop will explore how metaphor influences our perceptions and how we can use metaphor to help our clients deal with emotional and relational challenge and conflict. It will cover psychological and cognitive theories of metaphor and explore how it is used in a variety of settings, including Family Mediation and Relationship Counselling. Calling upon emerging evidence about using metaphor this workshop will look at how practitioners can use their own and client metaphors to co-construct metaphors that build ideas about relationships and change.

**Steve Killick** is a Clinical Psychologist, Trainer and Storyteller. After a long career in the NHS working in both adult and child settings he now works independently and also for the Resilience Project, an NHS project for schools in South Wales. He is a Visiting Fellow at the George Ewart Evans Storytelling Centre at the University of South Wales and has written extensively on using stories and metaphors in therapy and education. He has recently published (due January 2021) *'Getting on your Wavelength: Using Metaphor in a CBT context'* for the Healthcare Counselling and Psychotherapy Journal. He is a BABCP accredited CBT practitioner and practises and teaches ACT (Acceptance & Commitment Therapy). He has recently developed an intervention for schools' Feelings are Funny Things: A programme for exploring emotions, thoughts and actions.' For more information see: [www.stevenkillick.co.uk](http://www.stevenkillick.co.uk)

## Positive Supervision

### and Learning Forum for Counselling Supervisors



Date: Saturday, 2<sup>nd</sup> October, 9.30-12.30pm  
and 1.15-4.15pm

Presenter-am: Fredrike Bannink

Facilitator-pm: Mhairi Canning

For: Counselling Supervisors

CPD Cat A Points: 6 (for full day)

Cost: Relationships Scotland Members £30 (for full day)/  
Non-Members: £50 (morning session only)

It is often said, "One learns best from one's mistakes". However, research indicates that one learns more from one's successes. Despite this, in many forms of supervision the main focus is still on (repairing) problems. **Positive supervision** focuses on what works instead of on what is not working and on supervisees' and trainees' strengths rather than on their deficits. The task of supervisors using this approach is to design preferred outcomes with their supervisees and to invite them to apply the same approach when working with their own clients. This innovative and successful approach to individual, group, and peer supervision is suitable in any environment - clinical, corporate, educational, health, governmental, community. It introduces a new form of supervision, based on positive psychology and solution focus, that is often shorter, more positive and

hopeful, and more cost effective than traditional methods (and could easily be combined with them).

In the morning interactive workshop Fredrike Bannink presents her model of positive supervision based on four pillars: 1. Goal formulation, 2. Finding competence, 3. Working on progress, and 4. Reflection. There is also particular focus on optimising the cooperation between supervisors and supervisees.

The afternoon session is a learning forum available only to counselling supervisors on the Relationships Scotland Register that have attended the morning workshop. Counselling supervisors will explore the learning about Positive Supervision and consider its application in their supervision practice. The learning forum will focus upon the four pillars of Positive Supervision.

**Dr. F. (Fredrike) P. Bannink MDR** is a clinical psychologist, child psychologist and Master of Dispute Resolution and International Full Certified ADR Mediator and Conflict Coach. Fredrike was also a Mediator for the Court of Amsterdam till 2015. She is an international keynote presenter, trainer, and author of around 50 books, including the *Handbook of Positive Supervision* (Hogrefe, 2015). Fredrike is based in Amsterdam, the Netherlands. For further information see: [www.fredrikebannink.com](http://www.fredrikebannink.com)

**Mhairi Canning** is the Registration, Supervision and Counselling Practice Manager at Relationships Scotland. She provides support for counselling practice and supervision in the network. She is a qualified and experienced trainer. She has been a Couple Counsellor since 1997 and a Supervisor since 2004. She has a small private practice.

### Consulting Children in Mediation – Best Practice in 2021



Date: Wednesday 20<sup>th</sup> October, 9.30-4.15pm

Presenter: Rosanne Cubitt

For: Child Consultant Mediators

CPD Cat A Points: 6

Cost: Relationships Scotland Members £60/ Non-Members: n/a

Relationships Scotland's Consulting Children in Mediation service has evolved significantly since it was first launched over 20 years ago by Family Mediation Scotland as Direct Consultation with Children. This training day will be an opportunity to consider the latest research and policy developments, and to share insights and tools with each other from our own practice experience. Rosanne Cubitt will provide an update on changes to the Relationships Scotland Policy on Consulting Children in Mediation which better reflects our current practice, and will highlight areas for future development. This will be presented within the context of Scottish Government and Legislative Policy changes around hearing the views of the child, including the Children (Scotland) Act 2020. Participants will be introduced to a number of tools and resources that we have learned about through recent masterclass training events, such as the Parent Readiness Scale (Graham and Yassenik, 2016). Child Consultant Mediators will be invited to share other ideas and resources with colleagues on the day to enhance our practice, build up our body of expertise and ensure we are offering best practice in consulting children to families in 2021.

**Rosanne Cubitt** is Head of Practice for Mediation and Counselling at Relationships Scotland. Rosanne is an experienced Registered Family Mediator working with families through our South Lanarkshire and Family Journeys Member Services. Rosanne trained as a Child Consultant Mediator in 2007 and leads the Voice of the Child Working Group of the Mediation Practice Committee which has considered policy changes and future developments. Rosanne has completed Child Inclusive Mediation and Counselling training (CiMC, Dr Jen McIntosh, Children Beyond Dispute, <https://childrenbeyonddispute.com/child-inclusive-mediation/>). Rosanne organised and participated in two recent masterclasses, one delivered by Jen McIntosh in 2017 and 'Meeting with Children' led by Jon Graham and Lorri Yassenik of the International Centre for Child and Family Law (<https://iccfl.training/>) in 2020.



<b>Positive Supervision and Learning Forum for Mediation Supervisors</b>	
Date: Tuesday 26 <sup>th</sup> October, 9.30-12.30pm <b>and</b> Tuesday 9 <sup>th</sup> November 9.30-12.30pm	Presenter: Fredrike Bannink Facilitator: Mhairi Canning
For: Mediation Supervisors	CPD Cat A Supervision Points: 6 (total for both events)
Cost: Relationships Scotland Members £30 (total for both events)/ Non-Members: £50 (26 <sup>th</sup> October only)	



It is often said, "One learns best from one's mistakes". However, research indicates that one learns more from one's successes. Despite this, in many forms of supervision the main focus is still on (repairing) problems. **Positive supervision** focuses on what works instead of on what is not working and on supervisees' and trainees' strengths rather than on their deficits. The task of supervisors using this approach is to design preferred outcomes with their supervisees and to invite them to apply the same approach when working with their own clients. This innovative and successful approach to individual, group, and peer supervision is suitable in any environment - clinical, corporate, educational, health, governmental, community. It introduces a new form of supervision, based on positive psychology and solution focus, that is often shorter, more positive and hopeful, and more cost effective than traditional methods (and could easily be combined with them).

In the first interactive workshop Fredrike Bannink presents her model of positive supervision based on four pillars: 1. Goal formulation, 2. Finding competence, 3. Working on progress, and 4. Reflection. There is also particular focus on optimising the cooperation between supervisors and supervisees.

The second session is a learning forum available only to mediation supervisors on the Relationships Scotland Register that have attended the first workshop. Mediation supervisors will explore the learning about Positive Supervision and consider its application in their supervision practice. The learning forum will focus upon the four pillars of Positive Supervision.

**Dr. F. (Fredrike) P. Bannink MDR** is a clinical psychologist, child psychologist and Master of Dispute Resolution and International Full Certified ADR Mediator and Conflict Coach. Fredrike was also a Mediator for the Court of Amsterdam till 2015. She is an international keynote presenter, trainer, and author of around 50 books, including the *Handbook of Positive Supervision* (Hogrefe, 2015). Fredrike is based in Amsterdam, the Netherlands. For further information see: [www.fredrikebannink.com](http://www.fredrikebannink.com)

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## Working at Relational Depth in Counselling



Date: Saturday 6<sup>th</sup> November, 9.30-4.15pm

Presenter: Professor Mick Cooper

For: Relationship Counsellors

CPD Points: 6

Cost: Relationships Scotland Members £60/ Non-Members: £100

What does it mean to connect to others in an in-depth way? What are the effects of relating deeply to clients in therapy, and how can such an encounter be facilitated? This workshop will give participants an opportunity to explore their experiences of relational depth, and how it feels to meet others at this level of intensity and intimacy: in both their therapeutic practice and everyday life. Through small group exercises, pairs-work, discussion and theory input, the workshop will help participants develop a deeper understanding of such encounters, and also how they come to deepen their levels of relating in their therapeutic work. Although the research and theory for the workshop is based around one-to-one practice, participants will be encouraged to consider the implications and applications of relational depth to working with couples.

**Mick Cooper** is an internationally recognised author, trainer, and consultant in the field of humanistic, existential, and pluralistic therapies. He is a Chartered Psychologist, and Professor of Counselling Psychology at the University of Roehampton. Mick has facilitated workshops and lectures around the world, including New Zealand, Lithuania, and Florida. Mick's books include *Existential Therapies* (Sage, 2017), *Working at Relational Depth in Counselling and Psychotherapy* (Sage, 2018), and *The Handbook of Person-centred Psychotherapy and Counselling* (Palgrave, 2013). His latest work is *Integrating Counselling and Psychotherapy: Directionality, Synergy, and Social Change* (Sage, 2019). Mick's principal areas of research have been in shared decision-making/personalising therapy, and counselling for young people in schools. In 2014, Mick received the Carmi Harari Mid-Career Award from Division 32 of the American Psychological Association. He is a Fellow of the British Association for Counselling and Psychotherapy and the Academy of Social Sciences. For more information see: [www.mick-cooper.co.uk](http://www.mick-cooper.co.uk)

## Rainbow After the Storm: Working with Same-Sex, Trans, and Non-Binary Parents in Family Mediation



Date: Thursday 18<sup>th</sup> November, 9.30-4.15pm

Presenter: Maria Moscati

For: Family Mediators

CPD Points: 6

Cost: Relationships Scotland Members £60/ Non-Members: £100

This interactive workshop aims to open up a conversation on the practical implications for family mediators when dealing with parenting disputes involving same-sex parents, trans parents and non-binary parents. Attention will also be given to the manner in which sexual orientation and gender identity influence the resolution of family disputes through mediation. Questions to be answered during the session include: What issues do same sex, trans and non-binary parents face when experiencing family conflicts? What are the issues and challenges that mediators might face in such cases? How may the voices of children raised in sexually and gender diverse families be heard?

Over the last six years, Dr Moscati's research has explored issues that same-sex partners/parents and trans partners/parents face when seeking to resolve family disputes. Families based on same-sex relationships, or on relationships where one or both partners self-identify as trans or non-binary, meet multiple and unique challenges in accessing appropriate and supportive services for the resolution of family disputes. And yet, consideration of these parents and their children is frequently absent from theory, practice, and policy. This workshop will develop participants' awareness and knowledge about these concerns to make mediation more inclusive for sexually and gender diverse families. The workshop will inform Dr Moscati's current research and the format of the workshop is interactive. If participants are interested in specific aspects, please email questions to Dr Moscati at least three days before the event at: [m.f.moscati@sussex.ac.uk](mailto:m.f.moscati@sussex.ac.uk)

**Dr Maria Federica Moscati**, is Senior Lecturer in Family Law at the University of Sussex. She holds a PhD from SOAS; she is a trained mediator and non-practicing lawyer. Before joining Sussex, she worked for Save the Children Italy where she specialised in children's rights. Her research interests relate to issues concerning dispute resolution, family law, children's rights, sexual orientation and gender identity, and their intersections. Her research projects have been awarded funding by the EU Commission. Among her other work, she was PI for the project *Litigious Love: Same-Sex Couples and Mediation in the European Union* which developed the first comparative analysis on the recourse to mediation for resolving intra-family disputes between same-sex partners. She is co-director of the Centre for Cultures of Reproduction, Technologies and Health at University of Sussex and co-editor of the journal *Mediation, Theory and Practice*. As lawyer she has been involved in a number of domestic and European court cases including among others: Case of *Orlandi and Others v. Italy*, App nos. 26431/12; 26742/12; 44057/12 and 60088/12 (ECtHR, first section, 14 December 2017). She has also served as adviser for the National Committee of Nepal on Sexual Orientation, and Same-Sex Marriage.



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## HOW TO BOOK

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Relationships Scotland CPD events are for practitioners who are currently working in any capacity for a Service that is a Member of Relationships Scotland. They may be open to practitioners from external organisations when spaces are available. Booking forms are available from the Relationships Scotland website: <https://www.relationships-scotland.org.uk/about-us/training-and-cpd>

- Practitioners who are **self-funding** can book a place by using the **Booking Form**.
- Practitioners that are booking through their **Member Service** must ask the Service to make the booking on their behalf.

If you have any questions about the booking process please contact Diana Reilly or Liz Thackwray [diana.reilly@relationships-scotland.org.uk](mailto:diana.reilly@relationships-scotland.org.uk) or [liz.thackwray@relationships-scotland.org.uk](mailto:liz.thackwray@relationships-scotland.org.uk)

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## CANCELLATION POLICY

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- Cancellation 11 days or more before the date of the event: 100% refund
- Cancellation between 10 days and 4 days before the date of the event: 50% refund
- Cancellation 3 days or less before the date of the event: no refund, but services can send a replacement.

If a course or event is cancelled by Relationships Scotland (because of insufficient numbers or unforeseen circumstances) then all fees will be fully refunded. Unfortunately, we are unable to reimburse out of pocket expenses, such as travel and accommodation.

In exceptional circumstances, Member Services or individuals may request a refund of the cost of CPD event or a free place at a future event. Examples of exceptional circumstances include, for example, the admission to hospital at short notice or a family bereavement. Requests for refunds and/or free places at future events will be considered by the Office Bearers Group (Chair, Vice-Chair and Treasurer of the National Office). All requests for refunds and/or free places at future events should be made in writing or by e-mail to the CPD Manager, [sonia.bruce@relationships-scotland.org.uk](mailto:sonia.bruce@relationships-scotland.org.uk)

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## SYSTEM REQUIREMENTS

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The session will be delivered using the Zoom platform. You can attend this webinar from anywhere using a compatible computer or tablet connected to the internet. You will need to download Zoom to access the session: <https://zoom.us/> Please make sure you have the most recent version of Zoom. Please note, some organisations have additional security settings that may prevent you from accessing the CPD event on an organisational device.

Please also ensure that you have the required bandwidth and internet speed. You can test whether you are able to join a Zoom meeting here: <https://zoom.us/test> Relationships Scotland are unable to provide refunds when there are issues with a participant's IT which prevent them from accessing the CPD event. Please contact the CPD Manager if you are unsure about the use of the technology [sonia.bruce@relationships-scotland.org.uk](mailto:sonia.bruce@relationships-scotland.org.uk)

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## ACCESSING THE EVENT ONLINE

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A link to the session will be sent out a few days before the event. Please ensure that the email address to which the link should be sent is clear in the Booking Form. It is also important that the Zoom account uses the same name that you used to register for the event. The Relationships Scotland CPD Host will use this information to admit participants into the event and to confirm attendance certificates. The username for your Zoom account can be amended by signing into Zoom and going to the profile section of your account.

### Relationships Scotland CPD Programme 2022

We value your feedback on the Relationships Scotland CPD programmes. Look out for an email in June 2021 that will invite you to participate in a short online consultation that will inform the CPD programme for 2022.

We look forward to hearing from you.