



# Consulting Circles

*Skills Training in Health & Social Care*

## Practitioner Boundaries & Ethics Training Outline



2012 - 13

## 1. Introduction

Consulting Circles is a specialist training consultancy delivering therapeutic skills training to health and social care providers across the UK. Set up in 2007 by Sonia Yeandle and Ray Jenkins, Circles is dedicated to providing innovative approaches to workforce development through bespoke training and consultancy services. We provide strategic and operational support with contract management, third sector marketing, recovery initiation and service user advocacy.

Our courses are specifically designed to enhance the capacity of managers and staff of generic substance misuse agencies to deliver high quality, recovery orientated interventions to service users, their families and carers.

At Consulting Circles we place great emphasis on delivering quality services to our clients. Our products are developed from the core skills of our Directors and Associates. We have more than 18 years experience of strategic and operational organisational development, innovative service delivery, contract management and workforce development. Our strength is our knowledge base, providing tangible added value for our clients by achieving measurable results quickly and cost effectively.

[Ray Jenkins Dip. Couns. MBA](#) is a former Development Director of CRI, a national social care provider delivering drug & alcohol interventions within the criminal justice system and community. He is a former member of the UK Anti Drugs Co- ordination Unit (UKADCU) advising on the implementation of the Government's 10 year Drug Strategy. He has extensive knowledge of staff and workforce development that is supported by an operational background in delivering integrated treatment systems in the community as well as a range of Criminal Justice initiatives including; DIP, CARAT, DRR, ATR, BSR, P-ASRO and IOM. A qualified Trainer (C&G 7303) Ray has been delivering ITEP courses since 2008.

[Damian Grainer MA; C&G 7303 \(PTLLS\)](#) Trained in psychotherapy, coaching, substance misuse and management, he has worked within the health and social care field since 2001 and prior to this worked as a manager in the private sector. He has worked both in mental health and substance misuse working across a range of tier 2 and 3 agencies and also has experience of residential therapeutic communities. With particularly strong experience in the implementation and turnaround of large recovery orientated integrated substance misuse services, he also has particular expertise in group work and psychosocial interventions for substance misuse.

### [Associates](#)

Consulting Circles work with a small number of select associates with senior operational management experience and proven track records in the delivery of social care training and consultancy. We ensure that all our associates have the right skills and qualifications to match an organisation's business and training needs.

## **2. Course background**

Our Boundaries & Ethics course has been specifically developed to enhance the engagement, assessment and recovery planning skills of practitioners delivering Tier 2/3 drug and alcohol treatment interventions. A worker's ability to engage quickly and effectively is essential to building client rapport and creating a safe environment where both parties can explore some of the drivers associated with their problematic substance misuse.

This 1 x day course has been developed to offer frontline practitioners and managers an introduction to a number of evidence based interventions, proven to be effective with this client group. Our skills based training will increase staff awareness as to the importance of maintaining professional boundaries and how these can assist the development of an ethical therapeutic relationship with clients. We will also fully explore the difference between personal and professional boundaries in the context of career pathways from Volunteer to peer mentor through to paid employment.

Our aim is to provide workers with an opportunity to deepen their knowledge of how important it is to maintain strong boundaries within the workplace and to boost their confidence to offer a consistent team approach to client engagement.

Learning is participatory and experiential, providing delegates with the opportunity to relate theory to practice. Highly experienced facilitators employ a combination of structured exercises, role play and didactic teaching methods to recreate realistic group scenarios.

### **The Course will cover:**

- What are boundaries
- Boundary scenarios
- What is helping relationship
- Issues of self disclosure
- Dual relationships
- How to combine MI techniques with ITEP mapping formats

Our facilitators will be responsible for providing structure, theoretical input, boundaries and safety. You will be asked to contribute to the course content as there is strong emphasis placed on peer learning. Participants are encouraged to discuss examples of their own practice and wherever possible, use examples relating to current or past practice.

There is an expectation to facilitate aspects of the course in pairs. Feedback from the facilitator and peers will be given with regard to participants co-working and facilitating skills. Facilitators will constantly review of the processes operating within the group over the two days.

### 3. Course Outline:

Day 1	Session outline	Learning Objectives
Session 1 9:30 to 11:00	What are Boundaries	<ul style="list-style-type: none"> <li>Professional boundaries</li> <li>Personal boundaries</li> <li>The moral dilemma</li> </ul>
Session 2 11:15 to 12:45	The Helping Relationship	<ul style="list-style-type: none"> <li>What makes a relationship</li> <li>Power dynamics</li> <li>Personal scripts</li> </ul>
Session 3 1:30 to 3:00	Disclosure	<ul style="list-style-type: none"> <li>Professional/personal disclosure</li> <li>What/why/how do we disclose</li> <li>Keeping the focus on the SU</li> </ul>
Session 4 3:15 to 4:30	Dual Relationships	<ul style="list-style-type: none"> <li>Professional/personal confusion</li> <li>Who needs are being met?</li> <li>Consequences of our action</li> </ul>

### 4. Training Costs

1 x day workshops accommodate a maximum of 16 and minimum of 10 delegates. Purchasers will be responsible for funding, sourcing and supplying the venue as well as providing delegate refreshments for the duration of the training.

1 x Day Training – maximum 16 x delegates	Unit Cost
Standard delegate rate	95.00
* Reduced delegate rate if 2 or more courses booked	85.00
Managers Implementation Workshop	975.00
Supervision & support per days	450.00
Training preparation, follow up, debrief & report writing	(Inclusive)
Support Materials & course handbooks (upto18)	(Inclusive)
Overnight accommodation per night (Inner/outer London £120)	90.00
Travel charged per mile	40P
Subsistence per day per trainer	20.00
<b>* Venue to be supplied by purchaser</b>	
<b>* Prices are subject to 20% VAT.</b>	

## 5. DANOS Units Covered

Unit No	Description
AA2 (HSC233)	Relate to and interact with individuals
AA6 (HSC355)	Promote choice, well-being and the protection of all individuals
B15 (HSC31)	Promote effective communication for and about individuals
AF2	Carry out assessments to identify and prioritise need
AG1	Develop, implement and review care plans for individuals
AI1	Counsel individuals about their substance use using recognised theoretical models
AI3	Counsel groups of individuals about their substance use using recognised theoretical models

### Workshop Facilitation

All workshops are facilitated by Ray Jenkins, Damian Grainer or Sonia Yeandle. We will assess each participant's skill level, knowledge and ability, to inform individual continuous professional development. Summary reports and copies of training feedback forms can be provided as part of a structured training debrief.

## 6. Copyright

Copyright of all workshop materials and supporting literature (including course handbook) will be retained by Consulting Circles. Ownership of all pre- course questionnaires and subsequent analysis will automatically be considered the property of the purchaser as will any completed workshop evaluation reports.

Should you wish to enquire further about our courses you can visit our website on [www.consultingcircles.com](http://www.consultingcircles.com) or write to:

Chris Carrington  
Training & Development Manager  
6 First Avenue  
Charmandean  
BN14 9NH

Tel: 0844 804 5432 or you can email your confirmation to [chris@consultingcircles.com](mailto:chris@consultingcircles.com)

## 7. Our Customers

Since 2008, Consulting Circles have provided training to:

Albert Centre	Addaction
ADSI	Barking & Dagenham DAT
Bexley DAAT	Brent DAT
Bradford PCT	Basement Project
Buckinghamshire PCT	Calderdale PCT
DISC	Drug Aid
Grimsby DIP	Luton PCT
East Sussex NHS Partnership	East Sussex DAAT
North Lincolnshire Safer Neighbourhoods	
CRI-Crime reduction Initiatives	
North & Midlands	
London	
South & Southwest Directorates	
HMP Bellmarsh	HMP Bullingdon
HMP Drake Hall	HMP Grendon
HMP Hewell	HMP Lewes
HMP Holloway	HMP Manchester
HMP PARC	HMP Springhill
HMP Stanford Hill	HMP Swaleside
HMP Wormwood Scrubs	HMP YOI Altcourse
HMP YOI Feltham	HMP YOI Rochester
Gateshead PCT	Hammersmith & Fulham DAAT
Hereford DASH	Hull City-Safe
Islington PCT	First Care Health
Lifeline	NECA
NHS Hillingdon	Oasis Partnership
RAPt	
Reading DAAT	Redbridge DAAT
Redcar & Cleveland PCT	Safer Middlesbrough Partnership
Sefton DAAT	SMART Criminal Justice Projects
Shropshire DAAT	South Tyneside PCT
SAAS	Surrey DAAT
South Luton DAAT	Turning Point NE
South Shields SMT	Worcestershire DAAT
South Wales DIP	