

WPI Dual Relationships Policy: 11a Dual Relationships within the Tutor Team

To be read in conjunction with:

- HIPC policy statement on Dual Relationships
- Policy 11 Dual Relationship Policy
- Policy 12. Conflict of Interest Policy
- Policy 31 WPI Raising Concerns and Dilemmas Pack
- Policy 16 Policy for Student Trainee Representatives

The aim of this Policy is to explore and give guidance regarding relationships within the tutor team. WPI wishes to have a tutor team where dual relationships are carefully considered and managed.

This policy covers the roles of:

- a) Core tutor
- b) Assistant tutor
- c) Visiting Tutor

This policy is designed to give guidance to anyone recruiting for WPI, to applicants for tutor roles and to existing tutors.

UKCP / HIPC have set out clearly the ongoing dual relationships which are prohibited:

- No one can be both a therapist and trainer to the same person
- No one can be both a therapist and supervisor to the same person
- No one can be both a therapist and examiner to the same person

These prohibited relationships also need to be considered in relation to the tutor team. WPI offers process-orientated training with tutors frequently co-facilitating both experiential and theoretical aspects.

As stated in Policy 11, WPI works in a small community of therapists and an even smaller pool of potential tutors. Attention therefore needs to be given to any past or present dual relationships which could arise, without preventing WPI graduates from joining the WPI tutor team.

WPI distinguishes between:

1. Prohibited relationships
2. Relationships that need to be declared and considered with care.

1. Applicants in the following categories would be considered to have a prohibited relationship:

- a. Anyone in a close personal relationship with a **current** tutor.
- b. A **current** client of a trainer.
- c. A **current** therapist of a trainer
- d. A **current** supervisee of a trainer.

e. A **current** supervisor of a trainer.

2. Applicants in the following categories must declare their past dual relationships so that it can be carefully considered:

- a) **Past** clients of a trainer
- b) **Past** supervisees of a trainer
- c) **Past** supervisors of a trainer
- d) **Past** therapists of a trainer.

Whilst these categories are not prohibited, they are only permitted after careful processing between the parties concerned and after a sufficient timescale has elapsed from the ending of the past professional relationship. It is hard to draw hard and fast rules about this as much depends on individual factors. These include, for example, duration and nature of the past relationship, the contact envisaged between tutors and the possibility of putting in place protective measures to ensure that the dual relationship can be managed safely.

Recruitment

1. ALL prospective tutors who apply to WPI will be asked to disclose any dual relationships upon application, before interview.
2. This includes dual relationships with current tutors, board members and members of the management team.
3. This includes current or prior relationships with the WPI external examiner.

Core Trainers & Assistant Tutors

1. WPI disallows any current client of an existing tutor to apply to join the core tutor team.
2. WPI actively discourages an ex-client of a core tutor to apply to join the core tutor team.
3. An ex-client of a core tutor may be considered for a tutor role after careful dialogue with the chair of ethics and an independent board member.
4. A core tutor can ask for this policy to be used without breaking their client's confidentiality.
5. An ex-supervisee of a core tutor can join the tutor team after careful dialogue with the chair of ethics and an independent board member.
6. Timeframes in all of these instances will be agreed on a case-by-case basis.

Visiting Tutors

1. WPI invites a range of visiting tutors to join the team as required.

2. An ex-client of a core team member may apply to be a visiting tutor. The application will be considered and will be dependent upon on factors such as the duration of the past relationship, contact envisaged between parties etc.

Copy	Edited	Ratified
original		10 May 2021
2	NCS logo removed June 2023	
3	NH Nov 2025	Ratified November 10th 2025
4.	March 2026	March 2026

Dual relationship disclosure form on next page

Please complete this form and return to admin@welshpsychotherapy.org.uk

Dual Relationship Disclosure form

WPI works is a relational way and needs to protect the ability of the training team to collaboratively hold students' process. For this reason, we absolutely disallow certain relationships within the Tutor team (see above) and ensure that any other dual relationships prior or current are declared and addressed as necessary.

ALL new applicants are asked to read the WPI Policy 11 and 11a on dual relationships.

1. Have you ever been in therapy or supervision with one of the following members of the training team? You do not have to disclose which one.

- Rosy Wood Bevan, Julia Martin, Marian Crowley, Paul Christoph Mitchell, Danni Joan, Jeremy Young, External Examiners Nicky Marshall & Danny Boyle, and External Moderator Diane Hodgson

☐ Please indicate YES NO

If yes, please give details of the relationship and time span.

2. Have you ever been in therapy or supervision with the Directors, Management Team or Chair of Ethics and EDI?

- Nicola Hinchcliffe, Karen Whiteside, Sue Hale, Anna Brazier, Rosy Wood Bevan, Julia Martin.

☐ Please indicate YES NO

If yes, please give details of the relationship and time span.

3. Have you or are you in a dual relationship of any sort with anyone named on this form?

☐ Please indicate YES NO

If yes, do you wish to proceed with your application?

Would you like to discuss this with chair of recruitment or the chair of ethics?

4. **Have you had, or are you in a dual relationship of any sort to the best of your knowledge with a trainee?**

○ **Please indicate YES NO**

If yes, please refer to Policy 11 Dual Relationship Policy 2021 (4), and if you wish to proceed with your application please discuss this with chair of recruitment or chair of ethics.
