

## Ability to foster competence in working with difference

In this section the term “difference” is used to indicate the broad spectrum of cultural and demographic variations in client populations around which discrimination and disadvantage can and does occur. “Difference” therefore includes ethnicity, cultural background, religion, gender, sexuality, social class, disability, and age.

### Ability to help supervisees consider the relevance of issues of difference

An ability to ensure that issues of difference (e.g. race, culture, religion, gender, sexuality, disability, age etc) are a routine part of discussion in supervision
An ability to ensure that supervisees are aware of the rationale for a focus on culture and difference, largely:
to maximise the effectiveness and/or relevance of interventions for all clients
to maximise the effectiveness and confidence of the supervisee in working with difference
to ensure that issues of difference which are relevant to the supervisor and supervisee themselves are included in supervision discussions

An ability to help the supervisee explore cultural assumptions underlying their practice by:
facilitating discussion which helps consider how the supervisor’s and the supervisee’s own background and experience of difference influences their outlook and assumptions
acknowledge discrimination as a social and as a personal issue, both for clients and potentially for supervisors and supervisees
An ability to draw the supervisee’s attention to relevant national and local service policies relating to difference

### Ability to help supervisees integrate issues of difference into their practice

An ability to help the supervisee identify and discuss relevant issues of difference
An ability to include consideration of the relevance of culture/ difference when assessing and formulating a client’s presentation (including an ability to consider any assumptions which reflect the supervisor or supervisee’s own culture or background)
On the basis of assessment and formulation, an ability to help the supervisee identify ways in which practice with specific clients needs to be adapted in order to be responsive to issues of difference
an ability to help the supervisee implement adaptations to practice which are a response to issues of difference
An ability to help the supervisee develop cultural knowledge relevant to the client groups with whom they are working

**Working with interpreters**

An ability to ensure that supervisees are appropriately supported in working with interpreters, by:
alerting them to procedures for ensuring best practice and identifying potential difficulties
reviewing work undertaken with interpreters and identifying and discussing any issues which emerge