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DTAA MEMBERS' SUPERVISION POLICY

Purpose:

This policy sets the framework and standards for the dance movement therapists registered with the Dance Movement Therapy Association of Australasia (DTAA) Incorporated. This policy is implemented for and by Dance Movement Therapy (DMT) practitioners and supervisors, and supervisors of DTAA-registered dance movement therapists from related professions.

Scope:

This policy includes both the DTAA policy on supervision and the recommended process of conducting DMT supervision – the procedures.

It does not cover the supervision of practitioners working outside the registration process of the DTAA, nor the students during their training; however, it is highly recommended that it be followed by all DMTs and those seeking to become registered DMTs in Australasia.

Policy Principles

- Policy Principles - procedures are included
- Policy guides thinking, procedure guides what you do.
- In developing this document, the DTAA Supervision Committee has considered:
 - Ethical dilemmas
 - Embodiment, supervisor/supervisee relationship, relational components of the work
 - That this policy abides by the *DTAA Value* Statements. That this policy adheres to DTAA's Competencies, Code of Ethics, and other relevant DTAA policies.

Aims:

The document aims to:

- a. promote physical and mental wellbeing, creative expression and safety of clients
- b. promote the professional practice and wellbeing of supervisees
- c. promote the ongoing quality of supervisory practice and wellbeing of DTAA supervisors

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- d. articulate the importance of authentic, honest, and trustworthy supervisory relationships for assisting DMT best and safe practices.
- e. provide clarity of the process for supervision by DTAA supervisors.
- f. clearly define the broad supervision process and recommended record keeping that can support strong clinical practice by dance movement therapists, whilst allowing flexibility for preferred supervisory styles.
- g. clarify the responsibilities of the supervisor, supervisee, and the DTAA supervision committee. This may include supervisee giving the supervisor permission to write a report for membership upgrade or job referee.
- h. discuss ethical considerations and how these may be dealt with when they arise.
- i. outline the responsibilities of DTAA supervisors and supervisees.
- j. recommend the regularity, frequency, and duration of supervision.

Definitions of Supervision:

Supervision assists quality client outcomes, through providing the supervisee with a safe container that supports authentic and honest communication of clinical practice (Payne, 2008). The DTAA states that the clinical and professional registered members can supervise DMT practitioners within the framework.

Supervisor’s Roles:

- a. Supervisors promote the supervisee’s practice consistent with the DTAA *Code of Ethics and Standards of Professional Conduct for the Dance Movement Therapy Association of Australasia and DTAA Competencies for Dance Movement Therapists*, in particular those competencies that are about supervision of DMT practice.
- b. Supervisors are to attend supervision for supervisors, in order to effectively reflect on the supervisory relationship with the supervisees.
- c. Supervisors are to continue to develop their supervisory skills by attending professional development sessions, events, or workshops that are relevant to supervision.
- d. For those supervisors who supervise practitioners in private practice, it is recommended they be experienced in Private Practice, be knowledgeable about administrative components, local, state and federal laws, relevant insurances, and ethical requirements. The *DTAA Guideline for working as a Dance Movement Therapist in Private Practice* is available for all DTAA members.
- e. Supervisors are recommended to hold proficiency in the area of professional practice such as trauma-informed, neurodiverse populations and so forth.
- f. DTAA recognises supervisors are to have completed a supervision training program that is an AQF recognised qualification such as a Graduate Certificate in Supervision and/or a program endorsed as meeting required supervision standards by either the DTAA and/or a professional body such as AHPA, APA, Social Workers Association, PACFA, or ACA.
- g. The supervisor fulfills a guidance role, particularly in the supervisee’s early experiences of clinical practice and supervision. This process may provide a mirror for the beginning therapeutic relationship with clients.
- h. Supervisors are to provide a contract with the supervisee to conduct supervision with the transparent and fair ethical principles and guidance. It should include price, duration of the

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session, frequency, cancellation, and handling of confidential information. This list is not exhaustive.

Supervisee's Roles:

- a. Supervisees are encouraged to be fully transparent with their supervisors.
- b. Supervisees are to reflect on their clinical practice in the supervisory relationship.
- c. Supervisees are to maintain clinical and supervision session records.
- d. Supervisees are to maintain regular attendance in supervision.
- e. Supervisees are to follow the recommendations that are set by the supervisory contract.
- f. Supervisees also commit to professional development gaining proficiency in the area of professional practice such as trauma-informed, neurodiverse populations, mental health, disability, social support.

Supervision Frequency

- a. The minimum number of supervision sessions per annum is defined by the guideline set by the Professional Membership Committee available online. It is recommended sessions be scheduled at regular intervals.

Confidentiality:

- a. Supervisors and supervisees must abide by the latest Privacy Act (Australia), Privacy Act Principles as outlined in the Privacy Act 2020 (New Zealand) and a jurisdiction of the other region.
- b. Supervision is a confidential process, and the supervisor and supervisee must ensure that sessions remain private and confidential, unless there is a mandatory safety reporting required.
- c. Information and records regarding the extent and content of the clinical work and supervision can only be released with both the supervisor and supervisee consenting to its release. Consent in writing is recommended, unless there is a mandatory safety reporting required.
- d. With group supervision sessions the privacy of individuals who attend the group and the content of group supervision discussions must ensure the privacy of the supervisor's and supervisees' information and the confidentiality of any client information discussed.

Ethical Conduct:

- a. Supervisors will promote ethical behaviour and adherence to *the DTAA Code of Ethics and Standards of Professional Conduct for the Dance Movement Therapy Association of Australasia* and the values which underpin them, when working in a supervisory relationship.
- b. Supervisees are to utilise supervision to explore ethical dilemmas during supervision
- c. Where the Code of Ethics does not stipulate a clear solution, the supervisor will support the supervisee' in the practice of engaging in ethical reflection so that they may gain skills in 'doing' the practice of processing ethical dilemmas.

Professional Development:

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- a. Supervisors will support supervisees in setting and achieving professional development and clinical practice goals.

Cultural Competence:

- a. Supervisors and supervisees will be working within the frame of a culturally informed approach, address cultural competence and cultural humility in DMT practice.
- b. Supervisees are expected to explore cultural considerations in their practice and seek guidance when necessary.
- c. Where possible, appropriate cultural supervision will be provided from a supervisor who has experience working with the relevant culture or (ideally) with a person who identifies with the relevant culture.

Inclusivity and Accessibility:

- a. Supervisors will support the supervisee with inclusivity and accessibility concerns, including but not limited to gender, sexuality, neurodivergence and disability.
- b. Supervisors have responsibilities to minimise the power dynamics including meeting where the supervisees are at.

Self-care:

- a. Self-care is a critical necessity of therapy work, to ensure the ongoing wellness and capacity of the supervisee. Supervisors will ensure supervisees are aware of their personal self-care practices and help them to further identify potential self-care resources.

Supervision records:

- a. Supervisors will maintain supervision notes accurately.
- b. Supervisees may request access to their supervision records with proper authorisation

References:

Payne, H. (2008). Supervision in dance movement psychotherapy. An overview. In H. Payne (Ed.), *Supervision of dance movement psychotherapy: A practitioner’s handbook* (pp. 1 – 17). Routledge.

Pelling, N., Armstrong, P., Moir-Bussy, A. (Eds.). (2017). *The practice of counselling & clinical supervision* (2nd Ed). Australian Academic Press.

Definitions

Supervisee – The Supervisee is a registered dance-movement therapist at associate or professional levels, or a dance-movement therapist in training who is receiving regular supervision.

DTAA Supervision Committee – A committee of the DTAA Board, that has responsibility for supervision oversight.

DMT practitioner – Therapists using the medium of dance and movement to support therapeutic outcomes for clients.

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DMT educators, lecturers, trainers – Those who are undertaking the formal development of dance movement therapists and are responsible for delivery of education and training outcomes in the field of dance-movement therapy.

Signed by and authorised by: (Position and Name)	Mary-Claude Vienet Vice President
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