



Higher National Unit specification: general information

Unit title: Counselling: Values and Principles of Practice

Unit code: H0HP 35

Superclass: PM

Publication date: February 2012

Source: Scottish Qualifications Authority

Version: 01

Unit purpose

This Unit is designed to enable candidates to develop an understanding of the way in which values and principles underpin counselling practice. Candidates are required to examine equality and diversity issues and to evaluate the factors which influence the counselling relationship.

On completion of the Unit the candidate should be able to:

- ◆ Analyse personal values and the way in which they relate to counselling values.
- ◆ Review and evaluate how equality and diversity issues can be supported through the application of counselling values and principles.
- ◆ Evaluate and reflect on personal development and learning in relation to values and principles of practice.

Recommended prior knowledge and skills

Although entry is at the discretion of the Centre, it is recommended that the candidate should have a knowledge and understanding of counselling practice. It is recommended that candidates should hold SCQF level 7 Units relating to counselling, eg HNC Counselling G8H6 15 or equivalent. Candidates should also have good communication skills.

Credit points and level

1 Higher National Unit credit at SCQF level 8: (8 SCQF credit points at SCQF level 8*)

**SCQF credit points are used to allocate credit to qualifications in the Scottish Credit and Qualifications Framework (SCQF). Each qualification in the Framework is allocated a number of SCQF credit points at an SCQF level. There are 12 SCQF levels, ranging from Access 1 to Doctorates.*

General information (cont)

Core Skills

Opportunities to develop aspects of Core Skills are highlighted in the Support Notes of this Unit specification.

There is no automatic certification of Core Skills or Core Skill components in this Unit.

Context for delivery

If this Unit is delivered as part of a Group Award, it is recommended that it should be taught and assessed within the subject area of the Group Award to which it contributes.

Higher National Unit specification: statement of standards

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The sections of the Unit stating the Outcomes, Knowledge and/or Skills, and Evidence Requirements are mandatory.

Where evidence for Outcomes is assessed on a sample basis, the whole of the content listed in the Knowledge and/or Skills section must be taught and available for assessment. Candidates should not know in advance the items on which they will be assessed and different items should be sampled on each assessment occasion.

Outcome 1

Analyse personal values and the way in which they relate to counselling values.

Knowledge and/or Skills

- ◆ Personal Values
- ◆ Factors affecting values
- ◆ Effects of values on practice
- ◆ Core values and principles of counselling
- ◆ Boundary issues
- ◆ Counselling Ethics

Evidence Requirements

Candidates will need to provide evidence to demonstrate their Knowledge and/or Skills by showing that they can:

- ◆ Explain the origin of own personal values
- ◆ Explain the factors that shape own personal values
- ◆ Evaluate the effect of personal values, beliefs and behaviour on counselling practice
- ◆ Explain the importance and relevance of values to counselling practice
- ◆ Apply core values that underpin practice
- ◆ Explain the boundary issues surrounding the maintenance of confidentiality in counselling relationships
- ◆ Describe boundary issues
- ◆ Analyse one ethical dilemma in relation to your professional practice

Higher National Unit specification: statement of standards (cont)

Unit title: Counselling: Values and Principles of Practice

Outcome 2

Review and evaluate how equality and diversity issues can be supported through the application of counselling values and principles.

Knowledge and/or Skills

- ◆ Equality and diversity issues
- ◆ Prejudice, stereotyping, and discrimination (direct, indirect, institutional and unconscious)
- ◆ Barriers to equality of opportunity for clients
- ◆ Relevant legislation and policies

Evidence Requirements

Candidates will need to provide evidence to demonstrate their Knowledge and/or Skills by showing that they can:

- ◆ Explain equality and diversity issues
- ◆ Analyse the impact of prejudice, stereotyping and discrimination within counselling
- ◆ Explain barriers to equality of opportunity for clients
- ◆ Analyse the relationship between counselling values and principles and equality and diversity issues
- ◆ Explain the legislation and policies relating to equality and diversity in counselling

Outcome 3

Evaluate and reflect on personal development and learning in relation to values and principles of practice.

Knowledge and/or Skills

- ◆ Awareness of personal prejudices
- ◆ Self-awareness and personal growth
- ◆ Strengths and development needs
- ◆ Increased awareness in relationships
- ◆ Reflection

Evidence Requirements

Candidates will need to provide evidence to demonstrate their Knowledge and/or Skills by showing that they can:

- ◆ Analyse personal prejudices and their origins
- ◆ Analyse strengths and identify development needs
- ◆ Explain the knowledge and skills gained
- ◆ Explain insights in to relationships
- ◆ Evaluate own development

Higher National Unit specification: support notes

Unit title: Counselling: Values and Principles of Practice

This part of the Unit specification is offered as guidance. The support notes are not mandatory.

While the exact time allocated to this Unit is at the discretion of the centre, the notional design length is 40 hours.

Guidance on the content and context for this Unit

This specialist Unit is designed to allow candidates to develop their knowledge and understanding of the values and principles of practice in counselling. In order to achieve the Outcomes as stated, candidates should be encouraged to take notes in lectures and discussions, compile given assessments, read relevant books and articles as advised, watch relevant DVDs and take part in and contribute to group discussions and exercises. This Unit should be integrated with other counselling Units comprising of counselling skills and associated theory Units and is intended for those preparing to work or already working in this field.

Guidance on the delivery of this Unit

Outcome 1 requires the candidate to explore personal values and to explain these and their origins. Candidates should be encouraged to reflect upon these personal values and to consider how they influence behaviour. The role of primary and secondary agents of socialisation should be explored.

Candidates should develop knowledge and understanding of ethics and core values and principles of counselling practice. They should be able to analyse any conflicts between personal and professional values and have know-how to act when conflict arises.

It is important that counselling boundary issues and ethical considerations are examined, eg time, supervision, referral, and the professional competence of counsellor.

Outcome 2: Candidates should research diversity and evaluate the effect of stereotyping, discrimination and prejudice on the life chances of individuals and groups from minority groups.

They should know the main features of relevant legislation. Relevant legislation is legislation which protects individuals from discrimination and provides them with the legal right to be treated fairly.

Legislation which can be considered:

- ◆ Equality Act 2010
- ◆ Disability Discrimination Act (1995)
- ◆ Race Relations Act 1976; Amendment Act (2000)
- ◆ Sex Discrimination Act (1975)
- ◆ Mental Health Care and Treatment (Scotland) Act 2003
- ◆ Regulation of Care (Scotland) Act 2001
- ◆ Human Rights Act 1998

Higher National Unit specification: support notes (cont)

Unit title: Counselling: Values and Principles of Practice

Legislation provides clients with rights. Counsellors are required to have an awareness of their responsibilities when working with clients.

Outcome 3: This Outcome gives candidates the opportunity to reflect upon the increase in their personal awareness in relation to values and principles. Insights into relationships should be described. Relationships include friends, family, course members and clients.

Recommended reading

BACP Ethical Framework — <http://www.bacp.co.uk>

Corey, Gerald (1996) *Theory and Practice of Counselling and Psychotherapy*. Brooks/Cole Publishing Company.

Abbot, D (1990) *Culture and Identity*. Hodder and Stoughton

Axline, Virginia (1990) *Dibs: In Search of Self*. Penguin

Guidance on the assessment of this Unit

Specific advice on assessment for this Unit is given for each Outcome. Candidates must achieve all the minimum evidence specified for each Outcome in order to pass the Unit.

Outcome 1 may be assessed by extended response questions. Candidates should provide written, oral or signed evidence. This evidence will be gathered in open-book conditions at appropriate points in the Unit.

Outcome 2 may be assessed by extended response questions. Candidates should provide written, oral or signed evidence. This evidence will be gathered in open-book conditions at appropriate points in the Unit.

Outcome 3 may be assessed by a reflective account, or equivalent in an alternative form to show that the candidate can demonstrate evaluation of personal development and learning.

There may also be opportunities to integrate the assessment of Outcome 1 and Outcome 3 of this Unit with the assessment of the Unit Counselling: Self Evaluation for Counsellors.

Assessment Guidelines

Outcome 1

Candidates should be able to analyse any conflicts between personal and professional values and have know-how to act when conflict arises.

It is important that counselling boundary issues and ethical considerations are examined, eg time, supervision, referral, and the professional competence of counsellor. Candidates should analyse one ethical dilemma which can arise in relation to professional practice. These can be taken directly from counselling experience or case studies can be used. An analysis of the issues relating to confidentiality within the counselling relationship should be completed.

Higher National Unit specification: support notes (cont)

Unit title: Counselling: Values and Principles of Practice

Outcome 2

This Outcome requires the candidate to explain equality and diversity issues.

Candidates should be able to explain the effect of discrimination on equality of opportunity of individuals or groups. This includes marginalisation, oppression and the impact on self-esteem and self-worth. An analysis of the impact of the different levels of discrimination is required—personal, cultural and structural discrimination. Examples of each level of discrimination should be provided. Barriers to equality of opportunity and how these can be tackled and overcome should be explained.

Candidates should be able to explain the role of legislation in promoting positive care and they should understand the relationship between legislation, policy and practice.

Outcome 3

An evaluation of candidate's own personal development and learning should be provided.

Online and Distance Learning

This Unit is best offered as a group based activity to facilitate the necessary personal learning. Due to the experiential and participatory nature of the content of this Unit, very careful consideration should be given before offering it by open or distance learning. It is unlikely that this Unit would be suitable for open learning.

Opportunities for developing Core Skills

There may be opportunities to develop the Core Skills of *Communication*, *Problem Solving* and *Working with Others* at SCQF Level 6 in this Unit, although there is no automatic certification of Core Skills or Core Skills components.

It can also support the development of other transferable skills, such as essay/report writing and thinking, analytical and critical skills.

Disabled candidates and/or those with additional support needs

The additional support needs of individual candidates should be taken into account when planning learning experiences, selecting assessment instruments, or considering whether any reasonable adjustments may be required. Further advice can be found on our website www.sqa.org.uk/assessmentarrangements

History of changes to Unit

Version	Description of change	Date

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General information for candidates

Unit title: Counselling: Values and Principles of Practice

This Unit is designed to enhance your knowledge and understanding of the way in which values and principles underpin counselling practice. It should enable you to recognise the significance of counselling values and principles when working with others in a helping capacity. It is suitable for counsellors and those who are preparing to become counsellors, or for those working in caring roles. You should have prior knowledge and understanding of counselling or helping relationships. This could be demonstrated through possession of the HNC Counselling award G8H6 15 or equivalent.

You will be required to examine equality and diversity issues and to evaluate the factors which influence the counselling relationship. You will examine your personal and professional values and reflect upon their relationship.

On completion of the Unit you should be able to:

- ◆ Analyse personal values and their relationship with counselling values.
- ◆ Critically review and evaluate how equality and diversity issues can be supported through the application of counselling values and principles.
- ◆ Evaluate and reflect on personal development and learning in relation to values and principles of practice.

Successful completion of each Outcome will be achieved through satisfactory performance in written, oral or signed assessments. These will be in the form of extended response questions and reflective accounts.

There will be opportunities throughout the assessment of this Unit to develop the Core Skills of *Communication, Working with Others* and *Problem Solving*.

It can also support the development of other transferable skills, such as, essay/report writing and thinking, analytical and critical skills.