



RCP Professional Certificates in Clinical Practice for Adult Gender Identity Healthcare

Requirements for supervision

To help those who may be planning to apply for a Gender Identity Healthcare Professional Certificate, detail about approved sites and supervisory arrangements follow.

Approved centre or network

Each learner will need to be registered with an NHS approved or pilot gender identity centre (GIC) or a network of clinical provision which provides sufficiently comprehensive gender identity clinical services for gender diverse adults to enable learners to gain the clinical practice experience and expertise necessary to meet the learning outcomes required for the certificate.

Supervision

The approved GIC or network of clinical provision will provide the workplace-based supervision, coaching and assessment of certificate learners registered with their GIC or network of clinical provision.

To provide supervision, support and assessment in the workplace, learners will be assigned a named certificate supervisor and a group of workplace supervisors and assessors.

Certificate supervisor

A certificate supervisor must be a registered healthcare professional who has completed a minimum of 3 years' whole-time clinical practice, or part-time equivalent, in adult specialist gender identity healthcare or achieved the Postgraduate Certificate or Diploma in Gender Identity Healthcare Practice. Please note this does not include the Theoretical Foundations Postgraduate Certificate award.

Certificate supervisors must have successfully completed suitable supervision training

Anticipated time commitment: 4 hours [1 PA per week] for oversight of up to five registered learners and the workplace supervisors/assessors they need, liaison with the RCP credential team and participation, as necessary, in the central certification processes (eg moderation, external review, complaints and appeals). The main duties and responsibilities of the certificate supervisor are to

- > Meet with the learner at least four times during the programme to review and assess the learner's capabilities and learning throughout the certificate (initial, 1st interim, 2nd interim and end of programme)

- > Complete a report at the end of the programme confirming the learner has met the requirements of the certificate
- > Source suitable workplace supervisors and assessors to aid in teaching, coaching and assessing learners in the workplace
- > Identify appropriate clinical experience and facilitate learning to help the learner to meet the learning outcomes
- > Support the learner in completing online learning activities for the self-study component of the certificate
- > Provide clinical guidance as appropriate to the learner's level and experience
- > Provide regular feedback that is clear, focussed and aimed at enabling the learner to improve specific aspects of the learner's knowledge or performance.

Workplace supervisor

Alongside certificate supervisors sit workplace supervisors. Workplace supervisors will be responsible for teaching, coaching and assessing the learner in the workplace and inform the Certificate supervisor of the learner's progress. The workplace supervisor should support the Certificate supervisor and learner to develop and execute action plans to support successful completion of the certificate.

The role of workplace supervisor may be distributed across several experienced clinicians within the GIC or network of clinical provision. Each workplace supervisor will contribute a small amount of time alongside their usual professional duties. We estimate that the cumulative contribution of the workplace supervisors/assessors will be up to 4 hours [1 PA a week] for up to five registered learners. It is possible for a named individual to be both a certificate supervisor and a workplace supervisor.

Please contact credential@rcp.ac.uk if you have any questions.

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