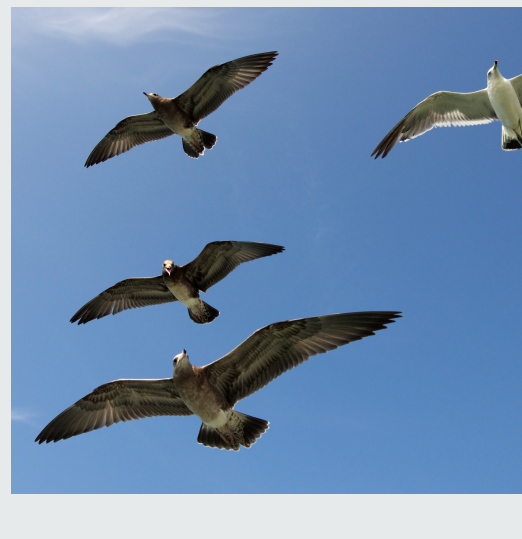


Recognition Scheme for Organisations



Demonstrating Excellence in COSCA Member Organisations

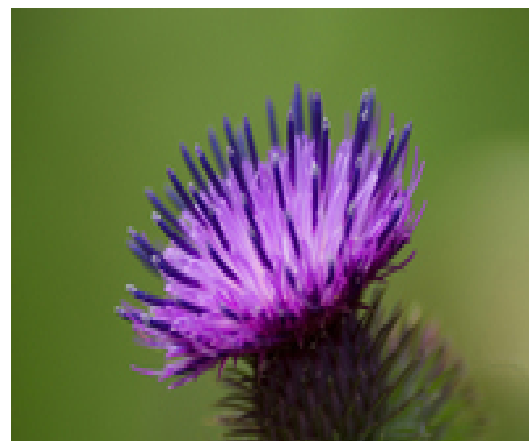


Who is the Scheme for?

The Recognition Scheme is a chance for COSCA Member Organisations, large and small, to build upon your existing COSCA Membership by demonstrating how you meet COSCA's nine Ethical Principles and what effect you have on the community you serve.

Are we eligible?

The Recognition Scheme is open to either wholly counselling, psychotherapy or counselling skills organisations or those parts of your organisation that offer counselling, psychotherapy or counselling skills.



Why does your organisation need COSCA Recognition?

Credibility and the opportunity to evidence your organisations impact

- External recognition by the Scottish professional body for counselling and psychotherapy
- The opportunity to make a public statement about the quality of your organisation and the services it provides
- Use of the Recognition Scheme Logo and listing as a Recognised Organisation in the COSCA Directory of Member Organisations
 - A means of demonstrating your organisations impact to funders.

Increased Focus

- A reflective tool to increase awareness and drive your organisation forward
- The opportunity to pull together policies and procedures into an easily accessible and clear framework utilising COSCA's nine ethical Principles
- Opportunity to join other Recognised Organisations at COSCA's Annual Recognition Scheme Principles event to look more in depth at a highlighted outcome.

Dedicated one to one support

- Support from Recognition Scheme Development Officer (RSDO) to develop policy and practice
 - Support from RSDO to apply for and maintain Recognition Scheme Status
- Access to continuing support through various channels including telephone, email and video call
- Dedicated Recognition Scheme Spring and Autumn Newsletters highlighting changes, developments and events.

Ongoing Feedback and Monitoring

- Assessment Report provides detailed feedback identifying strengths and recommendations for future development
- Annual Monitoring process highlights new legislation, areas for development and periodic policy review.

The Nine Ethical Principles

Organisations must evidence outcomes and assess impact in the following areas:

1. Improving ethical working relationships
2. Advancing the best interests of clients, colleagues and other stakeholders
3. Developing counsellors/counselling skills workers and supporting them to work within their competency
4. Elevating integrity, openness and objectivity
5. Cultivating respect for dignity, worth and uniqueness
6. Promoting respect for diversity and difference
7. Ensuring confidentiality
8. Working within the law
9. That all these practices are consistently followed in practice

What do we need to do?

1. Registration:

Submit the Registration Form and fee (see About Us on COSCA's website for fees).

2. Evidence Gathering:

Gather evidence to demonstrate how you meet COSCA's nine ethical principles by completing the Evidencing Outcomes and Assessing Impact form for review by the Recognition Scheme Development Officer.

3. Site Visit:

A mutually agreeable date will be set for a full day visit by the RSDO and an external assessor

4. Assessment Report:

An assessment report will be written by the RSDO and the External Assessor and is sent to you for review and to share with your workforce.

5. Recognition:

Recognition will be granted, deferred or not granted.

At all stages you will have access to help from the Recognition Scheme Development Officer.

Membership

To be eligible to apply you must first have COSCA Organisational membership. Information and application forms can be downloaded from the website at www.cosca.org.uk



Cost

The Recognition Scheme aims to be inclusive and affordable. For information on the cost of Recognition please see www.cosca.org.uk - about us, fees

There is no annual fee for the Recognition Scheme other than the standard COSCA annual membership fee, which is dependent on the size of your organisation.

If you would like more information on the COSCA Recognition Scheme for Organisations, or to register to apply to the Recognition Scheme, please contact the Recognition Scheme Development Officer.



"I am delighted the PF managed to gain COSCA Recognition, and to continue as a member of the scheme for the past 5 years. The initial application required us to review all of our policies and procedures and working practices – a daunting prospect at the outset but it was not as difficult as first envisaged, and has proved invaluable ever since. The annual reviews also help keep us on our toes, and to ensure we continue to practice in a professional manner. I would highly recommend the scheme to other agencies."

Alison Hampton, Director, PF Counselling Service

'It was important for Breathing Space, which provides a mental health listening service via phone and web cam to the people of Scotland, to be recognised and endorsed by COSCA as a counselling skills organisation providing a good quality service to the people of Scotland. To receive this recognition gives a message to staff and clients alike that we operate within ethical boundaries and are guided by counselling skills guidelines. This has been important to us working with over 6000 clients a month.'

Tony McLaren, National Coordinator, Breathing Space/NHS Living Life

"Glasgow Council on Alcohol (GCA) is delighted to maintain our status as the longest standing COSCA Recognised Organisation. COSCA supports our practice and enables us to provide our employees and volunteers with the ethical framework in which we operate. We continue to utilise the support of COSCA for advice and guidance when necessary, through this long established working relationship we have together developed and delivered best practice, GCA value the COSCA validation process as this supports GCA to maintain our high standards."

Gary Meek, CEO Glasgow Council on Alcohol (GCA)