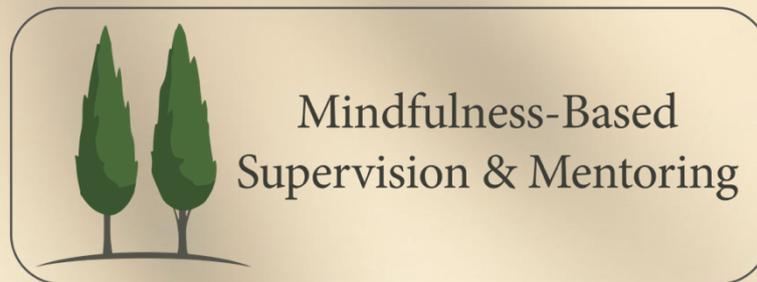


The Mindfulness-Based Supervision and Mentoring Training Pathway

A collaboration between
Alison Evans & Pamela Duckerin



&

The Mindfulness Network



Authors: Alison Evans and Pamela Duckerin, in collaboration with The Mindfulness Network

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Welcome

Welcome to the Mindfulness-Based Supervision and Mentoring Training Pathway, developed by Alison and Pamela, the developers and authors of the [mindfulness-based supervision framework](#) and the associated training pathway, and by Alex and Teresa from the Mindfulness Network, the hosts for the pathway.



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Overview of the Pathway

We passionately believe that supervision/mentoring is key to enabling mindfulness-based teachers, therapists, conveyors, and leaders to be the best they can be and to do their work with integrity. Supervisor training and ongoing development is vital for anyone who wishes to be a mindfulness-based supervisor/mentor.

For ease, we will use the term "*supervisor*" throughout this handbook, as it is the term traditionally used in the context of supervising mindfulness-based practitioners. However, the work of mindfulness-based supervision (MBS) is broadening to include support for mindfulness professionals across many contexts and shares aspects in common with practices such as mentoring, coaching, and leadership.

Alison and Pamela founded this pathway, building on the foundations of collaborations with many dear colleagues. The history of these collaborations is detailed further in the book they co-authored, [*Mindfulness-Based Supervision and Mentoring: Using an Embodied Dialogue to Support Learning and Reflection*](#). You will need a copy of this book as a companion throughout the pathway.

Alison was a co-founder of The Mindfulness Network (tMN), and one of its purposes was to provide a home for supervision. The charity has a longstanding history of hosting/homing, both mindfulness-based supervision training and the provision of supervision.

The Mindfulness-Based Supervision and Mentoring Training Pathway within tMN began as a three-day training and this remains the foundation. The pathway has grown as new supervisors began to request further training and support for this important role, and existing supervisors wanted to be updated and have ways of refreshing their supervisory practice and skills.

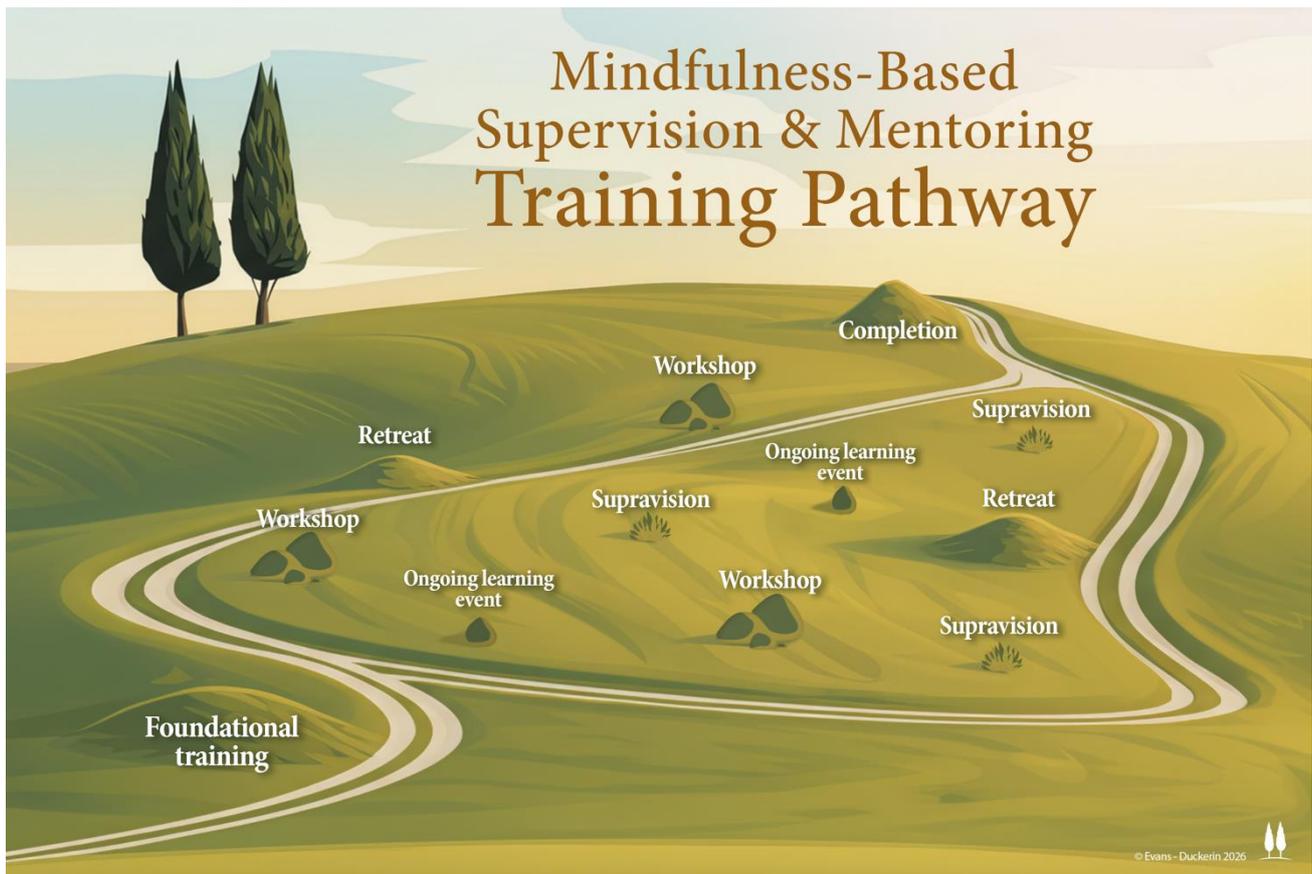
Responding to the needs of the MBS community, we have developed a number of components, which can:

- Combine together as a pathway
- Be standalone events
- Be part of continuing professional development

The pathway is designed to be flexible. We estimate it will take 12-18 months to complete, depending on your ability to attend each event, which takes place once a year, and on your ability to develop your supervisory work, including finding supervisees. It can also take as long as it takes, and we don't recommend any need to rush through.



This handbook details the full pathway, as illustrated in the graphic below:



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As you can see in a visual representation in the graphic, the pathway includes the following essential components:



Mindfulness-Based Supervision and Mentoring Training:

Foundational (previously known as **supervision training Level 1**) –

This training will develop understanding, confidence and skills to enable experienced mindfulness-based practitioners to step into the important role of supporting others in their mindfulness-based work.



Ongoing Learning and Development Workshops – these workshops build new skills, confidence, and understanding into different aspects of mindfulness-based supervision/mentoring. Three different workshops (previously **supervision training Level 2**) are required to complete the pathway.



Ongoing Learning Event – these events will support supervisors to engage in the continual process of reflection, knowledge building and refining skills alongside their peers. They will include field updates, cover specific themes requested by supervisors, book study events, and guest speakers.



Retreat/Practice - to complete the pathway, practitioners need to attend at least two days in total of specific supervisor-focused retreat/practice days.





Supra-vision (supervision of supervision) is part of ongoing good practice in this role. For completion of the pathway, supervisors need to engage in six hours of supra-vision, taking themes related to supervision with at least three different supervisees. Plus, taking a 20-minute video/audio recording to supra-vision for exploration and feedback.



Completion Process - registration and provision of the evidence of completion for a final certificate and 'badge'.

We do, of course, stress that this is not the end of good practice and skill development. As shown in the graphic, this is not a linear journey, and we envisage that supervisors will revisit and repeat certain aspects of the pathway. Alison and Pamela also host other supervision-related events to support supervisors' ongoing continuing professional development (CPD).



Descriptions of the Components of the Pathway

Training

Mindfulness-Based Supervision and Mentoring Training: Foundational

(Previously known as Supervision Training: Level 1)

Through a process of mindful exploration and inquiry, this training helps develop understanding, confidence and skills in mindfulness-based supervision and mentoring. The training is structured around the unique mindfulness-based supervision framework and is highly experiential. It features a relational embodied process at the centre with the intention of creating an open, spacious learning environment. The training includes short periods of teaching from the trainers, dialogue in small and large groups, opportunities for practising supervision with peers, and space for personal reflection and short practices. The themes explored include contracting, cultural sensitivity, developmental approaches, and navigating complex issues within supervision/mentoring. Upon completion of this training, practitioners can begin offering MB supervision.

Ongoing Learning and Development Workshops

These workshops build new skills, confidence, and understanding into different aspects of mindfulness-based supervision/mentoring. Three different workshops are required for the pathway (previously known as supervision training Level 2). Each workshop focuses on a specific topic, allowing in-depth inquiry to support understanding and skill development. Topics include: working with groups and pairs in MBS, effective feedback and guidance within MBS, and exploring supervisor strengths and learning needs. In each workshop there will be short periods of teaching from the trainers, space for experiential exercises with peers, and space for personal reflection.



Retreat/Practice

Supervisor retreat/practice days

These one- or two-day retreats are designed specifically for supervisors/mentors and mindfulness-based practitioners who, in their work, offer guidance to support the growth and development of others, such as leaders and coaches. Each retreat offers a structure and atmosphere within which participants can look deeply into experience alongside other experienced practitioners. In addition to guided and self-directed personal formal and informal practices, there will be opportunities for interpersonal mindfulness practice linked to themes related to supervision/mentoring.

Visit our [CALENDAR](#) to book Mindfulness-Based Supervision and Mentoring Training and Retreats.

Supra-vision

Supra-vision has the same three functions as supervision: formative, restorative, and ethical, and, as such, is part of ongoing good practice. It offers a place for mutual exploration of the supervisor's work, supports the development of their supervisory skills and knowledge, and provides a meta-perspective that holds in mind the supervisor, their supervisees, and the participants/recipients of the supervisees' MB work.

An important consideration is how much supra-vision is needed. To some extent, this will depend on how much supervision work is being provided and will also align with the supervisor's own values and integrity, as well as align with good practice guidelines. This may well be part of a first conversation with a supra-visor.

For the pathway, the requirement is to have a minimum of six hours of supra-vision and this will include themes arising from supervision with at least three different supervisees. Since it will likely take 12-18 months to complete the pathway, this would mean having a supra-vision session approximately once every 2-3 months.

To complete the pathway, the supervisor must share at least 20 minutes of video/audio from a supervision session with opportunities for discussion and feedback from the supra-visor.

Visit [MN supervisors](#) to find a supra-visor.



Supervision Experience

The requirement for completion of the pathway is to have supervised at least three supervisees for a minimum of three supervision sessions each, so a total of at least nine 1:1 supervision sessions. Particularly when new to this work, practitioners might offer supervision to their peers. When there is already some familiarity within the relationship, this can be a very supportive way to begin. To complete the pathway, *only one* of the required three supervisees can be a peer. To help find supervisees, new supervisors could consider offering a reduced rate and explaining that they are undertaking an MBS training pathway.



Completion of the Pathway

Why complete

To fully engage in high-quality training, developed over many years by experts in the field and a BAMBA-affiliated training organisation.

To have your skills and development recognised and be able to show others through your certificate and badge.

To have a structured approach to your development as a supervisor/mentor

Completion Process

We have kept this process simple. Please note that it does not include an assessment of your skills as a supervisor. To date, there isn't an assessment for supervisors, but we do suggest you utilise the **Mindfulness-Based Supervision Competency Self Report Competency Checklist** with your supra-visor (Appendix E in the book [*Mindfulness-Based Supervision and Mentoring: Using an Embodied Dialogue to Support Learning and Reflection*](#) with your supra-visor) and we do ask for your supervisor to view/listen to you supervising and offer feedback.

You need to submit evidence that you have completed all the components of the pathway, using the form found in Appendix A, which can also be downloaded [here](#). Please also include all relevant certificates and your completed supra-visor statement found in Appendix B which can also be downloaded [here](#). If you have had different supra-visors throughout the journey, please submit a statement from each if possible.

Once your portfolio of evidence is ready, please email it to supervision@mindfulness-network.org

The fee for completion is £100, and you will be invoiced once your submission has been received. The Mindfulness Network team will then process your completion application. We aim to review and confirm your completion within four weeks.

Once your completion has been approved, you will receive a certificate and digital badge that you can display to demonstrate your training and qualification.



Appendix A

Evidence of Completion Form

Please complete the following table to detail all components of the completed pathway.

Component/Event	Dates	Trainers/supervisor	Comments
Training			
Foundational training			
Workshop (detail workshop name in comments)			
Workshop (detail workshop name in comments)			
Workshop (detail workshop name in comments)			
Retreat/Practice			
Retreat (detail which retreat day/weekend in comments)			
Retreat (detail which retreat day/weekend in comments)			
Supra-vision			
Supra-vision – completion of a minimum of six hours of supra-vision with themes arising from at least three different supervisees			
Completion of 20 minutes of video/audio viewing and feedback by supra-visor			
Supervision experience			
Completion of three sessions with supervisee 1			
Completion of three sessions with supervisee 2			
Completion of three sessions with supervisee 3			

In addition to the completion of this record, please also include

- Certificates
- Supra-visor statement(s)
- Payment



Appendix B

Supra-visor Statement

Supervisee's name:

Supra-visors name:

THIS PART OF THE FORM IS TO BE FILLED IN BY THE SUPERVISEE:

Please identify the number and length of supervised sessions that you have undertaken with your supra-visor during the pathway:

If you have changed your supervisor during the pathway, please list all your supra-visors and briefly give a reason for the change:

SIGNATURE OF SUPERVISEE:

DATE:

THIS PART OF THE FORM IS TO BE FILLED IN BY THE SUPERVISOR:

Please confirm that the number of supra-vision sessions reaches the required minimum of six hours in total.

Yes/No

Comments:

Please confirm that your supervisee has brought their work with three different supervisees to supra-vision.

Yes/No

Comments:



Please confirm that you have had the opportunity to review a 20-minute video/audio clip of the supervisee's supervision and to offer feedback.

Yes/No

Comments:

Any further information/comments you wish to add?

SIGNATURE OF SUPRA- VISOR:

(The signature can be electronic)

DATE:

