



Guidance on Reflective Practice

Reflective practice is an important part of professional development and maintaining high standards of care. Reflection involves taking time to think about experiences, decisions and outcomes in your practice to identify learning opportunities and improve future performance. Regular reflection can help professionals manage workplace pressures, strengthen teamwork, enhance service quality and support ongoing learning and development. It is a mandatory requirement for maintaining registration with the HCPC, helping practitioners identify learning needs and improve EP practice.

HCPC Standards of Proficiency

Standard 10 states that, at the point of registration, practitioner psychologists must be able to:

10. Reflect on and review practice

10.1 Understand the value of reflective practice and the need to record the outcomes of reflection to support continuous improvement.

10.2 Recognise the value of multidisciplinary reviews, case conferences and other methods of review.

10.3 Reflect critically on their practice and consider alternative approaches to their work.

10.4 Understand models of supervision and their contribution to professional practice.

For AEP members, reflective practice provides a structured approach to learning from professional experiences, improving outcomes for service users, and evidencing continuing professional development (CPD) throughout their careers.

HCPC Resources on Reflective Practice

The HCPC has developed a range of resources that explain:

- What reflective practice is and why it is important.
- Different approaches to reflection, depending on professional role and learning preferences.
- How reflection supports compliance with HCPC standards.
- Practical reflective models, templates and case studies.



- Answers to common questions about recording and demonstrating reflective practice.

The AEP has also developed resources to support members preparing for HCPC CPD audits, available here:

AEP HCPC CPD Audit Resources: <https://www.aep.org.uk/support/hcpc-cpd-audits>

Practical Tips for AEP Members

The following principles can help EPs develop their reflective practice:

1. Make Reflection Part of Your Routine

Contemporaneous reflection is likely to be more accurate and meaningful. Consider recording brief notes, voice memos or learning points soon after consultations, assessments, training delivery, supervision sessions or multi-agency meetings.

2. Find a Reflective Method That Works for You

Reflection does not have to involve lengthy written accounts. You might:

- Record audio reflections.
- Discuss experiences during supervision or peer consultation.
- Use mind maps, diagrams or reflective models.
- Maintain a professional learning journal.

3. Reflect on Successes as Well as Challenges

Valuable learning comes from both positive and difficult experiences. Consider:

- What contributed to a successful outcome?
- What would you do differently next time?
- What strengths can you build on?

4. Plan Reflection Across the Renewal Cycle

Avoid leaving reflection until the end of your renewal period. Integrate reflective activities into:

- Annual appraisal processes.
- Supervision sessions.



- CPD planning.
- Professional development reviews.

Regular reflection helps identify learning needs, professional goals and support requirements.

5. Maximise Learning Opportunities

Training courses, conferences, webinars, professional network meetings, research activity, supervision and collaborative projects can all provide valuable material for reflection. Focus not only on what you learned, but also on how that learning influenced your practice.

6. Maintain a Reflective Portfolio

Keep a structured record of:

- CPD activities.
- Feedback received.
- Significant practice experiences.
- Reflective accounts.
- Evidence of changes made to practice.

Whether electronic or paper-based, ensure information is stored securely and reviewed regularly.

7. Link Reflection to Professional Standards

Reflection has greatest value when connected to professional standards and ethical responsibilities. Consider how your learning relates to HCPC standards, professional values, evidence-informed practice, communication, inclusion, safeguarding, and service-user outcomes.

- [HCPC Standards of Conduct, Performance and Ethics](#)
- [HCPC Standards of Proficiency](#)

8. Focus on Impact

A strong reflection demonstrates:

- What happened.
- What you learned.



- What changed in your thinking or practice.
- How service users, colleagues, schools, families or organisations benefited.

9. Use the [template provided by the HCPC](#) - to think about the event, what you learnt, how this has impacted on your practice, and how it links to the HCPC standards.

A Simple Reflective Framework

When writing a reflection, consider using the following questions:

1. What happened?
2. What were my thoughts and feelings?
3. What did I learn?
4. How does this relate to professional standards?
5. What changes have I made, or will I make, to my practice?
6. What impact has this had, or is expected to have, on outcomes for children & young people, families, schools or colleagues?

By adopting a regular, structured approach to reflection, AEP members can support ongoing professional growth, strengthen evidence for registration renewal and demonstrate their commitment to high-quality professional practice.

Find out more – useful links

<https://www.hcpc-uk.org/standards/meeting-our-standards/reflective-practice>

<https://explore.bps.org.uk/content/report-guideline/bpsrep.2017.inf115>

<https://www.hcpc-uk.org/standards/meeting-our-standards/reflective-practice/case-studies-and-templates/reflective-practice-templates/>

<https://www.aep.org.uk/support/hcpc-cpd-audits>