

Reflective Practice Policy

Reflective Practice is a modern term, and an evolving framework, for an ancient method of self-improvement at CERA Cycloan we adopt this ethos across our professional practice, teaching and learning programmes.

Essentially Reflective Practice is a method of **assessing our own thoughts and actions**, for the purpose of **“your”** personal learning and development.

We can use Reflective Practice for our own development and/or to help others develop. Reflective Practice is a very adaptable process. It is a set of ideas that can be used alongside many other concepts for training, learning, personal development, and self-improvement and it's also very helpful in teaching and developing young people and children.

Reflective Practice is mainly concerned with self-development. It enables:

- **Future personal growth**, and addresses:
 - How we think and feel about ourselves and situations in the **present**, and
 - How we think and feel about ourselves and situations in the **past**.

As such, Reflective Practice is a valuable methodology for using insights and learning from our past to:

- Assess where we are now
- Improve our present and future

This offers benefits far beyond professional learning and development, for example extending to, and not limited to:

- Human relationships - workplace, parenting, etc
- Rehabilitation
- Reconciliation
- Mediation
- Stress-reduction and management
- All sorts of teaching, training, coaching, counselling, etc

- Coping with change and trauma

Reflective Practice is essentially a very old and flexible concept, so it might be called other things.

This alternative terminology, which includes some familiar words, can help us to understand and explain its principles and scope.

At CERA Cycloan all staff, volunteers promote the below and students are also taught to embrace following, recognise and record their daily reflection in our IT hub under student feedback and rate daily performance.

- Personal reflection
- Self-review
- Self-awareness
- Self-criticism or self-critique
- Self-appraisal
- Self-assessment
- Intra-personal awareness
- Personal cognisance/cognizance
- Reflective dialogue
- Critical evaluation
- Self-analysis of our thoughts, feelings, actions, performance, etc

These principles, terminology, underpinned theory are defined and conveyed within the term 'Reflective Practice' and its supporting framework of terminology and application.

As such, 'Reflective Practice' is a theory by which self-improvement ideas can be identified and more clearly defined, refined, expanded, adapted, taught, adopted, and applied, for the purposes of personal development, teaching and coaching, and wider organizational improvement.

Reflective Practice enables clearer thinking and reduces our tendencies towards emotional bias.