



# NdCare Align™ Practitioner Training

*A Neurodivergent-Affirming Clinical Integration Framework*

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# Introduction

## Working with State-Dependent Nervous Systems in ADHD & AuDHD

The NdCare Align™ Practitioner Training is a **post-qualification clinical training** for practitioners working with neurodivergent adults whose capacity, regulation, and access to cognition fluctuate in context-dependent ways.

This programme is designed for clinicians who regularly encounter the limits of modality-led practice: situations where insight is present, motivation is genuine, but access to skills collapses under emotional load, social threat, or cumulative nervous-system strain.

Rather than introducing another set of techniques, NdCare Align provides a **clinical integration framework** that supports practitioners to make sound, ethical decisions about *timing*, *pacing*, and *capacity*. It equips clinicians to work effectively when regulation is unstable, when emotional intensity dominates, and when traditional cognitive approaches risk increasing shame or disengagement.

NdCare Align is grounded in:

- NICE-aligned ADHD guidance
- Contemporary research on emotional dysregulation and social pain
- Trauma-informed and attachment-aware practice
- Neurodiversity-affirming ethics

It is suitable for practitioners working across private practice, NHS and IAPT services, occupational health, higher education, and third-sector settings.

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## Clinical Positioning & Scope of Practice

### What NdCare Align Is

NdCare Align™ Practitioner Training is a **post-qualification clinical integration framework**. It is designed to sit *alongside* existing professional trainings (e.g. CBT, counselling, psychology, psychotherapy, occupational therapy) and to support practitioners to work more effectively with neurodivergent adults whose functioning is **state-dependent, context-sensitive, and nervous-system led**.

NdCare Align does **not** introduce a new protected modality or replace core therapeutic models. Instead, it strengthens clinical judgement by helping practitioners decide:

- *when* a given intervention is appropriate
- *when* regulation and containment must come first
- *when* cognitive or skills-based work should be paused or adapted

The framework is particularly relevant where clients present with emotional dysregulation, rejection sensitivity, shutdown, burnout, or fluctuating access to insight and skills.

## What NdCare Align Is Not

NdCare Align is intentionally **not**:

- a standalone therapy replacing CBT, DBT, ACT, or counselling training
- a protocolised or manualised treatment
- a coaching-only or skills-only programme
- a diagnostic qualification
- a substitute for appropriate supervision or governance

This clarity is essential to ensure ethical practice, appropriate scope, and compatibility with professional regulation.

## Scope of Practice

Completion of the NdCare Align Practitioner Training enables practitioners to:

- Integrate nervous-system and state-based formulation into existing practice
- Adapt evidence-based interventions ethically for neurodivergent clients
- Reduce therapy-induced shame, rupture, and disengagement
- Articulate clinical decisions clearly within multidisciplinary teams

It does **not** extend scope of practice beyond an individual's existing professional registration, insurance, or competence.

## Governance, Ethics & Responsibility

Practitioners are expected to:

- Practise within the limits of their core qualification
- Maintain appropriate supervision throughout the training
- Follow their professional body's ethical and safeguarding frameworks
- Refer on where complexity exceeds scope or capacity

NdCare Align is designed to **increase clinical safety**, not dilute standards, by providing a clear framework for pacing, containment, and ethical adaptation.

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## Who This Training Is Designed For

This programme is designed for **qualified and trainee clinicians** who already have a foundational therapeutic training and wish to specialise or deepen their competence in working with neurodivergent adults.

Typical participants include:

- Clinical, Counselling, or Educational Psychologists
- Psychotherapists and Counsellors (integrative, humanistic, CBT-trained)
- BABCP-accredited CBT Therapists
- Occupational Therapists working in mental health or vocational settings
- Mental Health Nurses
- Clinically trained ADHD Coaches
- Trainee clinicians working under supervision

## Entry Requirements

Participants must:

- Hold a recognised core professional training **or** be in an advanced stage of training
- Have experience working with neurodivergent clients *or* a clear intention to do so
- Be able to access appropriate supervision
- Be willing to engage in reflective and relational clinical work

This training is **not suitable** for individuals without clinical training or those seeking a coaching-only or skills-only qualification.

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## The Clinical Gap This Training Addresses

Across services, practitioners report a recurring pattern when working with ADHD and AuDHD clients:

- Clients demonstrate strong insight but struggle to implement strategies
- Cognitive restructuring increases shame rather than flexibility
- Emotional dysregulation is labelled as resistance or non-compliance
- Rejection Sensitivity is misunderstood as fragility or avoidance
- Burnout, shutdown, and disengagement are treated as motivational problems

These difficulties are not evidence of poor engagement or inadequate effort. They reflect a **mismatch between therapeutic timing and nervous-system capacity**.

NdCare Align was developed to address this mismatch by:

- Prioritising regulation and safety as clinical prerequisites

- Treating emotional intensity as data, not pathology
- Supporting practitioners to work *with* fluctuating capacity
- Reducing inadvertent harm caused by premature cognitive demand

The result is therapy that feels **containable, collaborative, and sustainable** for both client and clinician.

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## The NdCare Align Clinical Framework

NdCare Align is structured around five core clinical pillars:

### 1. Nervous System First

Understanding regulation, threat, safety, and capacity as the foundation of all therapeutic work.

### 2. Emotional Containment

Working with affect, intensity, RSD, and delayed processing without shaming or suppression.

### 3. Meaning & Motivation

Applying ACT-informed values work and ADHD-specific motivation science.

### 4. Cognitive Tools *When Available*

Using CBT and DBT skills selectively, timing-sensitively, and without moral framing.

### 5. Identity-Safe Practice

Supporting unmasking, self-trust, and post-diagnostic integration.

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## Programme Structure & Learning Design

### Programme Design

The NdCare Align Practitioner Training is deliberately structured to move from **theory** → **formulation** → **application** → **integration**.

Learning is cumulative, with each module building clinical judgement rather than adding isolated techniques.

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## Delivery Format

- Live teaching sessions (online or in-person cohorts)
- Structured self-study materials
- Clinical case examples and formulation walk-throughs
- Guided reflective exercises
- Skills practice and discussion groups

## Time Commitment

- Approx. 6–8 hours per month (Core Certification)
- Additional time for reading, reflection, and case work

## Pathways

- **Core Practitioner Certification** (6–8 months)
- **Extended Diploma Pathway** (12 months): includes formal assessment, supervision, and advanced integration

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## What Practitioners Are Trained to Work With

Each module includes: learning objectives, clinical theory, practical application, case material, and ethical considerations.

### Module 1: Neurodivergence, ADHD & the Nervous System

- ADHD and AuDHD neurobiology
- Emotional dysregulation vs emotional immaturity
- State-dependent functioning and performance variability
- Introduction to polyvagal-informed safety mapping

### Module 2: Emotional Dysregulation & Rejection Sensitivity

- RSD as affective and social pain
- Shame, threat, and interpersonal injury
- Distinguishing avoidance from overwhelm
- Containment, pacing, and therapeutic presence

### Module 3: NdCare Align-Informed CBT

- Why standard CBT often fails ADHD clients
- Timing-sensitive cognitive interventions
- Working with beliefs without invalidation
- Thought work *after* regulation

## **Module 4: ACT, Meaning & Motivation**

- Motivation as meaning-gated
- Values as nervous-system anchors
- Identity-safe goal setting
- Psychological flexibility in neurodivergent clients

## **Module 5: DBT-Informed Skills (Adapted)**

- Distress tolerance without suppression
- Emotional regulation adapted for ND nervous systems
- Interpersonal effectiveness without masking

## **Module 6: Somatic & Bottom-Up Interventions**

- Interoception, shutdown, and collapse
- Working with freeze and overwhelm
- Ethical somatic tools for talk-based practitioners

## **Module 7: Attachment, Safety & the Therapeutic Relationship**

- Therapeutic alliance as intervention
- Rupture, repair, and misattunement
- Boundaries without threat or withdrawal

## **Module 8: Post-Diagnostic Integration & Identity Work**

- Grief, anger, relief, and re-storying
- Supporting unmasking safely
- Burnout and loss of self-trust

## **Module 9: NdCare Align Formulation & NeuroMaps**

- Collaborative formulation framework
- Mapping triggers, states, needs, and supports
- Translating formulation into intervention planning

## **Module 10: Ethics, Risk & Scope of Practice**

- Neurodivergence-affirming risk assessment
- Managing complexity and co-morbid presentations
- When to hold, adapt, or refer

# Practitioner Capabilities on Completion

On completion of the training, practitioners will be able to:

- Formulate ADHD and AuDHD presentations through a nervous-system and attachment-aware lens
  - Work confidently and ethically with emotional intensity, shame, and rejection sensitivity
  - Adapt CBT, ACT, and DBT interventions to state-dependent capacity
  - Recognise and prevent therapy-induced shame or shutdown
  - Support sustainable behavioural change rather than short-term compliance
  - Articulate and justify clinical decisions within multidisciplinary contexts
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## NdCare Align Framework vs NdCare Align Therapy™

### Two Related but Distinct Clinical Layers

NdCare Align has been intentionally designed as a **two-layer clinical system**, ensuring both wide ethical adoption and rigorous protection of the NdCare Align Therapy™ model.

Understanding this distinction is essential for practitioners, commissioners, and supervisors.

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### 1. NdCare Align™ Clinical Framework

The **NdCare Align Clinical Framework** provides the foundational structure for working with neurodivergent, state-dependent nervous systems.

Practitioners trained at the framework level are authorised to:

- Work *through* a nervous-system-led, neurodivergent-affirming lens
- Adapt CBT, ACT, DBT, somatic and relational interventions in line with capacity and timing
- Formulate emotional dysregulation, RSD, shutdown and burnout safely
- Describe their work as **NdCare Align-informed practice**

Framework training:

- Is post-qualification and modality-agnostic
- Does **not** involve a fixed session protocol
- Does **not** confer authorisation to deliver NdCare Align Therapy™ as a named model

This level ensures safe, ethical, and scalable integration across services.

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## 2. NdCare Align Therapy™ Model

**NdCare Align Therapy™** is a **defined therapeutic model** developed for adults with ADHD and AuDHD who experience persistent emotional dysregulation, relational injury, burnout, and identity fragmentation.

The therapy model includes:

- A structured therapeutic pathway
- Defined session arcs and clinical phases
- Named interventions and tools (including NdCare Align Maps)
- Specific inclusion, exclusion, and risk parameters
- Formal supervision and fidelity requirements

Only practitioners who complete **advanced NdCare Align Therapy™ Certification** are authorised to:

- Describe themselves as delivering *NdCare Align Therapy™*
  - Use NdCare Align Therapy™ tools and protocols as a named intervention
  - Participate in NdCare Align Therapy™ research, pilots, and outcomes studies
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### Relationship Between the Two

Framework training is the **required foundation** for entry into NdCare Align Therapy™ certification pathways.

This staged structure:

- Protects clients through clear scope boundaries
  - Protects practitioners through ethical clarity
  - Protects the NdCare Align Therapy™ model as distinct clinical IP
  - Supports NHS, CPD, and research governance
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## Practitioner Clarity Statement

Completion of the NdCare Align™ Practitioner Training:

- **Authorises framework-informed clinical practice**
- **Does not, on its own, authorise delivery of NdCare Align Therapy™**

This distinction ensures transparency, safety, and professional integrity across all NdCare Align pathways.

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## Graduate Authorisation & Use of the NdCare Align Name

### Purpose of This Statement

This page provides clear guidance on how graduates of the NdCare Align™ Practitioner Training may ethically and accurately describe their training, scope of practice, and relationship to the NdCare Align framework and therapy model.

Clear use-of-name guidance protects:

- clients
  - practitioners
  - commissioners
  - the integrity of NdCare Align as a clinical system
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### Authorisation Conferred by This Training

On successful completion of the **NdCare Align™ Practitioner Training**, graduates are authorised to:

- Describe themselves as an **NdCare Align™-trained practitioner**
- State that their clinical work is **informed by the NdCare Align™ clinical framework**
- Integrate NdCare Align principles into their existing therapeutic modality and scope of practice
- Reference NdCare Align training in professional profiles, CVs, and service descriptions

This authorisation applies **only** to the clinical framework level.

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## Permitted Language Examples

Graduates *may* use language such as:

- “I am an **NdCare Align™–trained practitioner**, working with neurodivergent adults through a nervous-system–led framework.”
  - “My work is informed by the **NdCare Align™ clinical framework**, integrating CBT / ACT / DBT in line with state-dependent capacity.”
  - “I have completed post-qualification training in the **NdCare Align™ framework** developed by The Neuro Inclusion Project.”
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## Prohibited or Restricted Language

Graduates of the Practitioner Training **must not**:

- Describe themselves as delivering **NdCare Align Therapy™** unless they have completed the advanced therapy certification
- Use titles such as “NdCare Align Therapist” or “Certified NdCare Align Therapist”
- Present NdCare Align as a standalone therapy replacing their core professional modality
- Imply endorsement beyond the scope of this training

Use of the NdCare Align Therapy™ name, tools, or protocols is restricted to practitioners who have completed the **NdCare Align Therapy™ Certification pathway**.

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## Relationship to Professional Registration & Insurance

Graduates must:

- Continue to practise within the scope of their core professional qualification
- Ensure their use of NdCare Align language is compatible with their regulatory body and insurer
- Seek clarification where required regarding terminology or representation

NdCare Align™ training does **not** alter professional registration, protected titles, or indemnity requirements.

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## Breach of Use-of-Name Guidance

Misrepresentation of NdCare Align training or unauthorised use of the NdCare Align Therapy™ name may:

- constitute a breach of training terms
- result in removal from practitioner listings
- lead to withdrawal of certification

This guidance exists to maintain clinical safety, public clarity, and the integrity of the NdCare Align system.

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## Assessment, Certification & Professional Standing

Depending on pathway:

- Case study submission
- Reflective clinical log
- Skills demonstration
- Supervisor sign-off (for trainees)

Successful participants receive:

- **NdCare Align Practitioner Certification**
  - Listing on the NdCare Align / Neuro Inclusion Project practitioner directory (optional)
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## NdCare Align Therapy™ Certification (Tier 2)

### Purpose of Tier 2 Certification

The **NdCare Align Therapy™ Certification** is an advanced clinical training pathway for experienced practitioners who wish to deliver **NdCare Align Therapy™ as a named, structured therapeutic model**.

This certification builds on the NdCare Align Clinical Framework and trains practitioners to work with the full NdCare Align Therapy™ pathway, including defined phases, interventions, tools, and fidelity requirements.

Tier 2 certification is intentionally selective. It prioritises **clinical depth, safety, and integrity** over scale.

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## Eligibility Requirements

Applicants must:

- Have completed the **NdCare Align™ Practitioner Training (Tier 1)**
- Hold a recognised core clinical qualification
- Have at least **2 years post-qualification clinical experience** (or equivalent)
- Demonstrate competence working with ADHD, AuDHD, and emotional dysregulation
- Commit to ongoing supervision and fidelity monitoring

Entry is by **application and clinical review**.

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## Scope of Authorisation

On completion of Tier 2 certification, practitioners are authorised to:

- Deliver **NdCare Align Therapy™** as a named therapeutic model
- Use NdCare Align Therapy™ tools, session structures, and clinical maps
- Describe their work as **NdCare Align Therapy™** in professional and service contexts
- Participate in NdCare Align Therapy™ pilots, research studies, and outcome evaluations

This authorisation applies **only while practitioners remain within scope, supervision, and fidelity requirements**.

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## Therapy Model Structure

NdCare Align Therapy™ is organised into a **defined clinical pathway**, typically progressing through the following phases:

1. **Stabilisation & Safety**  
Nervous-system regulation, containment, capacity mapping, and therapeutic alliance
2. **Emotional Containment & Repair**  
Working with RSD, shame, social pain, and relational injury
3. **Meaning, Motivation & Engagement**  
Values-based activation, identity-safe goal formation, restoring agency
4. **Integration & Identity**  
Unmasking, self-trust, post-diagnostic integration, future orientation

Progression is **non-linear and formulation-led**, guided by client capacity and context.

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## Core Training Modules (Tier 2)

Tier 2 certification includes advanced training in:

- NdCare Align Therapy™ formulation and case selection
- Use of NdCare Align Maps and therapeutic tools
- Session-by-session decision-making and pacing
- Working with complexity, co-morbidity, and risk
- Managing rupture, dependency, and endings
- Adapting the model for different service contexts

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## Supervision & Fidelity Requirements

Tier 2 certification requires:

- **Regular NdCare Align–approved supervision**
- Submission of recorded or observed clinical work (where appropriate and ethical)
- Ongoing reflective practice and case review

Fidelity is monitored to:

- protect client safety
- maintain model integrity
- support practitioner development

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## Assessment & Certification

Assessment may include:

- Detailed case study using NdCare Align Therapy™
- Supervisor evaluation
- Demonstration of model fidelity and ethical application

Successful completion confers:

- **NdCare Align Therapy™ Certified Practitioner** status
- Eligibility for advanced pathways (Supervisor / Trainer)

## Ongoing Responsibilities

Certified NdCare Align Therapy™ practitioners are expected to:

- Maintain appropriate supervision
- Engage in ongoing CPD
- Practise within ethical and professional standards
- Adhere to NdCare Align Therapy™ use-of-name and fidelity guidance

Failure to meet these requirements may result in suspension or withdrawal of certification.

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## NdCare Align Supervisor Certification (Tier 3)

### Purpose of Tier 3 Certification

The **NdCare Align Supervisor Certification** is the highest clinical training tier within the NdCare Align system. It prepares experienced practitioners to **supervise, steward, and safeguard** the delivery of NdCare Align Therapy™ and framework-informed practice.

Tier 3 supervisors are responsible not only for individual practitioner development, but for maintaining **clinical integrity, ethical consistency, and model fidelity** across services, cohorts, and settings.

This level is intentionally limited and selective.

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### Eligibility Requirements

Applicants must:

- Hold **NdCare Align Therapy™ Certified Practitioner** status (Tier 2)
- Have a minimum of **4–5 years post-qualification clinical experience**
- Demonstrate advanced competence in working with ADHD, AuDHD, and complex emotional dysregulation
- Have prior experience providing clinical supervision (formal or informal)
- Be in good standing with their professional regulatory body

Entry is by **application, clinical portfolio review, and interview.**

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## Scope of Authorisation

On completion of Tier 3 certification, supervisors are authorised to:

- Provide **NdCare Align–approved supervision** to Tier 1 and Tier 2 practitioners
- Support fidelity, pacing, and ethical application of the NdCare Align framework and therapy model
- Contribute to case consultation, risk oversight, and escalation pathways
- Participate in NdCare Align service design, pilots, and research governance

Supervisors may describe themselves as:

### **NdCare Align™ Certified Clinical Supervisor**

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## Supervisor Role & Responsibilities

NdCare Align supervisors are expected to:

- Hold both practitioner and therapy-level formulation simultaneously
- Monitor for drift, overreach, or misapplication of the model
- Support supervisees working with high emotional intensity, dependency, and rupture
- Maintain clear boundaries around scope, risk, and referral
- Model reflective, non-shaming clinical practice

Supervision within NdCare Align is viewed as a **clinical intervention in its own right**, not merely oversight.

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## Core Training Components (Tier 3)

Tier 3 certification includes advanced training in:

- Supervising state-dependent and nervous-system–led practice
  - Fidelity monitoring without rigidity or punishment
  - Working with practitioner countertransference, burnout, and moral injury
  - Ethical decision-making in complex and ambiguous cases
  - Supervising within NHS, private, and hybrid service contexts
  - Supporting research-quality practice and outcome monitoring
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## Supervision Model & Governance

Tier 3 supervisors:

- Operate within NdCare Align governance frameworks
- Participate in **meta-supervision** or peer supervision
- Contribute to ongoing model refinement and quality assurance

Failure to meet governance or ethical standards may result in review or withdrawal of supervisor status.

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## Assessment & Certification

Assessment may include:

- Supervision case portfolio
- Recorded or observed supervision sessions (where appropriate and ethical)
- Reflective statement on stewardship of the NdCare Align model

Successful completion confers:

- **NdCare Align™ Certified Clinical Supervisor** status
  - Eligibility to support advanced pathways, including Trainer accreditation (by invitation)
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## Ongoing Responsibilities

Certified supervisors must:

- Maintain their own supervision and CPD
  - Adhere to NdCare Align ethical, fidelity, and use-of-name guidance
  - Engage in periodic revalidation
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## NdCare Align Trainer Accreditation (Tier 4)

### Purpose of Tier 4 Accreditation

The **NdCare Align Trainer Accreditation** represents the highest level of responsibility and trust within the NdCare Align system. It authorises experienced supervisors to **teach, assess, and steward the NdCare Align framework, therapy model, and supervisory standards** on behalf of The Neuro Inclusion Project.

Tier 4 trainers are not simply educators. They are **custodians of the model**, responsible for maintaining coherence, ethics, and clinical depth as NdCare Align scales across services, regions, and systems.

This tier is **invite-only**.

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## Eligibility Requirements

Applicants must:

- Hold **NdCare Align™ Certified Clinical Supervisor** status (Tier 3)
- Demonstrate sustained excellence in supervision and model fidelity
- Have a minimum of **6–8 years post-qualification clinical experience**
- Show capacity to teach complex clinical material to qualified practitioners
- Be in good standing with all relevant professional bodies
- Demonstrate alignment with NdCare Align values, ethics, and governance

Entry is by **invitation, portfolio review, and panel approval**.

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## Scope of Authorisation

On completion of Tier 4 accreditation, trainers are authorised to:

- Deliver **NdCare Align™ Practitioner Training (Tier 1)**
- Contribute to **NdCare Align Therapy™ Certification (Tier 2)** teaching and assessment
- Support and mentor **NdCare Align Supervisors (Tier 3)**
- Assess practitioner competence and readiness across tiers
- Represent NdCare Align in training, research, and service partnerships

Trainers may describe themselves as:

**NdCare Align™ Accredited Trainer**

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## Trainer Role & Responsibilities

NdCare Align trainers are expected to:

- Teach with clinical precision, humility, and ethical clarity
- Maintain consistency of language, framing, and scope across cohorts
- Monitor for conceptual drift or dilution of the model
- Uphold psychological safety within training spaces

- Contribute to the ongoing evolution of NdCare Align in line with evidence and feedback

Training within NdCare Align is viewed as a **clinical responsibility**, not a commercial activity.

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## Core Training & Development Components (Tier 4)

Tier 4 accreditation includes:

- Advanced pedagogy for teaching post-qualification clinicians
  - Assessment design and competency evaluation
  - Managing power, authority, and projection in training roles
  - Teaching emotionally complex and sensitive clinical material
  - Governance, safeguarding, and escalation within training contexts
  - Stewardship of IP, ethics, and public representation
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## Governance, Quality Assurance & Review

Tier 4 trainers:

- Operate under formal agreement with The Neuro Inclusion Project
- Participate in **trainer peer review and calibration**
- Engage in periodic revalidation
- Contribute to quality assurance and curriculum review

Accreditation may be suspended or withdrawn where governance, ethical, or fidelity standards are not met.

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## Relationship to the NdCare Align System

Tier 4 trainers:

- Sit at the apex of the NdCare Align training pathway
  - Ensure continuity between framework, therapy, supervision, and training
  - Safeguard NdCare Align as a coherent, ethical, and clinically grounded system
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# Supervision, Integration & Ongoing Development

Optional add-ons:

- Group supervision
  - Advanced masterclasses (RSD, burnout, complex trauma)
  - Research participation pathways
  - Train-the-Trainer route (by application)
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## Practice Principles & Ethical Commitments

NdCare Align practitioners commit to:

- Neurodivergence-affirming language
  - Non-pathologising formulations
  - Trauma-informed pacing
  - Ethical humility
  - Ongoing reflective practice
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## Delivery Context & CPD Alignment

- UK-based programme
  - CPD hours provided
  - CPD accreditation pathway in progress
  - Designed to complement, not replace, core professional trainings
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## Enquiries, Cohorts & Next Steps

- Request full syllabus
- Book a practitioner discovery call
- Enquire about cohort dates
- Discuss organisational or NHS delivery

*NdCare Align is part of The Neuro Inclusion Project — redesigning therapy for nervous systems that don't fit the mould.*