

Membership Criteria

SIHR aims to be a resource centre, providing opportunities in Scotland for increasing competence in assisting people to use the growing body of knowledge about personal growth, human relationships and institutional change. This is done through education and training, consultation and support, and direct clinical work with individuals and groups.

SIHR is concerned for the whole person in his or her social context, including family, work organisation and culture; also for the social systems in which he or she operates and the impact these have on the person. It works within a psychoanalytic/psychodynamic/systemic frame of reference, which implies recognition of the psychological forces motivating human behaviour and the interaction between past and present, self and other, inner and outer reality and between feelings and facts.

Individuals can belong to SIHR in two ways: through full membership, or, they may belong to the SIHR Network.

For Full Members psychoanalytic /psychodynamic /systemic theory is central to their professional lives. It is the establishment of this common framework that is the foundation of the criteria for full membership as well as their commitment to the aims of SIHR.

Individuals who are accepted as full members are referred to as a "Member of SIHR". Members have voting rights, can stand for election to the Board of Management, and may work on behalf of SIHR either regularly within its services and trainings or occasionally as its representative.

The SIHR Network is for individuals who want to support the work of SIHR, but who do not share, or do not yet share, the centrality of the psychoanalytic / psychodynamic / systemic framework in their work and understanding of human relations. They do support the aim of SIHR and subscribe to its Code of Ethics.

A person in the Network receives the same communications as members, is welcome to attend the AGM and all meetings, and, like members, may invite personal guests to SIHR discussions, but he or she will not have voting rights within SIHR and cannot stand for election to its Board of Management.

Other interests of full members might include

- Interest in and awareness of SIHR's approach.
- Experience in exercise of skills, whether in caring professions or in human relations aspects of groups or organisations.
- Evidence of having taken steps to enlarge their own personal and professional development, extending both awareness of self and others (whether as individuals, in groups or in organisations) and skills in working with them and enabling their development.
- Awareness of cultural and institutional aspects of social justice and equality.
- Willingness to take responsibility on behalf of SIHR for some of its functions.

Belonging to the SIHR Network

The SIHR Network is for individuals who want to support the work of SIHR. Individuals may themselves, or through their friends, family, or work have gained experience of the work of SIHR, and wish to maintain a link with it. Or, they may be interested in Human Relations, but have trained through a different perspective from the psychoanalytic one. Others, e.g. those no longer resident in Scotland/UK, might also stay in touch via the Network. Belonging to the Network could be appropriate to those new to the work of SIHR, such as students who may feel that they do not as yet share the language and conceptual framework but wish to hear of current activities - although students can also choose full membership. People in the Network bring their own outside interests, expertise and contacts that are much appreciated by the organisation and they can help its work by being a helpful bridge to other organisations and the "outside world".

It is hoped that all interested in SIHR will inform work colleagues and friends who might be interested that Network applications are welcomed.

A Transparent and Inclusive Membership Process

SIHR has, since its earliest conception, been a membership organisation. Membership was always seen as a way of gelling professionals, from a wide variety of occupations, applying psychoanalytic, psychodynamic and systemic principles in their daily life. Membership is treasured by those within, as it is recognised in the professional world as a stamp of quality and credit.

The Board of Management has taken the view that SIHR should be transparent in all of its functions. Transparency, inclusion and

competence should be clear principles behind SIHR processes: whilst improved communication, consultation and openness can only help to increase awareness and application of our principles.

The Board of Management hopes that a transparent criteria teamed with a clear and easy membership process will encourage potential members to come forward and join. In return SIHR hopes to welcome new members into a dynamic organisation with an active membership sharing information, best practice and academic knowledge to the benefit of all of those involved and their lives.

The Membership Committee would like everyone to welcome and encourage new members into the organisation and promote the benefits of being a member of the Scottish Institute of Human Relations.

Application forms

The detail requested in the forms is NOT intended as a filter or means of excluding applicants. On the contrary, it is sought so that the organisation can get to know the multiple talents and interests of individuals, and thus engage with them more fully. Items in the forms which applicants feel are irrelevant to their particular experience, or which they want to keep private can be left blank. Applications for full membership should enclose a curriculum vitae and the names of two existing members willing to act as sponsors, and their contact details. This format enables those already in the SIHR membership to take a part in enabling applications. If however the applicant does not know anyone within SIHR, they can offer a reference instead who can attest to their ability to satisfy the criteria. All applicants are welcome to ask for contact with someone from the membership committee, to discuss any questions they have about SIHR or about application.

Charitable Status of SIHR

SIHR is of charitable status and needs donations (in time, money and effort) to survive. Members are encouraged to take an active role in the life and development of SIHR. They are the body to who Board of Management and, through them salaried staff, are accountable. All members are asked to sign their agreement with the aims of SIHR as set out in the Articles and Memorandum of Association, and the SIHR Code of Ethics. The Membership Committee reserves the right to refuse or defer application where, after discussion with the applicant, they feel the expectations, outlined above cannot be met.

Membership Committee

If you would like further discussion about membership, please feel free to contact the Membership Committee, c/o SIHR, 172 Leith Walk, Edinburgh EH6 5EA.