

# Resilience Based Clinical Supervision

Information for Social Care

*Promote compassion to ourselves... and to others...*



A **FREE** programme for  
nurses working in social care

August 2025

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# RBCS FOR SOCIAL CARE NURSES

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The Foundation of Nursing Studies (FoNS) is delighted to offer a fully-funded programme of Resilience-based Clinical Supervision specifically for registered nurses and nursing associates working in England's social care sector.

Nursing in a social care setting is recognised as increasingly challenging in today's world. Resilience-based Clinical Supervision (RBCS) is a way of supporting you and your team by recognising your own and others' emotions and how you can positively respond to them.

Resilience-based Clinical Supervision is not management supervision or appraisal, it is a form of restorative clinical supervision.

## **Who's it for?**

The programme is aimed at nurses in any social care setting. Participants will experience RBCS themselves, have the opportunity to practise and be supported to deliver RBCS to their care teams.

This programme will provide you with evidence for revalidation and CPD.

# WHAT IS RBCS AND WHAT ARE THE BENEFITS?

Resilience-based Clinical Supervision (RBCS) is a form of restorative clinical supervision characterised by:

- Co-creating a safe space
- Integrating mindfulness-based stress-reduction exercises
- Focusing on the emotional systems motivating our response to a situation
- Considering the role of our internal critic in sustaining or underpinning our response to a situation
- Maintaining a compassionate flow to self and consequently to others

RBCS is underpinned by both compassion focused therapy and an ecological definition of resilience.

To find out more use the links below:

[FoNS Website](#)

[RBCS Animation](#)

[Resilience in  
Nursing paper](#)

# History of RBCS

**(Stacey et al., 2017, Stacey et al., 2020)**

RBCS was originally developed for the purpose of supporting people in their transition from student to registered nurse. The aim was to develop a forum that, as well as being supportive, would increase the individual's ability to respond positively to the emotional and physiological demands of their role. The potential outcomes leaned towards the restorative function of clinical supervision in that individuals felt supported by the process. This requires protected time and the commitment to and mobilisation of resources in order to impact ecological resilience and be sustainable. The outcomes were multilevel:

Individual:

- Use of mindfulness
- Distress tolerance skills
- Positive reframing skills, in particular using these to challenge the inner critic

Relational:

- Critical dialogue skills
- Development of supportive, restorative, reflective discussions
- Reflective discussion focused on the emotional consequences of practice

Organisational:

- Reinforces a culture which values staff and acknowledges the emotional consequences of their work

# Further Evaluations

## ***Health Education England Programme for Student and Newly Registered Nurses***

### ***(Foundation of Nursing Studies, 2021, 2022):***

Both students and newly registered nurses identified connection and a safe space for sharing to be a positive experience. This provided peer support and a sense of feeling valued as individuals. Key learning was an increased self-awareness of emotions, reflection, mindfulness and using positive reframing to challenge the inner critic. These resulted in increased confidence, feeling calmer and a positive impact on their well-being.

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## ***Restorative Clinical Supervision in North Central London ICS***

### ***(Shaw et al., 2023)***

- A programme of RBCS encourages self-care, and so increases feelings of mental wellbeing particularly when supported by the organisation
- Potentially £2,941 saved for every year's average sickness avoided (per nurse) £72,790 saved for every nurse retained

This programme supported the evidence of the beneficial effects of clinical supervision. This requires protected time for clinical supervision, organisational buy in from board to ward and ongoing support for facilitators of clinical supervision.

# CHAMPION AND CASCADE MODEL

The aims of the Champion and Cascade RBCS programme are:

- To enable registered nurses and nursing associates working in the social care setting to develop knowledge, skills and confidence to offer RBCS within their setting
- To support the development of a resilient workforce and organisation who are able to protect themselves from the emotional and physiological impacts of their roles and 'develop cognitive transformation practices, education and environmental support' (Stacey, 2018, p. 5)

Programmes are interactive and require participants to engage in small groups. Sessions build on one another and therefore it is really important that participants are able to attend each session.

Programmes consist of 5 sessions: 3 x 3 hours and 2 x 2 hours over a period of 10-12 weeks 8 people at the online sessions.

# HOW DO I SIGN UP?

A key to success is organisational buy-in, please consider this before signing up to the programme as you need time and resources.

We are using **an online booking form** and you will also need to send the Manager's Release Form, so your line manager can confirm he/she is happy to release you for all of the sessions.

## **Manager's Release Form**

Once we have received both the online booking and Manager's Release form, we'll contact you with suggested dates. You will need to be able to attend all the sessions. If you can't, don't worry, there will be other dates.

If you have any questions or would like a specific programme for your organisation please do get in touch at [rbc.socialcare@fons.org](mailto:rbc.socialcare@fons.org)