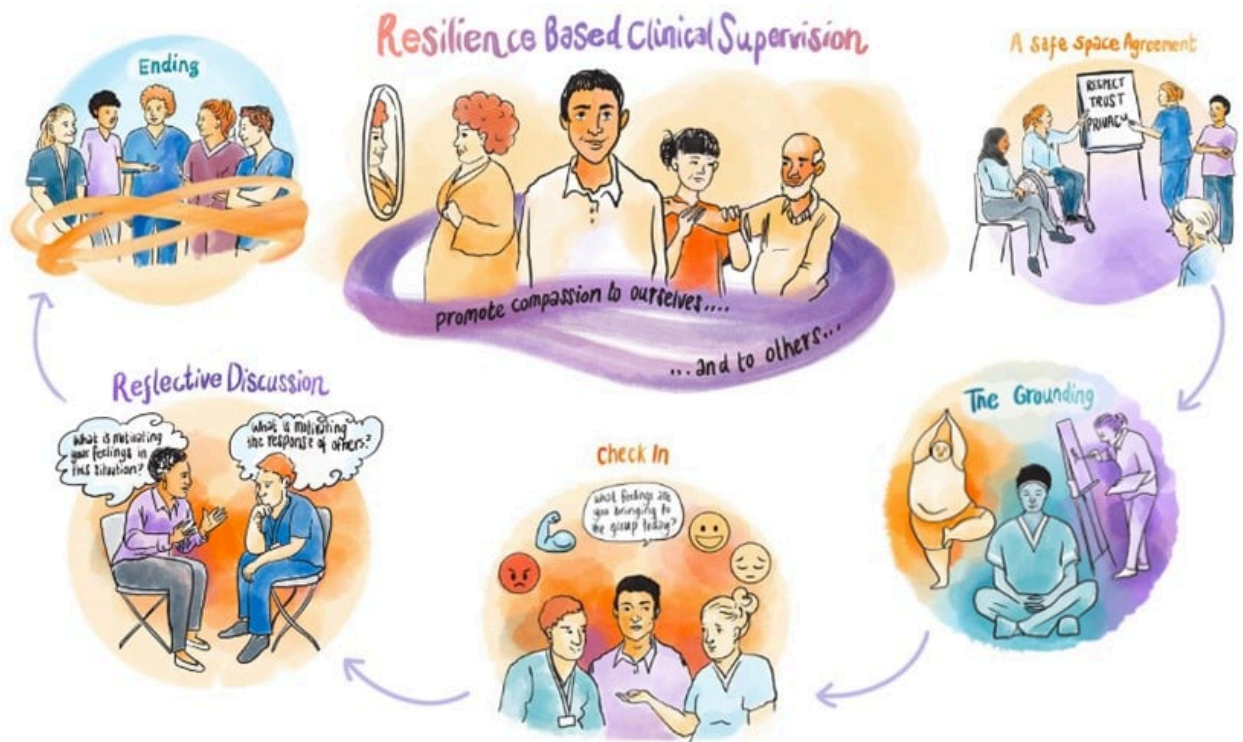




The FoNS Weekly News



I might get this wrong...

Talking about bias and racism when facilitating Resilience-based Clinical Supervision

Guest editor: Sheila McGovern



In mid-May, a group of us RBCS facilitators came together for a share and learn session focused on a topic that we had identified as needing further exploration in a previous clinical supervision session: how we feel about and work with racism, diversity, and bias – both conscious and unconscious – when it shows up in our facilitation of RBCS.

In that session, some facilitators had shared feeling uncomfortable or unsure if they were the right person to raise issues like racism. Others felt anxious about getting it wrong. We all agreed it was important to make space to sit with this together and explore how we could do better.

I offered to write a blog about our conversation, and a colleague kindly took notes. But then... nothing happened. Well, not quite nothing. I thought about it, a lot. But those thoughts never became words on a page. The more I thought, the less I wanted to open my laptop. Instead, I ruminated, worrying about all the ways I could get it wrong.

And then I realised – I was doing exactly what we'd talked about in that session. Avoiding the issue. Just like so many of us do when it comes to racism, bias, and diversity.

The Brap report “Too Hot to Handle” argues that there is a “culture of avoidance, defensiveness, and minimisation of racism within NHS trusts”. If you haven't read the report, I recommend you do.

[Read Too Hot to Handle](#)

And here I was, falling at the first fence of avoidance.

Now, I've started. And I realise I might get this wrong. But I believe, as we discussed in our conversation in that session, that it is better to get this wrong than to not talk about it at all. If we get it wrong, we can say sorry and ask how we can get it right. How can we make it better, easier, for our colleagues, our fellow nurses and healthcare workers that are of different backgrounds, races and ethnicities to feel empowered to speak up about racism and discrimination if we are too worried about getting it wrong?

When facilitating Resilience-based Clinical Supervision, we spend valuable time creating a safe space agreement. We talk about the importance of psychological safety

and creating a safe space for sharing and learning. This is pivotal to the process of RBCS and is embarked upon as one of the first parts of the process.

[Read more](#)

Resilience-based Clinical Supervision Network Event

Inclusive facilitation was the focus of the latest RBCS Network Event. This was co-produced with the RBCS team and one of our lived experience co-production leads, Wendy Minhinnett. The development of this event was a learning journey for all of us and we will reflect and share this journey with you. Sonia (RBCS Project Manager) said about the event, *“Co-production is not always easy, but it opens the door to inclusive working, where we listen and learn and work together and the outcomes can be amazing!”*

As part of the event, “20 possible ways of becoming a more inclusive facilitator” were developed by the group. The resources from the session are available on the website along with a sign up to the network.

View the [RBCS Network Page](#)

Nurse Clinics 2025: Annual Conference

Tuesday 18 November 2025, Online

Healthcare UK Conferences are pleased to announce the 17th Annual Nurse Clinics Conference. Chaired by Dr Richard Hatchett, Author *Nurse Led Clinics: Practice Issues*.

Nurse Clinics 2025 will provide specialist nurses with an opportunity to hear national updates and best practice for working at advanced practice, and setting up and running nurse led clinics and services in primary, secondary and community care across a number of specialties. With sessions designed for those who are looking to improve the effectiveness or expand existing nurse led clinics and services, or for beginners looking to set up their first clinic this event is essential for all nurses offering nurse led clinics and services.

In addition to the main stream focusing on developing and running nurse led clinics and services, the conference will include case studies of nurse led services and a choice of interactive expertly facilitated workshops and extended sessions.

For further information and to book your place visit [the Nurse Clinics website](#). Claim a **20% discount** with code **hcuk20fons**. Email aman@hc-uk.org.uk for further information.

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