

A FoNS Facilitated Programme, which aims to support the health and well-being of newly registered nurses through a Resilience-based Clinical Supervision (RBCS) approach



Introduction

FoNS was delighted to offer a programme in early 2022 funded by Health Education England to enable newly registered nurses to experience [Resilience-based clinical supervision](#) (RBCS) with a view to becoming peer facilitators in the future. This was following on from a previous Health Education England funded programme in 2021 for [student mental health and learning disability nurses](#).

Resilience-based Clinical Supervision (RBCS) is a form of 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

Aims of the programme:

To enable up to 24 newly registered nurses to experience RBCS and develop the necessary knowledge, skills, and confidence to become peer facilitators in the future

To support the future development of a flourishing workforce 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)

To increase awareness of compassionate flow within the workplace and the impact of context, environment, and culture

For participants to be introduced to and partake in a participatory evaluation



The Programme

We were inundated with applications for this programme, with other 150 individuals applying from a number of areas of practice and around the country. Twenty-eight participants were invited to attend on a first come first serve basis. A virtual three-hour masterclass was held initially to introduce the theory of RBCS followed by five monthly sessions of RBCS throughout the first half of 2022. These were facilitated by Grace Cook (FoNS RBCS Programme Lead), Jo Odell (FoNS Practice Development Facilitator) and Sheila McGovern (FoNS Associate Facilitator). FoNS CEO, Joanne Bosanquet also joined us for the masterclass. Fourteen participants engaged for the full programme.



Evaluation

The programme was evaluated using a participatory evaluation approach where the newly registered nurses were given time for individual reflection and then themed their own responses to 4 questions:

1. Tell us about your experience of this RBCS programme
2. What aspects of this RBCS programme have been most beneficial and what impact has this had on you? You may wish to think about your learning, support, and wellbeing.
3. Were there any barriers to you attending?
4. What aspects of RBCS will you take forward and how do you plan to do this?



Key Themes: The newly registered nurses identified these themes to describe their experience of engaging with the RBCS programme

What aspects of this RBCS programme have been most beneficial and what impact has this had on you?

Beneficial

- Mindfulness
- Time to think
- Feel that someone cares and that we are important too
- Feeling at ease to share and hearing others views
- Reflection
- Unionship – connecting with others and it not being a competition. Sharing with others.
- Individualised
- Check ins – particularly using pictures
- Space and time or compassion for ourselves
- Share with others and tips on coping with stress – e.g. positive reframing
- Safe space agreement
- Running through the RBCS model systematically
- Emotional regulation systems

Impact

- Increased understanding and awareness of where we are and help to make sense of situations
- Positive impact on mental wellbeing – I would come to the session feeling depressed and leave feeling better.
- Confidence
- Better appreciation of other roles
- Grounding – feeling calm, present and ready for the session. Decrease heart rate
- I know that I am not alone in how I feel or the challenges we come across that it is country wide.
- I have learnt how to identify stressors or body language, dealing with emotions, being resilient, how to extend support to others, development of strategies to cope
- it gets easy for me to communicate with my patients and staff there is more understanding.
- Finding peace and letting go
- Helped me move from being reactive to proactive / reflective
- Awareness of impact of culture and positively how feeling heard and validated is

Were there any barriers to you attending?

The majority of nurses that attended did not feel that there were any barriers to them attending. They felt that they were supported by work and prioritised it as they found it enjoyable. There was a concern that there may have been problems with the technology however there was nothing significant that happened. The participants did feel that others may find it difficult to engage in something like this due to the pressures within the work environment. We reached out to those that were unable to attend and 4 individuals responded stating that staffing and the busyness of their work area were factors in not attending which supports this view.

Some members of the group were overseas nurses and had very different support networks.

Moving Forward

What aspects of RBCS will you take forward and how do you plan to do this?

For others:

- Implementation – to work with students, staff, in new roles
- Share what we learnt with colleagues – through presentation, discussion, blogs

Individually:

- Use tools to reflect and focus on looking after self - using grounding to reduce anxious, problem solving, emotional regulation systems, what is within my control, challenge inner critic, check in
- To continue to develop professionally and personally and further CV and progress in role – prioritise learning
- Implement steps in day to day lives
- Making time to practice – schedule in time each week
- Be more present
- Carry on meeting up

key messages that participants wanted to share

Good to spend time thinking about work and life balance

Grateful for the opportunity - delighted to be part of the programme

Made me grateful because we've all come together in same position. When things going wrong in work – we could all have things going wrong in different ways. I could be in different role and have the same problems

Improved my self-confidence. Now I'm enthusiastic and curious to learn more things from these kinds of programmes. Gave me a platform to learn many things, share feelings, experiences and opinions. First course and I hope I can climb the ladder of many courses

The programme in general improves self-awareness and gives a platform of support to newly qualified nurses who made need support and does it well

This course had allowed me to be able to become a reflective practitioner and focus on my wellbeing while supporting others

The whole course has allowed us to meet others from different areas to have a safe space to share our thoughts and feelings, debrief and learn how to resolve and conquer. I will miss these sessions

That newly qualified nursing is scary, but it's okay to feel that way. Know that you are supported by many others and you aren't on your own!

Grateful to join the programme. It helped me to talk more about my emotions

This is really good and I've enjoyed every bit of it. I'm passionate about wellbeing and it's nice to talk and reflect with other people that aren't on my ward



Summary and Next Steps

The predominant message from our evaluation is that a **safe space** for sharing with peers can be a really **positive** experience resulting in individuals feeling able to **share** and knowing they are **not alone** in their experience. That can be supported by the use of tools such as **mindfulness, positive reframing, check ins** and the use of the **emotional regulation systems**.

The presence of the above can result in individuals feeling **valued** which in turn has an impact on how they engage with work. It can also result in individuals feeling **calmer, more confident** and with **improved mental wellbeing**. Participants were also keen to continue this by maintaining contact, continuing to use the skills and also sharing what they had learnt within their workplaces.

Those that were not able to engage cited **work pressures** and the busyness as reasons for being unable to attend. It is evident that once individuals have experienced RBCS are able to **prioritise** clinical supervision despite the work pressures which highlights the need for exposure to good quality restorative clinical supervision in the early stages of nurse's careers.

We would like to conclude by saying a big **thank you** to Health Education England, in particular, Ellie Gordon, for supporting our future workforce with an opportunity to engage with RBCS. We are incredibly grateful.

We would also like to thank all the participants that engaged. It was a pleasure to meet you all and be a part of your journey. We would like to wish you luck for the future and a reminder that you are a #FriendofFoNS for the rest of your career.