

# Restorative Clinical Supervision

## What is Restorative Clinical Supervision?

Restorative Clinical Supervision (RCS) addresses the emotional needs of staff. It provides “thinking space”, reduces stress and burnout and in turn improves wellbeing and produces a compassionate and resilient workforce. RCS can happen in groups or in 1:1 sessions.

## Why do we need it?

For staff working within Primary Care, RCS provides a space for practitioners to process their emotions of working with a wide range of patients with varying complex and maybe vulnerable needs. Acknowledging the skill and emotion this requires, the impact it has and finding solutions to improve patient outcomes. Working restoratively will help to build upon the practitioners personal and professional resilience to meet the demands of the service.

## What does good Restorative Clinical Supervision look like?

**Safe and trusted relationships**, where you are accepted as yourself. There is respect for cultural differences and perspectives with **no judgement**.

Recognition of **strengths and abilities**, so we can learn through feedback, ideas, making mistakes and asking questions.

Organisational support and buy-in. There should be **protected time and space for RCS**.

Constructive feedback to support **professional development and personal accountability**.

Having the appropriate **resources and training** for supervisors and supervisees to ensure they are competent and confident in their roles.

**Challenge feedback**, ideas and opinions without fear of repercussion, to improve the delivery of patient care.

The opportunity to have regular sessions if required with the option of ad-hoc supervision. **Not “one size fits all”!**

