

# Clinical Supervision

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## Objectives

Brief overview of what the session will cover:

- Define clinical supervision
- Understand models of supervision
- Explore roles and responsibilities
- Discuss ethical and practical considerations
- Reflect on real-world applications

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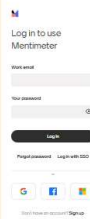
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## What is Clinical Supervision?

An essential part of good professional practice by a range of different professional bodies. It can contribute to meeting any continuing professional development (CPD) requirements set by a professional body or a regulator, and can therefore help ensure that staff remain registered and able to work" (CQC, 2013)

Supervision is a professional relationship and activity which ensures good standards of practice and encourages development. (COT 2015a)

Clinical supervision may be defined as a formal process of support, reflection, learning and development that is of benefit to qualified and registered professionals by supporting their ongoing individual development.

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## Goals of Supervision

- Ensure safe and effective practice
- Support professional development
- Promote reflective practice
- Enhance accountability



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## What does the policy say?

- The Oxleas supervision policy can be found on the Ox
- Minimum expectations:
  - **Frequency:** Every 6 weeks (minimum)
  - **Duration:** At least 1 hour
  - **Format:** 1:1 or approved group/peer/specialist formats

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Supervision  
for  
temporary  
staff

- Same minimum standards for 3+ month contracts
- Bank staff: record in Oxleas Learning Centre
- Agency staff: records stored locally

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Models of  
Supervision

Formative:  
Supporting learning and development, knowledge and skills

Normative:  
Supporting the maintenance of standards of practice and care

Restorative:  
Supporting professional well-being and the impact of practice demands

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Roles and Responsibilities

  
Supervisor's responsibilities

  
Supervisee's responsibilities

  
Boundaries and expectations

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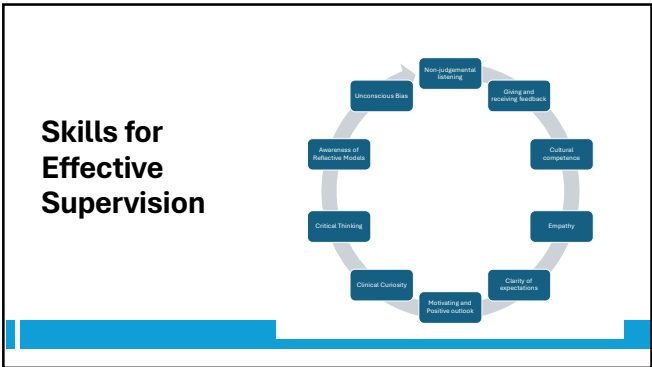
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### Challenges in Supervision

Discussion Point:

What are the challenges of delivering good supervision?



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Watch us do supervision on each other:

- Pause us when you think our practice is incorrect for discussion
- Recommend changes
- We will try again with your changes in place!



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# YOUR TURN

In pairs, please deliver a full 30min supervision to each other, and share your thoughts.

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## Debrief

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# Summary and Takeaways

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# References

[The basics of clinical supervision | Nursing in Practice](#)

[Clinical supervision: A mechanism to support person-centred practice? An integrative review of the literature - Edgar 2023 - Journal of Clinical Nursing - Wiley Online Library](#)

[hdt-clinical-supervision-toolkit.pdf](#)

[Implementing-clinical-supervision-part-1-a-review-of-the-literature.pdf](#)

[Guidelines\\_for\\_enhancing\\_clinical\\_supervision.pdf](#)

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