

CareTutor

LIVE CPD WEBINAR

Supervision That Strengthens Practice

Turning conversations into learning,
confidence and action in adult social care

May 14th 2026 at 11:00 AM BST

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Who are we?



- ✓ CareTutor is a social care training provider delivering the following:
 - Pathway our video-based eLearning platform with over 100 video-based courses
 - Leadership training programme - SfC designed, instructor led, fully funded, delivered by webinar
 - TeamTalk our team learning toolkit
- ✓ Courses are Peer reviewed by organisations such as the Social Care Institute of Excellence.
- ✓ We are a Quality Assured Care Learning Service
- ✓ Great for induction, refresher and Care Certificate Training
- ✓ Feature-Packed Learning Management System - Track Your Team Learning Progress

Why this matters now

Supervision should strengthen practice, not just complete paperwork.

Good supervision connects support, learning and accountability.

CQC expects staff to receive effective support, supervision and development.

Strong supervision helps managers evidence learning and improvement.

The problem many services recognise

- ✓ Supervision can become task-focused.
- ✓ Learning and reflection may be squeezed out.
- ✓ Actions are not always followed up.
- ✓ Managers may lack confidence with deeper conversations.

What CQC links supervision to

Safe and effective staffing

- ✓ Skilled, supported and supervised staff.
- ✓ Role-relevant training and development.
- ✓ Learning opportunities.
- ✓ Poor performance managed appropriately.

Well-led

- ✓ Learning culture.
- ✓ Improvement.
- ✓ Effective governance.
- ✓ Evidence of action.

What Skills for Care says supervision supports

✓ Good working relationships.

✓ Performance and workload review.

✓ Learning and development.

✓ Wellbeing and support.

✓ Clear expectations and standards.

What effective supervision should achieve

- ✓ Clarity about expectations.
- ✓ Reflection on practice.
- ✓ Support with concerns and pressures.
- ✓ Feedback, recognition and development.
- ✓ Clear actions and follow-up.

The three functions of supervision

Supportive

Wellbeing, confidence and pressures.

Developmental

Reflection, learning and growth.

Accountable

Standards, performance and follow-up.

Moving beyond the tick-box

Instead of only asking:

- Has the form been completed?
- Has training been done?
- Are there any issues?

Ask:

- What have you learned recently?
- How has this changed your practice?
- What support would help you improve?

Linking supervision to training

Supervision should help managers explore:

- ✓ Has training been completed?
- ✓ Has learning been understood?
- ✓ Is it being applied in practice?
- ✓ Is further support, coaching or observation needed?



Linking supervision to TeamTalk

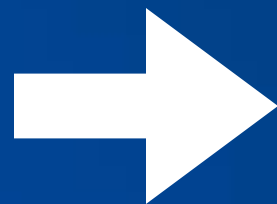
TeamTalk can help by:

- ✓ Keeping learning alive between formal training.
- ✓ Giving managers ready-made discussion prompts.
- ✓ Supporting team reflection on real scenarios.
- ✓ Creating evidence that learning has been discussed.



Supervision as evidence

Good supervision records can show



✓ Staff are supported and developed.

✓ Learning needs are identified.

✓ Actions are agreed and reviewed.

✓ Training is linked to practice.

✓ Managers are using information to improve care.

What managers need to do this well

Managers need confidence to:

- ✓ Prepare properly.
- ✓ Ask reflective questions.
- ✓ Listen actively.
- ✓ Give balanced feedback.
- ✓ Challenge poor practice.
- ✓ Follow up actions.

A simple supervision structure

- ✓ Prepare.

Review previous actions, training records and concerns.

- ✓ Check in.

Explore wellbeing, confidence and workload.

- ✓ Reflect.

Discuss practice, learning and examples.

- ✓ Develop.

Agree support, training or coaching.

- ✓ Follow up.

Review actions and record outcomes.

Common pitfalls

- ✓ Treating supervision as a form-filling exercise.
- ✓ Only talking about problems.
- ✓ Avoiding difficult conversations.
- ✓ Leaving development until appraisal.
- ✓ Not following up agreed actions.

Building a stronger supervision culture

A stronger culture means:

- ✓ Staff expect meaningful conversations.
- ✓ Managers feel confident to support and challenge.
- ✓ Learning is part of normal practice.
- ✓ Actions are followed through.
- ✓ Supervision contributes to safer care.

How leadership development helps

CareTutor leadership programmes can help managers develop:



Confidence.



Listening and coaching skills.



Feedback skills.



Performance conversations.



Reflective leadership.



Stronger supervision practice.

How CareTutor can support



CareTutor supports providers through:

- ✓ Skills for Care leadership programmes.
- ✓ CareTutor LMS and training evidence.
- ✓ CPD-accredited eLearning.
- ✓ TeamTalk reflective learning sessions.

Our Upcoming Webinars

Date	Webinar Subject
June 4	Developing New Managers and Deputies in Adult Social Care: How to build a practical succession plan and grow future leaders from within (Free CPD Event)
June 11	How to keep learning alive in adult social care teams
June 18	From Training to Practice: Embedding Learning in Adult Social Care (Free CPD Event) <i>Joint webinar with Devonshires Solicitors</i>
June 25	From Compliance to Culture: Building a Learning Culture in Your Care Service
July 2	The importance of staff training and the risk of failing to embed knowledge in an organisation <i>Joint webinar with Devonshires Solicitors</i>

Q&A

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Get in touch for more details