

NHS North West Leadership Academy Coaching Register

Access Guidance

Introduction

The NHS North West Leadership Academy (NHS NWLA) continues to place great importance on the development of an inclusive coaching culture across the North West. The following document provides guidance on the separate levels of the coaching scheme and the entry requirements to be part of each level, stipulating accessibility and quality assurance processes.

The NHS NWLA Coaching Scheme Pyramid



Levels	Minimum requirements to coach	Requirement to access coaching	Quality Assurance	Reference to EMCC competence framework
3	Level 3 coaching qualification; or 1 year equivalent coaching experience / 50 hours of coaching with 5 clients plus must attend/ provide evidence of attending a core coaching skills course which include models, tools and processes for coaching to meet standards (<i>Advisory</i>)	Set by Coaching & Mentoring Champions in-house	<ul style="list-style-type: none"> • Carried out by Coaching & Mentoring Champions in-house in relation to meeting minimum requirements to coach • Coaching & Mentoring Champions to provide access to supervision and CPD opportunities (CPD can be accessed free of charge via the NHS NWLA Network Learning Events) • Coaching & Mentoring Champions to be able to evidence coaches accessing at least two supervision sessions and two CPD sessions per year • For coaches to sign a coaching agreement (<i>Advisory</i>) • Coaches and Coachees to complete pre and post relationship evaluations on NHS NWLA Coaching Hub 	Foundation <i>**Please note if you want to be EMCC accredited you must fulfil additional requirements and provide further evidence</i>

2	<p>Level 5 coaching qualification or 3 years equivalent coaching/100 hours with 10 clients experience plus must attend / provide evidence of attending a core coaching skills course which include models, tools and processes for coaching to meet standards</p>	<p>NHS Board/Sub-Board level or Governing Board/Sub-governing or participants accessing an NHS NWLA i.e. Aspirant Talent; NHS Leadership Academy programme i.e. Nye Bevan, Elizabeth Garret or Ready Now</p>	<ul style="list-style-type: none"> • Carried out by NHS NWLA • NHS NWLA to provide access to supervision and CPD opportunities • NHS NWLA to be able to evidence coaches accessing at least two supervision sessions and two CPD sessions per year • All coaches to sign a coaching agreement • Coaches and Coachees to complete pre and post relationship evaluations on NHS NWLA Coaching Hub 	<p>Practitioner <i>**Please note if you want to be EMCC accredited you must fulfil additional requirements and provide further evidence</i></p>
1	<p>Level 7 coaching qualification and 5 years coaching experience /250 hours with 20 clients</p>	<p>On exceptional circumstances for very senior leaders within the NHS to be agreed by NHS NWLA</p>	<ul style="list-style-type: none"> • Carried out by NHS NWLA through procurement and contracting agreements 	<p>Senior Practitioner <i>**Please note if you want to be EMCC accredited you must fulfil additional requirements and provide further evidence</i></p>