

PROPOSAL

for the 'Health Coach' Learning and Development Interventions

Background

UK Coaching are being funded by Sport England to provide specific support to coaches working with participants with Long Term Health Conditions (LTHC). Following the gathering of insight via coach and participant focus groups, a need has been identified for learning and development opportunities for this specific cohort of coaches. The interventions for these coaches should be considered in three separate formats:

1. A bespoke Coach Development Programme, providing training to both new and experienced coaches.
2. A network of Coach Developers trained to offer support to coaches undertaking the training, both during the training and beyond.
3. Access to content specific to working with participants with Long Term Health Conditions.

1. Coach Development Programme

The initial intervention will be the provision of a bespoke 'Health Coach' Coach Development Programme that aims to provide structured training and support to both new and experienced coaches, to enhance their coaching confidence and competence.

As well as providing support to the coaches, the programme will provide guidance to the employing organisations for supporting their coaching workforce beyond the learning and into practical application.

The programme will employ a blended learning journey consisting of:

- Theory based workshops
- Practice-based in-situ learning
- Social Learning Spaces for sense making
- Coach Developer Support
- Reflective Practice.

The programme is designed to expose coaches to a variety of ways of learning: Guide, Discover, Apply, Experience, Connect, Reflect.

The theory-based workshops are linked to the Coach Learning Framework and focus on the coaching behaviours required for coaches working with participants with Long Term Health Conditions. The workshop themes are:

- Knowing your People
- Behaviour Change Tactics
- Inclusive Activity.

2. Access to Coach Developer Support

For the programme to be successful, both now and in the long term, there has been a need identified for a network of Coach Developers, or 'Influential Others'. For organisations wishing to nominate their coaches for the programme there will be parallel support for staff or contacts they would like to nominate to undertake the Coach Developer training.

There will also be an opportunity for individuals to nominate themselves for Coach Developer training, based on a commitment to provide a minimum eight hours of free of charge support for a coach on the programme.

The structured training and support for the Coach Developers will be delivered by UK Coaching's Senior Coach Developers or associated Coach Developers and will include the following themes:

- Developing Reflective Practice
- Understanding Learning
- Exploring Coaching Practice
- Building Relationships
- Being an Effective Practitioner
- Care and Wellbeing when Supporting Coaches.

The support will include facilitated communities of practice and supported individual reflection.

3. Coaching participants with LTHC-specific content

Part of the ongoing support and development for Coaches and Coach Developers will include access to content specific to the challenges and innovations associated with coaching participants with Long Term Health Conditions.

The content will be collated under the key areas of the Coach Learning Framework and will be made accessible to all coaches undertaking the 'Health Coach' Coach Development Programme via free subscription to UK Coaching.org. The free subscription will last for 12 months with an option for discounted renewal following the initial free of charge period.

4. Programme delivery and Coach Developer support timeline

The programme would be delivered over a 16 week block, structured as follows*:

Week / Session	Coach Learning Journey	Type of Support	Coach Developer Learning Journey
1	Evaluating Confidence and Competence and Developing Reflective Practice	Facilitated Community of Practice	Session 1: <ul style="list-style-type: none"> • Developing Reflective Practice • Understanding Learning • Exploring Coaching Practice
2	Knowing your People	Workshop	Session 2: <ul style="list-style-type: none"> • Building Relationships • Being an Effective Practitioner • Care & Wellbeing when Supporting Coaches
3 & 4	Practical application and Reflective Practice	1:1 Coach Developer (CD) Support	In situ support to coach
5	Behaviour Change Practice	Workshop	Reflective video
6 & 7	Practical application and Reflective Practice	1:1 CD Support	In situ support to coach
8	Understanding the Consensus Statements on Risk	Facilitated Community of Practice	Reflective video
9	Inclusive Activity	Workshop	Community of Practice Session
10, 11 & 12	Practical application and Reflective Practice	1:1 CD Support	In situ support to the coach
13	Small group reflections	Social Learning	Facilitation of social learning for small groups
14	Evaluating confidence and competence – what have you learnt?	Facilitated community of practice	Reflective session
15 & 16	Practical application and Reflective Practice	1:1 CD Support	In situ support to the coach

Throughout each 16 week programme, coaches will receive a minimum of eight hours one-to-one time with their own Coach Developer, as well as having opportunities to take part in smaller social learning spaces. This could include arranged face-to-face sessions; communications through WhatsApp or other online networks; ad hoc conversations with peers.

Each coach will undertake the Mental Health eLearning.

***Please note that while this is a recommended structure, there is flexibility in terms of the length and format of the programme and the training of the Coach Developers.**

5. The Process

- UK Coaching to circulate paperwork to all identified partners in England. Partners will be invited to nominate a maximum of three coaches based on the selection criteria provided as part of the application process.
- Each partner to complete online application forms for each coach they wish to nominate six weeks prior to the start date of the programme.
- Coaches and partners will be notified four weeks prior to the start date of the programme as to whether they have been successful in their application.
- Partner organisations will be invited to nominate an individual(s) to undertake the Coach Developer Training Journey based on the selection criteria provided as part of the application process.
- Each nominated Coach Developer will complete an online application form four weeks prior to the start date of the programme.
- Coach Developers will be notified three weeks prior to the start date of the programme as to whether they have been successful in their application.
- Coaches will be given contact details of their Coach Developers after commencement of the programme.
- Partner organisations, Coaches and Coach Developers will be required to agree to the commitments outlined in the Programme Agreement supplied to them on the acceptance of their Coach(es) to the programme.