

Coaching for Inclusion Programme

Eligibility Criteria

2018/19





Coaching for Inclusion (CIP) Eligibility Criteria

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1. Before applying to be considered for the programme please ensure the following;

(If you are unsure of any of the following criteria, please contact the NHS Leadership Academy (herein referred to as 'the Academy' throughout this document)).

- 1.1 I hold a recognised Coaching qualification and can evidence, e.g. ILM (if you are unsure of this criterion, please contact the Academy).
- 1.2 I currently operate on a Local Leadership Academy (LLA) Regional Coaching Register as an active coach, or willing to register as an internal coach on the appropriate LLA coaching register before embarking on the programme and adhere to the LLA Terms and Conditions (T&C's) for operating on the register.
- 1.3 I understand and accept that priority for programme places will be given to existing coaches on LLA registers.
- 1.4 I have a demonstrable commitment to Continued Professional Development (CPD) and supervision and can evidence this for the last 12 months.
- 1.5 I am available to attend the entire duration of the programme over the course of the two days and agree to the programme T&C's.
- 1.6 I can commit to working with a minimum of one coachee who is a participant on one of the Academy Positive Action Programmes (Ready Now and Stepping Up), at any one time.
- 1.7 Upon completion of the Coaching for Inclusion Programme (CIP), I will participate in any identified CPD focusing on Diversity and Inclusion, identified to be necessary whilst working with Ready Now and Stepping up participants. In addition, I will subscribe to the online community of practice for programme alumni feeding into programme evaluation.
- 1.8 I am willing to complete the pre-work assignment and understand that this must be completed two weeks prior to the programme start.
- 1.9 I have the support and agreement of my line manager to attend this fully subsidised programme in line with your talent conversation and identified Personal Development Programme (PDP).
- 1.10 Above all, through working with Black, Asian and Minority Ethnic (BAME) Coaches, I have the drive and passion to work in a more transformational way to support the evolution of a system that reflects the interests of all

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2. What this programme will offer you:

As a member of the Coaching for Inclusion Programme cohort, we can offer you:

- 2.1** A fully subsidised place on the programme, including the initial face to face element of the programme and future CPD and supervision for all coaches
- 2.2** Exclusive access to corporate EMCC membership benefits [EMCC member benefits](#).
- 2.3** Ongoing coaching CPD, supervision, development opportunities and support provided through your NHS LLA and the National Leadership Academy
- 2.4** Priority for any future Inclusion and Diversity coaching development offers.
- 2.5** Access to an exclusive online community of practice for programme alumni where you can access specialist resources, collaborate and ask questions of the programme faculty.
- 2.6** As an internal coach, the opportunity to enable delivery of the Building Leadership for Inclusion Strategy and be at the forefront of the work to make our organisation a fully inclusive and diverse workplace.
- 2.7** Opportunities to become engaged in the delivery of future cohorts of the programme and train the trainer development.