

Coaching supervision for health coaches

Health and wellbeing coaches (HWbCs) have a non-clinical role in primary care, providing expertise in behaviour change and support to patients who have (or are at risk of) long-term conditions. They work under the Additional Roles Reimbursement Scheme (ARRS).

Proper supervision of HWbCs is crucial for safe, effective practice and retention. The NHS Workforce Development Framework for HWbCs identifies three types of supervision and support needed by health coaches: line management, clinical supervision and health coaching supervision.

KERA Consultancy Ltd with Castle Health & Coaching is proud to provide specific health coaching supervision and peer support that's rated highly by health and wellbeing coaches and is making a real impact.

About health coaching supervision

Coaching supervision must be provided by an experienced health coach with specific supervision training or qualifications. The minimum standards for health coach supervisors are:

- ✓ Tier 3 practitioner
- ✓ Current practicing coach (min. 50hrs in past 12mths)
- ✓ Actively receiving supervision from a more senior experienced coach
- ✓ Evidence of training in supervision.

No roles or funding were available for health coaching supervisors prior to 2023/24.

Every HWbC should be able to access monthly coaching supervision. Organising group supervision at ICS level is recommended due to availability and cost-effectiveness.

Having an external supervisor benefits the team by providing an independent perspective and support to the coach. It also has the added benefit of allowing different PCNs to network and collaborate with each other.



The impact of our health coaching supervision

We provide specific coaching supervision sessions in a group format.

Sessions are 2 hours each, with a maximum of 6 coaches per session.

Practical, administrative & governance support are all included as standard.

Almost 40 PCNs across the North East, North Cumbria and West Yorkshire have benefitted from our health coaching supervision so far with more cohorts already underway in 2024.

Risks from not having health coaching supervision

- ✗ Coaches more likely to feel unsupported in the workplace
- ✗ Issues with retention and recruitment of experienced practitioners
- ✗ Lack of understanding of their role by management
- ✗ Lack of development opportunities.

"Most health coaches did not receive any specific health coaching supervision."

NHSE Personalised Care Team North East and Yorkshire region survey - January 2023



What HWCs have said about our sessions:

- ✓ **96 per cent of HWbCs** rate our supervision sessions as "very useful" or "extremely useful".
- ✓ **100 per cent of HWbCs** "agree" or "strongly agree" that supervision helps them to develop coaching skills, knowledge and competencies.
- ✓ **100 per cent of HWbCs** would recommend the supervision programme to a colleague.

We asked: What will you do differently because of the supervision?"

- Confidence to use different coaching techniques in practice
- Awareness of resources
- Being able to establish boundaries to maintain safe workload
- Effective service set up to reduce DNAs, better triage and data collection
- Be able to create a personal development plan and portfolio
- Regularly engage in reflective practice.



Meet the requirements in the NHS Workforce Development Framework and get tried-and-trusted group health coaching supervision and peer support for health and wellbeing coaches across your ICS area in 2024. Please note, this offer is currently only commissioned in West Yorkshire and North East North Cumbria.

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