

Effective coaching training

We offer the following accredited qualifications in 2025 to support coaching opportunities in your school. View the presentation about [ILM level 3 and 5 Management and L3 Coaching](#).

Introduction to Coaching

Begins in January 2025 at the EEC. Delivered over 4 sessions for new and experienced professional practitioners who wish to develop professional skills and practical knowledge to effectively coach staff members within your school.

Book via Ealing CPD Online: [An Introduction to Coaching | Ealing CPD Online](#)

Level 3 Effective coaching

Coaching has become a powerful tool in educational settings, transforming the way teachers and other staff develop their practice and is about fostering a culture of continuous improvement; providing the opportunity to support colleagues in their professional growth and see the tangible impact on learning and teaching.

Coaching is not about fixing someone's practice but enabling them to unlock their potential

Like many, school staff often seek guidance from more experienced colleagues. It is important to create an environment where staff don't just receive feedback but are coached to understand their own strengths, reflect deeply and take ownership of their professional growth.

Like any significant change, introducing coaching across the school comes with its challenges. One of the main barriers is time and appropriate planning in of coaching sessions in the school calendar.

The benefits of coaching in a school can be substantial with staff feeling increased confidence and feeling more reflective and better equipped to meet the diverse needs of all students. Over time, as more staff see the benefits, coaching can naturally grow in your school.

ILM effective coaching level 3 award for new and experienced coaches who want to gain a formal qualification and develop their knowledge and skills in effective coaching within an organisational context.

Professional membership of the ILM is included for 1 year with this course.

Programme structure

The programme will consist of 4 sessions

To achieve the Level 3 award in effective coaching the learner must complete three mandatory units, achieving 10 credits.

Session 1

ILM registration, induction - Understanding good practice in coaching within an organisational context (3 credits).

This unit aims to provide the learner with an understanding of the practice required for effective coaching within an organisational context.

Assessment method – Assignment

Session 2

Undertaking coaching within an organisational context (4 credits).

This unit requires learners to undertake a minimum of 6 hours of effective coaching within an organisational context plus a 1 hour meeting with their programme supervisor/tutor. Learners will be able to identify areas for improvement through ongoing review and feedback.

Assessment method - Portfolio

Session 3

Reflecting on coaching skills within an organisational context (3 credits).

This unit aims for the learner to reflect on their ability to perform effectively as a coach within an organisational context

Assessment method – reflective journal

Session 4

Tutorial session / Next steps

Was this page useful?

- [Yes](#)
- [Neutral](#)
- [No](#)

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