



## Developing a Mentoring and Coaching Culture

### Context

The South East Regional Care Cooperative (RCC) is one of two Department for Education (DfE) pilot pathfinders.

*“By working together across the South East, we will provide the right care for you that is available locally and when needed. We will be loving, caring and consistent with high aspirations for you. We will listen to you, put your needs first and will not give up on you. By working together, your voice will be stronger and more influential.”*

A key pillar of its work is to build a skilled, stable, and sustainable workforce across the region’s local authorities, private, and voluntary sectors.

The Staff College have undertaken qualitative research on behalf of the RCC, gathering insights from across the sector, speaking to residential support staff, Registered Home Managers, and care-experienced young people.

One of the themes emerging from this research was the potential benefits of a mentoring and coaching culture across the children’s residential care sector, helping to provide space for structured support, professional development, and reflective learning opportunities for staff at all levels.


### Next Steps – Testing & Learning

The Staff College, on behalf of the RCC, are launching a series of workshops and peer groups to explore, test, and refine different mentoring and coaching approaches.

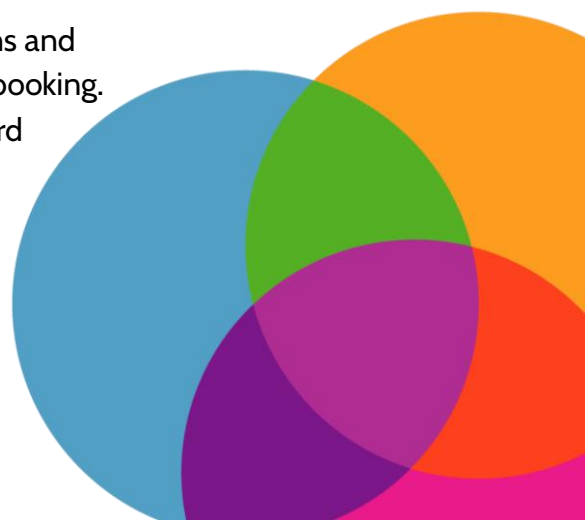
These sessions will help shape a prototype for a mentoring and coaching programme and framework, which will be further developed and piloted in the next financial year.

### Get Involved

We invite colleagues across the sector to participate in these sessions and contribute their insights. Spaces are limited, so we encourage early booking. Please share this opportunity with colleagues to help spread the word and support the development of a stronger, supportive workforce.

 Book a session that best fits your role and join us in shaping the future of mentoring and coaching in residential childcare.

For more information, please contact James Levy at The Staff College  
[james.levy@thestaffcollege.uk](mailto:james.levy@thestaffcollege.uk)



Date and Time	Session Title	Summary	Detail	Who Should Attend?	Booking Link
18 <sup>th</sup> March 2025 10:00- 12:00pm & 16:00-18:00pm	Developing Mentoring and Coaching Skills and Approaches	A practical workshop to develop your mentoring and coaching skills	In this interactive workshop, we'll introduce essential mentoring and coaching skills and explore practical ways to integrate them into your working approaches. Enhance communication, support others effectively, and foster growth in your professional and personal life.	Open to all and any staff who work in the children's residential care sector.	10:00-12:00pm: <a href="https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1257997156359?aff=oddtcreator">https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1257997156359?aff=oddtcreator</a>  16:00-18:00pm: <a href="https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258049703529?aff=oddtcreator">https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258049703529?aff=oddtcreator</a>
19 <sup>th</sup> March 2025 12:00-14:00pm & 18:00-20:00pm	Developing Mentoring and Coaching Skills and Approaches	A practical workshop to develop your mentoring and coaching skills	In this interactive workshop, we'll introduce essential mentoring and coaching skills and explore practical ways to integrate them into your working approaches. Enhance communication, support others effectively, and foster growth in your professional and personal life.	Open to all and any staff who work in the children's residential care sector.	12:00-14:00pm: <a href="https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258195690179?aff=oddtcreator">https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258195690179?aff=oddtcreator</a>  18:00-20:00pm: <a href="https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258200594849?aff=oddtcreator">https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258200594849?aff=oddtcreator</a>
21 <sup>st</sup> March 2025 09:00-11:00am & 14:00-16:00pm	Developing Mentoring and Coaching Skills and Approaches	A practical workshop to develop your mentoring and coaching skills	In this interactive workshop, we'll introduce essential mentoring and coaching skills and explore practical ways to integrate them into your working approaches. Enhance communication, support others effectively, and foster growth in your professional and personal life.	Open to all and any staff who work in the children's residential care sector.	09:00-11:00am: <a href="https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258266150929?aff=oddtcreator">https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258266150929?aff=oddtcreator</a>  14:00-16:00pm: <a href="https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258275930179?aff=oddtcreator">https://www.eventbrite.co.uk/e/developing-mentoring-and-coaching-skills-and-approaches-tickets-1258275930179?aff=oddtcreator</a>

24 <sup>th</sup> March 2025 13:00-15:00pm	What does this look like for us?  Peer Support Session	A facilitated Peer Support Session	Join a supportive group of peers from across the region for a facilitated session designed to help you reflect on your practice, share challenges, and gain fresh perspectives. This interactive session offers a space to support and learn from each other while experiencing the power of a group coaching environment.	Open to children's Residential Care Managers	13:00-15:00pm  <a href="https://www.eventbrite.co.uk/e/what-does-this-look-like-for-us-peer-support-session-tickets-1258327093209?aff=oddtator">https://www.eventbrite.co.uk/e/what-does-this-look-like-for-us-peer-support-session-tickets-1258327093209?aff=oddtator</a>
26 <sup>th</sup> March 2025 10:00-12:00pm	What does this look like for us?  Peer Support Session	A facilitated Peer Support Session	Join a supportive group of peers from across the region for a facilitated session designed to help you reflect on your practice, share challenges, and gain fresh perspectives. This interactive session offers a space to support and learn from each other while experiencing the power of a group coaching environment.	Open to front line Support Workers at all levels	10:00-12:00pm  <a href="https://www.eventbrite.co.uk/e/what-does-this-look-like-for-us-peer-support-session-tickets-1258337414079?aff=oddtator">https://www.eventbrite.co.uk/e/what-does-this-look-like-for-us-peer-support-session-tickets-1258337414079?aff=oddtator</a>
26 <sup>th</sup> March 2025 18:00-20:00pm	What does this look like for us?  Peer Support Session	A facilitated Peer Support Session	Join a supportive group of peers for a facilitated session where you can explore how you might contribute to a mentoring and coaching programme—and what you'd like to gain from it. This interactive session is a chance to share your thoughts, learn from each other, and experience the benefits of a group coaching environment.	A session for care experienced young people.	18:00-20:00pm  <a href="https://www.eventbrite.co.uk/e/what-does-this-look-like-for-us-peer-support-session-tickets-1258347865339?aff=oddtator">https://www.eventbrite.co.uk/e/what-does-this-look-like-for-us-peer-support-session-tickets-1258347865339?aff=oddtator</a>

