



Yorkshire Accord
Coaching & Mentoring Scheme

*A Partnership Approach to Creating
Affordable Coaching & Mentoring
Opportunities for Staff*



INFORMATION FOR ORGANISATIONS

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WELCOME

If you're reading this, you're probably thinking about joining our partnership, and that's great news.

Yorkshire Accord is a cross-sector Coaching & Mentoring partnership that works because organisations choose to grow together.



We're proud to bring together a community of around 100 trained Coach/Mentors from education, public services, charities, enterprise, culture and community organisations. Each partner contributes to this shared pool of skill and experience, and in return their own staff gain access to high-quality, confidential Coaching & Mentoring that offers space to think, explore challenges, and move forward with confidence.

At its heart, the scheme creates rare, protected time — a chance for people to pause, reflect, and grow through conversations that support clarity, confidence, and purposeful action.

This collaborative model has sustained the scheme for almost 25 years. When each organisation contributes to the community, the insight, expertise and support available across the whole partnership grows — and everyone benefits.

I hope this pack gives you a clear sense of who we are, how we work, and what becoming a partner could mean for your organisation. We would be delighted to welcome you into our community.

Karen Hickman

Scheme Leader

ABOUT US



The Yorkshire Accord Coaching & Mentoring Scheme is a highly successful and much-valued partnership that provides cost-effective Coaching & Mentoring opportunities. It is open to organisations across the private, public, and third sectors. Established in 2000, the scheme encourages collaboration and the sharing of best practice across partner organisations.

“Our partnership is more than just an agreement — we are a community.”

Our Aim

We aim to enable individuals to maximise their potential, leading to a positive impact on organisational performance. The organisations involved work together to create affordable and mutually beneficial cross-organisational Coaching & Mentoring opportunities. These are offered in two ways:

- **Developing a pool of Coaches & Mentors** — We provide high-quality learning and development support through training, ongoing professional-development events, and access to coaching supervision to support confident and ethical practice.
- **Offering 1-to-1 Coaching & Mentoring support** — We provide support to individuals across a broad range of professional learning and development agendas, bringing positive benefits to the organisations involved.

PARTNER ORGANISATIONS

Our partnership is currently made up of 11 organisations, who pool their resources, budgets and expertise to create affordable, high-quality Coaching & Mentoring opportunities for staff. Opportunities that may be difficult to provide at the same level individually.

Working in partnership adds another layer of value to the scheme. Coachees/Mentees benefit from access to a wider range of perspectives and experience, while Coach/Mentors develop their practice through shared learning, supervision and connection across organisations. This creates a close, supportive community and strengthens Coaching & Mentoring practice both within the scheme and back into each partner organisation.



Connected,
collaborative,
generous leaders



OUR COMMUNITY



Yorkshire Accord is supported by a diverse community of around 100 trained Coach/Mentors, drawn from education, public services, charities, enterprise, culture and community organisations.

They bring a broad range of professional backgrounds, including technical, academic, professional and leadership experience, supporting development from early career through to senior and executive levels.

For **Coachees/Mentees**, this diversity offers access to perspectives and lived experience often beyond what is available within a single organisation.

For colleagues in smaller organisations or specialist roles, the cross-organisational nature of the scheme can be particularly valuable — creating opportunities to connect with others working in areas such as HR, finance and other specialist functions, where local peer support may be limited.

For **Coach/Mentors**, it provides space to learn with and from others, deepen practice, and stay connected to a supportive cross-organisational learning community.

Together, this mix of skills, insight and experience is one of the scheme's greatest strengths, enriching conversations and supporting meaningful development for everyone involved.

FEES & COMMITMENT

Yorkshire Accord operates as a self-funded, not-for-profit scheme.

Each partner organisation contributes **£3,500** annually, which supports:

- High-quality training for Coach/Mentors
- Professional supervision and ongoing development
- Skilled coordination and management of the scheme
- One-to-one Coaching & Mentoring opportunities across partner organisations

Organisational Time & Role Commitment

In addition to the financial contribution, each organisation appoints an Organisational Coordinator who acts as the main internal point of contact for Yorkshire Accord and supports the effective operation of the scheme within their organisation

The role typically involves:

- Promoting the scheme and coordinating internal recruitment of Coach/Mentors and Coachees/Mentees
- Participating in the annual matching process and reviewing proposed pairings
- Providing local oversight and monitoring of staff involved in Coaching & Mentoring relationships
- Acting as a point of contact, signposting staff and responding to internal enquiries
- Maintaining an active voice in the ongoing development of the scheme, sharing insight and feedback to help shape how the partnership evolves

The role is designed to be manageable and proportionate, with support provided by the Scheme Leader throughout the year.

WHAT PARTNERS RECEIVE

A Fully Coordinated Scheme

Yorkshire Accord provides a centrally managed Coaching & Mentoring scheme, removing the need for partners to design, resource or run one independently. Recruitment, matching and support are coordinated on behalf of the partnership.

One Annual Recruitment & Matching Cycle

The scheme operates one annual recruitment and matching cycle, with **recruitment opening in November** for both Coachees/Mentees and Coach/Mentors, and new **Coaching & Mentoring relationships commence in February**.

Each partner has the opportunity to put forward both Coachees/Mentees and Coach/Mentors, with five guaranteed places for each group. Organisations may put forward up to eight Coachee/Mentee applications, with additional places accommodated where overall Coach/Mentor capacity allows.

Training & Preparation

- **Coach/Mentors** complete a mandatory two-day, in-person training programme, supporting confident and ethical practice.
- **Coachees/Mentees** attend a mandatory two-hour online briefing, ensuring clarity about roles, expectations and how to get the most from the relationship.

Support, Supervision & Development

Coach/Mentors are supported through:

- 1-to-1 supervision as needed
- A programme of online group supervision
- In-person CPD and development activities throughout the year

This creates space for reflection, shared learning and the continued development of confident and ethical Coaching & Mentoring practice.

Matching & Ongoing Support

A carefully considered, two-step human matching process is supported by light-touch check-ins and ongoing scheme oversight, helping relationships stay purposeful and well-supported.

The scheme is overseen by an externally supported Scheme Leader, providing independent coordination and oversight across active Coaching & Mentoring relationships.

Resources & Promotion

Partners are provided with professionally branded materials and support to help promote the scheme internally and across the partnership, supporting recruitment, engagement and visibility.

OUR APPROACH TO COACHING & MENTORING

Coaching & Mentoring can look different for everyone. Sometimes the focus is on reflection and learning; at other times it's about exploring choices and taking action. Often, it's a blend of both — shaped by what the individual wants to achieve and the conversations that unfold.

At Yorkshire Accord, all Coaching & Mentoring is rooted in a non-directive approach. Coach/Mentors don't tell people what to do or steer them toward a particular outcome. Instead, they listen carefully, ask thoughtful questions, and support individuals to make sense of what matters most, so decisions and actions remain their own.

Participants can expect a balance of support and gentle challenge — space to think clearly, build confidence, and move forward with purpose. The value gained reflects the time invested, openness to explore, and willingness to engage with new perspectives.



BENEFITS FOR COACHEES / MENTEES

The scheme is consistently described as a positive and constructive experience, and Coachees/Mentees regularly report benefits including:

- **Confidence and self-belief** - Feeling more assured in their role, judgement and decision-making.
- **Clarity and focus** - Time and space to reflect, prioritise and think things through more clearly.
- **Self-awareness** - Greater understanding of strengths, behaviours and development needs.
- **Practical impact at work** - Changes such as approaching conversations differently, managing workload more effectively, and feeling more confident in new or evolving roles.
- **Value of an external perspective** - Fresh insight from someone outside their organisation, particularly helpful for specialist roles or smaller teams.



"I found it especially helpful to have someone outside of my immediate working environment — to challenge me, make me assess the direction I was taking, and to inspire me to be brave in taking new paths within my career. These can be daunting decisions, but I wouldn't be where I am now without the help of my mentor."

Beckie Senior, Coachee/Mentee

BENEFITS FOR COACH / MENTORS

For Coach/Mentors, involvement in the scheme offers space to practise, reflect and develop their approach, as well as to support others. Participants often highlight benefits including:

- **Building and strengthening coaching & mentoring practice** - Increased confidence in non-directive approaches, using deep listening and effective questioning.
- **Self-awareness and reflective capability** - Greater awareness of personal habits, assumptions and impact in conversations.
- **Professional growth and confidence** - A stronger sense of capability in the Coach/Mentor role, with some developing a lasting interest in coaching practice.
- **Supervision, CPD and Professional Connection** - Supervision, CPD and connection with a wider Coach/Mentor community offer a safe space to share ideas, test approaches and learn with others, where curiosity and learning are prioritised over position or role.

"I have been on both sides of the table with Yorkshire Accord as both a coachee and a coach and can honestly say that both experiences have been hugely impactful for me in terms of my approach to work.

When I came to putting the training into practice, I found it personally hugely fulfilling to really, actively listen to someone's experiences at work, pose questions back to them and see them visibly have lightbulb moments."

James Rawson, Coach/Mentor (and formerly a Coachee/Mentee)

RETURN OF INVESTMENT

From an organisation's perspective, the impact of Yorkshire Accord is often seen in how learning extends beyond the scheme and into everyday practice.

For many partners, the scheme supports the development of an internal coaching and mentoring culture, either by building confidence and capability among staff who coach and mentor others, or by complementing existing internal provision with an external perspective. This can be particularly valuable where organisations already invest in development, but want to broaden access, reduce pressure on internal capacity, or offer something different alongside what is already in place.

Access to experienced Coach/Mentors across a wide range of roles and levels also allows organisations to support development at different career stages, including more senior and specialist roles, where external coaching and mentoring can be both harder to source and more costly to provide independently.

Beyond the formal scheme activity, there are quieter benefits that partners often value. Organisational Coordinators frequently describe the professional connection and peer network as a source of learning in its own right, creating opportunities to share experiences and explore challenges, and, in some cases, develop wider collaborations beyond the scheme itself.

Taken together, these layers of impact help organisations build capability, strengthen practice and access high-quality development in a way that is sustainable, proportionate and grounded in real organisational need.

FINANCIAL VALUE IN CONEXT

What would your organisation expect to pay?
to:

- Recruit, train and support Coach/Mentors
- Provide cross-organisational Coaching or Mentoring opportunities for staff
- Ensure ongoing supervision & CPD for Coach/Mentors
- Provide support for coordination and oversight to manage the activity

When considered together, this level of provision would typically require multiple suppliers, dedicated internal capacity and significant budget. Purchased independently, it would usually amount to many thousands of pounds each year, particularly where external or senior-level coaching support is involved.

This is one way organisations can make sense of the financial investment involved. For many partners, Yorkshire Accord represents a proportionate and sustainable way to keep coaching and mentoring active within their organisations, without the level of internal time and effort that independent delivery typically requires.



INTERESTED IN GETTING INVOLVED?

If you're interested in exploring whether Yorkshire Accord could be a good fit for your organisation, the next step is simply a conversation.

We're happy to talk through how the partnership works in practice, what involvement typically looks like, and how it might support your staff and development priorities. There's no expectation to commit — just space to ask questions and explore whether this feels right for you.

To start the conversation, you can speak with **any of our current partner organisations** by contacting their **Organisational Coordinators**, who can share insight into how the scheme is used in practice and the benefits from an organisational perspective. Alternatively, you can contact the **Scheme Leader** directly to discuss the partnership in more detail. Details of our partner organisations and Organisational Coordinators are provided on the following page.



CONTACT
US !

CONTACT DETAILS

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