



# Ten Tors Training Responsibility and Competence

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**Responsibility.** The Head of Establishment (the head teacher of a state or independent school, the Commandant of a county ACF, the regional Gp Capt of the ATC, the district commissioner of scouts, the chairman of a rambling club or similar for other establishments) is responsible for Ten Tors training. He or she will usually delegate this responsibility to a Team Manager, and Training Event Leaders, Group Leaders and assistants. It is for the employer/deployer, normally represented by the Head of Establishment, to decide on whether the Team Manager and the training team are sufficiently competent.

**Competence.** The Head of Establishment is responsible for ensuring that all persons involved in the training of young people for Ten Tors are fit and proper persons, and competent to carry out their delegated duties. This is likely to include suitable experience in all the associated skills of group leadership and overnight expeditions including access, navigation, weather, clothing and equipment, the management of hypothermia and hyperthermia, water hazards, safe use of stoves, emergency procedures, remote supervision and risk management.

*“It is the combination of technical competence and leadership skills supported by a wide range of experience that forms the basis for effective group management.”*  
(From Mountain Training: Hill & Moorland Leader).

Factors that Heads of Establishment should consider are knowledge and experience, leadership qualities and qualifications to manage, conduct and supervise walking and camping activities in areas including Dartmoor, which is classified as ‘upland moorland’. Heads of Establishment will also wish to reassure themselves of other aspects of conducting outdoor activities such as safeguarding, first aid and use of transport.

## **Knowledge and Experience.**

Consideration should be given to the practical experience of the Team Manager and Group Leaders of ‘upland moorland’ walking and wild camping in adverse conditions, ideally with experience on Dartmoor itself.

**Leadership.** The Team Manager and appointed Group Leaders must show the necessary leadership qualities to manage and direct training appropriate to the environmental conditions, the age, experience and ability of the participants and the extent to which participants are being directly or indirectly supervised.

**Qualifications.** The awards of the National Governing Body, Mountain Training UK, and the Mountain Training England endorsed South West Mountain and Moorland Training Scheme are widely recognised and help to establish competence. Heads of Establishment should consider qualifications held by the Team Manager/Group Leaders and follow the guidance laid down by their employer/deployer. These qualifications are only valid if accompanied by current first aid certification from an assessed course of at least 16 hours duration including elements of First Aid training relating to wild and remote country, emergency assistance and evacuation.

In exceptional cases, where the Team Manager/Group Leader does not hold appropriate qualifications, a suitably qualified technical adviser, as defined by the Adventure Activities Licensing Authority, may confirm equivalent competence. Confirmation must be up to date and in writing.

**Cadet Forces.** Instructions on qualification levels are given in JSP 535 Cadet Training Safety Precautions 2011 and amplified in single service publications.

**Scouts.** Policy, Organisation and Rules (POR) and the associated adventurous activities guidance set the required competencies for Scout Team Managers, Deputy Team Managers and Group Leaders. All permits must be recorded in the Scout Association's Membership Database and be valid throughout training for the Ten Tors and Jubilee Challenges.

**Briefing.** Each participating establishment is obliged to send a competent representative to the annual Ten Tors Team Managers Briefing Day to ensure that they are familiar with the essentials of the Challenge.

**Advice on Competence.** Ten Tors Management and Supervision - Recommended Practice, produced by the South-West Outdoor Education Advisers Panel, and endorsed by the local authorities in the South-West, is reproduced below.

**Remote supervision.** Particular attention should be paid to the competence of those involved in management of groups, which have reached the remote supervision phase of their training, developing and honing their capacity for independent travel in wild country. Team Managers should ensure that their remote supervision practice is

compliant with their employers' or establishment's requirements;

### **Training.**

A range of providers offering training for the Mountain Leader/Hill & Moorland Leader and Lowland Leader can be found at

<http://www.mountain-training.org/walking/other/find-a-course>

South West Mountain and Moorland Leader Training Scheme courses can be found at: <http://www.swmmlts.org/>

MT's Remote Supervision Guidance Notes, updated 2016 – Best practice in remote supervision of groups can be found at <http://www.mountain-training.org/search?q=remote%20supervision&filter=>

Adventure Activities Licensing Authority.  
[www.aals.org.uk](http://www.aals.org.uk)



3. Grimspound

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## **Ten Tors and Jubilee Challenges: Management and Supervision Recommended Practice (Produced by the South West Outdoor Education Advisers Panel)**

The information below summarises practice recommended by the South West Outdoor Education Advisers Panel and endorsed by the Ten Tors Policy Committee for the management and delivery of training for the Ten Tors and Jubilee Challenges, in terms of role, recommended minimum competence, recommended minimum staffing ratios and inherent risks.

Competence is based on the experience, leadership skills and qualifications needed to manage and supervise walking and camping activities, in moorland areas including Dartmoor. In addition to the specific qualifications listed below, experience should include appropriate recent experience of countryside and/or moorland walking, and in adverse conditions, ideally with experience on Dartmoor. Leadership skills include those necessary for an individual to carry out their role effectively, according to the weather conditions, age, ability and appropriate experience of the participants.

Ten Tors and Jubilee Challenge Team Managers or a representative must attend the Ten Tors briefing as required by the Ten Tors organisers. The Team Manager, Training Event Leader and all Group Leaders should be aware of current good practice in terms of leadership, hypothermia and hyperthermia, water hazards, access, clothing and equipment.

Leading up to the Ten Tors and Jubilee Challenges, the management of training is typically carried out by adults who have one of the following roles, noting that within small teams some of these roles will be carried out by the same person.

- Team Manager
- Training Event Leader
- Group Leader
- Assistant

	<b>Team Manager</b>	<b>Training Event Leader</b>	<b>Group Leader</b>	<b>Assistant</b>
<b>Role</b>	Co-ordination and management of one or more teams on behalf of an establishment.  Identified link with Ten Tors Organisers.	Responsible for adapting the training programme in planning for a specific training session., with regards to its aims and inherent risks. This person will typically be the Team	Responsible for management assistance to achieve the stated aims of the training session and the supervision of a specific group of Ten Tors or Jubilee Challenge trainees, in order	Acting in support of the Group Leader, and for on-going achievement of the stated aims of the training

	<p>Production of the establishment's training programme for the forthcoming season, based on anticipated training locations, overall size, composition, and competence and experience of the staff and participants, taking account the aims and the hazards inherent in the activity.</p> <p>The Team Manager will not necessarily be out on the moor with groups on each occasion training takes place.</p>	<p>competent deputy.</p> <p>Responsible for helping to achieve the stated aims of the training session and to manage the inherent risk.</p> <p>The Training Event Leader will determine the deployment of staff for a particular training session, based on the terrain and weather conditions, age and experience of participants, aims of the training session and the inherent risks,</p>	<p>achieve their aims and manage the inherent risks.</p> <p>Supervision includes determining how any remote supervision is carried out.</p>	<p>within the limit of their skills and experience.</p>
<p><b>Recommended minimum competence</b></p> <p>Walking</p>	<p><b>Coast, countryside, lowland and Jubilee Challenge Route 1</b>  Lowland Leader (MT)  Coastal &amp; Countryside Leader (SWMMLTS)</p> <p><b>Hill and Moorland</b>  Hill &amp; Moorland Leader - previously Walking Group Leader (MT) Summer Moorland Leader (SWMMLTS)</p> <p>NB SWMMLTS and MT awards are only valid if you hold a current first aid certificate, minimum 16 hours</p>			<p>Relevant experience. The level of experience required will depend on the role of the assistant, determined by the Group Leader and the conditions.</p>
<p><b>Recommended</b></p>	<p>Expedition Skills (MT)</p>			<p>Relevant experience.</p>

<p><b>minimum competence</b></p> <p>Wild Camping</p>	<p>Mountain Leader (MT) Summer Moorland Camping Leader (SWMMLTS)</p>	<p>The level of experience required will depend on the role of the assistant, determined by the Group</p>
<p><b>Staffing ratio</b></p>	<ul style="list-style-type: none"> <li>• The Team Manager should ensure that the season's training programme and the staffing for any specific training event is appropriate, based on the stated aims of the training session and the potential risks.</li> <li>• All Group Leaders must work within the requirements of their establishment's / employer's policy.</li> <li>• The Team Manager/Training Event Leader should ensure the whole group is adequately supervised, with suitable staffing ratios and determined by the forecast conditions.</li> <li>• One appropriately qualified Group Leader should be responsible for a maximum of 15 young people.</li> <li>• A second suitable person should be available to assist if an individual group is larger than 8 participants.</li> <li>• There will be many occasions when an improved ratio is required, dependent on conditions and informed by risk assessment. Working in smaller groups of 4 – 8 provides a better learning experience.</li> <li>• Some Establishments will deploy an Off Moor Controller either mobile or situated in a building with suitable communications to control and record the progress and condition of groups of walkers.</li> </ul>	

<b>More extreme conditions</b>	More extreme conditions include when snow or ice prevail or are forecast. If training takes place in such conditions, the Training Event Leader and Group Leaders must have the Winter Moorland Walking Leader Award (SWMMLTS) or Mountain Leader Award (MT) – or the Training Event Leader must adjust plans to use suitably sheltered locations.
<b>Technical Advisor</b>	A Technical Advisor may confirm the equivalent competence of a Team Manager, Training Event Leader or Group Leader. However, it is recommended that all leaders confirm their competence through formal assessment. The qualifications of this Technical Advisor should be in line with guidance provided by the Adventure Activities Licensing Service. For moorland country in winter conditions the Technical Advisor should be an MIC (Mountain Instructor Certificate) holder or International Mountain Leader (IML), or an MIA with winter ML. For moorland country in summer conditions (snow or ice not present or forecast) the technical expert may be MIC, IML or holder of the Mountain Instructor Award. For lowland country the Technical Advisor may be MIC, IML, MIA or a Summer Mountain Leader.
<b>Remote Supervision</b>	Particular attention should be paid to groups who are unaccompanied and are therefore supervised remotely. As the Licensing Authority indicates: <ul style="list-style-type: none"> <li>• a Group Leader should have personal knowledge that participants are sufficiently experienced and competent to undertake the task and are adequately trained in first aid and emergency procedures.</li> <li>• the limits of the area within which the activity takes place should be clearly defined.</li> <li>• individual responsibilities should be clearly defined.</li> <li>• a check should be carried out that participants have understood the arrangements before they set out.</li> </ul> The Training Event Leader should ensure there are suitable back up and monitoring systems in place during such activities and can respond to changes in plan.

<b>Training opportunities and additional</b>	Mountain Training England: <a href="http://www.mountain-training.org/">http://www.mountain-training.org/</a> MTUK has produced <i>Hillwalking: The Official Handbook of the Mountain Leader and Walking Group Leader Schemes</i> The South West Mountain and Moorland Leader Training Scheme <a href="http://www.swmmlts.org/">http://www.swmmlts.org/</a> covers the moorland areas of
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