

# Training Overview



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## Qualifying requirements

As the Ten Tors Challenge takes place on Dartmoor, it is always demanding, and conditions can be exceptionally tough. Team Managers' [TMs] training programmes should ensure that their teams attain the Ten Tors Qualifying Requirements at Annex C of the Ten Tors Rules. Failure to complete the Challenge may, for example, reflect a range of factors including inexperienced leadership, insufficient training given the demands of the Challenge, or too small a pool of potential team members.

Prior to the Event, the TM has to assure the Director Ten Tors that all participants are eligible to participate, agree to abide by the Ten Tors Rules, Charter and ethos, and are sufficiently trained, physically prepared and suitably equipped to complete it unaided, even in adverse conditions.

Every TM must decide how this is achieved with their Establishment and their participants. The paper explains how we ensure that our teams attain the 'qualifying requirements' – this isn't a definitive Ten Tors training guide.

Our training reflects the evolving Scout Association requirements, best practice, and the experience of our training team. We don't claim originality as we've been happily adopting the insights of others and their best ideas for years and you too can choose to do the same.

## Clarity

Effective training requires clarity about what you're trying to achieve. As Scouting is about access to adventure, our rationale for involvement in Ten Tors is simple. The wild country challenge provides a demanding platform for developing leadership, teamwork, problem solving, resilience and hill walking skills. The skills learned via Ten Tors Challenge provide an exceptional grounding for lifelong adventure including leadership, team working, and expeditioning.

## What's your shared vision?

- Why is your Establishment entering one or more teams in the Ten Tors Challenge?
- Does everyone have a shared vision of the outcome to be achieved?

- Everyone – the head of establishment, TM, staff, parents/carers, and participants – needs to buy into the shared vision if you are to achieve a collective investment in success.

## The Duty of Care

For us, implementing of the 'duty of care' necessitates completing a Risk Assessment with respect to our Ten Tors training that, focuses on its dynamic implementation as the circumstances evolve. Risk Assessment is addressed in greater depth in the '*Training Responsibilities*' guidance. The quality and quantity ratio of the training staff relative to the numbers and experience of the young people being trained is the cornerstone of our Ten Tors operation. Training a Ten Tors team to the 'Qualifying Requirements' starts with qualified, experienced TMs and leaders, as a duty of care is owed to the participants, their parents/carers and to our respective Establishments and colleagues.

As the Ten Tors Team Application process requirement of at least one qualified leader per establishment is likely to be lower than your establishment's in-house requirements, you must comply with or exceed the latter. We treat it as the bare minimum, preferring to underpin our training operations via a robust ratio of qualified and experienced leaders for all walking groups – not just those training for the Event.

TMs and Group Leaders training teams for Ten Tors, whether volunteer or paid, should:

- be technically competent – hold the relevant qualifications
- have sufficient relevant experience
- possess the necessary training skills
- be suitable individuals to work closely with young people, with enhanced DBS disclosure
- be appointed by their Head of Establishment to undertake Ten Tors training activities – compliant with the applicable LEA, School, Cadet, or Scout Association requirements.
- if paid, compliant with the relevant legislation.

Teignbridge District Scout leaders hold required Scout Association Hill Walking Permits 'to supervise'

based on MT Mountain Leader or Hill and Moorland Leader Awards and Expedition Skill modules. Many Scout leaders' Permits are based on in-house Scouting training and assessment; all also hold the required Scout Association's Greenfields or Lightweight camping in remote areas 'Nights Away Permits.'

Young people will learn to handle the challenges of life and avoid becoming risk averse if they have opportunities to assess risks and learn how to manage them. Outdoor activities risks and benefits are balanced by a robust approach to both safety and adventure, drawing on the Scout Association's and Mountain Training's guidance - see <http://www.mountain-training.org/downloads> and *Training Responsibilities* for further information.

### **Training – our leaders**

We provide training both for our adult leaders and our potential team members. Some of the former may already have ML and HML Awards as well as the associated nationally validated full First Aid certification and will have the required Scouting Hillwalking and Remote Camping permits; some will be uniformed members of the Scout Association, others will be Skills Instructors or working their way towards the respective awards and permits, seeking to become 'inhouse' adventurous activities instructors; all will renew their full First Aid certificates on a three yearly cycle, as well as continuously updating their associated Scout knowledge base.

### **Who do we train – our potential team members**

For young people, adventurous activities offer developmental enhancement through Scouting as we seek to offer everyone the opportunity to train for the Challenge, especially those who may be disadvantaged and are not natural athletes or potential mountaineers.

Recruitment for Ten Tors needs to be set in the context of demanding training, uncertainty of selection for the Event, academic expectations, and family commitments. Whilst taking part offers significant short and long-term benefits, would-be participants and their parents/carers need to be up for:

- the duration and intensity of the commitment, as it is a team event and teams can't be built around absent members.
- the incremental fitness programme and the considerable challenge of long-distance backpacking in difficult terrain in adverse weather in winter and spring.
- The significant cost of kitting out a Ten Tors candidate, making use of the support offered by your establishment.

As the demand for places usually exceeds supply, everyone - especially parents/carers – should understand and accept our team selection criteria.

Whilst Scouting criteria such as commitment and perseverance are considered, only participants who meet the Ten Tors qualifying requirements are entered.

Our selection rationale and processes are made clear to walkers and parents/carers at the start of training, resulting in fewer surprises when the teams are selected. Consideration and support for any who aren't selected is critical.

### **How do we train?**

Scouting informs our training model summarised in the *Progressive Training* footnote below. Ten Tors training is demanding for most candidates, leaving is little room for ambivalence. Whilst it may be tempting select only young people who are already very fit, given academic demands and competing interests.

We prefer to try to prioritise the young people for whom the achievement will have the greatest value, which may require an extended programme to ensure that necessary skills and stamina, given that every Scout/Explorer completing the whole of our training programme will attempt the Challenge.

There is no single right approach but to be sustainable, the model adopted must be consistent with your Establishment's priorities.

Make sure your walkers are actually enjoying the experience – preferably at the time, but at least in hindsight; if they aren't, they have little reason to continue. If your leaders are having a good time, they will communicate their enthusiasm to the walkers; if the leaders aren't enjoying themselves, your operation is at risk.

As the Ten Tors training demands can be daunting, a consortium working with several establishments across a Scout District or similar may be preferable. This offers the economies and resilience of scale, widens the leadership skills base available to the walkers, gives opportunities to mentor less experienced team staff and gain greater team selection flexibility. Self-evidently, partners must be compatible if a consortium model is to work.

Maximise the benefits for participants implies willingness to learn from mistakes or failure in the context of both training and the Event. In the latter context, all infringements, withdrawals or directed withdrawals should be learning opportunities.

### **Participation**

Scouting also informs our Ten Tors training approach. Safeguarding, DBS checks, the size of training groups, the ratio of adult trainers to participants and the trainers' competencies are all covered within Scouting.

This makes it easier to agree training practice and integrate the delivery of our pre-Ten Tors' activities and planned Ten Tors specific training programme.

Walkers need to be highly motivated, to have at least a basic level of fitness, and be ready to become resilient, committed team players who want to be a part of the training programme.

Parental/carer support has to be encouraged beyond acquiring the necessary personal kit and transport to/from training venues. Helping parents/carers to understand the commitment expected of their child will ensure their emotional support as training becomes more arduous.

Potential conflicts of commitment are usually best resolved early, preferably before fees have to be paid in January; these may include academic issues, especially if critical exam dates fall around the date of the Ten Tors Challenge, as well as sporting or family plans. If you find that you've too few candidates to fill a team, contact the Ten Tors organisers as soon as possible, minimising any risk of an adverse impact on your Establishment's team allocations in subsequent years.

### **Training Practice**

Whilst every would-be team member is expected to acquire the required skills and knowledge, at least 2 or 3 members in each team need a robust grasp of navigation, given Dartmoor's demands.

Although many of the topics listed can be taught, in part, indoors, all need supported practice in the Hills. Wild camping skills need to be developed in remote terrain where self-support is essential, starting outdoor training in more forgiving terrain before moving to the remote parts of Dartmoor or similar upland areas as experience grows and competence is demonstrated. Teams review the last training event, working out what did/didn't go right and agreeing how to avoid repeating mistakes. Team leaders and deputies identified in light of experience during training and/or their known strengths and weaknesses.

Training in teams of six reflects Scouting requirements. Whilst it may be attractive to start the formal phase of Ten Tors training with a significant excess of walkers, larger groups can be unwieldy, risk losing cohesion and be potentially hazardous in more testing conditions. Whilst it may appear attractive to have 'spare' walker or two per team, too many makes it harder for teams to gel and risks in the dilution of support for the least able.

Some Establishments prefer to provide larger numbers with basic outdoor skills and wild country experience. Holding a mini event a month before the Challenge to celebrate everyone's attainments may soften the blow for those who can't be selected for the Challenge. Our penultimate training weekend is a dress rehearsal, with the teams testing

themselves on Dartmoor against Challenge-length training routes.

Teams need to understand pace, time, distance, and the 35 milers' Saturday 'Night stop' times [NT] and Sunday 'Directed Withdrawal' [DW] times every team – both are shown on the respective control cards. The Event starts at Saturday 0700 and must finish by 1700 on Sunday, allowing around 24 hours of 'walking time', less a 2 to 3 hour contingency allowance, within which to complete the respective distance. No team, at any distance, will be checked through their 8th tor on their route per their Control Card before Sunday 0600. Each team is allocated a specific route at their distance and is required to plan their route, using authorised river crossings in their route per the current Ten Tors map, taking into account the NT and DW times on their control card, and deciding how to manage the NT and DW times that have to be achieved.

In practice, few 35-mile teams may have less than 11 hours walking time on Saturday, considering the impact of the 'Night Stop/Camping times on their route to ensure that they're camped by 2000. On Sunday, whilst they'll have up to 11 hours available if they leave their overnight control promptly at 0600, teams also need to plan in a two to three hour contingency allowance. Given the challenge of completing an overnight self-sufficient expedition in wild country within a preset time, a contingency buffer is essential for timely completion, aiming to complete their route by 1400 on Sunday. Many teams to plan to complete their Challenge in about 20 hours 'walking time', walking two thirds of their distance on Saturday and one third on Sunday, during both training and the Challenge. Given a 'real world' total distance approaching 60km, 35-mile teams need be able to sustain 4 kph initially, gradually dropping to 3 kph later in the day and continuing at similar speed on Sunday. Engaging successfully with the 35m Saturday NT and the Sunday DW times are all distances is critical. Subject to their stamina, 45 and 55-mile teams can continue checking into controls on their routes until 2200 hours Saturday evening but can't check into their next control until 0600 on Sunday morning.

On Saturday evening, 45/55-mile teams can check through the controls on their routes up to 2200 but cannot pass the 8<sup>th</sup> Tor on their routes before 0600 Sunday. As 45 and 55-mile teams may not camp within 500m of any Safety/Basic Control, prudent teams will plan accordingly and camp en route to their next Safety Control [SC]/Basic Control [BC], aiming to arrive before 0600 Sunday to avoid any queues.

Whilst weather and navigation present challenges in their own right, casualty management is implicitly problematic as team member can only fall out at a Safety Control as medical support is available. If a team has an immobile casualty, they must stay with the injured person pending evacuation. Casualties

cannot be left at Basic Controls as they lack medical cover, being staffed solely to provide monitoring. Navigation errors can be costly, necessitating the need to complete extra mileage and risk undermining confidence.

Self-evidently, teams should attempt incrementally more demanding training routes and expect to complete their training routes successfully. 35-mile teams and inexperienced 45/55-mile teams will transit from being accompanied, shadowed, and finally being remotely supervised by their adult trainers as the team skills, competence, and confidence progress during training. Experienced 45 and 55 mile teams are more likely to be in check pointing mode throughout, enhancing their existing night navigation, hillwalking skills and stamina and time management accordingly.

Both establishments and teams new to Ten Tors need to work with closer adult leader supervision initially, enabling them to implement and develop their hill walking, stamina building and back packing strengths in a challenging, yet safe, environment.

Emergency Procedures should ensure that team safety is not mobile-dependent as, during the Challenge, phones may only be used in a genuine emergency. However, they can offer useful added support during the check pointing phase of training, if over dependence is avoided. For the Challenge only, every team is issued with a satellite tracker, allowing each to be accurately tracked and for information to be passed between the teams and event control in a genuine emergency.

TMs need to ensure that their teams and staff are familiar with the Ten Tors Rules and the respective Green, Pink, and Orange Card guidance, ensuring their compliance during both training and the Event. Get your Army-provided Ten Tors 2026 maps laminated prior to deployment as they show the Rare Bird Nesting Areas [RBNAs], the Out of Bounds (OOBs) areas, as well as authorised river and road crossings, and their permitted use. If your teams are using other Dartmoor maps, these must be marked up accurately with all the items listed, per the issued TT2026 map and subsequent instructions.

Teams are likely to meet Environmental Compliance Monitors [ECMs] during Dartmoor training and should respond to their queries appropriately. Unsurprisingly, teams working to the Ten Tors Rules during training are far more likely to be compliant during the Event. Non-compliant teams may harm the prioritisation of their establishments' team bids in following years.

Everyone involved in delivering the Challenge aspires to deliver a challenging but safe training regime, which emphasises the importance of all team members having the right clothing and equipment and knowing when and how to deploy their kit. [See also *Clothing and Equipment*.]

If your training programme uses homeward minibs transport, keep your minibs driver/s fresh to drive and reduce the accident risk by banning the drivers completely from involvement in the walking element of the training programme.

35m teams camping before completing half of their distance rarely complete their Challenge; 45/55m teams need to have completed at least 55% of their distance before checking into their first control on Sunday at 0600, to be likely to finish.

### **Training Event Leader**

Clarify leadership and responsibility by identifying a suitable adult leader as 'the Training Event Leader,' for every training event. [Scouts = Lead Volunteer in Charge]. They are tasked with the oversight of the activity as whole and its safety. All the other leaders are informed who holds the role for each training event.

The Training Event Leader is responsible for

- ensuring that all the adult leaders understand their own roles, and
- coordinating the response to any incident, deploying people and resources as required, and
- determining the progress of the event in the light of changing circumstances

### **Qualifying Requirements**

All TMs must sign a Certificate of Competence for each of their teams on behalf of the Head of Establishment, confirming that the team members meet the qualification requirements for Ten Tors. These explicitly require teams to have experienced a structured and progressive programme of training together, including team experience of independent walking and wild camping on Dartmoor. In addition, the team must be sufficiently trained, physically prepared, and suitably equipped to self-sufficient and safe, and to complete the Event unaided, even in adverse conditions.

Our Scout TMs are content to sign our teams' Declarations, in the knowledge that our training programmes deliver participants who are wholly compliant with Event's Qualifying Requirements.

### **Legacy**

The skills learned on Ten Tors provide a solid grounding for lifelong adventure – including the development of expeditioning and leadership opportunities. Our ex-55 milers are valued highly - they're our potential 'seed corn' – some will be our next generation of capable, qualified inspirational leaders. This is reflected via developmental opportunities including early access to organised hillwalking and mountain leader training programmes as sufficient leadership experience is gained, resulting in numerous leaders gaining their HML/ML Awards, and Scout Terrain 1 or 2 Permits

as well as Nights Away Green fields/ Lightweight Remote Camping Permits.

**For those who aren't based near Dartmoor ....** the **Annex A mini-maps** may compensate more

**FOOTNOTE: A Progressive training model – spanning accompanying, shadowing, check-pointing, remote supervision, and the use of trackers**

**Introduction** Ten Tors team training requires both pattern and purpose, with many experienced Team Managers using broadly similar models. Scout Team Managers/Leaders need to hold the requisite Scout Association Permits authorising remote supervision and lightweight remote camping - some derived from MT Mountain Leader and/or Hill and Moorland Leader Awards and others from Scout Association in-house training, assessment and Permits

Indoor and outdoor elements are delivered concurrently; both are progressive with respect to terrain, pace/distance, tuition, and proximity of support, and self-sufficiency, seeking to:

- Deliver comprehensive indoor training programme, informing and underpinning the practical outdoor training
- Provide a full hill walking programme, starting with initial walking training in less challenging country before moving on to more demanding upland terrain such as Dartmoor
- Building stamina by increasing distance and pace incrementally over successive training walks for 35 mile and/or inexperienced 45- or 55-mile teams:
- Transitioning from accompany, close support provision tuition, encouraging the use of skills and knowledge already acquired.
- Increasingly stepping back from the team when opportune, as trainers' confidence grows as their teams' display their developing skills
- Shadowing but being ready to close up rapidly with their teams if the weather worsens or the team is struggling.
- Trainers camp near to the team's site, whether on a farm or wild camping, providing supervision and helping to develop good camp craft skills.
- As teams start to demonstrate their potential for independent travel in upland terrain and to acquire the confidence necessary for the Event, remote supervision via check pointing can begin, starting to mimic the Event, but initially with shorter legs between the checkpoints.
- Be ready to provide additional compensatory inputs for Teams starting training with little or no experience of hillwalking and/or poor fitness.
- Training route cards initially offer shorter legs and full information; progressively, as teams' skills develop, the legs lengthen, and participants are required to plan more and more of their routes. The trainers remain responsible

distant establishments' lack of opportunities to acquire in-depth local knowledge. Note that advisory route information is Ten Tors Rule compliant and should help teams to avoid infringements.

for checking the accuracy of the walkers' route cards throughout.

For 45 mile and 55-mile teams comprising experienced Ten Tors participants:

- Supervision is via check-pointing and, as training progresses, the distance between checkpoints is increased incrementally with the final training walks reflecting checkpoint intervals of 45/55 mile Ten Tors routes.
- Whilst the trainers share team camp sites initially to assess camp craft best practice, with growing confidence in the teams' skills, independent wild camping practise is monitored at pre-assigned camp locations.
- 45/55 mile teams' night navigation skills and nighttime hill walking experience are developed concurrently.

**Accompanying, shadowing, check-pointing and remote supervision**

We use an integrated model of team supervision which encompasses a range of team abilities from novice 35 milers through to experienced 45-mile walkers and highly capable 55 mile participants.

It is based on progressive phases of supervision, which overlap the phases above and below, dependent on the conditions and the team's performance and/or needs.

Where multiple teams are being managed – e.g. in a training consortium – an integrated approach is desirable with a planned matrix of contact and support providing back-up for the accompanied/shadowed teams and their trainers if required, as well as face to face support for the teams that are being check pointed.

Trainers work in pairs wherever possible, especially during shadowing, remote oversight and check pointing to mitigate risks associated with lone walking in wild country and safeguarding concerns. Tracking devices provide an additional layer of remote supervision but cannot replace the necessity for face-to-face support and rapid trainer intervention, when required.

The model seeks to deliver the required duty of care whilst enabling teams to gel and develop the required skills, stamina, and resilience. This will enable the TM to certify the team's competence with confidence knowing that the team meets the qualifying requirements and is ready for their Ten Tors Event.

**Training content**

- The skills covered, some in greater depth - others less intensively, in the classroom and off

the hill are listed below. All are included in the practice expeditions.

- **Hill walking skills:**

- Leadership
- Teamwork and inclusive team care
- Risk assessment and the mitigation thereof
- Navigation using the Ten Tors 2026 and OS 1:25,000 and 1:50,000 maps in all weathers and/or thick mist. [including night navigation for 45m and 55m teams]
- Awareness of Rare Bird Nesting Area [RBNA] boundaries and avoidance
- Access, river crossing and road use – some are Ten Tors training and/or Event specific - private land, public access, prohibitions and/or permissive access opportunities, river crossings, and road access – check the Ten Tors 2025 map and Annex A mapping.
- Route selection
- Road walking safety
- Pace and time management
  - All teams – impact of Directed Withdrawal [DW] times
  - 35-mile teams - impact of Night Stop [NT] times
  - 45m/55m teams camping - at least 500m from any SC or BP
- Risk appreciation/problem solving
- Weather implications
- Safe water crossings [use the authorised river crossings on your route/s per the TT2026 map]
- Escape routes
- Emergency procedures
- Basic hill walking health and safety practice

- **Camp craft:**

- Site selection
- On the Event – 45m/55m teams camping at least 500m from any SC or CP
- Tent pitching
- Good organisation
- Food and menu choice
- Water sterilisation management
- Safe stove use including refuelling
- Cooking
- Sanitation/hygiene – 3 Ps

- **Nutrition:**

- Keeping hydrated
- Dietary choices
- Little and often

- **Ten Tors:**

- Grasp how the elements integrate to ensure a safe but adventurous experience.
- Ten Tors Rules
- Green, Pink, and Orange Cards
- Annexes A [Mapping - TC26], B [Kit list] and C [Trainer qualifications]
- Contingency time management
- Impact of 35 mile Night Stop and Directed Withdrawal times for all distances

- Difference between Safety & Basic Controls

- **Environmental appreciation:**

- Landscape
- Usage through the ages
- Cultural heritage & ecology
- Rare Bird Nesting Areas [RBNA]
- Carbon sequestration via peat re-wetting

- **First Aid:**

- Hypothermia and hyperthermia
- Dehydration
- Exhaustion
- Foot care
- Sprains
- Team members' personal medical issues
- Monitoring one another

- **Fitness:**

- Stamina
- Load carrying
- Pace maintenance
- Steady breathing up & down hill rather than uniform pace

### Team Supervision and Management

The maintenance and encouragement of parental/carer support is critical to participants' success throughout the 4 phases listed below. Some may focus more on their child's success; others may have an interest in hillwalking and want to offer help.

**Accompanying:** - applicable to 35 mile and/or inexperienced teams

- Walking continuously with the team but only taking over the leadership role when if necessary. Rapid intervention if anything unsafe is happening or contemplated.
- Providing immediate tuition, guidance, and supporting the implementation of the skills learned indoors.
- Not only navigation, but also detailed route finding through upland terrain.
- Encouraging team members to try different roles – leadership and navigation especially.
- Listening to the team members – acknowledging their concerns and anxieties and talking issues through with them.
- Helping the team to get the best out of their kit and how to adjust it to fit them.
- 'Talking the walk' - sharing your knowledge and awareness of the landscape through which you're walking – usage, ecology, and history; reflect on how the team has handled the walk so far and how they're planning to walk the remaining legs of the route.
- Helping the participants to bond as a team by being beside it. rather than within it, the team coaching instead of interfering.
- Ensuring the teams benefits from different trainers so that they can experience various training styles during the sessions. Using

several qualified trainers will also provide a more balanced assessment of each team's and walker's strengths and weaknesses.

- Helping the team make their own decisions - give them safe problem-solving space in which to devise their own solutions; offer consultancy if requested.
- Although initially it's more about acquiring and implementing the required basic skills, in practice, both distance and pace need to increase incrementally with each walk.
- If the weather worsens or a team member is experiencing problems, support the team in addressing the issues but being ready to take control to ensure everyone's safety. If one team member is becoming hypothermic or hyperthermic, others are likely to be at risk.
- Relay team progress to your Off Moor Control via radio/mobile phone; always use the latter if confidential matters are to be discussed.

**Shadowing:** - applicable to 35 mile and/or inexperienced teams, when ready to start moving beyond the accompanying phase:

- As leadership/navigation skills emerge consider 'shadowing.'
- Instead of walking in the team's immediate proximity, walk intermittently with the team and increasingly drop back or off to one side, maybe up to 200m initially and, with time, 4 or 500m in suitable terrain and visibility. As far as possible, don't let the team out of your sight but from time to time try to ensure that they can't always see you as they need to become progressively less reliant on your input.
- Increasingly expect the team /the putative team to make decisions and to periodically check out their intentions with you.
- Good navigation, pace, distance covered and team bonding are increasingly important as the team starts to gain confidence.
- If the weather breaks or it gets misty, close in and maintain visual contact with the team. Identify TT2026 and use authorised river crossings. Be on hand at stream/ river crossings and be ready to intervene if the team may be contemplating anything unsafe.
- Relay team progress to your training event control via radio/mobile phone; always use the latter if confidentiality is required.

**Check Pointing:** applicable to 35 mile and inexperienced 45/55 mile teams, who have already completed the accompanying and shadowing phases, as well as experienced 45/55 mile teams.

- Pre-locate trainers at checkpoints identified by grid reference and description. Intermittent contact will evolve into infrequent contact, perhaps hourly or so initially, gradually extending to every 2 or 3 hours. When planning checkpoints, consider:

- Where escape route decisions might need to be made in deteriorating conditions.
- Ease of casualty extraction.
- Similar distances apart – closer initially and latterly at spacing akin to the Event.
- Minimise the temptation for the teams to take short cuts.
- Building in the time required to insert and extract check pointers, as the training events progress during the day and over the weekend, build in slippage time.
- The check pointers are likely to need for shelter when waiting for teams – tent or two-man bothy bag.
- Make the actual checkpoints at the specified locations easy to find – especially on large, dispersed tors, controls should be obvious especially in mist or rain.
- Observe the team's progress and demeanour as they walk towards you – what does it tell you about collective/ individual morale, hypothermia, dehydration, cohesiveness, leadership, health issues, or tiredness? Deal with any identified issues – be prepared to intervene – e.g. failure to walk together. If one or two members are showing signs of hypothermia/hyperthermia, others are likely to be at risk.
- Welcome on arrival and congratulate; get team out of wind and/or rain as far as possible. Discuss bothy bag deployment if necessary. Encourage eating and drinking.
- Chat with the team and check informally how each individual team member is are feeling.
- Check that the team knows where it's going next and the navigator's intentions; affirm the planned route, including planned avoidance of Rare Bird Nesting Areas and peat bog rewetting activity, and use of authorised river/road crossings en route to the next control.
- Within the check pointing model, use of a tracking device offers a useful back-up, providing team location information between controls – see below.
- Relay team progress to your Off-Moor Control via radio or mobile phone; always use the latter for confidential matters.

**Remote supervision** – coordinated management of multiple training teams:

- Managing multiple training teams every training weekend requires a monitoring system to plot actual [ATAs] against estimated [ETAs] times of arrival at each checkpoint. The progress of your teams can be plotted via feedback from the trainers with teams as well as those who are check pointing – see tracking device comments below.
- The 'leader in charge' Training Event Leader has the primary responsibility for responding to any problems as they arise during training, co-ordinating support as necessary and providing

liaison in any emergency. A 'home contact' ['InTouch' in Scout parlance] provides connection with the Establishment and the participants' parents/carers.

- Monitoring provides good awareness of the approximate location of each team and offers the opportunity to assess any stresses that are developing in the training plan, unforeseen problems arising and formulating and/or coordinating any required responses.
- Pre-plan the actions you require of teams if they are overdue at a checkpoint.

**Incorporating tracking devices into remote training** - The TMs' duty of care necessitates face to face contact via accompanying; shadowing or check pointing. Tracking devices have the potential to enhance remote oversight but should not be used as the sole means of monitoring team progress. Expensive high quality long life battery satellite-based trackers with comms options, as used on the Challenge, offer a high level of accuracy and reliability. Cheaper systems using a mobile phone network to provide location information may have 'out of signal' gaps in coverage.

- If the Establishment is using its own tracker system, trainers need to ensure that:
  - The trackers are all fully charged & switched on
  - Placed in the top pocket of the team leader's or navigator's rucksack and not shielded by anything metallic
  - Awareness that trackers provide team locations but offer nothing about the team morale
- Progress in between the radio/mobile phone links between the trainers and your Off-Moor Control; in the absence of a signal, your oversight may be compromised. Each Establishment needs an out of mobile phone signal protocol that informs what to do if the team is late, out of signal or has a discharged battery.
- Prompting intervention by the Training Event Leader and field staff monitoring a team's progress is essential if the team's trace deviates significantly from the planned training route, without prior notice/agreement.
- Tracking devices can provide team location data but cannot relay information about the problems or morale; such issues require direct interaction with the team either via a mobile phone or preferably, face to face.

### **After thought**

Whilst this model works well for us, it is not offered as 'best practice,' although many good Ten Tors training operations use similar models to ensure that their trainees meet the Ten Tors qualifying requirements.

Please feel free to adapt and adopt any of the ideas and methods in devising a Ten Tors Rules compliant training operation that works well for you, your organisation, establishment, training team, and participants.