Responsibility. The Head of Establishment (the head teacher of a state or independent school, the commanding officer of a cadet force, the district commissioner of scouts, the chairman of a rambling club or similar for other establishments) is responsible for Ten Tors and Jubilee Challenge 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 such as knowledge of good practice relating to access, navigation, weather, clothing and equipment, the management of hypothermia and hyperthermia, water hazards, safe use of stoves, emergency procedures, the remote supervision of groups 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 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. Note should be taken of 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 the appointed Group Leaders must show the necessary leadership qualities to manage and direct training appropriate to the environmental conditions, the age and standards of the participants and the extent to which participants are being directly or indirectly supervised.

Qualifications. 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 the qualifications held by the Team Manager and Group Leaders and follow the direction and/or advice laid down for their establishment. It should be noted that these qualifications are only valid if accompanied by current first aid certification derived from an assessed course of at least 16 hours/2 days duration including elements of First Aid training relating to wild and remote country emergency assistance and evacuation.

In exceptional cases, where the Team Manager or Group Leader does not hold appropriate qualifications, a suitably qualified technical adviser, as defined by the Adventure Activities Licensing Authority, may confirm an equivalent competence level.

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. The required Hillwalking and Nights Away Permits should be listed against the relevant roles/individuals in the Entry Application. Hillwalking permits should indicate whether they cover Terrain 1 or Terrain 2, are for ‘Summer’ or ‘Winter’ and whether ‘supervision’ is explicitly authorised. All permits must be recorded in the Scout Association’s Membership Database and valid throughout training for the Ten Tors and Jubilee Challenges.

**Briefing.** Each participating establishment is obliged to send a competent representative to the Ten Tors 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 oversight 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; MT’s *Remote Supervision Guidance Notes – Current Practice in the supervision of groups operating independently* Revised January 2008 offers invaluable guidance.

Further advice on what is deemed to be ‘competent’ can be obtained from:

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

Mountain Training England (MTE).  

**Training.** A range of providers offer training for the Mountain Leader/Lowland Leader and Hill & Moorland Leader:

[http://www.mountain-training.org/walking/other/find-a-course](http://www.mountain-training.org/walking/other/find-a-course)

or South West Mountain and Moorland Leader Training Scheme  

---

3. Grims滂ound  
Elizabeth Kitson
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 risk management.

Competence is based on the experience, leadership skills and qualifications needed to manage and supervise walking and camping activities, in 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 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

<table>
<thead>
<tr>
<th>Role</th>
<th>Team Manager</th>
<th>Training Event Leader</th>
<th>Group Leader</th>
<th>Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Co-ordination and management of one or more teams on behalf of a school or establishment.</td>
<td>Responsible for the overall management of a particular training event. This person will typically be the Team Manager or a suitably competent deputy.</td>
<td>Responsibility for the supervision of a specific group of Ten Tors or Jubilee Challenge trainees.</td>
<td>Assisting a Group Leader with the supervision of a group.</td>
<td></td>
</tr>
<tr>
<td>Identified link with Ten Tors organisers.</td>
<td></td>
<td>Supervision includes determining how any remote</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
- The Team Manager will not necessarily be out on the moor with groups on each occasion training takes place.

- The Training Event Leader will determine the deployment of staff for a particular training event, based on the terrain and weather conditions, age and experience of participants etc.

<table>
<thead>
<tr>
<th>Recommended minimum competence</th>
<th>Coast and Countryside, Lowland and Jubilee Challenge Route 1</th>
<th>Relevant experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Walking</td>
<td>• Lowland Leader (MT)</td>
<td>The level of experience required will depend on the role of the assistant, determined by the Group Leader and the conditions.</td>
</tr>
<tr>
<td></td>
<td>• Coastal &amp; Countryside Leader (SWMMLTS)</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Hill and Moorland</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Hill &amp; Moorland Leader previously Walking Group Leader (MT)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Summer Moorland Leader (SWMMLTS)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NB SWMMLTS and MT awards are only valid if you hold a current first aid certificate, minimum 16 hours</td>
<td></td>
</tr>
</tbody>
</table>

- Relevant experience

<table>
<thead>
<tr>
<th>Recommended minimum competence</th>
<th>Hill and Moorland</th>
<th>Relevant experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wild Camping</td>
<td>• Expedition Skills (MT)</td>
<td>The level of experience required will depend on the role of the assistant, determined by the Group Leader and the conditions.</td>
</tr>
<tr>
<td></td>
<td>• Mountain Leader (MT)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Summer Moorland Camping Leader (SWMMLTS)</td>
<td></td>
</tr>
</tbody>
</table>

- Risk management

- Responsible for producing a specific risk assessment for the forthcoming season for the school or establishment, based on anticipated training

- Responsible for adapting the risk assessment in planning for a specific training event.

- Responsible for on-going management of risk during the training event.

- Acting in support of the Group Leader, and for on-going management of risk within the limit of their skills and experience.
| Staffing ratio | • The Team Manager should ensure that the season’s training programme and the staffing for any specific training event is appropriate, based on risk assessment.  
• All Group Leaders must work within the requirements of their establishment’s / employer’s policy.  
• The Training Event Leader should ensure the whole group is adequately supervised, with suitable staffing ratios and determined by the forecast conditions.  
• One appropriately qualified Group Leader should be responsible for a maximum of 15 young people  
• A second suitable person should be available to assist if an individual group is larger than 8 participants  
• There will be many occasions when an improved ratio is required, dependant on conditions and informed by risk assessment. |
| Winter conditions | • Winter conditions apply when snow or ice prevail or are forecast. If training takes place in winter 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. |
| Technical Expert | A Technical Expert 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 Expert should be in line with guidance provided by the Adventure Activities Licensing Service. For moorland country in winter conditions the Technical Expert should be an MIC (Mountain Instructor Certificate) holder or International Mountain Leader (IML). For moorland country in summer conditions the technical expert may be MIC, IML or holder of the Mountain Instructor Award. For lowland country the technical expert may be MIC, IML, MIA or a Summer Mountain Leader. |
| Remote Supervision | • Particular attention should be paid to groups who are unaccompanied and therefore supervised remotely. As the Licensing Authority indicates:  
• 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.  
• the limits of the area within which the activity takes place should be clearly defined  
• individual responsibilities should be clearly defined.  
• a check should be carried out that participants have understood the arrangements before they set out.  
The Training Event Leader should ensure there are suitable back up and monitoring systems in place while during such activities and can respond to changes in plan. |
<table>
<thead>
<tr>
<th>Training opportunities and additional information</th>
</tr>
</thead>
</table>
| • MTUK has produced *Hillwalking: The Official Handbook of the Mountain Leader and Walking Group Leader Schemes*
| • The South West Mountain and Moorland Leader Training Scheme [http://www.swmmlts.org/](http://www.swmmlts.org/) covers the moorland areas of the South West and the Brecon Beacons, excluding exposed ridges, gullies and steep ground. Local authorities involved in this scheme include Cornwall, Plymouth, Devon, Torbay, Somerset, Dorset, Bristol, Bath and North East Somerset, Wiltshire, Swindon, North Somerset and Gloucestershire.
| • The South West Mountain and Moorland Leader Training Scheme Syllabus can be seen at [http://www.swmmlts.org/](http://www.swmmlts.org/).
| • Dartmoor National Park: [www.dartmoor-npa.gov.uk](http://www.dartmoor-npa.gov.uk)
| • Exmoor National Park: [www.exmoor-nationalpark.gov.uk](http://www.exmoor-nationalpark.gov.uk)
| • Met Office: [www.metoffice.gov.uk](http://www.metoffice.gov.uk)
| • Weathercall Devon and Cornwall phone: 09068 500 404
| • Weathercall South-West fax: 09065 300 129

Produced September 2008
Updated November 2013
Updated July 2014