

# Training Overview



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## **Qualifying requirements**

As the Ten Tors takes place on Dartmoor, it is always demanding, and conditions can be exceptionally tough. Team Managers' (TM) training programmes should ensure that their staff attain the Ten Tors Qualifying Requirements at Annex C of the Ten Tors Rules. Failure to complete the Challenge usually results from a minimal training programme.

Prior to the Event, the TM has to assure the Director 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 best achieved with their Establishment and their participants. Whilst we've shared how we ensure that our teams attain the 'qualifying requirements' – this isn't a definitive Ten Tors training guide.

Our training reflects evolving Scout Association requirements, best practice, the qualifications, and experience of our training teams. Originality isn't claimed as we've happily adopted the insights of others and their good ideas for years and, should you wish, you're welcome 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. Skills learned via Ten Tors provide an exceptional grounding for lifelong adventure including the development of expeditioning and leadership opportunities.

## **What's your shared vision?**

- Why is your Establishment entering one or more team?

- 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 required to underpin the collective investment in success.

## **The Duty of Care**

For us, implementing 'duty of care' necessitates completing a Risk Assessment with for our Ten Tors training that is implemented dynamically in light of the prevailing circumstances. The details of the Risk Assessment are 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 Team Entry 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, complies 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.

### **Who do we train?**

Adventure enhances the development of young people and Scouting seeks to offer everyone the opportunity to train for the Challenge, especially those who are disadvantaged and 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's above all a team event and teams can't be built around absent members, and
- 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, although support is available.

Given that the demand for places usually exceeds supply, all who want to take part – and their parents/carers - need to understand and accept our team selection criteria.

Whilst Scouting criteria such as commitment and perseverance are considered, only competent

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.

As Ten Tors training is demanding for most candidates, there is little room for ambivalence. Academic demands and competing interests can make it tempting to select only young people who are already very fit. However, if the adventure and developmental opportunities offered by Ten Tors training are of value, investing in a more extended and inclusive training regime offering time to develop the necessary stamina and skills makes better sense. 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 enjoying the experience, 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 somewhat daunting, it's easier to deliver quality training via a consortium working with several teams across a Scout District or similar. This offers the economies and resilience of scale, widens the leadership skill base available to the walkers, gives opportunities to mentor less experienced team staff and provides greater team selection flexibility. Self-evidently, partners must be compatible if a consortium model is to work.

Seeking to 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, treat all non-compliance citations, withdrawals or crash-outs as 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 is 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 readiness to provide emotional support as training becomes more arduous.

Potential conflicts of commitment are usually best resolved early, preferably before fees are paid in January; these may include academic issues, especially if critical exam dates fall immediately after the Ten Tors Event, 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 subsequent team allocations.

### **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, at least in part, indoors, all need to be practised in the Hills. Whilst wild camping skills need to be developed in remote terrain where self-support is essential, outdoor training starts in more forgiving terrain before moving to the higher parts of Dartmoor or similar upland areas as experience grows and competency is demonstrated. Teams review the last training event, identifying what worked, as well as what didn't and plan how to avoid repeating any mistakes. Team leaders and deputies are identified either in the light of experience during training and/or their known strengths and weaknesses.

Training in teams of six fits with 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 challenging conditions. Although a spare walker or two per allocated team may be prudent, too many make it difficult for teams to gel and risks diluting support for least able team members.

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 as Event participants. Our penultimate training weekend is a dress rehearsal, with the teams to test themselves on Dartmoor against Challenge-length training routes.

Teams need to understand pace, time, distance and Saturday night stop times and Sunday crash times. The Event starts at Saturday 0700 and finishes at 1700 on Sunday, but only allows around 24 hours of 'walking time' – less a contingency allowance - in which to complete the respective distances. No team, at any distance, will be checked through the 8th tor on their route as shown on their Control Card, prior to Sunday 0600.

In practice, the 35-mile teams may have less than 11 hours on Saturday, after allowing for the impact of the 'Night Stop Time' on their route and be camped by 2000. On Sunday, whilst they'll have up to 11 hours available - including their contingency buffer - if they leave their overnight control promptly at 0600.

On the Saturday evening, 45- and 55-mile teams may choose to continue walking but will not be checked through any Safety Control or Check Point [including their eighth Tor] after 2200. As 45- and 55-mile teams may not camp within 500m of any Safety Control or Check Point, prudent teams will plan accordingly and camp en route to their next Safety Control or Check Point.

Given the challenges of wild country walking, teams must include a contingency buffer of 2 or 3 hours into their Ten Tors route planning to avoid the risk of disappointment – in effect, planning to complete their route by 1400 Sunday. Taking this into account during training will maximise the likelihood of success. Bear in mind that casualties can only fall out at a Safety Control and that if a casualty is immobile, the team must stay with them – even if they're at a Check Point - pending the casualty's evacuation. Navigation errors may also delay teams.

Many teams plan to complete in about 20 hours 'walking time', aiming to make about two thirds of their overall distance on the first day, both during training and on the Challenge.

Given a 'real world' total distance approaching 60km, 35-mile teams should be able to sustain 4km/hr for several hours after the start, gradually dropping to 3km/hr later in the day and continuing

at the same speed on Sunday. Good planning for the Saturday Night Stop Times is often the key to success on 35 mile routes. Subject to their stamina, 45- and 55-mile teams have rather more walking time available to them on the Saturday evening or prior to 0600 on Sunday morning.

Teams should attempt incrementally more demanding training routes and expect to complete their training routes successfully. For 35-mile teams and inexperienced 45/55-mile teams, this will involve a transition from being accompanied, shadowed, and finally being remotely supervised by their adult trainers as the team's skills, competence, and confidence progress during training. Experienced 45- and 55-mile teams are more likely to be training in check pointing mode, enhancing their existing night navigation, hillwalking skills and stamina and managed accordingly.

Teams new to Ten Tors need closer adult leader supervision initially to enable them to implement and develop their hill walking and back packing skills in a challenging yet safe environment.

Emergency Procedures should ensure that team safety is not mobile-dependent as, on the Event, phones may only be used in a genuine emergency. However, they can offer useful added support during the check pointing phase of training, providing over dependence is avoided. For the event only, every team is issued with a satellite tracker, that both allows every team to be followed with a high degree of accuracy and for them to make contact in a genuine emergency.

TMs need to ensure that their teams and staff are compliant with the Ten Tors Rules and the respective Green, Pink, and Orange Cards, during both training and the Event. Get your issued TT 2024 maps laminated prior to use during training as they show the Rare Bird Nesting Areas [RBNAs], the Out of Bounds (OOBs) areas, as well as river and road crossings and any permitted use of the latter. If your teams are using other Dartmoor maps, these must be marked up accurately with all the items listed, per the issued TT 2024 map and subsequent instructions.

Teams will 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.

We aspire to 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*.]

Mitigate the risk of accidents during homeward travel by keeping minibus drivers fresh to drive by ensuring that they're not involved in the walking training programme.

### **Training Event Leader**

A competent adult leader is designated as the Training Event Leader, in Scout parlance 'leader in charge', for every training event. They are tasked with the oversight of the activity as whole and its safety. All the other leaders are informed of who has the role for each training event.

The Leader in Charge 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 Declaration 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 backpack camping on Dartmoor. In addition, the team must be sufficiently trained, physically prepared and suitably equipped to be 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 the 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 'seed corn' – potentially our next generation of capable, qualified inspirational leaders. This is reflected via developmental opportunities including early access to formal hillwalking and mountain leader training programmes as leadership sufficient 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 maps on the website are drafted in part to ensure that everyone has detailed information about both access and exclusion in the more complex localities through which the teams pass. For any who are less familiar with the Moor, the maps may be helpful as they show useful links used by the routes across the access land.

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

**Introduction** Ten Tors team training requires pattern and purpose, and many experienced Team Managers use 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 or Hill and Moorland Leader Awards and others from Scout Association in-house training and assessment.

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

- Deliver a 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.
- Build stamina by increasing distance and pace incrementally over successive training walks for 35 mile and/or inexperienced 45- or 55-mile teams:
- Initially trainers accompany, providing close support, tuition, and guidance encouraging the use of the knowledge already acquired.
- Increasingly stepping back from the team as trainers' confidence increases in their teams' developing skills.
- When moving to a shadowing role, the transition from 'accompanying' to 'shadowing' must be flexible; trainers must be ready to close rapidly with their teams if the weather worsens or if the team is struggling.
- Trainers camp near the team's camp site whether on a farm or backpack camping,

#### **After thought.**

The training practice described above works well for us. Much of what we do will be familiar to many experienced team staff. Please feel free to utilise and adapt our ideas to suit your own training operation. Whilst we aspire to run a successful Ten Tors training operation, our ideas shouldn't be read as definitive guidance.

providing supervision and helping to develop good camp craft skills.

- As the 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 Challenge, but initially with shorter legs between the checkpoints.
- Plan to provide additional compensatory inputs for Teams starting training with little experience of hillwalking and/or poor fitness.
- Routes initially have short legs and full information; progressively as teams' skills develop, later the legs lengthen, and trainees are required to plan more and more of their routes. The trainers remain responsible 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 backpack camping practise is monitored at pre-assigned camp locations.
- 45/55 mile teams' night navigation skills and night time hill walking experience are developed concurrently.

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

We use an integrated model of team supervision which encompasses a spread 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, that 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. Tracking devices provide an additional layer of remote supervision although none fully 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 challenge.

### **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 2023 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 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 2024 map and Annex A mapping.
  - Route selection
  - Road walking safety
  - Pace and time management
    - 35-mile teams - impact of Night Stop Times
    - 45m/55m teams camping - at least 500m from any SC or CP

- Risk appreciation/problem solving
- Weather implications
- Safe water crossing
- 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
  - Safe stove use including refuelling
  - Cooking
  - Sanitation/hygiene
- **Nutrition:**
  - Keeping hydrated
  - Dietary choices
  - Little and often
- **Ten Tors:**
  - Training and challenge rules including the Green, Pink and Orange Cards as well as Annexes A [Mapping] and B [Kit list]
  - Time constraints – 35 mile night stop and crash times for all distances
- **Environmental appreciation:**
  - Landscape
  - Usage through the ages
  - Cultural heritage & ecology
- **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 trainees' 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’s 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 rather than within, 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 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.
- Relay team progress to your Off Moor Control via radio or mobile phone; wherever possible use the latter if any confidential matters are to be discussed.

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

- The next step beyond accompanying once you are content with the team’s approach to

the task and leadership/navigational skills are emerging.

- Instead of walking in the team’s immediate proximity, walk intermittently with the team and increasingly drop back or off to one side, maybe 1 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, and the putative team leader, 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. Be on hand at stream/ river crossings and be ready to intervene if the team appears to be contemplating anything unsafe.
- Relay team progress to your training event control via radio or 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 becomes infrequent contact, perhaps every hour 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 build in slippage time;
  - The check pointers’ need for shelter whilst 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 such as Great Mis Tor; teams shouldn’t be wasting time searching for a ‘hidden’ control, 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.
- Welcome on arrival and congratulate; get team out of wind and/or rain as far as possible. Consider getting team to deploy their bothy bag 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 – question if you are concerned. Check for planned avoidance of Rare Bird Nesting Areas, and use of authorised river/road crossings en route to the next checkpoint.
- Within the check pointing model, use of a tracking device offers a useful back-up, providing team location information between checkpoints – see below.
- Relay team progress to your Off-Moor Control via radio or mobile phone; use the latter if confidential matters are to be discussed.

**Remote supervision** – coordinating the 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 fail to locate a checkpoint or are overdue.

**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 leave gaps in coverage.

- During tracking device use, Leaders need to ensure that:
  - The tracker is issued fully charged
  - The unit is switched on
  - The unit is in the top of the leader's rucksack top pocket and not shielded by anything metallic
  - Teams understand what the tracker will/won't tell you about their progress.

Tracking devices can support the remote supervision of team by:

- Plotting real time team progress in between the radio/mobile phone links between the trainers and your Off-Moor Control.
- Providing an emergency locator (if in signal for mobile phone-based systems) in a critical incident or where a team is unable to contact its trainers and needs help urgently. Cover the action to be taken if out of signal or with a discharged battery.
- Prompting intervention by the Training Event Leader and field staff monitoring a team's progress if the trainees' trace deviates significantly from the planned training route without prior notice.
- A tracking device can provide all of the above location-related data but cannot relay information about the team's morale or any difficulties being experienced by any team member or consideration of a planned change of route. Difficulties may be inferred from changes of pace or stops, such issues require direct interaction with the team either via a mobile phone or preferably, face to face.

### After thought

Whilst a model like the one above works well for us, it is not offered as 'best practice', although many able Ten Tors training operations will be underpinned by somewhat similar models to



make sure that our 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 training operation that works well for you, your organisation, establishment, training team and participants.