

# MOUNTAIN TRAINING SCOTLAND ANNUAL REPORT 2021-2022

This reports on the current activities and outputs referenced against MTS operational priorities in 2021/2022 as defined in the MTS Strategic Development Plan 2017 to 2022.



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## Annual Report 2021-2022

Mountain Training Scotland is a Scottish based charitable body whose purpose is the advancement for the public benefit of education and training (in conjunction where appropriate with other persons or bodies) in the skills required for doing, leading, and instructing safe hill, mountain, moorland, and countryside walking, mountaineering and rock, ice and indoor climbing, and other associated activities, and to offer advice on matters of training and safety.

This report summarises the core activities, achievements and progress towards priorities identified in the Mountain Training Scotland Annual Plan and Budget 2021–2022 and the Mountain Training Scotland Strategic Plan 2017-2022.



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## About Mountain Training Scotland

Mountain Training Scotland is one of five Mountain Training organisations awarding bodies, within the UK and Ireland. It works closely with the central co-ordinating body, Mountain Training United Kingdom and Ireland, to develop and manage a portfolio of nationally recognised mountain-related<sup>1</sup> skills training and qualification schemes under the collective brand name of 'Mountain Training' ensuring parity and consistency of delivery across all five national Mountain Training organisations.

Mountain Training Scotland is currently managed by a Board of five volunteer Directors elected by and reporting to a Council of Members of Mountain Training Scotland. Members are nominated representatives of Scottish-based organisations with a strategic interest in and commitment to the Mountain Training qualification schemes. Collectively the Board and the Council of Members are referred to as 'Mountain Training Scotland'.

A full-time paid Executive Officer (supported by a part-time Administration and Finance Assistant and a part-time Technical Officer) is responsible for the day-to-day operational management and interaction with Mountain Training UK and Ireland, whilst reporting directly to the Board.

The primary sources of Mountain Training Scotland's income are fees from candidate registrations; investment from **sportscotland** (MTS has a contract of services with **sportscotland** to deliver agreed outcomes mapped against our strategic plan); and course provision fees from our network of approved scheme providers who run Mountain Training courses on behalf of Mountain Training Scotland.

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<sup>1</sup> The phrase, 'mountain-related' is used throughout the text. This should be read as referring to all of the activities listed: hill and mountain walking, rock climbing and scrambling, bouldering, indoor climbing, winter climbing, mountaineering, Alpine mountaineering and ski mountaineering. Similarly the work of Mountain Training Scotland covers a range of qualifications for qualified individuals who are in positions of responsibility working with individuals/groups. In this document the following terms are used: Leaders – a generic term for candidates who hold one or more of the Mountain Training walking qualifications, for example Lowland Walking Leader and who use their qualification to lead groups. Instructors – a generic term for candidates who hold one or more Mountain Training climbing qualifications and use their qualification to supervise/teach/instruct groups.

## Purpose



Mountain Training Scotland is a Scottish based charitable body whose purpose is the advancement for the public benefit of education and training (in conjunction where appropriate with other persons or bodies) in the skills required for doing, leading, and instructing safe hill, mountain, moorland, and countryside walking, mountaineering and rock, ice and indoor climbing, and other associated activities, and to offer advice on matters of training and safety.

The Mountain Training personal skills training schemes are used by a wide range of people seeking to develop their personal skills and confidence. Whilst the Mountain Training qualification schemes are undertaken and used by volunteers and outdoor professionals leading and teaching individuals and groups in a variety of contexts. These Mountain Training qualified leaders, instructors and coaches support a wide range of participation, in a variety of mountain-related activities, from a variety of groups with the resultant physical, wellbeing and social benefits.

## Vision

- a community of world-class outdoor leaders, instructors and coaches, representative of a diverse, fit and active society, supported by innovative and sustainable mountain-related training qualification schemes.

## Mission

- Mountain Training Scotland provides innovative leadership and ensures consistent quality in mountain-related skills training and coaching in Scotland.

## Guiding Principles

- Mountain Training Scotland is open, welcoming, and accessible to all with a shared interest in mountain-related activities.
- We encourage diversity and seek to remove barriers to individuals' and others' involvement and participation as leaders and instructors of mountain-related activities.
- We support and encourage sustainable and sympathetic use of the outdoors by all users.
- Mountain Training Scotland is innovative in the development of our work practices and creation of development projects.
- Mountain Training Scotland is outward thinking and seeks to work in collaboration with key partners and relevant organisations to fulfil our strategic aims.



## Glossary

Mountain Training Scotland (MTS)- A Scottish based charitable body whose purpose is the advancement, for public benefit, of education and training in the skills required for the leadership and instruction of safe mountain related activities, and to offer advice on matters of training and safety. One of five national Mountain Training organisations.

Mountain Training – The collection of five national Mountain Training organisations who are the awarding bodies for skills courses and qualifications in walking, climbing and mountaineering in the UK and Ireland. As the Awarding body network for walking, climbing and mountaineering Mountain Training operates as the ‘training arm’ of the national governing bodies - BMC, Mountaineering Ireland and Mountaineering Scotland. Many of our qualification schemes are approved by Ofqual or the Scottish Qualification Authority and we receive government support for our development work from the respective sports councils across the UK and Ireland. Our individual companies operate on a not-for-profit basis and have the broadest range of stakeholder organisations involved in the management and development of our qualifications. It serves to create a “one stop shop” for candidates to interact with via the Mountain Training website and the associated Candidate Management System – the database that stores all candidate registration and qualification records. Candidates can register on a range of personal skills training and qualification schemes using the same candidate account.

Mountain Training United Kingdom & Ireland (MTUKI) - “The role of Mountain Training UK & Ireland is to coordinate the shared objectives of the national Mountain Training



organisations”. It is also one of the five national Mountain Training organisations. In effect MTUKI coordinates the role and work of national Mountain Training organisations, and the wider Mountain Training network which in addition to the national Mountain Training organisations includes AMI, BAIML, BMG and MTA, across the UK and Ireland.



National Mountain Training organisations – there are five national Mountain Training organisations, all of which are Members of Mountain Training United Kingdom and Ireland (Commonly referred to as MTUKI). Each national Mountain Training organisation is directly responsible for overseeing and managing the provision of the Mountain Training personal skills training and qualification schemes in their home country. The five organisations are:

- Mountain Training UK and Ireland
- Mountain Training Cymru (Wales)
- Mountain Training England
- Mountain Training Scotland
- Mountain Training Board Ireland

Course Provider – approved entities (organisation or individual) responsible for ensuring, amongst other matters, that courses, training, and systems supplied by the Provider are strictly in accordance with the procedures set out in the MTS Quality Manual and as detailed in the Provider Agreement.

Tutor - national Mountain Training organisation approved individuals used by national Mountain Training organisation approved Course Providers to ‘front up’ Mountain Training personal skills training courses. The Tutor’s key role is to manage the effective facilitation of the personal skills training syllabus during the provision of a course.

Course Director – national Mountain Training organisation approved individuals used by national Mountain Training organisation approved Course Providers to ‘front up’ these training and assessment courses. The Course Director’s key role is to manage the effective facilitation of the qualification syllabus during the provision of a course.

Trainer and Assessor – suitably and appropriately qualified, skilled, and experienced staff who assist the Tutor/Course Director on a personal skills training and qualification training/assessment course.

Candidates – are individuals who have registered on a Mountain Training personal skills scheme or qualification scheme. They may or may not be on a Mountain Training qualification scheme pathway.



Leaders – a generic term for candidates who hold one or more of the Mountain Training walking qualifications, for example Lowland Walking Leader, and who use their qualification to lead groups.

Instructors – a generic term for candidates who hold one or more Mountain Training climbing qualifications and use their qualification to supervise/teach/instruct climbing to groups/individuals.

Mountain Training Association (MTA) – this is a membership body that candidates who, at a minimum, have completed training in a Mountain Training qualification scheme (trainees), or are qualified can choose to join for an annual fee. The MTA support and encourage professional standards via promoting voluntary Continuing Personal Development opportunities and offer a mentorship programme for trainees.

Professional Associations – these are constituted associations and include:

The Association of Mountaineering Instructors (AMI)

British Mountain Guides (BMG)

British Association of International Mountain Leaders (BAIML)

They represent the interests of their Members; maintain professional standards via compulsory Continuing Professional and Personal Development. In some cases, notably British Mountain Guides and British Association of International Mountain Leaders, membership is compulsory to be able to legally work abroad.

Workforce – a generic term used to describe qualified leaders and instructors who undertake formal activity, either individually (e.g. self employed), and/or on behalf of an organisation (e.g. club, informal group, education authority, mountaineering council etc) either in a voluntary or paid capacity. This formal activity may take place with a group (anything from 2 people upwards) to individuals.



## **Summary Strategic Aims**

In collaboration with our Mountain Training partners, Strategic partners in Scotland and the Members of Mountain Training Scotland, we have identified the following three Key Strategic Aims and associated priority areas:

### **Key Aim 1**

#### **Provision of Mountain Training Qualification Schemes in Scotland**

- Co-ordination
- Development
- Consistency
- Community of Practice
- Pathways
- Sustainability

### **Key Aim 2**

#### **Ensure continued, equitable and inclusive access to Mountain Training Qualifications in Scotland**

- Diversity
- Connect with new and returning leaders
- Profile

### **Key Aim 3**

#### **Ensure financial security**

- Secure income



## Mountain Training Scotland's Chairperson's Foreword

It has been another busy and testing year for Mountain Training Scotland, and the wider mountaineering community across the UK and Ireland. As we continue to work through the repercussions of the CV-19 pandemic and try to establish a new blended way of working, utilising the advances in technology and novel techniques utilised during the restrictions whilst allowing the outdoor sector to return as close to normal as we once knew.

This review involved an enormous amount of work, and I would like to personally thank George (Our Executive Officer) for his efforts over the last year. He went above and beyond the call of duty to translate the constant and ambiguous changes in legislation to the benefit of the wider mountaineering community, kept in perpetual communication with the provider network to ensure all were provided with all avenues of support and managed to do so in addition to the "day job". It would be remiss of me not to mention the increased support provided by both Sandy Paterson (our contracted MTS Technical Officer) and Catherine Rose (our contracted financial support), which allowed for us to act in this capacity during unprecedented times.

As an awarding body we continued to manage and support the provision of the Mountain Training schemes in Scotland by our network of providers and their associated staff, who have worked tirelessly to ensure the continued and safe provision of courses under restricted conditions.

MTS have also led and supported projects developing on-line Learning resources to support our Community of Practice strategy, candidates, and Mountain Training. These projects have all involved a huge amount of collaboration with others, including Mountaineering Scotland, Glenmore Lodge and Scottish Avalanche Information Service (SAIS). A special thanks to all our member organisations who have persevered with our on-line meetings. We our member organisations representatives who give up their time to attend our meetings and bring much needed 'check and challenge' and perspective to our objectives.

My thanks to **SportScotland** for its continued investment, and to Megan Griffiths, our **SportScotland** Partnership Manager for her invaluable support and advice. **SportScotland's** support is essential in enabling us to pursue our key strategic objectives.

I took over as chair from Karen Shaw back in May 2020 and this has been my fourth year as a director with the board. I have been well supported by George and by the board directors. The MTS Board were delighted to welcome Patrick Baker to the board last August. Finally, my unreserved thanks to the voluntary directors of the Board of MTS. I am privileged to have such a dedicated and hardworking team, with a hugely diverse background allowing us to react to all challenges and find resolution in an efficient manner.

Ryan Doherty

Chair



## Mountain Training Scotland's Treasurer's Foreword

The CV-19 Pandemic has continued to have a significant impact on the MTS's operation during the year 2021-2022 but, as the pandemic has slowly moved towards being endemic and restrictions have eased, there has been an upturn in activity. There has been a slow but encouraging increase in Registrations, Provider Fees and Seminar income. However, the upturn has also seen a rise in expenses such as the MTUKI Levy and Subscriptions and miscellaneous items such as mileage and meeting expenses.

MTS received our ongoing development investment mapped against our strategic plan outcomes from SportScotland and for this we remain very grateful. Looking to the future we are very pleased to announce that SportScotland has agreed to provide the same level of investment support (£25k per annum) mapped to our strategic plan 2022-2026 outcomes, over the coming 4 year cycle after confirming their support for MTS's Strategic Plan for 2022-2026.

In addition, Glenmore Lodge has continued to waive the bulk of our office rent as George has worked from home throughout the pandemic and, again, we are most grateful.

The MTS Bursary Scheme has been active again for the whole of 2021-2022 and there has been a significant upturn in interest. The scheme operates within the confines of its allocated budget, so, while bursary payments have increased, this has been within managed expectations.

As a result, I am happy to report that MTS finished the year with a deficit of £3873, an improvement of £5K on last year, and has been able to maintain its healthy reserves.

Clearly, although the CV-19 Pandemic has moved to endemic status, the consequences have not passed. The future of the economy continues to look a little uncertain with a variety of factors still evolving at home and further afield. The increase in MT activity and more generally in the hills, on the crags and, now, happily on the climbing walls suggests not only a slow return to pre Covid norms but perhaps with additional interest in mountain related activities from new demographics. In this context of uncertainty but also encouragement, MTS will continue to monitor and manage its operation and finances very closely.

James Ferrier

Treasurer



## Mountain Training Scotland's Executive Officer's Report

The past year has seen COVID impact and disrupt MTS activity, and the outdoor sector at all levels. Whilst government restrictions and formal guidance have been removed, COVID continues to impact on MTS course provision level with course staff and candidates being unable to work/attend courses, often at short notice due to testing positive. This has an on-going and continuing financial impact on both providers, staff and candidates.

MTS to alleviate the impact of this disruption has kept the Mountain Training temporary scheme adjustments in place. Implementing these temporary scheme adjustments - which primarily reduce course minimum numbers – has challenged the trope that 'large courses are better' as to date MTS has only received positive feedback regarding these adjustments, both in making courses more resilient by reducing the possibility a course may be cancelled for falling below a minimum ratio and not making any difference in terms of the quality of training/assessment and knowledge sharing.

COVID has seriously disrupted the Mountain Training projects timelines, with the Walking Schemes Review being significantly affected. However, we are now back on track and the Mountain Training Walking Schemes review will be completed by this summer.

On the positive side COVID has also been a powerful driver for change and has prompted MTS to radically reassess and alter our organisational mental models of managing course provision. In MTS a key indicator of this process has been the accelerated development of adopting and use of on-line digital solutions and resources to support both our providers and candidates.

COVID has also powered a resurgence in interest in, and appreciation of the value of, outdoor experiences. We know the positive impact such experiences have on individuals but a huge influx of people, lacking core outdoor skills, going into the outdoors has highlighted it can also have significant negative impact on the environment and local rural communities. Managing these potential conflicts and supporting sensitive and sustainable use of the outdoors is a key consideration and one the Mountain Training schemes, and our leaders can support by teaching good sustainable practice in the outdoors.

Whilst the future is always uncertain, as mountaineers we are pretty adept at managing uncertainty. MTS's management of the development and provision of the Mountain Training schemes will remain at the forefront of our key role as an awarding body of the Mountain Training schemes in Scotland in the next four years.

George McEwan

MTS Executive Officer



## Summary MTS Key Development Outputs 2021/2022

For our operational plan for 2021/2022 the following is a summary of our key development priorities and associated outputs. For detailed descriptions of outputs and please click on links.

### COVID-19 and impact on MTS operations 2021-22

- MTS Course Provision COVID Resilience Strategy
- CV19 Guidance for those leading formal organised activity
- Mountain Training Temporary Scheme Adaptations
- Winter ML Scheme Temporary Scheme adaptations

### Key Aim 1 - Provision of Mountain Training Qualification Schemes in Scotland

- Mountain Training Walking Schemes review
- Camping Leader created and launched 1st March 2022
- Mountain Training core walking schemes revised and launched summer 2022
- 'Mountain Training Leadership and Decision-making' model created and incorporated into revised walking schemes
- Developed 'Mountain Training Leadership and Decision-making' on-line resource to support induction programme
- Ran 'Mountain Training Leadership and Decision-making' induction programme for MTS approved Course Directors and staff
- Developed and created 'Mountain Training Leadership and Decision-making' on-line resource for candidates
- SAFOS MTUKI/MTS Avalanche Education Project - Collaboration project with Glenmore Lodge/SAIS/MTS which created an on-line Introduction to BAA learning module to create cost effective publicly accessible high quality on-line avalanche education
- Six moderations completed;
- updated and developed MTS Trainers and Assessors Programme including creation of on-line course and MTS Trainer and Assessor handbook
- Incidents and unusual occurrences – none reported in 2021-2022
- 5 x New Course Directors approved by MTS; 62 currently active

### Winter Mountain Leader course provision 2021/2022

- 18 training courses; 12 assessment courses and 12 re-assessments
- 125 candidates completed their training whilst 57 passed their assessment, a 77% pass rate
- total of 217 candidates booked on a Winter ML course which is an increase of 159% on 2020



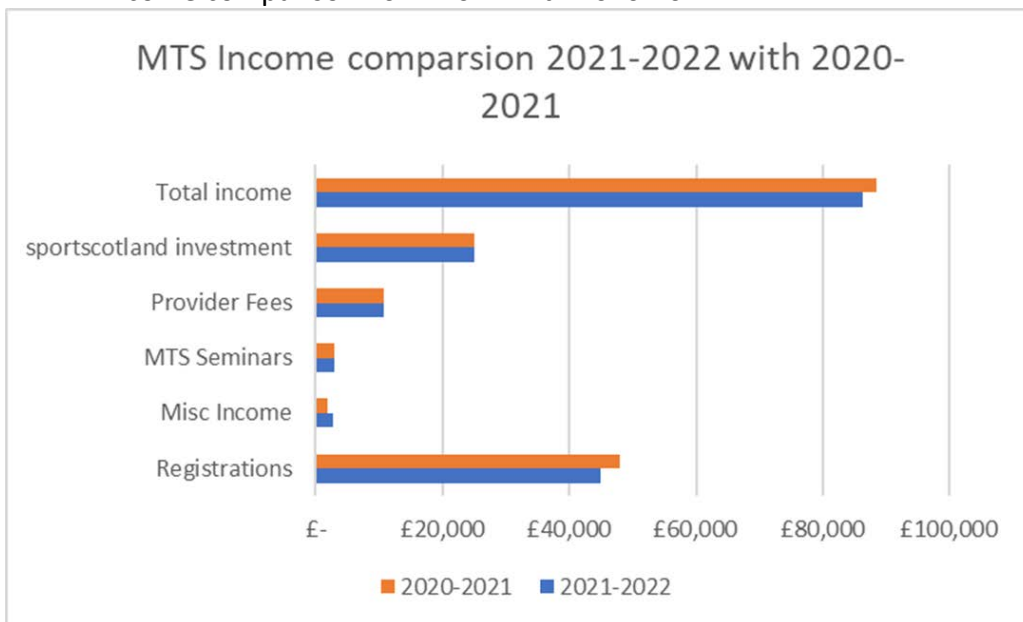
**Key Aim 2**

**Ensure continued, equitable and inclusive access to Mountain Training qualification schemes in Scotland**

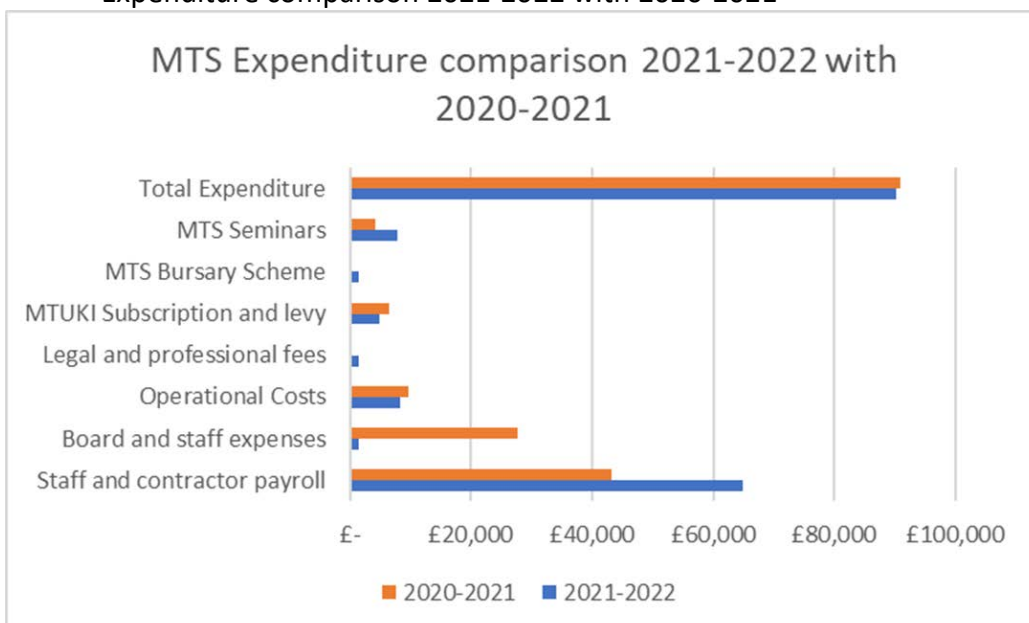
- MTS Bursary scheme had 12 applications of which all 12 have been successful
- Your Movement Matters project completed
- 5 x candidate reasonable adjustments case studies

**Key Aim 3 Ensure financial security**

- Income comparison 2021-2022 with 2020-2021



- Expenditure comparison 2021-2022 with 2020-2021



**Summary END**



## COVID-19 and impact on MTS operations 2021-22

**Most legal restrictions relating to Covid-19 were lifted on the 9th August 2021 when Scotland moved to 'Beyond Level 0'. This included travel restrictions within Scotland, physical distancing, and the size of people gatherings.**

Whilst these changes signaled the end of most restrictions for sport and physical activity it did not however signal the end of the epidemic. Covid-19 is a disease that MTS foresees will need to be managed for the foreseeable future. Providers and their staff were advised to continue to abide by a set of baseline measures covered by Scottish Government guidance and where relevant, legislation.

Although restrictions were eased Scottish Government retained the option of putting in place local measures and travel restrictions to manage any future virus outbreaks. Key messaging being used to support course delivery was based around Scottish Government '**Give people space**' messaging.

A significant part of managing this situation was collaborative via the Mountaineering Scotland Mountain Safety Group and has proven pivotal in supporting on-going Scottish Government/sportscotland CV-19 measures and their impact on mountain-related activity via the Mountaineering Scotland Mountain Safety Group member network

- 'CV-19 Guidance for Those (Leaders, instructors, and coaches) Involved in Organised and Formal Led Walking, Scrambling & Climbing (Including indoor climbing and bouldering) Activities – Scotland'

This was updated in line with changes to Scottish Government COVID guidance and restrictions and circulated via the Mountain Training website, MTS networks and social media. Feedback from wider users has been very positive. Whilst restrictions were eased MTS Providers and their staff were still implementing COVID mitigation measures. This was mainly to reduce the probability of them having to isolate and therefore unable to work (over 54% of MTS course staff are self-employed).

### MTS Course Provision COVID Resilience Strategy

The aim of this strategy was to create resilience in course provision via:

- Creating on-line teaching resources for Mountain Training schemes theory and knowledge base.
- Creating a COVID mitigation working principles appropriate to protection levels/COVID hazard on-line teaching resource. This was created with dr Jonty Mills creating the on-line content and providing technical advice regarding managing infection control in both the indoor and outdoor environments.
- Sharing of lessons learned via MTS seminars

- Temporary scheme adaptations

Currently temporary scheme adaptations remained active throughout the period covered by this report. The aim of these adjustments was to maintain the quality and standard of training and assessment provision whilst reducing the exposure of candidates and staff to the risk of contracting or spreading Covid-19 by enabling Mountain Training scheme providers to deliver courses adhering to current COVID guidance.

- Winter ML Scheme temporary scheme adaptations

To ensure consistency across the scheme, manage candidate inclusion (Candidate tolerance for close contact with strangers will vary), and ensure the Winter ML scheme was resilient to future changes in government CV-19 guidance and follow current ScotGov guidance for 'Give people space' it was agreed with WML providers and their Course Directors that there would be no multiple occupancy snow hole use, including shared construction.

This information was shared via the Mountain Training website; various groups on Facebook (including AMI); and circulated amongst MTS Providers and their staff email contact list. Sportscotland also held this info on their own website.



## Strategic Key Aim 1

### Provision of Mountain Training Qualification Schemes in Scotland

- Rock Climbing Development Instructor implementation

On the 3<sup>rd</sup> April 2019 the new qualification for teaching leading on single pitch crags – the Rock Climbing Development Instructor was launched. Due to the specialist nature of this new qualification scheme MTS anticipated a low take up by Scottish based candidates of this scheme. This forecast has been correct with only 5 individuals registering on the scheme in 2019, and 7 in 2021. *NOTE: For comparison registration on the Climbing Wall Development Instructor scheme is 26 candidates for 2019 and 6 for 2021.*

To date a total of three RCDI course (2 x training and 1 x assessment) have been run in Scotland. All run by the same provider.

- - Mountain Training Walking Schemes review

The new Camping Leader (which replaces the current Expedition skills module) went live in March 2022. The unique aspect of this scheme is it is an assessment only course with an optional on-line ELearning course providing knowledge and theoretical in-put.

The other walking qualification schemes (initially core schemes: Lowland Leader, Hill and Moorland Leader, and Mountain Leader, with the Winter Mountain leader and international Mountain Leader to follow) syllabi have been reviewed and re-organised to ensure far greater consistency across schemes relating to common and core syllabus items and definitions. The new 'leadership and decision making' competencies based on the Mountain Training 'leadership and decision making' model have been incorporated into the revised schemes. It should be stressed that whilst the syllabus competencies have been restructured and amended, they do not change the fundamental scope of the walking schemes. It is planned to launch the revised core walking schemes in summer 2022.

- MTS Mountain Training Leadership and Decision Making Project

This was a project led by Sandy Paterson with support from Doug Cooper to create an on-line teaching resource to support induction programme for MTS Course Directors and staff. MTS ran a series of 'Train the Trainer' Mountain Training Leadership and Decision Making Inductions for MTS Course Directors and staff. These were completed on 12/1/2022 with 74 Course Directors and staff attending six workshops.

MTS then commissioned and launched an on-line resource to support candidates who have already completed training understand the new Mountain Training leadership and decision-making model and as an additional resource for Providers and their staff. Doug Cooper led on this project, with support from Sandy Paterson to create the on-line component.



- SAFOS MTUKI/MTS Avalanche Education Project

MTS/MTUKI along with partners the Snow and Avalanche Foundation of Scotland (SAFOS) and Glenmore Lodge undertook a two-part project to create a learning pathway for mountain goers focussed on understanding and applying the Be Avalanche Aware (BAA) process pioneered by SAFOS.

Phase 1: This focussed on creating and launching an on-line Introduction to BAA learning module to create cost effective publicly accessible high quality on-line avalanche education. The aim was to create a foundation knowledge base for relative newcomers to enable them to effectively apply the BAA process to mitigate avalanche hazard and risk. This was completed with significant help and support from Glenmore Lodge Senior Instructor Derek Bain who created the technical on-line content. It went live on 21/1/2022 and currently has 1154 people enrolled.

- Moderations (Quality assurance visits)

Six moderations were completed.

These involved 2 x Lowland Leader assessments, 1 x ML assessment, 2 x WML training and 1 x WML assessment.

- Use of Reflective Practice Self-Assessment (RPSA) appraisal by Course Directors  
None complete were completed in 2021-2022. It is MTS' intent is to pursue this in 2022/2023 as overall there is value in the process. MTS will review the process and consider how we might reshape the process and consider aligning with Vision/Support/Challenge leadership model.

- MTS Trainers and Assessors Course

This project involved reviewing and updating the trainer and assessor competencies creating a handbook for the course and an eLearning resource with in-put from Sandy Paterson and Alan Halewood. The handbook was completed and work finished on creating on-line resources via the 'Teachable' on-line learning package.

First course using revised syllabus and on-line resource delivered by Sandy Paterson and Alan Halewood on the 13/14 November based at Lochore Meadows centre, attended by 12 participants. Completion of a 'Trainers and Assessor' course is a requirement for all new Course Directors.

- Incidents and Unusual Occurrences

There were none reported in 2021.

- Mountain Training Qualification Schemes

MTS had five applications for new Course Directors. Two were for ML training; one for ML assessment; one for Winter Training and one for Lowland Leader training/assessment.:

MTS currently has two Probationary Course Directors (one ML training and one ML assessment) by the close of 2021-2022 . There are no outstanding probationary Course Directors from previous years as MTS caught up with the backlog due to COVID

Currently MTS has 62 approved active individual Course Directors and Tutors across all the schemes, this is an increase of 2 for the same period in 2020.

- Mountain Training Skills Schemes

Currently MTS has 10 approved Providers with an attached 17 approved Tutors. This scheme has been comparatively inactive since its inception. Issues around registration cost, and minimum age for registration have been key factors restricting take up.

The intent is to 'soft launch' the schemes in 2022 to recruit more Providers and Tutors in 2022.

- Winter Mountain Leader course provision 2021-2022

Congratulations to all those candidates who have successfully completed their Winter Mountain leader (Winter ML) journey, our best wishes to those still on it and a welcome to those who have registered on the scheme but still to undertake their training. For registration numbers please see [Appendix 1](#) and [Appendix 3](#).

This turned out to be an excellent season with regard the number of candidates who attended a Winter ML course. The success of this season was thanks to our providers and their staff who worked tirelessly to make this season a success, despite the challenges posed by both the weather/conditions, and the on-going impact of COVID which affected candidates and course staff alike.



Creating single person occupancy snowholes.





## **Training and assessment stats**

In the season 2021-2022 MTS Winter Mountain Leader Providers successfully delivered 18 training courses; 12 assessment courses and 12 re-assessments.

### **Winter ML Training**

Number of candidates booked onto training course: 139

Number completed training: 125 (of which 20 were female; 103 were male; and 2 neutral/not specified gender)

Number not completing course due to various reasons: 14

### **Winter ML assessment**

Number of candidates booked onto assessment course: 78

Number completing assessment: 74

Number not completing their assessment due to various reasons: 4

Number Passed: 57 (of which 9 were female; 47 male; and 1 gender neutral/not specified)

Number deferred: 14

Number failed: 3

77% pass rate

Overall, a total of 217 candidates booked on a course which is an increase of increase of 159% on 2020 (there was very minimal activity in 2021 due to lockdown) and is on a par with pre COVID numbers.

### **The future of the Winter Mountain Leader?**

This season has posed some tough questions. Given the future with climate change undoubtedly having an impact on winters now and to come, the challenge that we continue to face is how we continue to ensure the Winter Mountain Leader remains viable and relevant to leaders operating in the UK and Ireland in winter conditions. This year has, in part, consolidated our learning in adopting a dynamic and flexible approach to running a weeklong programme. This has particularly been relevant in how we run assessments (and to a lesser extent training) to take into consideration increasingly dynamic winter conditions.

- Winter ML on-line avalanche eLearning resource  
MTS created a bespoke version of this for Scottish MR in November this year (funded by Scottish MR and undertaken by MTS). This is now live on the MTS Teachable school and is

being widely used by SMR to support their avalanche search and rescue training programme.

The MTS Winter Mountain leader version continues to go from strength to strength and currently has 396 people enrolled on it.



Winter Mountain Leader steep ground training in mild conditions



Marginal conditions



## Strategic Key Aim 2

### Ensure continued, equitable and inclusive access to Mountain Training qualification schemes in Scotland

- MTS Bursary scheme

Mountain Training Scotland annually offers a limited number of bursaries to support candidates wishing to undertake a training or assessment course in one of the Mountain Training Qualification schemes provided by Mountain Training Scotland for whom the financial constraints may be a barrier to participation and whose participation may promote MTS's commitment to Diversity. The MTS Bursary Scheme was launched on June 2019 – by end of 2021-2022 MTS have had a total of 24 applications to date of which 23 have been successful.

in 2021-2022 MTS have had 12 applications of which all 12 have been successful.

Since 2019 16 applicants have successfully completed their course and have claimed their bursary.

- Your Movement Matters

MTUKI and national Mountain Training organisations intent is to create an overarching equity and equality policy and associated strategic plan to co-ordinate efforts on various initiatives.

The “Demographic Research project” known as “[Your movement matters](#)” is a walking and climbing research project designed to provide information to support the development and implementation of evidence-based diversity and inclusion strategies (including the MTUKI and national Mountain Training organisations strategy mentioned above).

The aim was to gather data with regards to the demographics for participation in the various activities broken down by discipline e.g. winter walking, summer walking, sport climbing, trad climbing, outdoor bouldering etc. This will enable us, as a result, to ascertain whether the demographics of our qualification holders are representative of the participation base or not. This will support the efforts of the national Mountain Training organisations at a UK and Ireland wide level to support our work to increase the number of qualification holders from particular sections of the population.

The initial phase of the YMM project was completed and the data has been published.

- MTS Delivery workforce

This is on-going with the intent to encourage more female ‘instructors’ to become involved in MTS course provision with view to developing experience to apply to become Course Directors in due course. <http://www.mountain-training.org/campaign/womenoutdoors-week-profiles>



Currently MTS has 12 female Course Directors out of a total of 62 (or 19%). For comparison the other national Mountain Training organisations % of female Course Directors/Tutors/Coaches is as follows: MTE has 13%; MTC 17%; MTBI 26%; MTUKI 17%.

- Candidate 'reasonable adjustments'

Since MTS started recording evidence of Course Directors making 'reasonable adjustments' in 2013 we have received 40 reports to date. In 2021/22 MTS have received five case studies (anonymised reports) referencing candidates attending MTS courses who have asked for or required reasonable adjustments to be made to their training and/or assessment process.

- MTS Mountain Training scheme registrations

For breakdown and graphical information of registration figures please see [Appendix 1](#).

Total registrations for 2021 are 1143 (across all schemes including Hill and Mountain Skills). This compares with 993 for 2020.

This represents an overall increase of 15%. Compared to 2019 (pre-COVID) this is a 1143 (2021) vs 1475 (2019) or a decrease of 29%.

Whilst resumption of activity in early summer has shown a positive bounce back interest in attending a training/assessment course, total registrations are still low.

- Training and assessment course places

For breakdown and graphical information of training and assessment figures please see [Appendix 2](#).

A total of 954 training (627) – across all schemes, and assessment (327) places were completed in 2021.

This compares with a total of 657 (330) training and (327) assessment places in 2020.

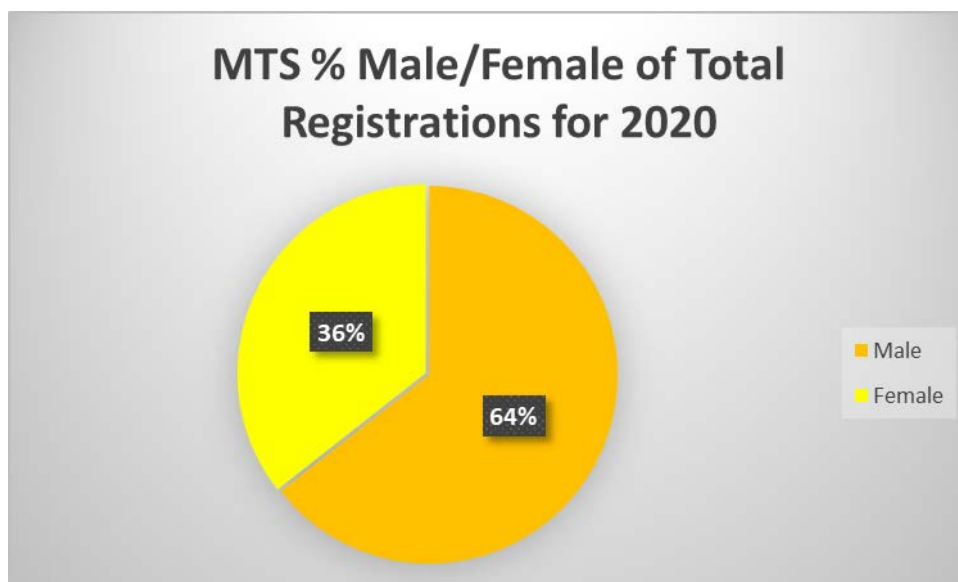
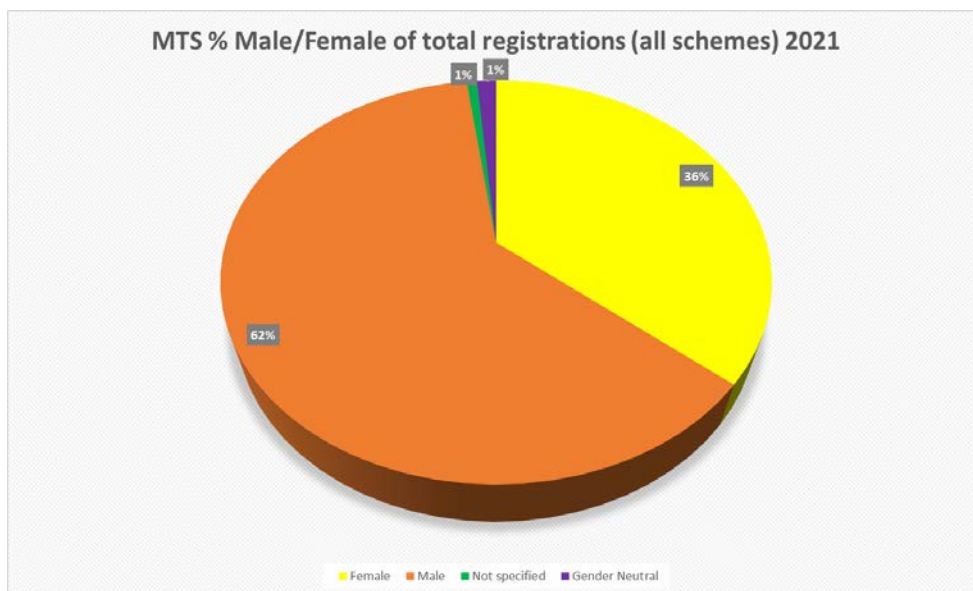
This is an overall increase of 45%.

- Breakdown of registrations by stated gender in 2021.

The Mountain Training database (CMS) of all candidates who have registered from 2017 to 2020 show out of 45,051 candidates who registered on a scheme in this period 15689 women and 29,362men (34.8% female, 65.1% male).

Overall, the breakdown specific to Scotland is positive in comparison e.g. in 2017-2020 out of 5,458 I candidates who registered on our schemes 2015 were female and 3443 were male (36.9% and 63.1%). Refer to [Appendix 3](#) for breakdown by scheme for 2021.

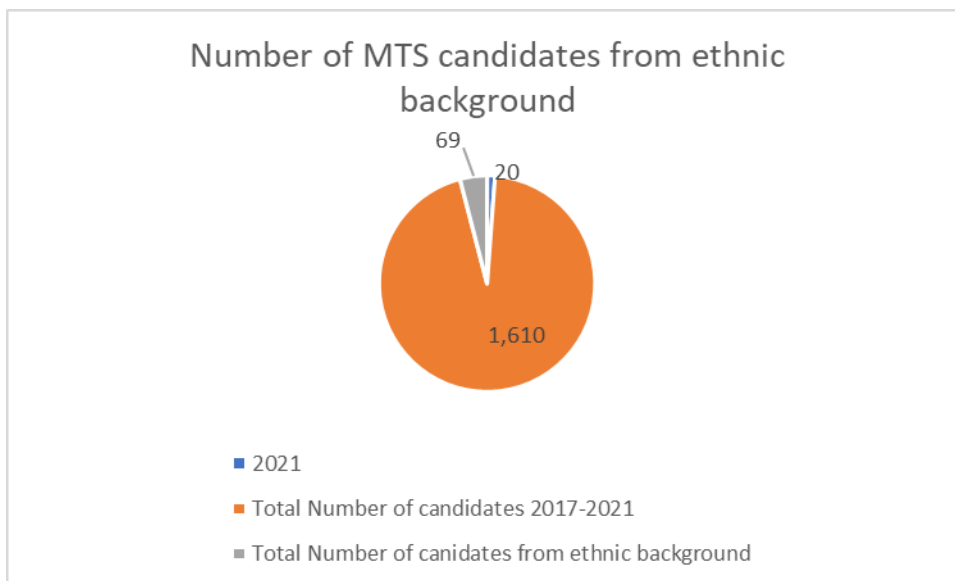
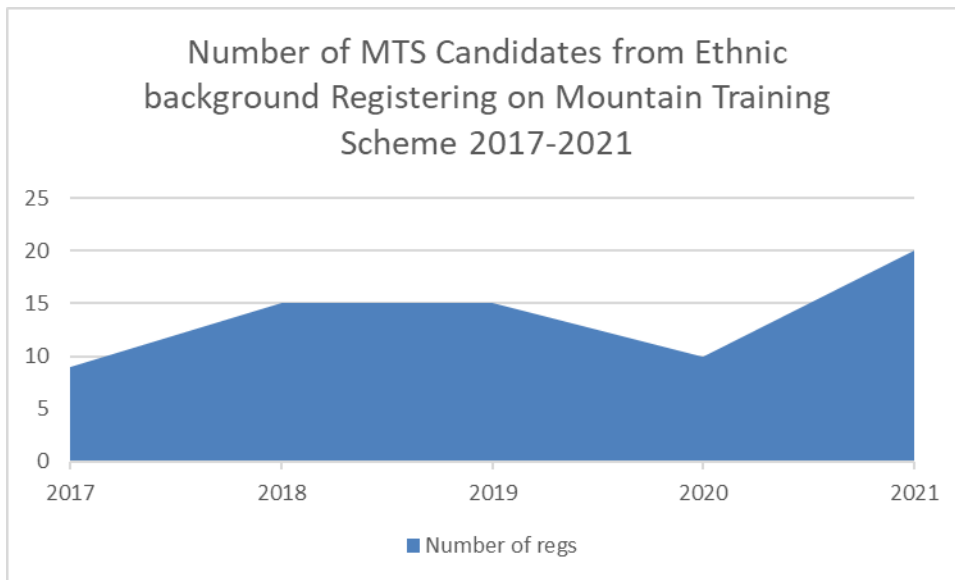
Overall % male/female for 2021 is the same when compared with 2020.



- Breakdown of registrations by ethnicity

Registrations for 2021 showed 20 candidates declaring an ethnic background registered with MTS on a Mountain Training Scheme. This is an increase on figures from 2017 (9 registrations) of 122%.

MTS registrations across all Mountain Training schemes totalled 1143 for 2021. Making this number 1.75% of total. Based on the Your Movement Matters UK data 4% of respondents were from an ethnic background. So in reality or % does not mirror current participation levels.



## Strategic Key Aim 3

### Ensure financial security

- Operational Budget 2021-2022

The primary sources of income are fees from candidate registrations; investment from **sportscotland**; fees (consisting of annual renewal and course places delivered) from course providers who run courses on behalf of Mountain Training Scotland. All these fees are agreed and set by the Home Nation Boards via Mountain Training. Therefore, Mountain Training Scotland has limited scope to raise these fees.

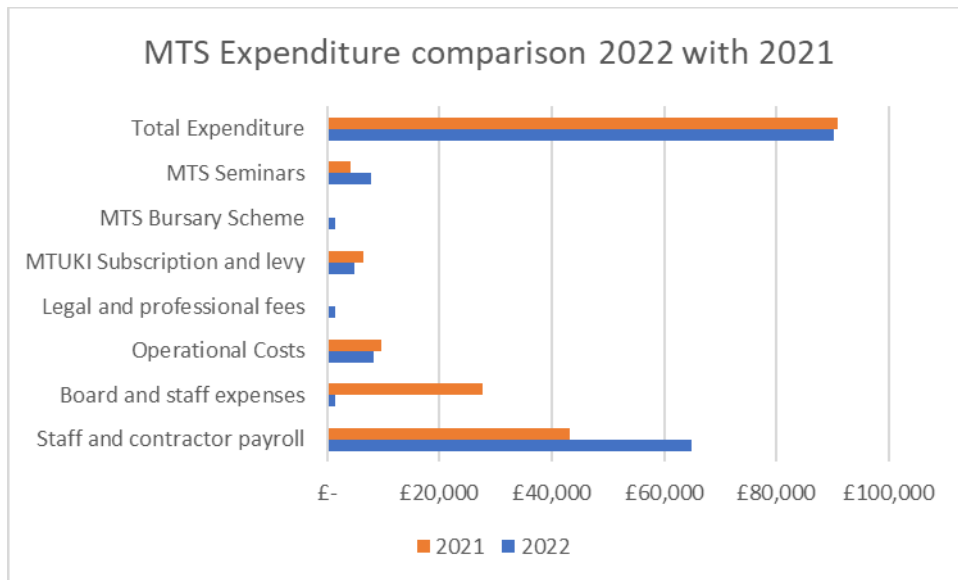
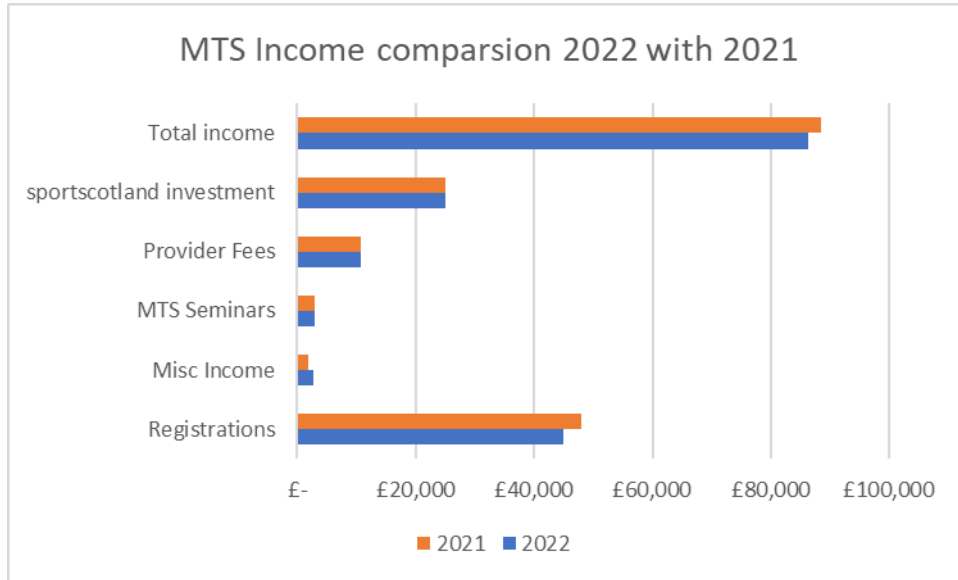
The MTS budget was focussed on implementing our operational plan with Mountain Training Scotland running a small surplus of £2k for 2021/2022 as summarised below:

MTS Operational Plan 2021/2022 Summary Budget		
Strategic Plan 2017/2021	2021/2022	Assumptions
<b>Income</b>		
sportscotland investment	£ 25,000.00	
registrations, provider and course fees	£54,585.00	Forecast overall circa 10% reduction on 2019/2020 (pre covid) income from registrations and provider fees figures (£58,760).
<b>total incoming for 2020/21</b>	£ 79,585.00	
<b>Designated Reserves</b>	£50,000	NOTE: Current bank balance (end of Mar 2021 was £56,803). £6.8k set aside to cover outstanding debts e.g for invoice expected but not received for March
Sportscotland support	£ 25,000.00	
<b>Total reserves available 2021/2022</b>	£75,000	
<b>Outgoings</b>		
staffing costs	£44,500	
support costs	£33,100	
<b>total outgoing</b>	£77,600	
<b>balance for 2020/21</b>	£ 1,985.00	MTS intend to run at a small surplus in 2021/2022

- MTS Operational income and expenditure

Our forecasted income from registrations was less than anticipated. This coupled with additional workload to push ahead with digital on-line learning resources due to demand saw MTS expend more than initially planned on related development projects.

A breakdown of key budget headings can be found below:



- SportsScotland development investment

MTS would like to thank sportsScotland for the investment funding of £25k that was made for 2021-2022. Without this support MTS at best would be severely limited in our ability to further development projects and at worse unable to do so.

Over the period of our strategic plan 2017-2022 MTS has received a total of £125k in development investment from sportsScotland.





## **Mountain Training Scotland Strategic Plan 2017-2022 summary of outcomes**

The end of March 2022 brought to a (delayed close) the MTS Strategic Plan for 2017-2021 (extended due to the impact of the pandemic to 2022).

The following is a summary of outcomes mapped against Key Performance Indicators (KPI) via MTS activity and outputs 2017-2022

### **Our strategic goals**

- A financially secure organisation
- providing innovative and sustainable mountain-related training qualification schemes
- supporting a community of world-class outdoor leaders, instructors and coaches
- representative of a diverse, fit and active society.

## **Key Aim 1 - Provision of Mountain Training Qualification Schemes in Scotland**

### **KPI - a 10% increase in registrations**

Regs 2016 – 2021 median is 1382 pa  
Regs 2000-2015 median is 896 pa

### **Outcome: Equals 54% Increase**

### **KPI - a 20% increase in training and assessment places**

Training and assessment places 2016-2021 median is 1170.5; 2000-2015 median is 1216

### **Outcome: 4% decrease**

If you remove 2020 and 2021 it shows a 1% increase.

### **KPI - a 20% increase in led days by qualified Mountain Training Leaders and Instructors from 134557 (MTA Survey Final Report 8 July 2016) to 161468 led days by 2021**

New figures from MTS survey show 80% of MTA members work on average with 267 clients/learners a year.

2017-2021 MTS qualified 1,610 candidates across all schemes equates to potential 429,870 led days.





**Outcome: A 156% increase in led days by MTS assessed Mountain Training qualified leaders.**

## **Key Aim 2**

### **Ensure continued, equitable and inclusive access to Mountain Training Qualifications in Scotland**

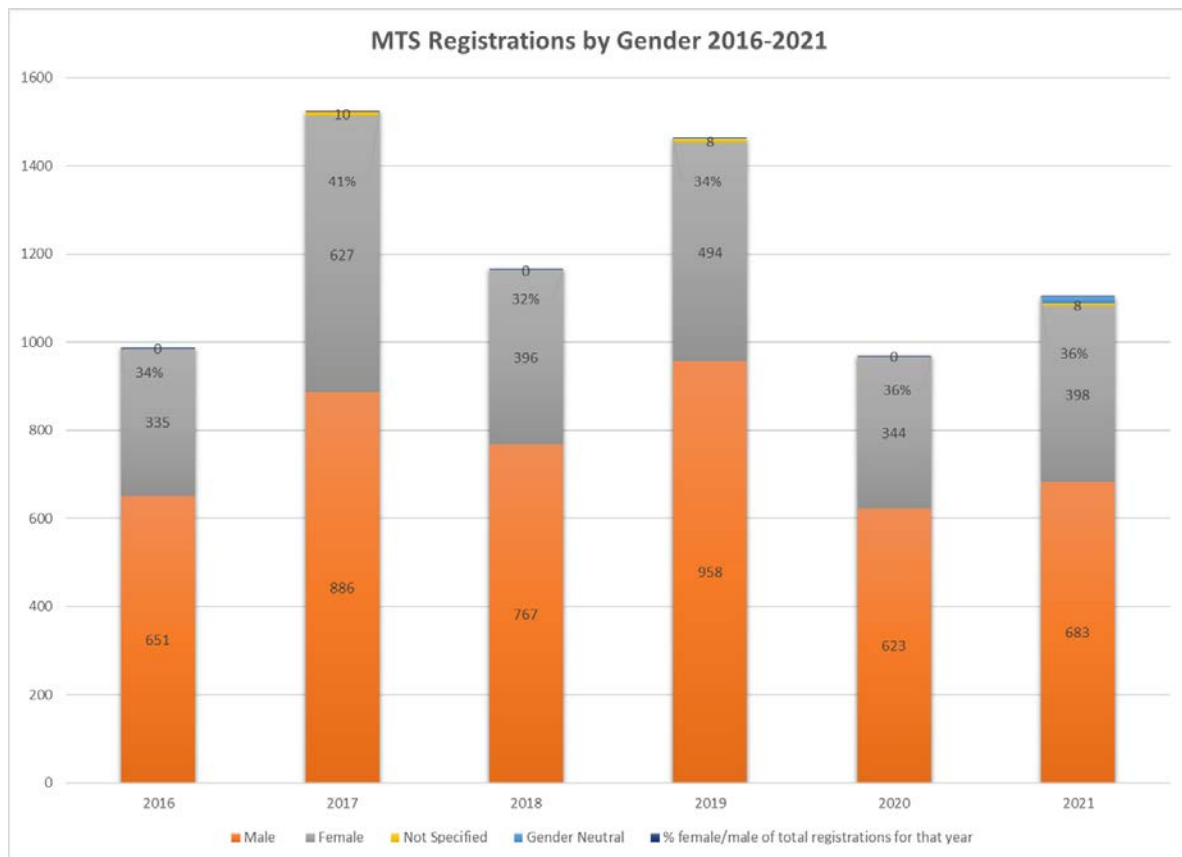
**KPI - facilitated a 200% increase in registrations from candidates from ethnically diverse communities' backgrounds from approx. 7 per year (2015) to 21 per year by 2021**

2021 showed 20 candidates declaring an ethnic background registered with MTS on a Mountain Training Scheme.

**Outcome: 122% increase on figures from 2017**

However, context. For 2017-2021 69 MTS candidates out of 6689 MTS candidates were from an ethnic background. This equates to 1% of total registrations for that period. For context 4% of respondents to Your Movement Matters UK data from an ethnic background.

**KPI - facilitated an increase in registrations by female candidates across all Mountain Training qualifications in Scotland from 35% of total to 40% of total**



There has been some significant variation between 2016 and 2021. With the highest showing 40% (2017) and the lowest 32% (2018). The median shows 35% split female/male registrations i.e. 35% of all MTS registrations across all the Mountain Training schemes are female candidates. 2021 showed 36% of MTS candidates were female. The number of candidates declaring 'gender neutral' whilst still comparatively small has increased in 2021 from an average of around 8 per year to 15 for 2021.

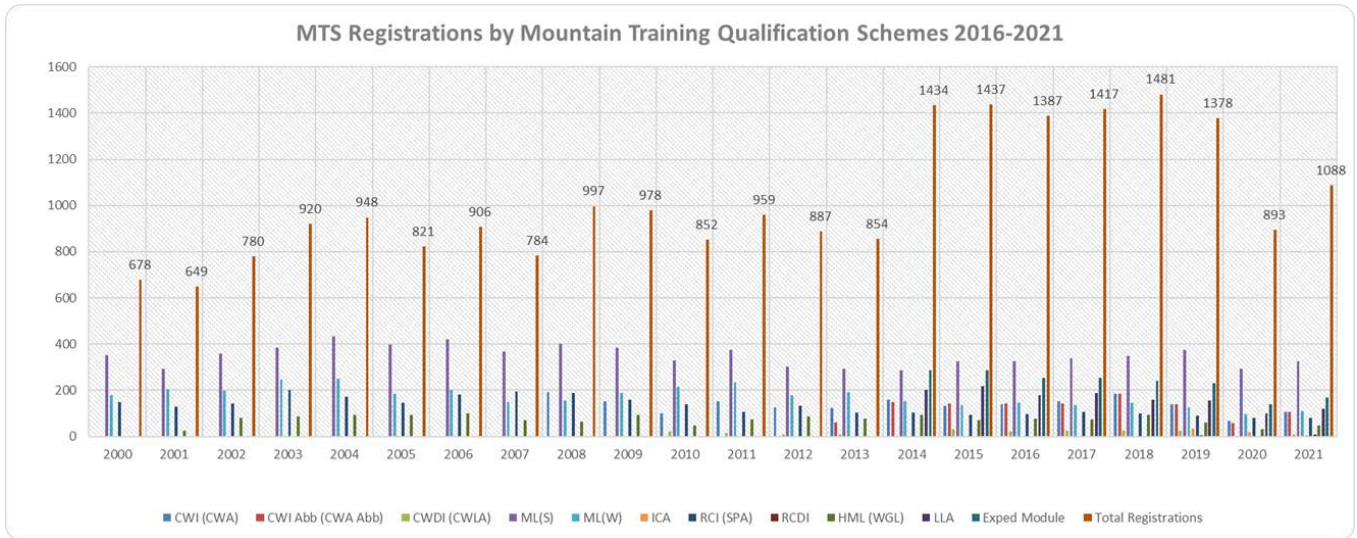
The Lowland Leader (50%) and the Mountain Leader (38%) show the most 'positive' balance across the Mountain Training schemes managed and provided by MTS.

**Outcome: median still at 35% though trend is slowly changing.**

increased total MTS registrations by 10% from an average of 1240 to an average of 1364

Median from 2000-2015 is 896

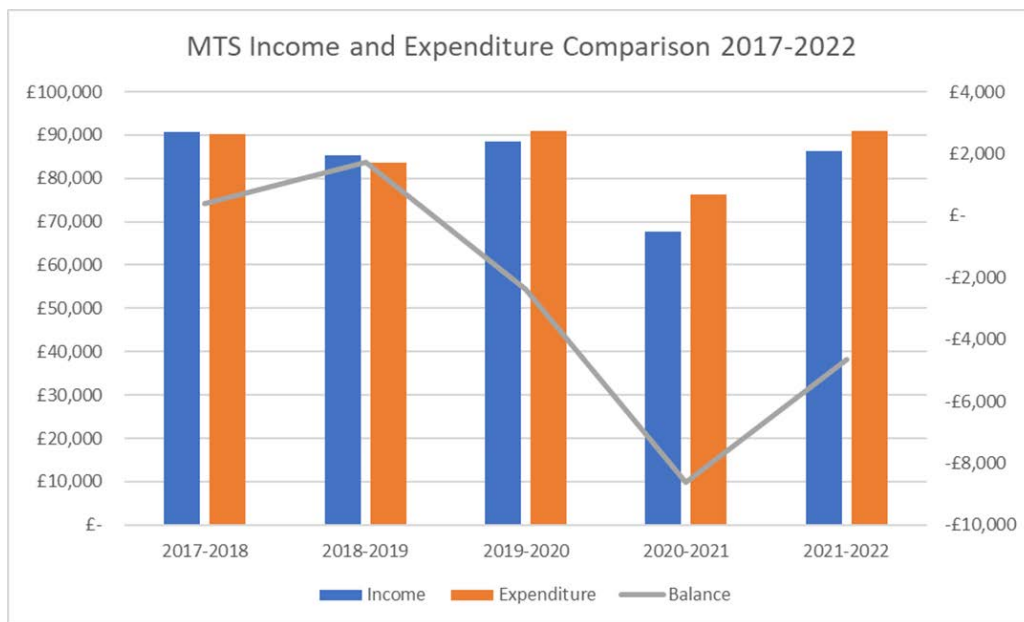
Median from 2016-2021 is 1382



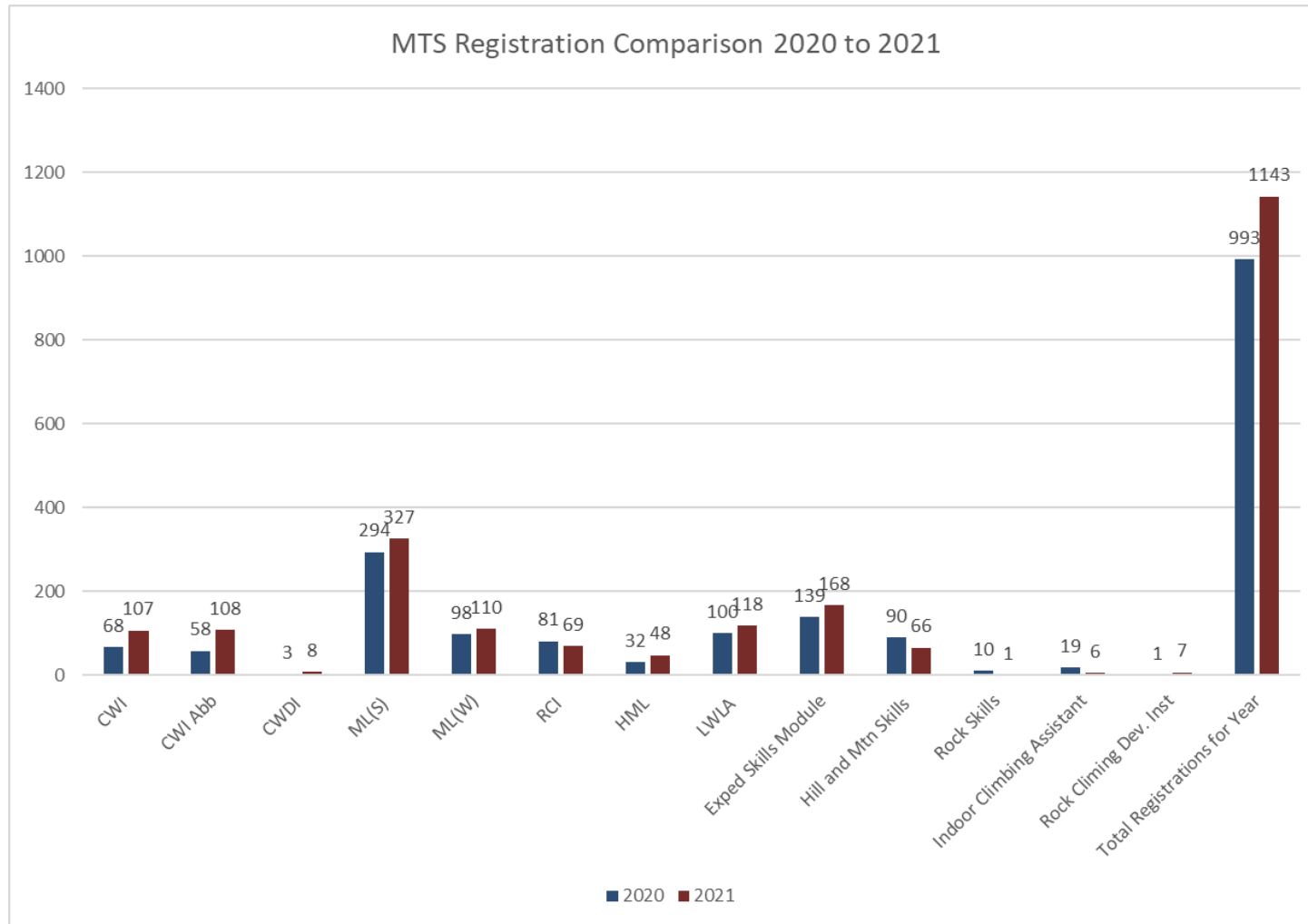
Outcome: An increase in 54%

### Key Aim 3 Ensure financial security

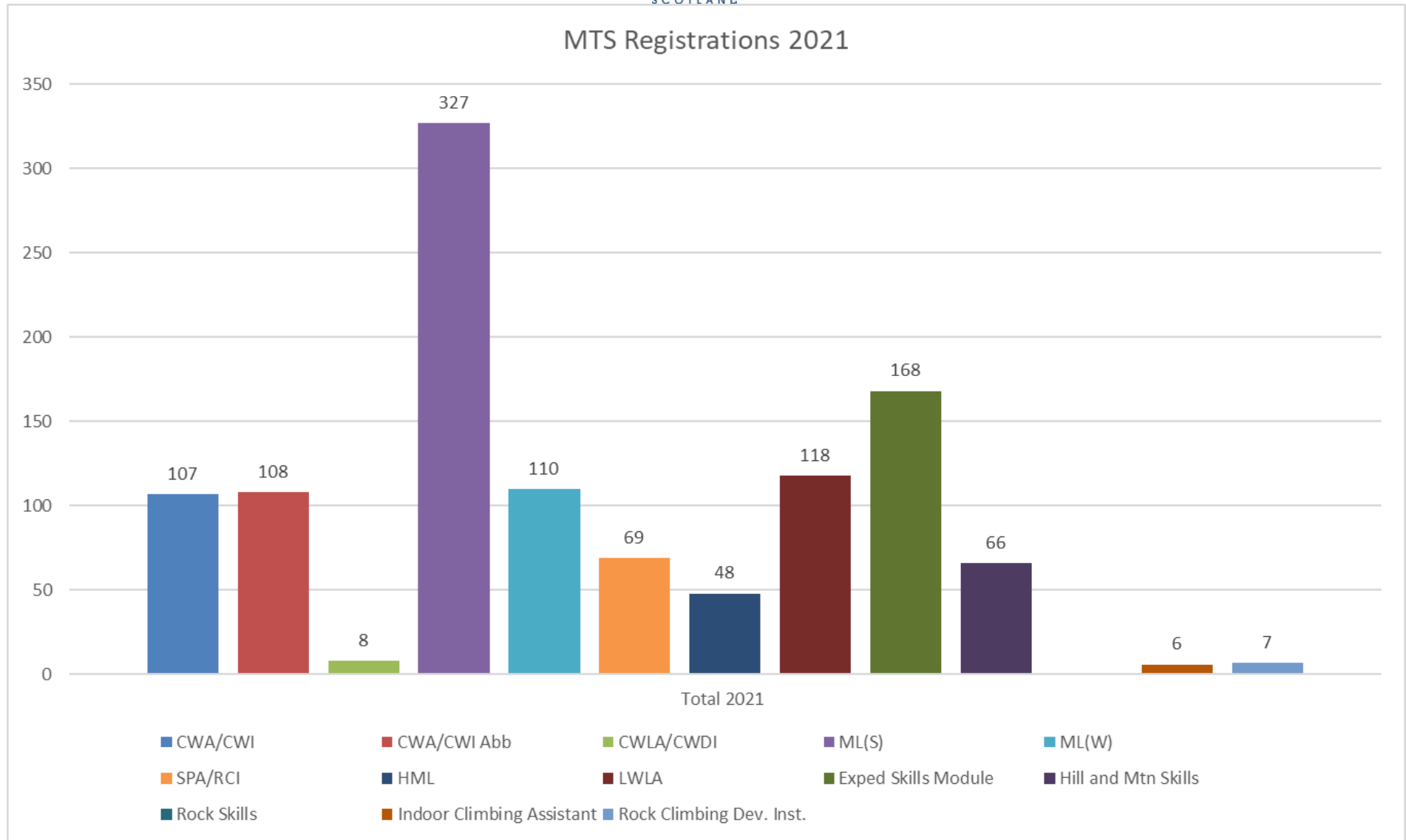
- ensured Mountain Training Scotland income increases by at least minimum annual inflation rate (based on the Retail Price Index)



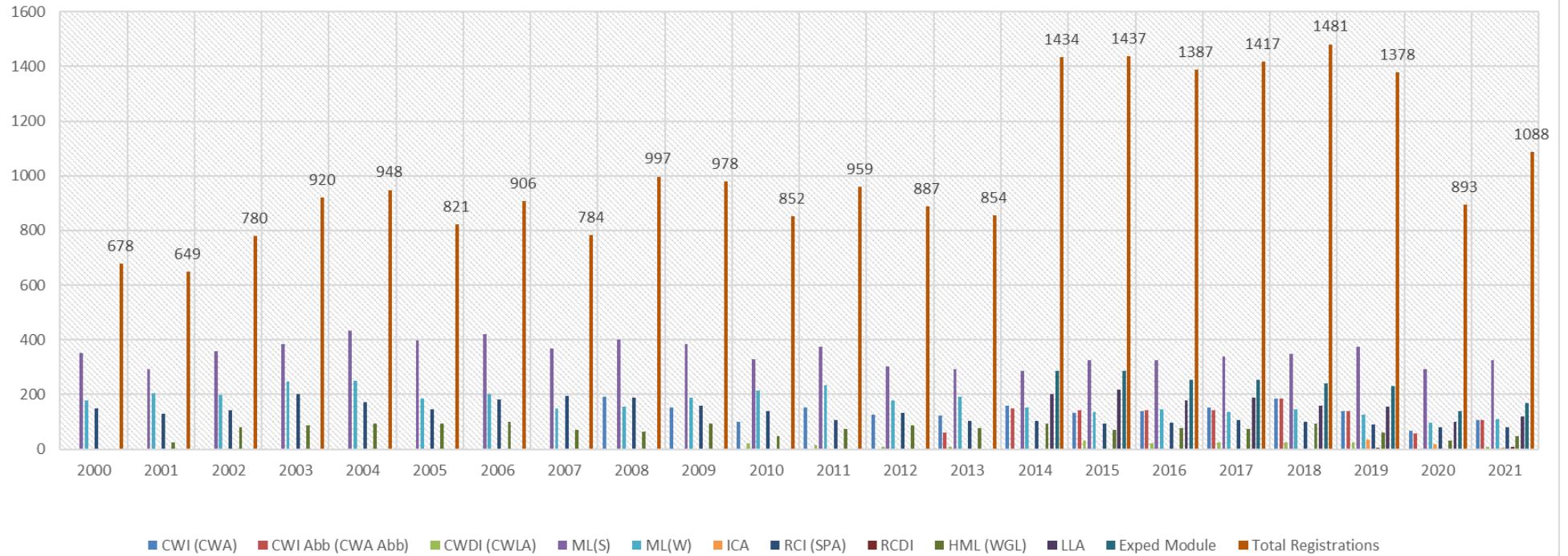
## Appendix 1 MTS Registrations



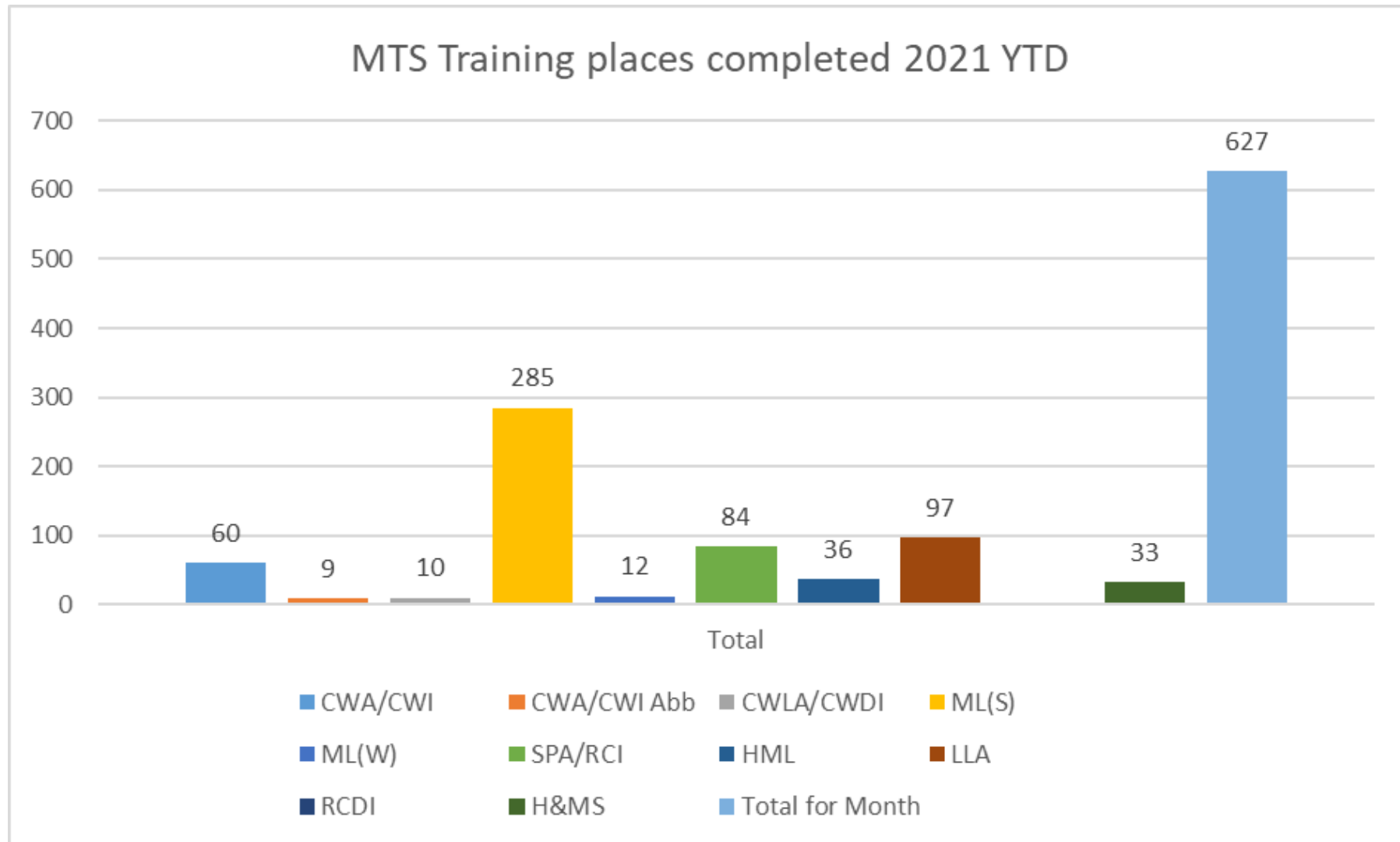
### MTS Registrations 2021



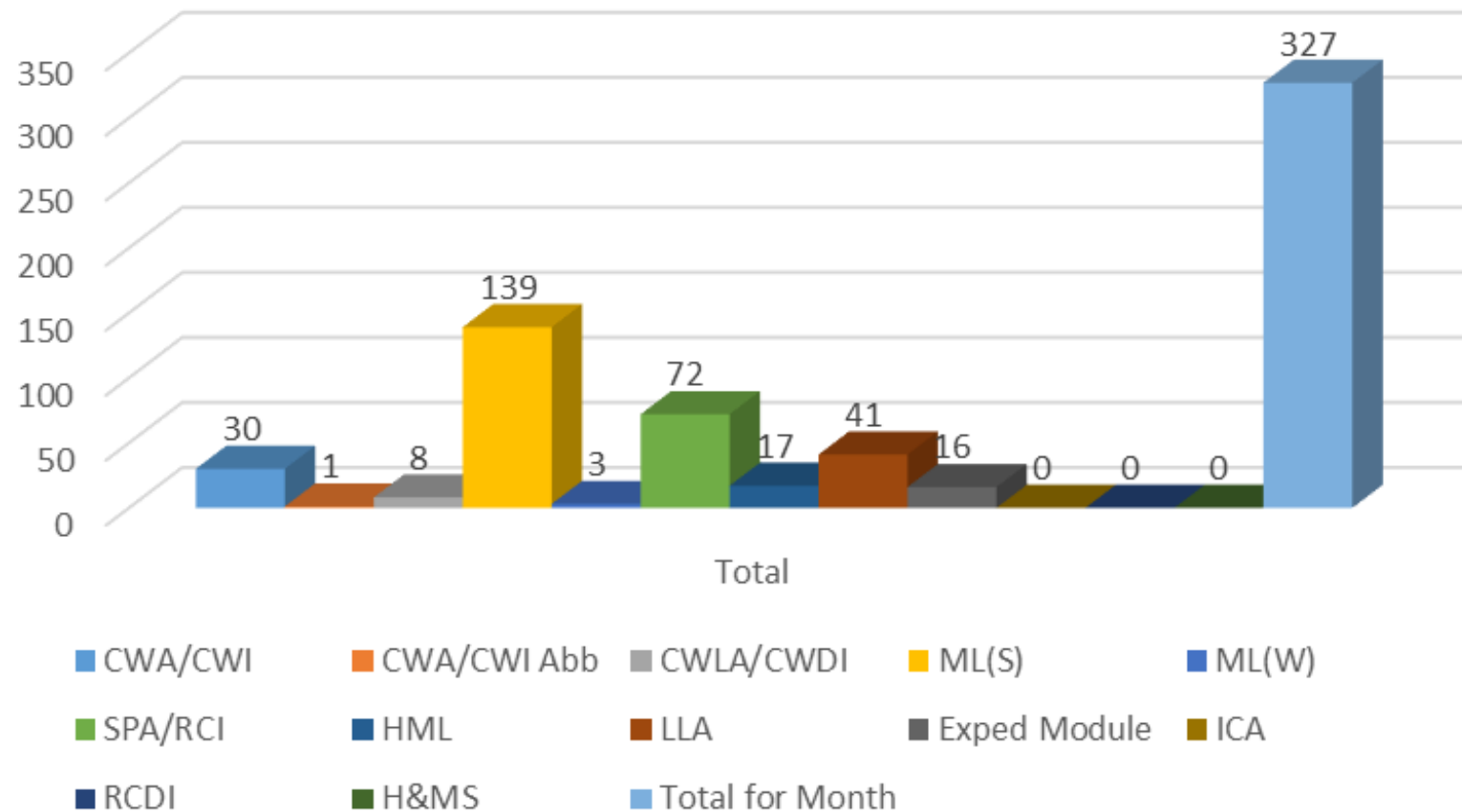
### MTS Registrations by Mountain Training Qualification Schemes 2016-2021



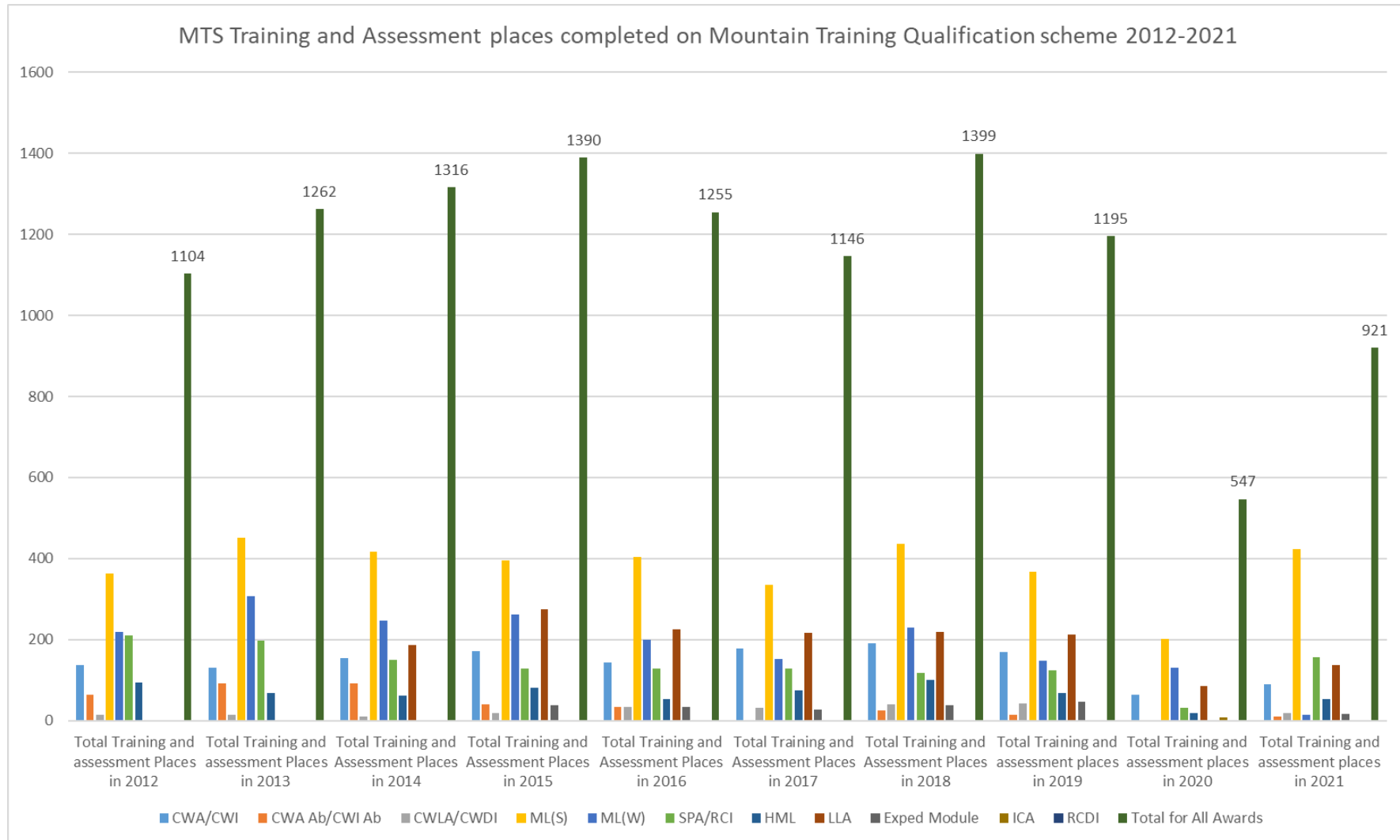
## Appendix 2 MTS Training and Assessment Places



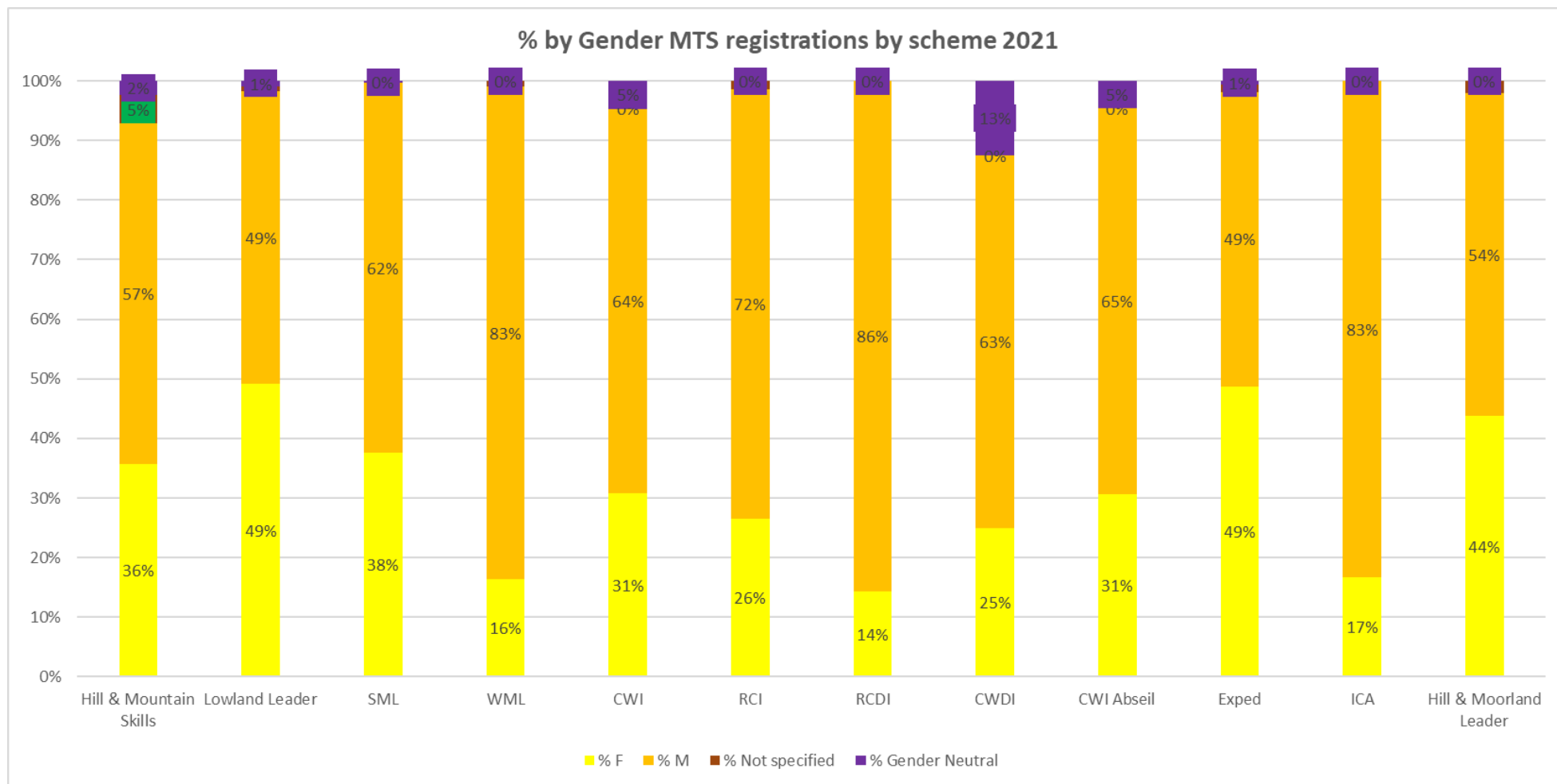
## MTS Assessment places completed 2021










### Appendix 3 % by Gender MTS Registrations by Scheme 2021



## Mountain Training Scotland Board August 2021 (Directors)

		
<p><b>Ryan Doherty Chair</b> (Appointed 22/11/2017; elected as Chair 24/5/2020)</p>	<p><b>James Ferrier Vice Chair</b> (Appointed 22/11/2017; elected as Vice Chair 24/5/2018)</p>	<p><b>James Ferrier Treasurer</b> (Appointed 22/11/2017; elected as Treasurer 21/5/2020)</p>
<p>Ryan has spent the past 10 years shaping business strategy, within the nuclear industry. He is a professionally qualified Engineer with a Degree in Civil Engineering from University West of Scotland; and has obtained a post-graduate Risk Management qualification.</p> <p>On a personal note, as a keen 'munroist' Ryan applied for the board position to combine both business and pleasure and hopes he can bring his knowledge and experience to the benefit of the company.</p>	<p>James, now retired, was a teacher with over 30 years' experience, including 20 years in Senior Management, all largely in the independent sector and is an active Mountain Leader. James has nearly 40 years mountain and expedition leading experience with mainly young people across the U.K. and overseas.</p> <p>James brings to MTS a range of skills relevant to both the strategic and operational elements of the MTS Executive Board's work drawn from his "Mountain" and "Training" background; all underpinned by an enthusiastic commitment to support the work of MTS.</p>	<p>James, now retired, was a teacher with over 30 years' experience, including 20 years in Senior Management, all largely in the independent sector and is an active Mountain Leader. James has nearly 40 years mountain and expedition leading experience with mainly young people across the U.K. and overseas.</p> <p>James brings to MTS a range of skills relevant to both the strategic and operational elements of the MTS Executive Board's work drawn from his "Mountain" and "Training" background; all underpinned by an enthusiastic commitment to support the work of MTS.</p>
		
<p><b>John Jackson Director</b> (Appointed 8/11/2017; elected as Director 24/5/2018)</p>	<p><b>Pamela Lomoro Director</b> (Appointed 29/10/20); elected as Director 20/5/2021)</p>	<p><b>Patrick Baker Director</b> (Appointed 17/8/21)</p>
<p>For the past 21 years John has been working as a professional in the outdoor activities sector, and currently works for Falkirk Community Trust as their Outdoor Education Officer.</p> <p>Over the years John has progressed through the Mountain Training qualification pathways and now holds his Winter Mountaineering and Climbing Instructor (the old MIC). John is also an MTS Course Provider/Director for the Lowland Leader and Hill and Moorland Leader schemes.</p>	<p>Pamela is a keen mountaineer, competitive amateur distance runner, a qualified running coach, and a keen cyclist. She is passionate about making Scotland's mountains and hills safe, accessible, and inclusive to people from all backgrounds while ensuring environmental sustainability.</p> <p>Pamela holds a PhD in mechanical engineering and has over 10 years' experience of managing large projects in the energy industry and the multisectoral technology research &amp; development field.</p>	<p>Patrick is an experienced communications leader, with in-depth specialism in corporate messaging, sustainability, diversity, social-media promotion and content strategy. He has worked in content delivery roles for over twenty years in both the publishing and financial-services industries. He has also been a contributing writer for publications including The Guardian, The Scotsman, The Herald and TGO Magazine.</p> <p>As a keen mountaineer and paddler, Patrick has been exploring Scotland's mountains and wild places for over twenty years. He is the author of three outdoor-focused books, which include two narrative non-fiction titles and a hillwalking guidebook to several ranges in Central Scotland.</p>

## MTS Officers and staff

		
<p><b>George McEwan</b> Executive Officer</p>	<p><b>Catherine Rose</b> Part time Administration and Finance Assistant</p>	<p><b>Sandy Paterson</b> Part time Technical Officer</p>
<p>George started working with MTS in 2012 when he took up the role of Executive Officer.</p> <p>He has had an involvement in the mountaineering and climbing world for over 35 years.</p> <p>George has worked for Outward Bound, self-employed Mountaineering Instructor running his own business, and was a Senior Instructor and the Head of Mountaineering at The Scottish National Outdoor centre Glenmore Lodge for fifteen years.</p> <p>George is based in Strathspey where he lives with his wife and child.</p>	<p>Catherine Rose has been with Mountain Training Scotland for 7 years.</p> <p>Her full-time job is as Finance Manager for a local charity but she enjoys the challenges working within MTS can bring.</p> <p>She lives locally in Boat of Garten and enjoys exploring the area on either her road or mountain bike.</p>	<p>Sandy is based in the North East of Scotland where he lives with his wife and two children.</p> <p>Sandy works all year round as a full time mountaineering and climbing Instructor and International Mountain Leader running his own company (Scotch on the Rocks Guiding), he is involved in delivery of the majority of the Mountain Training awards from Lowland Leader to Winter Mountaineering and Climbing Instructor and the International Mountain Leader.</p> <p>When not in the mountains or on the crags he also works part time as the Development Officer for the Association of Mountaineering Instructors.</p>



## **Council of Members (Stakeholder Organisations)**

These are stakeholder organisations that have a significant interest in the Mountain Training qualifications managed by Mountain Training Scotland. They are all Members of Mountain Training Scotland and contribute actively to the management of Mountain Training Scotland by monitoring its activity and giving guidance to the organisation. This includes, collectively, helping to set overall policy, defining and setting targets, and evaluating performance against agreed targets via thrice-yearly Business Meetings.

NOTE: Each Member organisation can appoint up to 3 nominated persons to attend meetings provided the individual is an appropriate representative of the organisation. Each organisation has one vote.

<b>David Exeter</b> Or <b>Alex MacFie</b>	Association of Heads of Outdoor Education Centres
<b>Richard Bentley</b> Or <b>Sandy Paterson</b>	Association of Mountaineering Instructors
<b>Richard Phillips</b> Or <b>David Howie</b>	British Association of International Mountain Leaders
<b>Mark Chadwick</b> Or <b>Stuart MacAleese</b>	British Association of Mountain Guides
<b>Alan Mackay</b> Or <b>Kate Somervail</b>	Duke of Edinburgh's Award (Scotland)
<b>Joyce Reid</b> Or <b>Mary Matthews</b> Or <b>Anna Hill</b>	Girlguiding Scotland
<b>Stuart Younie</b> Or <b>Jamie Smith</b>	Mountaineering Scotland
<b>John Nicholls</b>	Ramblers Scotland
<b>Alan Smith</b>	Scottish Advisory Panel for Outdoor Education

## **Observers (Advisers)**

NOTE: Advisers have the right to speak but do not have the right to vote at any MTS meetings.

<b>Jon Jones</b>	Glenmore Lodge
<b>Mathew Fletcher</b>	Joint Services Mountain Training Centres
<b>Megan Griffiths</b>	Sport Scotland