



**Mountain
Training**
Scotland

Strategic Plan

2026-2030



Mountain Training Scotland is the awarding body that oversees nationally recognised Mountain Training skills training and leadership qualification schemes in Scotland.

Its focus to 2030 – as one of five Mountain Training United Kingdom and Ireland (MTUKI) national Mountain Training organisations - is on consistent quality across delivery, wider participation, and the resilience of the organisation.

At its heart is a flourishing, diverse, inclusive and active community of Course Providers and practitioners, made up of inspirational leaders, instructors and coaches which is representative and well-supported.



Mountain Training Scotland main activities

The **Mountain Training personal skills training schemes** are used by a wide range of people seeking to develop their skills and confidence.

Mountain Training qualification schemes are undertaken by volunteers and professionals leading and teaching individuals and groups in a variety of indoor and outdoor contexts.

Mountain Training-qualified leaders, instructors and coaches support a wide range of participation in a variety of mountain-related¹ activities, resulting in physical, wellbeing and social benefits.

OSCR
Scottish Charity Regulator
www.oscr.org.uk

Registered Charity
SC031047

“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.” **OSCR**

¹‘mountain-related’ refers to the activities of: hill and mountain walking, rock climbing and scrambling, bouldering, indoor climbing, winter climbing, mountaineering, Alpine mountaineering and ski mountaineering. The work of Mountain Training Scotland covers a range of qualifications for individuals who are in positions of responsibility working with individuals/groups. The following terms are used in the text: Leaders – candidates who hold one or more of the Mountain Training walking qualifications, e.g. Lowland Walking Leader, and who use their qualification to lead groups. Instructors – candidates who hold one or more Mountain Training climbing qualifications e.g. Climbing Wall Instructor and use their qualification to supervise/teach/instruct groups.



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Introduction

This Strategic Plan sets out Mountain Training Scotland priorities from 2026 to 2030.

A significant amount of activity is planned and delivered in collaboration with key partners, with both a Scottish and United Kingdom and Ireland context; key relationships are outlined.

Mountain Training Scotland is a separately constituted charity operating with a Scotland focus under the organisational umbrella of Mountain Training United Kingdom and Ireland (MTUKI). Its role is to co-ordinate common objectives and approaches of four national Mountain Training organisations, with country-specific differences where appropriate. This includes governance of the skills and qualification schemes at a UK-wide level. The term 'Mountain Training' refers specifically to the branded Mountain Training schemes (see Appendix 2).

About Mountain Training Scotland

Mountain Training Scotland (MTS) has been central to walking and climbing qualifications in Scotland for over 60 years. It was established as the Scottish Mountain Leader Training Board (SMLTB) in 1964 to create a leadership scheme that reflected Scotland's unique summer and winter mountain conditions. Its first training courses at Glenmore Lodge in 1965 and 1966 laid the foundations for what are now the popular and well-respected Mountain Leader and Winter Mountain Leader qualifications.

In 2001 it became a registered charity and limited company, and in 2003 changed its name to Mountain Leader Training Scotland to align with its UK and Ireland counterparts. The term 'Leader' was dropped in 2012 to better reflect the full range of qualifications offered.

Today, Mountain Training Scotland is one of five awarding bodies across the UK and Ireland working under the collective identity of 'Mountain Training', ensuring consistent, high-quality delivery of skills training and qualifications. It is overseen by a Board of volunteer Directors, elected by a Council of Members representing Scottish organisations with a shared commitment to the Mountain Training schemes. A small staff team, led by a full-time Executive Officer, manages daily operations and works closely with colleagues within Mountain Training to develop and deliver the Mountain Training schemes through a Scotland-wide network of approved providers.

Today, Mountain Training Scotland aims to be a resilient and forward-thinking organisation that leads the way in delivering the Mountain Training skills training and qualification schemes in Scotland. It is committed to fostering a dynamic community of leaders, instructors, and coaches in mountain-related activities, one that reflects the diversity, energy, and passion of an active society.



Key Mountain Training Scotland activities

- Personal skills training and qualifications for participants, instructors, leaders and coaches to promote the safe and responsible enjoyment of walking, climbing and mountaineering.
- High quality training and assessment delivered by experienced and supportive practitioners/Course Providers.
- Opportunities and pathways for progression and skills development.
- Sharing resources and guidance; highlighting standard and exemplary practice.

Mountain Training Scotland principles

- Open, welcoming, and accessible to all who have a shared interest.
- Collaborative and progressive, working with partners and relevant organisations to meet common goals and advance shared agendas.
- Support for equal access for people from all backgrounds; everyone has the potential to develop leadership and coaching skills if trained appropriately.
- Encouraging diversity; seeking to remove barriers to involvement for participants, leaders and instructors.
- Supporting sustainable and sympathetic use of the outdoors by all users.
- Innovative approaches in working practices (including creation of development projects).
- Promoting a coaching culture to include a variety of leadership approaches; developing confidence and a range of competences as well as technical and decision-making skills.

Ultimately, Mountain Training Scotland supports the development of independent walkers, climbers and mountaineers to practice and encourage safe, sustainable and sympathetic use of the outdoors by all users.



Context for Strategic Plan 2026-30

Priorities for 2026-30 are shaped by recent operational history, ongoing issues affecting both candidates and Course Providers, and consideration of factors likely to impact the organisation.

Mountain Training Scotland is widely recognised among Providers, partners and participants as being professional, respected, supportive, consistent and knowledgeable. The skills and energy of an extended workforce are harnessed to promote a community of practice that is welcoming and open to sharing its expertise.

A wide range of challenges are relevant to a planning process, many of which are shared with partners (see Appendix 1). Perceptions of 'elitism' relating to activities and programmes, and issues of accessibility, need continued attention, with scope for more visibility, agency and advocacy. Climate change and annual weather conditions are an increasing issue. Cost-of-living pressures affect affordability and demand. The ripple effect of Covid-19 continues to have educational and societal impacts, notably with regard to young people and disengagement from education².

Finances, staffing and infrastructure will undoubtedly be affected by change and uncertainty. These elements require consideration and planning, including actions to address any single point of failure that might arise.

Opportunities are plentiful and merit careful consideration based on a clear understanding of what Mountain Training Scotland does well (and what others do). The growth in experience-interest, the benefits to physical and mental health from outdoor activity, increased understanding of the need for action on inclusion, wider interest in qualifications and integrated life skills, the role of nature in education policy, sportscotland's 'Sport for Life' initiative, the statutory requirement for residential outdoor education provision - all offer rich, exciting potential.

Mountain Training UK & Ireland (MTUKI) Strategic Development Plan for 2025–2030

The MTUKI plan sets the strategic aims, actions, and measures that will guide development across the UK and Irish national Mountain Training organisations over this five-year period. Mountain Training Scotland's strategic intent aligns closely with the direction and shared purpose it sets out.

Its three key themes are: building a robust organisation; supporting expansion and inclusion; strengthening service and innovation. Mountain Training Scotland will continue to play an active role in shaping a coordinated, future-focused Mountain Training network that is robust, inclusive, and dedicated to providing excellent training experiences for all.

² <https://www.eis.org.uk/latest-news/asnbriefing#:~:text=in%20Scotland's%20Schools-,New%20Briefing%20Highlights%20Scale%20of%20Growing%20ASN%20Challenge%20in%20Scotland's,their%20individual%20needs%20met%20adequately>



Strategy overview

The focus of Mountain Training Scotland to 2030 is on training and qualifications provision, wider participation, and organisational resilience.

Ensuring consistency and quality across its nationally recognised Mountain Training skills training and leadership qualification schemes will ensure a flourishing, diverse, inclusive and active community of Providers, practitioners and active individuals throughout Scotland. These inspirational leaders, instructors and coaches will train, support and assess a growing body of confident and competent participants in mountain-related activities.

Three Strategic aims

Provision: deliver and develop Mountain Training personal skills training and qualification schemes in Scotland, focusing on

- **Delivery** – 40 Course Providers, 1,200 candidates, 110,000 ‘reach’ annually
- **Consistency** – in quality and syllabus delivery, across Providers and in a UK context
- **Community of Practice** – amongst Providers, course staff, and workforce
- **Pathways** – for candidates to progress through training, qualifications and activities
- **Development** – of schemes to ensure suitability for candidates and changing contexts
- **Co-ordination & Collaboration** – across Mountain Training organisations and key partners
- **Sustainability** – through standard-setting in delivery and support for partner initiatives
- **Profile** – showing value and impact of schemes at individual, community and national levels

Inclusion: ensure access to Mountain Training personal skills training and qualification schemes is representative, welcoming and supportive, focusing on

- **Diversity, equity, equality and inclusion** - remove barriers, promote diversity, and actively support underrepresented communities in mountain-related activities
- **Workforce and staffing** - monitor and develop candidate and workforce profile

Resilience: achieve organisational resilience and financial security, focusing on

- **Financial management, income generation, key relationships** – ensuring security and stability
- **Partnerships for progress** – through clear positioning, identity and messaging in relation to others
- **Staff capacity and organisational structures** – to meet strategic aims and operational activity



Provision

Deliver and develop Mountain Training personal skills training and qualification schemes in Scotland

What?

Mountain Training Scotland will ensure consistent quality, relevance and excellence across all the Mountain Training schemes it oversees (Appendix 3). It will consider and meet the needs of volunteers and professionals across public, voluntary, and private sectors.

Between 2017 and 2024, 9,255 candidates were trained and assessed by an average of 34 registered Mountain Training Scotland Providers per year; there were 9,821 registrations with Mountain Training Scotland on one or more Mountain Training qualification schemes. The Provider network supported by Mountain Training Scotland currently consists of 39 business entities, of which 51% (20) are Small and Medium-sized Enterprises (SME) and 28% (11) are linked to local authorities (Appendix 4).

A platform of 40+ Providers will train and assess at least 1,200 candidates each year from 2026-2030. Support will include progressive pathways into and between schemes, digital resources and an inclusive 'community of practice'. An experienced, representative workforce of course directors and tutors will ensure delivery quality and consistency.

In 2024, 522 candidates successfully gained a Mountain Training qualification. Mountain Training Association (MTA) workforce data shows that 80% of active members typically work directly with an average of 267 participants annually. On this basis, over 110,000 people receive leadership or instruction each year from individuals newly qualified through Mountain Training awards provided by MTS Providers.

- **40 Providers pa**
- **1,200 candidates pa**
- **110,000 'reach'⁴ pa**

Why?

The need for competent, confident leaders and instructors to enable and encourage safe access to mountain-related activities has not diminished in recent years. The role of nature and access to the outdoors are widely recognised as essential contributors to a healthy lifestyle for all walks of life, and at all ages. There are numerous opportunities to pursue across education, recreation, health and other settings, based on a solid foundation of high-quality provision of a range of relevant schemes and qualifications.

⁴This is the number of people receive leadership or instruction each year from individuals newly qualified through Mountain Training qualifications provided by MTS Providers.



Ongoing impacts of COVID-19 (including increased outdoor participation and a rise in anti-social behaviour linked to ignorance of the Scottish Outdoor Access Code), cost-of-living implications and climate change continue to affect both candidates and the Mountain Training Scotland provider network.

Affordability is a significant barrier to course attendance and delivery, with a disproportionate effect on low-income candidates, volunteers, and self-employed instructors. Implications include: reduced candidate registrations and course attendance; impacts on accessibility and diversity in pathways; financial pressures on outdoor centres, self-employed and micro-business providers. Digital resources and lower-cost learning opportunities will be explored with MTUKI to address these challenges.

Provision is increasingly impacted by climate change. Since 2019, increasingly variable and unreliable winter conditions have disrupted delivery of the Winter Mountain Leader scheme. Poor snow and weather conditions have led to reduced training opportunities and course cancellations. In 2025, MTS issued wildfire guidance for the first time, reflecting the growing impact of hotter, drier seasons on course safety and planning. Implications include: a need for flexible delivery models to adapt to variable conditions; greater uncertainty in planning and scheduling winter courses; robust monitoring of climate risks, including wildfire, to ensure safe and sustainable provision.

Mountain Training Scotland is motivated to promote leadership and self-reliance in mountain-related activities because these qualities underpin safe and confident participation in the outdoors.

How?

Mountain Training Scotland oversees and manages a course provision franchise. Its portfolio of courses is delivered through a network of approved Providers who run personal skills training and/or qualification courses according to guidance and supporting procedures contained in the relevant Mountain Training Scotland Provider & Course Director Quality Manual.

Mountain Training Scotland will enhance the provision of the Mountain Training personal skills training and qualification schemes in Scotland by focusing on the following:

Delivery

- Maintain, develop and support a resilient network of 40+ approved Mountain Training scheme Course Providers (2025 = 39); maintain an appropriate mix of self-employed/micro-businesses, national centres and local authority business models to ensure robustness, flexibility and rapid local responsiveness across Scotland.
- Support a flexible, experienced, and representative workforce of course directors and tutors to ensure delivery continuity and strengthen Mountain Training Scotland's reputation (backed by a dynamic community of practice – see below).



Provision

- Embed blended learning and pre-course online content to enhance accessibility, streamline delivery, and maintain learning continuity.
- Apply and build on a robust Quality Assurance system that upholds delivery standards, monitors consistency, and shares effective practice.
- Strengthen Scotland's reputation for safe, high-quality mountain-related training by supporting the training and assessment of 1,200 skilled leaders and instructors pa. Maintain a reach of 110,000 people annually.

Consistency

- Continue to develop a robust Quality Assurance programme in co-operation with MTUKI and MTS approved Course Providers.
- Review central resources (Mountain Training website, Candidate Management System (CMS), Mountain Training Customer Services Team) in the context of MTS-approved Course Providers and candidate experiences in Scotland.
- Oversee the Winter Mountain Leader scheme to ensure a) it remains fit for purpose and b) relative qualification standard and pathway links are maintained between other Mountain Training qualification schemes.
- Continue to develop and make effective use of Mountain Training digital learning resources to support candidates pre and post training across the UK and Ireland.

Community of Practice

- Promote a dynamic and innovative community of practice amongst Mountain Training Scotland Providers, course staff and users (including professionals, volunteers, candidates, interested parties).
- Provide relevant, targeted support via a programme of training courses (in person and online), workshops and seminars that promote sharing of knowledge, information and experience.

Pathways

- Identify, create, share and monitor accessible pathways that help candidates develop interests and progression across mountain-related activities. This includes individual journeys and partnership approaches e.g. Mountaineering Scotland.
- Advise and support the Mountain Training Association to develop a framework that supports candidates' journeys from training to assessment.

Development

- Maintain 2025 levels of candidate numbers in terms of registration and course completion, with a 'stretch target' of 5% pa increase.
- Review specific skills training and qualification schemes and their suitability for identified target audiences e.g. within education, youth work settings (in collaboration with MTUKI); implement as appropriate.
- Consider opportunities and challenges arising from changing educational, social, recreational, health and technological contexts.



Co-ordination & Collaboration

- Work effectively as one of the five national Mountain Training organisations via MTUKI and the national Mountain Training organisation technical staff network.
- Maintain effective working links with key strategic partners in Scotland: Mountaineering Scotland, Glenmore Lodge and sportscotland.
- Collaborate at a UK and Ireland level to ensure a Scottish context is represented where appropriate.

Sustainability

- Support and promote safe, environmentally friendly and sustainable participation in mountain-related activities through provision of the Mountain Training schemes and collaboration with MTUKI, Mountaineering Scotland, Leave No Trace and other relevant partners.
- Protect and maintain access rights via Mountain Training scheme content. Actively support Mountaineering Scotland, relevant organisations and projects.

Profile

- Identify, demonstrate and promote links between leadership and safe participation in mountain-related activities.
- Identify, demonstrate and promote links with relevant agendas (including diversity, education, health and wellbeing) by supporting and collaborating with MTS Council member organisations, the Mountaineering Scotland Mountain Safety Group and the Snow and Avalanche Foundation of Scotland. Contribute to other networks and initiatives as opportunities arise.
- Promote the role of leaders, instructors and coaches in supporting safe participation in mountain-related activities amongst Scottish and UK Government and media in collaboration with MTUKI and relevant partners.
- Use social media and digital online resources (with MTUKI) to connect with potential leaders, instructors and wider audiences.



Inclusion

Ensure access to Mountain Training personal skills training and qualification schemes is representative, welcoming and supportive, focusing on diversity, equity, equality and inclusion

What?

Mountain Training Scotland is committed to supporting wider access and participation. Everyone should have the opportunity to engage with high quality training and assessment in mountain-related activities.

A Mountain Training summary of Equity, Diversity and Inclusivity actions 2014-2024 demonstrates a longstanding commitment by the Mountain Training network to explore and respond to the needs of all candidates in collaborative, positive and proactive ways. Activity includes targeted events, bursary schemes, research, governance and policy, resources, qualification adaptations and training.

Mountain Training Scotland will monitor and update its contributions on an annual basis.

Mountain Training qualifications are founded on competence, judgement and adaptability in relation to a set syllabus rather than prescriptive techniques. This approach - underpinning the delivery of accessible training across a range of locations and price points through a network of supportive Course Providers - will be kept under annual review.

'Reasonable adjustments' can be made during training and assessment to address specific individual issues; anonymised equality data and case studies are recorded, reviewed and shared.

Working collaboratively with partners, including in support of initiatives such as Mountaineering Scotland's Developing Our Community plan, will ensure that Mountain Training Scotland remains focused on removing barriers, promoting diversity and engaging underrepresented communities in mountain-related activities.

- **Annual summary of Equity, Diversity and Inclusivity actions**
- **Monitor candidate and workforce profile by gender, ethnicity, accessibility**
- **Maintain levels of bursary support and 'reasonable adjustments' arrangements**
- **Increase profile via blogs, case studies, social media**



What?

Scotland's population is diverse, and the Mountain Training schemes need to reflect that reality in their presentation, delivery and participation. There are legal obligations in relation to equality and equity of access, as well as contemporary expectations of candidates and workforce. An inclusive and representative operating culture means that all potential candidates can engage fully with skills training and qualification opportunities. Widening access to leadership pathways ensures more people have opportunities for safe, supported participation that contribute positively to education, health, and wellbeing, whilst enjoying responsible use of Scotland's outdoor environment. audiences.

How?

Mountain Training Scotland will embed equality and ensure schemes are accessible and inclusive in their presentation and delivery. Candidates can receive support via reasonable adjustments, bursary funding, and affordable opportunities. Inclusivity and accountability will be strengthened by focusing on:

Diversity, equity, equality and inclusion

- Monitor, identify and address challenges facing candidates accessing and completing a Mountain Training qualification.

- Promote greater diversity of participation in mountain-related activities (based on monitoring relevant indicators).
- Work closely with sportscotland, partners and others on shared objectives.
- Create narratives (including blogs, case studies, social media) to increase profile of activity and collaborations.
- Use 'reasonable adjustments' for candidates, in considered and appropriate ways, to develop accessibility to all Mountain Training awards.
- Address financial constraints, participation barriers and diversity commitments through considered use of the Mountain Training Scotland Bursary scheme, publicising grant programmes and flexibility in course provision.
- Review and summarise activity annually, updating a UKMTI Equity, Diversity and Inclusivity actions report.

Workforce and staffing diversity

- Reflect the range of participants across the breadth of mountain-related activities in the broader Mountain Training Scotland staff workforce.
- Provide accessible and low-cost continuing personal and professional development opportunities, including pathways, for new, returning, and qualified leaders (both pre- and post-qualification) in conjunction with the Mountain Training Association.



Resilience

Achieve organisational resilience and financial security

What?

Mountain Training Scotland is, in effect, three things: an awarding body; a franchiser of course provision; a sport development organisation.

For a secure future, income must be sufficient to sustain core programmes and operational oversight. Sound governance and management, and effective use of Mountain Training network resources, will underpin both financial stability and organisational credibility.

Mountain Training Scotland aims to remain a viable, accessible and resilient organisation - within the operational context of MTUKI – with secure finances, a sound organisational reputation and a solid staffing base.

- **Consolidate role as an awarding body of mountain-related national qualifications**
- **Secure income streams to sustain core work**
- **Maintain staffing levels and quality of support for workforce**

Why?

Mountain Training Scotland aims to deliver commitments over the next 5 years, contributing to wider activity and shaping policy across a Scottish network and within the context of MTUKI. A robust identity and a strong organisational presence are essential to ensure its activities remain strategic, aligned, and accountable.

How?

Mountain Training Scotland faces multiple financial and organisational challenges. It will manage and address them by focusing on:

Financial management, income generation, key relationships

- Ensure income is sufficient to fund Mountain Training Scotland core work programmes, through registrations, course fees, grants, and targeted fundraising.
- Manage the relationship with sportscotland to ensure targets and expectations are met, with continued investment in key initiatives and projects.
- Ensure effective, efficient governance and management of Mountain Training Scotland, through Board oversight and delivery of detailed annual Operational Plans.



Partnerships for Progress

- Maintain and develop effective partnership working with MTUKI, Scottish key partners and the Mountain Training Scotland Council of Members by collectively setting policy, defining shared targets and evaluating performance.
- Collaborate with Scottish Key Partners to promote a joined-up approach to equality, diversity, and inclusion, ensuring these principles are embedded in participation, mountain safety, responsible access, and conservation work.

Staff capacity and organisational resilience

- Ensure sufficient capacity and resilience to support Mountain Training Scotland's strategic and operational objectives.
- Work closely with MTUKI to ensure a strategic, professional approach to staff development and retention, including core staff and wider workforce support.
- Plan for succession in key roles and functions for continuity, to protect institutional knowledge, and to meet current and future challenges with confidence.



Appendix 1 Mountain Training Scotland partners in Scotland, the UK and Ireland

National Mountain Training Organisations/Mountain Training Partners

Mountain Training Partners are organisations within the UK and Ireland Mountain Training network and often referred to as the National Mountain Training organisations.

There are four 'home nation' and Irish national Mountain Training Boards (each with their own Council of Members which collectively are referred to as national Mountain Training organisations).

All are Members of Mountain Training United Kingdom and Ireland (commonly referred to as MTUKI), the fifth. Each national Mountain Training organisation is solely responsible for overseeing and managing the provision of the Mountain Training skills training and qualification schemes within their country.





Mountain Training United Kingdom and Ireland

Mountain Training United Kingdom and Ireland (MTUKI) co-ordinates the development and management of the Mountain Training qualification schemes by the national Mountain Training organisations in the United Kingdom and Ireland.

A key aim is to ensure uniformity and consistency in all Mountain Training qualifications syllabi across the UK and Ireland. These comprise an agreed range of nationally-recognised hill, mountain and climbing personal skills training, and leadership, instruction and coaching qualifications. Mountain Training United Kingdom and Ireland also co-ordinates activity on joint initiatives (known as global projects) to support and further develop the Mountain Training personal skills training and qualification schemes.





Scottish key partners

Scottish key partners have significant strategic, operational and/or financial relationships with Mountain Training Scotland.



Mountaineering Scotland aims to inspire and encourage people of all ages, abilities, and backgrounds to enjoy mountaineering activities responsibly, through educational programmes and provision of relevant information concerning mountain safety, access, and conservation.



Glenmore Lodge, Scotland's National Outdoor Training Centre, supports and develops leaders, coaches, guides, and instructors. Glenmore Lodge recognises governing body qualification pathways as a key enabler for quality participation in outdoor sport.



sportscotland, the national agency for sport, works with partners to build a world-class sporting system for everyone in Scotland.

Mountain Training Scotland Council of Members

The Council of Members are stakeholder organisations with a significant interest in the Mountain Training qualifications managed and overseen by Mountain Training Scotland. They contribute actively to the governance and management of Mountain Training Scotland by monitoring its activity and giving guidance to the organisation. This includes helping to set policy, defining and setting targets and evaluating performance, via thrice-yearly Council of Members Meetings.



There are currently ten Members of Mountain Training Scotland:

- Association of Heads of Outdoor Education Centres
- Association of Mountaineering Instructors
- British Association of International Mountain Leaders
- British Association of Mountain Guides
- Duke of Edinburgh’s Award (Scotland)
- Girlguiding Scotland
- Mountaineering Scotland
- Ramblers Scotland
- Scottish Advisory Panel for Outdoor Education
- Scouts Scotland

An additional three organisations are classed as ‘Advisors’, with the right to speak but do not have a vote at any Mountain Training Scotland Council of Members Meetings.

- Glenmore Lodge National Centre
- Joint Services Mountain Training Wing Ballachulish
- sportscotland





Appendix 2 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 Scotland is managed by a Board of up to six 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, reporting directly to the Board.

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 co-ordinates 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 (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. This is achieved by overseeing and co-coordinating the in-put of all staff involved, while shaping the course to adapt to individual participants’ abilities and experience, taking into account the prevailing environmental conditions. Their key task is to introduce each of the syllabus skills in a progressive way, so that they are easy to understand, whilst maximising the opportunity for participants to practice the relevant and appropriate techniques and skills.

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. It is the responsibility of the Tutor/Course Director to ensure that all staff have appropriate levels of skill and experience.

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.

Coaches

A generic term for candidates who hold one or more Mountain Training coaching qualifications; they may also hold one or more leadership and/or an instructional qualifications.

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.



Appendix 3 The Mountain Training schemes managed by Mountain Training Scotland

Mountain Training Scotland has sole responsibility for the operational management and provision of the following Mountain Training skills schemes in Scotland:

Skills Training

Rock Skills

- Rock Skills Introduction
- Rock Skills Intermediate
- Learn to Lead Sport Climbs
- Learn to Lead Trad Climbs

Hill & Mountain Skills

- Hill Skills
- Mountain Skills

Qualifications

- Camping Leader
- Lowland Leader
- Hill and Moorland Leader
- Mountain Leader
- Winter Mountain Leader
- Indoor Climbing Assistant
- Bouldering Wall Instructor
- Climbing Wall Instructor (including Abseil and Top roping Module)
- Climbing Wall Development Instructor
- Rock Climbing Instructor
- Rock Climbing Development Instructor

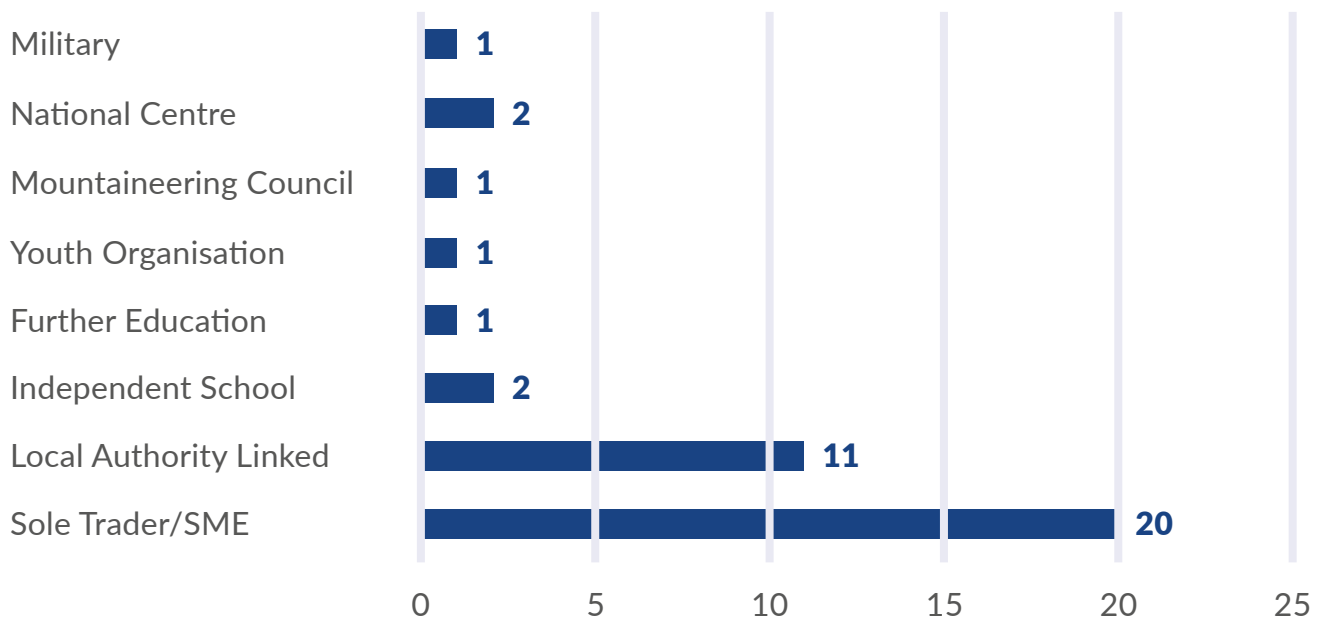
Mountain Training Scotland has sole management responsibility throughout the UK for the Winter Mountain Leader Award.

Mountain Training Scotland also provides technical advice and support to Mountain Training United Kingdom and Ireland regarding the Mountaineering Instructor scheme and the Coaching Scheme.



Appendix 4 MTS Providers business type in 2025

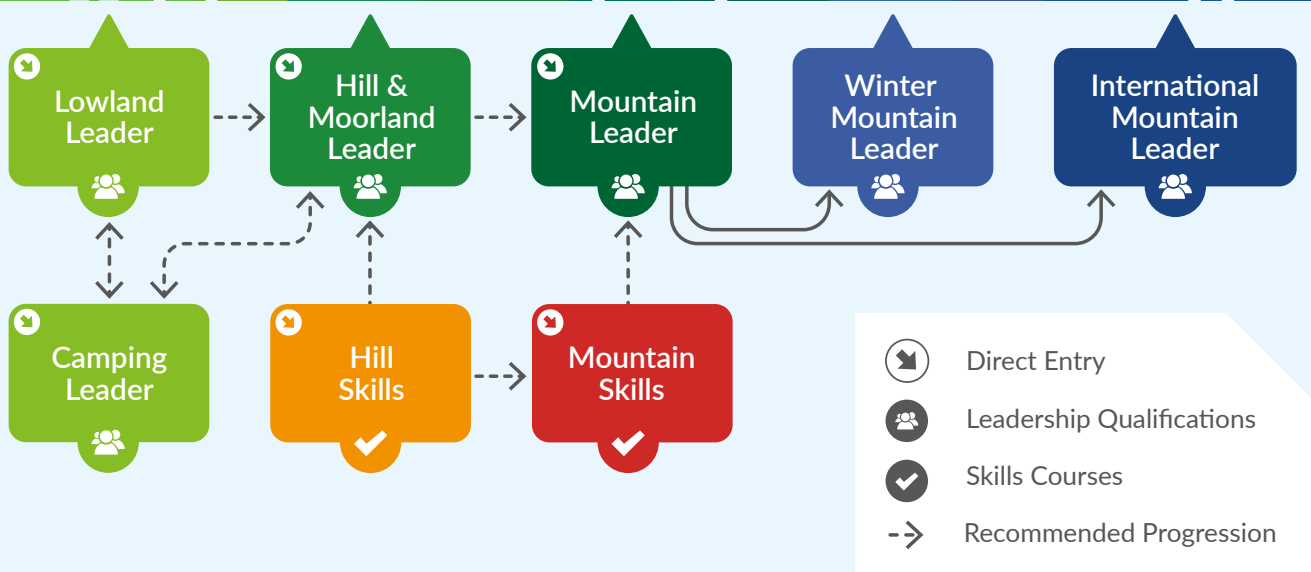
MTS Providers Business Type 2025





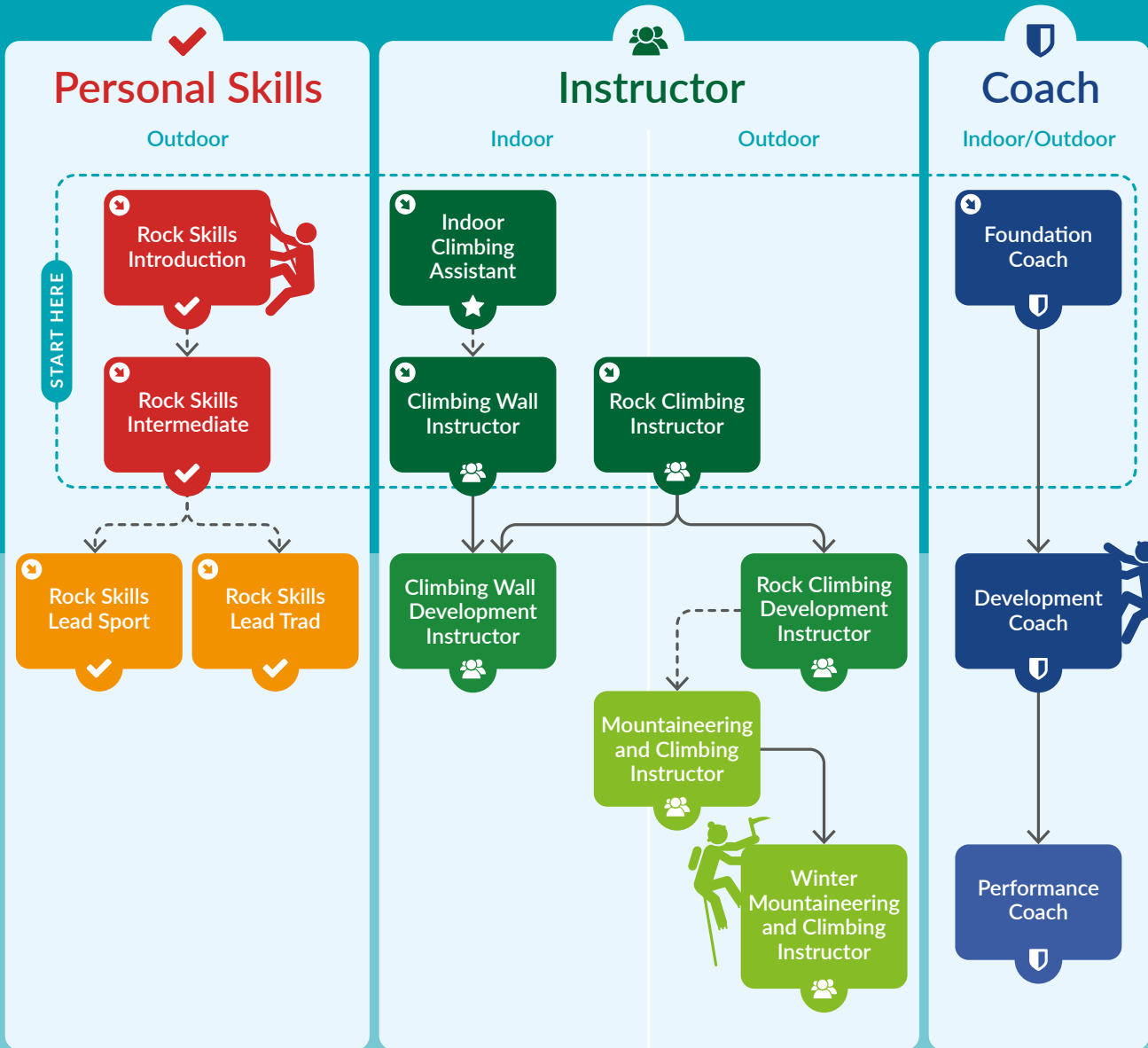
Appendix 5 Mountain Training Pathways

Walking Pathway





Climbing Pathway



- Direct Entry
- Skills Courses
- Leadship Qualification
- Assistant Qualification
- Coaching Qualification
- Recommended Progression



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