



ANNUAL REPORT

2023-2024

This reports on the activities and outputs referenced against MTS operational priorities in 2023/2024 as defined in the MTS Strategic Development Plan 2022 to 2026

Mountain Training Scotland is the Scottish awarding body of the national recognised Mountain Training personal skills training and qualification schemes, and part of the national Mountain Training organisations network.



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Mountain Training Scotland Annual Report 2023-2024

[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 2023–2024 and the [Mountain Training Scotland Strategic Plan 2022-2026](#).

The support given by [sportscotland](#) who each year invest in Mountain Training Scotland to support our development projects is especially noted with thanks. Without this investment we would be extremely limited in the development projects we could undertake.

The capacity to undertake these projects, activities and related outputs documented in this report would also not be possible without the support of our [strategic partner organisations](#), the [Mountain Training Scotland Council of Members](#), our Providers, their course Directors, Tutors and staff, and the combined and collaborative efforts of a vast number of people all of whom share our vision and ethos. Mountain Training Scotland would like to thank you all.



Mountain Training Scotland is a company registered in the UK no SC215532;

Registered Scottish Charity No. SC031047.

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-related¹ 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 a limited company registered in the UK with charitable status. Mountain Training Scotland is managed by a [Board of 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.

Mountain Training Scotland's 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.

¹ 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.

The Mountain Training network – ‘Our Vision, Mission, and Ethos’



LEARN. LEAD. INSPIRE.

OUR VISION

A diverse and active outdoor society, supported by inspirational leaders, instructors and coaches.

OUR MISSION

To inspire, enable and develop people in walking, climbing and mountaineering through the provision of nationally and internationally recognised skills training and leadership qualifications.

OUR VALUES

Our values define how we approach our work. These values influence what we are trying to achieve and how we expect our award holders to operate.

WE BELIEVE IN:

- THE POWER OF INSPIRATION**
Inspiring people to enjoy walking, climbing and mountaineering with confidence and skill.
- SAFE PRACTICE**
The safe enjoyment of walking, climbing and mountaineering. We disseminate guidance on good practice and provide training and qualifications for participants, instructors, leaders and coaches.
- QUALITY TRAINING**
High quality training and assessment delivered by experienced and supportive practitioners.
- SELF-RELIANCE AND SUSTAINABILITY**
Developing independent walkers, climbers and mountaineers who practise and encourage sustainable and sympathetic use of the outdoors by all users.
- INCLUSION**
Supporting equal access to our sport for people from all backgrounds. We also believe that all people have the potential to develop leadership and coaching skills.
- INDIVIDUALISED SUPPORT**
Good leadership is about more than decision making and technical skill; it is also about supporting and developing individuals.

**“GREAT LEADERS
CREATE MORE
LEADERS, NOT
FOLLOWERS.”**

ROY T. BENNETT



Mountain Training Scotland Strategic Plan Overview

Our Intent

Our intent is to enhance Mountain Training Scotland's position as a resilient and financially secure organisation providing innovative and sustainable mountain-related personal skills training and qualification schemes to help develop and support a community of outdoor leaders, instructors and coaches, representative of a diverse and active society. The successful implementation of our strategic plan will see us well on the way to achieving this goal by 2026.

The implementation of this strategic plan is detailed in our annual operational plan, which sets specific actions, targets and timelines for completion. The annual operational plans are managed on an ongoing basis and adjusted each year according to progress against the four-year strategic plan.

Our Values and Principles

Values

There are four values underpinning the work of Mountain Training Scotland. They are:

- Equitable
- Innovative
- Collaborative
- Resilient

Principles

The five principles based on our values will underpin the delivery of this strategic plan:

- 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.

Planned Key Strategic outputs 2022-2026

Strategic Aim 1

‘To enhance the provision of the Mountain Training personal skills training and qualification schemes in Scotland’

- Increase the resilience of both provider networks and candidate pathways.
- Develop new methods for resilient training delivery.
- Improve the frameworks supporting an effective community of practice.
- Strengthen collaboration with partner organisations.
- Embed and promote the principles of sustainable practice across personal skills training and qualification schemes.

Strategic Aim 2

‘To progress the equitable, inclusive and diverse, access to the Mountain Training personal skills training and qualification schemes in Scotland’

- Identify and monitor areas of under-representation.
- Work towards removing barriers to inclusion in personal skills training and qualification schemes.
- In collaboration and partnership with Mountaineering Scotland and identified third sector partners promote and support greater participation from under-represented groups in training and qualification schemes.
- Promote diversity and inclusion externally as core values of MTS.

Strategic Aim 3

‘To ensure the continued financial security and enhanced business resilience of Mountain Training Scotland’

- Augment current financial stability and operational ability and capacity.
- Develop greater financial resilience against exogenous shocks.
- Ensure operational stability and relevance in the post-pandemic environment.

Our Key Strategic Outcomes by 2026

Strategic Aim 1

'To enhance the provision of the Mountain Training personal skills training and qualification schemes in Scotland'

- a 10% increase in led days by qualified Mountain Training leaders and instructors from 78,631 to 86,484 led days.
- in collaboration and partnership with Mountaineering Scotland and MTUKI ensured that the Mountain Training personal skills training and qualification schemes meet the changing needs of Scottish based mountain-related activity participants at all experience levels.
- in collaboration and partnership with Mountaineering Scotland continued to support the development of an infrastructure of qualified personal skills training providers in Scotland.

Strategic Aim 2

'To progress the equitable, inclusive and diverse, access to the Mountain Training personal skills training and qualification schemes in Scotland'

- facilitated a 100% increase in registrations from candidates from ethnically diverse communities' backgrounds from an average of 12 per year to an average of 24 per year by 2026.
- facilitated an increase in registrations by female candidates across all Mountain Training qualifications in Scotland from 35% of total to 40% of total.
- increased total MTS registrations by 10% from an average of 1420 to an average of 1562.

Strategic Aim 3

'To ensure the continued financial security and enhanced business resilience of Mountain Training Scotland'

- ensured Mountain Training Scotland's income increased by at least minimum annual inflation rate (based on the Retail Price Index).
- ensured that the MTS Provider annual fee met cost of minimum moderation requirements (as defined in operational plan)
- ensuring the Mountain Training Scotland Strategic Plan and associated annual operation plans and associated outcomes are regularly reviewed and updated as required to reflect current economic and political realities and is aligned with sportscotland national outcomes.



Mountain Training Scotland's Chairperson's Foreword

Mountain Training Scotland has had a busy year but as you'll see from this report, a huge amount has been accomplished in often challenging circumstances. Work to deliver on the Strategic Plan 2022-2026 is progressing at pace including significant developments in refreshing and updating key programmes.

None of this work would happen without our Executive Officer, George McEwan. The board and I would like to thank him for all he does to lead Mountain Training Scotland so successfully. He delivers on an impressive programme of work, liaising with partners across the UK and Ireland to successfully implement plans. We would also like to thank our contracted Technical Officer, Sandy Paterson and Finance and Administration Assistant, Catherine Rose for their ongoing support which enables us to deliver on ambitious targets.

One key development this year has been the relaunch of the skills schemes and, as an awarding body we are delighted to welcome new or expanded providers and their associates to working with MTS. We also very much appreciate our network of providers and associates who deliver skills, training and assessment courses to support the continued and safe provision of Mountain Training schemes in Scotland. We would like to thank all our council of members for their support and for member organisations who have attended trainings and development opportunities and appreciate the discussions and learning that happen across these spaces.

Our thanks go to SportScotland for their continued investment into Mountain Training Scotland which enables key development programmes to continue and grow. Without this investment much of the work strengthening the schemes would be extremely challenging. We also appreciate the support from Derek O'Riordan, our SportScotland Partnership Manager on an ongoing basis.

This is my first year as chair and would like to thank Ryan Doherty for all his support for Mountain Training Scotland in chairing the board so successfully through some particularly challenging times during covid and returning towards growth. I would also like to extend thanks to Pamela Lomoro for accepting the position of Vice Chair and Marie Dignam for her exceptional support as Treasurer. I feel very privileged to have a strong and supportive board with excellent constructive challenge and drive to ensure a strong future for MTS.

Mhairi Crawford

MTS Chair



Mountain Training Scotland's Treasurer's Foreword

I am pleased to report that this year MTS continued to see growth in activity year on year with an increase in providers fees and seminar income (offset by seminar running costs increase) driving a corresponding increase in income of £11k. We ended the year with a deficit of £5.5k against a planned small surplus for 2023/24 driven by increase in MTUKI levy and staff costs as utilisation of contractors increased. We continue to maintain a healthy reserve balance in line with our strategic plan.

Payments made through the MTS bursary scheme this year were £1.1k to support candidates completing training qualifications. A review of the bursary eligibility conditions, and award amount was conducted, and it was agreed by the Board that the current level of award was not in line with the cost of course fees. Available funding was increased to a maximum of £600 and the scheme was broadened to include supporting candidates undertaking personal skills courses.

The Board would like to acknowledge and extend our thanks to the Cairngorm Club for their generous support of the bursary scheme.

We remain grateful to SportScotland to receive our ongoing development investment of £25k which allows us to continue to deliver on our development goals mapped out in our strategic plan 2022-2026.

Marie Dignam

Treasurer



Mountain Training Scotland's Executive Officer's Report

As I reflect on the past year, it's evident that the climate emergency remains a powerful force shaping our activities. This winter, our mountain environment revealed significant shifts: diminishing snow depth, altered cover, and snow accumulating at higher altitudes. These changes directly impact our Winter Mountain Leader scheme, yet both candidates and course staff have adapted admirably.

Despite challenges, we achieved remarkable milestones. In May 2023, successful inductions paved the way for recruiting 13 new Providers and 20 Tutors for Mountain Training skills schemes in Scotland. This surge led to an impressive 879% increase in candidates completing personal skills courses (excluding COVID disruptions).

Amidst this activity, our provider network thrived. In 2023, 523 new leaders and instructors qualified through Mountain Training training and assessment courses in Scotland.

Our commitment extends online. We've created and supported digital learning resources for Mountain Training candidates, leaders, and providers. My thanks to Doug Cooper, Sandy Paterson (MTS Technical Officer), and Nicola Jasieniecka-Evans (Mountain Training Media and IT Development Officer) for all their help and support across several projects this past year. Catherine Rose, our MTS finance and administration assistant, also deserves special recognition for keeping the financial wheels turning smoothly.

As we approach 2025, we celebrate 60 years since the genesis of Mountain Training Scotland. Back in 1964, at the direction of the Secretary of State for Scotland, the Scottish Mountain Leader Training Board (SMLTB) was established within the Scottish Council for Physical Recreation (SCPR), which later evolved into sportscotland. The inaugural meeting of what would become SMLTB took place at SCPR Education Offices in Glasgow on February 18, 1965. Since then, the Mountain Training qualifications and skills courses provided by what has become Mountain Training Scotland have gained wide respect.

To mark this milestone, Mountain Training has adopted a new brand mark—the shield—a symbol of quality and trust. It also pays homage to our origins in rugged landscapes. Our website has been updated to enhance accessibility, recognizing that many candidates and providers may have dyslexia or visual impairments. Design changes aim to positively impact the majority.

I strongly believe Mountain Training Scotland is part of an extensive community of enthusiasts, outdoor professionals and organisations, united by common cause. These relationships have been instrumental in navigating the ongoing changes and challenges. As we move forward, let's continue to uphold the spirit of Mountain Training Scotland and inspire the next generation of leaders, instructors and coaches.

George McEwan

MTS Executive Officer

Operational Plan 2023-2024 development output priorities

| | Project Orange = Mountain Training Global Project Purple = MTS Development Project | Red = Not started Yellow = On-going Green = completed |
|--|---|--|
| Strategic Aim 1 - 'To enhance the provision of the Mountain Training personal skills training and qualification schemes in Scotland' | Outputs | Project Status |
| 1.2 Development | <u>Review and update of Mountain Training climbing schemes to incorporate Mountain Training leadership and decision-making pathway and competencies.</u> | Yellow |
| | <u>Relaunch of skills schemes in Scotland.</u> | Green |
| 1.3 Consistency | <u>Support visits to MTS walking scheme providers and staff. Visted all probationary Course Directors.</u> | Green |
| 1.4 Community of Practice | <u>Created and implemented programme of seminars, workshops, and training events both face to face and on-line.</u> | Green |
| | <u>Supported SAFOS and work with MTUKI in development of further avalanche safety and awareness projects to support education and safety including integration into relevant Mountain Training schemes.</u> | Green |
| 1.5 Pathways | <u>Implement activities and outputs from results of 'Your Movement Matters' research – this is on-going.</u> | Yellow |
| 1.6 Sustainability | <u>Embed and promote the principles of sustainable practice across personal skills training and qualification schemes via sessions at workshops and seminars. On-going</u> | Yellow |
| 1.7 Resilience: | <u>Implemented MTS Teaching & Learning Educational Support Project Plan with first courses ran in 2023</u> | Green |

| | | |
|---|--|-----------------------|
| 1.7 Resilience cont/ | <u>Review and develop on-line digital resources for all Mountain Training schemes and candidates - including redesign - Digital Developments; Accessibility for partially sighted and dyslexics – this done via updated content on Articulate and new Mountain Training website and handbooks.</u> | |
| Strategic Aim 2 - ‘To progress the equitable, inclusive and diverse, access to the Mountain Training personal skills training and qualification schemes in Scotland’ | Outputs | Project Status |
| 2.1 Diversity, equity, equality, and inclusion | <u>Activity and outputs from 'Our Movement Matters' research.</u> | |
| | <u>MTS Bursary Scheme</u> | |
| 2.3 Profile | <u>Collaborate and network with identified third sector partners to promote diversity and inclusion externally as core values of MTS/Mountain Training. On-going.</u> | |
| Strategic Aim 3 ‘To ensure the continued financial security and enhanced business resilience of Mountain Training Scotland’ | Outputs | Project Status |
| 3.1. Financially secure and resilient | <u>MTS Business financial resilience - MTUKI Finance Group Meetings reviewed and implemented revised registration fees and provider fees.</u> | |
| 3.1.3 Continue to ensure the continued effective, efficient governance and management of Mountain Training Scotland’s affairs | <u>KPMG streamlined audit via sportscotland was completed March 2024.</u> | |
| 3.2 Staff development and retention | <u>Review of current staff structure and capacity – On-going.</u> | |

Mountain Training Scotland Operational Plan 2023-2024 Activities and outputs.

Strategic Aim 1

‘To enhance the provision of the Mountain Training personal skills training and qualification schemes in Scotland’

Coordination

The Mountain Training network

At the heart of ensuring the Mountain Training schemes continue to 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 across the UK and Ireland is ensuring Mountain Training Scotland works to maintain and further develop an effective level of co-operation across the UK and Ireland through collaborating with the five national Mountain Training organisations via Mountain Training United Kingdom and Ireland (MTUKI) and the national Mountain Training organisation technical staff network. This is done at a strategic level by three yearly MTUKI council meetings, and operationally at monthly Mountain Training technical staff meetings.

Mountain Training Scotland key strategic partners

At these MTUKI Council meetings our work with our key strategic partners Mountaineering Scotland, Glenmore Lodge and SportScotland, to ensure a collective Scottish context is represented on UK and Ireland mountain and related issues is vital.

Mountain Training Scotland Council of Members

Within Scotland Mountain Training Scotland maintains and develops effective partnership collaborating with the Council of Members of Mountain Training Scotland (MTS) by collectively, helping to set overall policy, defining and setting targets, and evaluating performance against agreed targets this done by quarterly MTS Council meetings.

A joined-up approach to collecting and analysing mountain activity incident data and investigating adverse events

There are currently two on-going parallel projects being worked on to support the efforts of the Mountain Safety Group. One project led by Mountaineering Scotland MSG is looking into methodologies for collating data from mountain incidents to a central point facilitating a review and to identify trends to help inform MSG safety strategies. In parallel MTUKI have convened a working group from national centres, the professional associations, mountaineering councils and national Mountain Training organisations to identify and establish good practice for investigating adverse events.

Development

Relaunch of Mountain Training personal skills schemes in Scotland

After successful inductions in May 2023 MTS recruited an additional 10 new Providers (20 Tutors) for Hill and Mountain Skills; 9 new Providers (14 Tutors) for Rock Skills. Of note one of these new Providers is Mountaineering Scotland. This brings our total number of Mountain Training skills scheme providers up to 20, mainly concentrated in and around Central Scotland.

This approval is part of longer-term joint aims to meet the changing needs of Scottish based mountain-related activity participants at all experience levels, and support the development of an infrastructure of qualified personal skills training providers in Scotland. It has already proved successful with an 472% increase in candidates completing a personal skills training course in Scotland (average in previous years has been 22 per annum). For details see [Mountain Training Skills Scheme Provision](#)

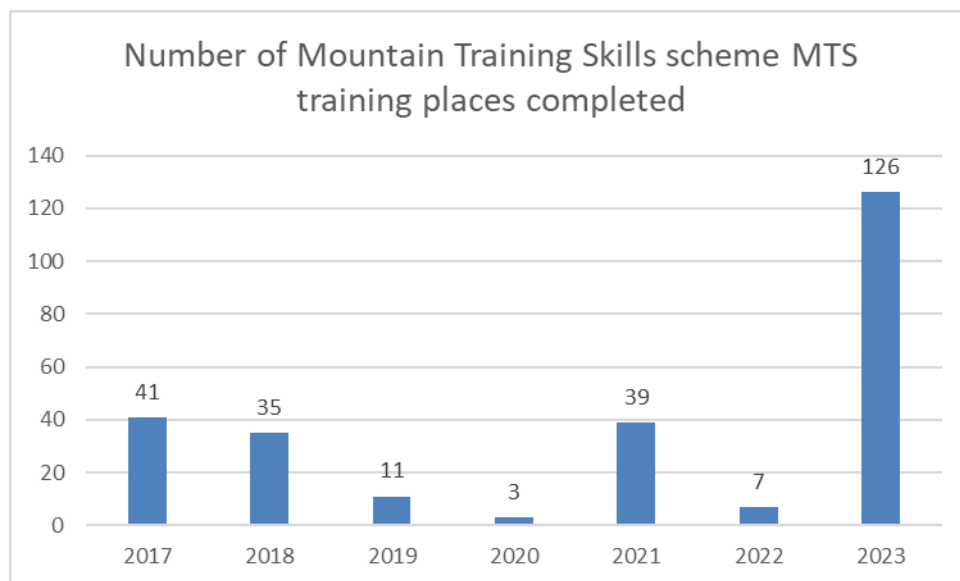


Figure 1 Mountain Training Skills scheme MTS training places completed 2017-2023

Project to incorporate Mountain Training leadership and decision-making competencies into the climbing schemes

This project to incorporate the Mountain Training Leadership and Decision-Making competencies into the climbing schemes (and ensure all the syllabi are consistent) is on-going and due to complete in 2024/2025.

New Mountain Training Bouldering Wall Instructor scheme

A Mountain Training working party have been working to create this new scheme. The project is on track with a proposed 'go-live' date of autumn 2024. Mountain Training Scotland will create a 'roll out' plan for the scheme in Scotland in summer 2024.

Winter Mountain Leader season 2023-2024

This winter follows on from a very similar theme as last winter.

Winter can only be described as being petulant, and conditions have been challenging in a variety of ways. A brief summary of conditions is a shallow snowpack and highly dynamic weather patterns.

Five Mountain Training Scotland providers ran a total of 24 (only 1 down on last year) courses - 12 training courses and 12 assessments – whilst 5 re-assessments were also run. A total of 102 (slightly down on last year) candidates completed training and 76 (slightly up on last year) attended assessment. Of the 76 attending assessment 55 passed (A pass rate of 72% - down on the 82% last year), 15 were deferred (though 1 deferred 1st Aid only) and 2 were failed. Four candidates withdrew.



Figure 2 MTS Winter Mountain Leader training and assessment courses run 2017-2024

Of the 24 courses that ran, 8 courses managed an overnight in a snowhole, with three assessment course spending two nights out. Limited very shallow snowpack (either bullet hard, or thawing) and mild conditions (weather system timings continue to be unreliable) were the most common cited reasons for groups not overnighing in a snowhole. Though three assessments chose not to snowhole due to a 'reasonable adjustment' request/consideration from candidates. Various alternative strategies including using emergency shelters to have a break and a meal, then navigate of the hill in darkness, plus camping, bothies and bivvies were all successfully used.



Figure 3 MTS Winter Mountain Leader candidates walking into the evening.

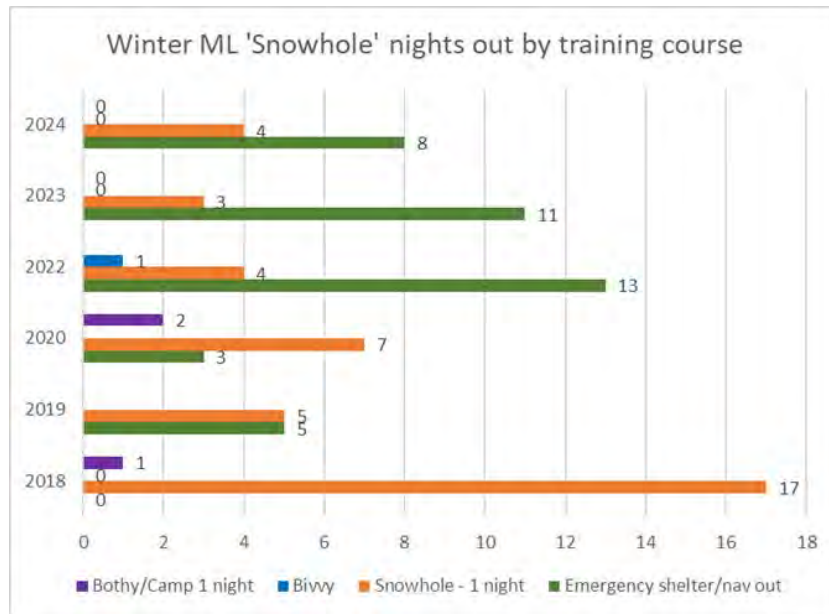


Figure 4 Winter Mountain Leader 'snowhole' nights out by training course

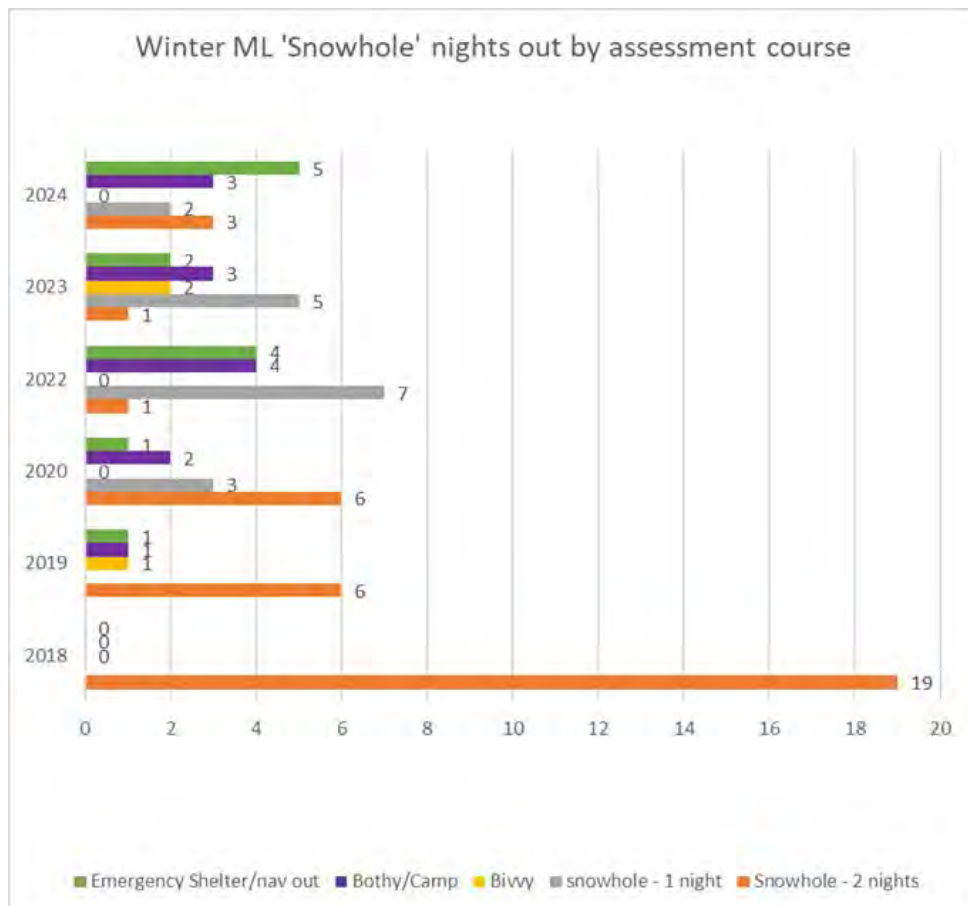


Figure 5 Winter Mountain Leader 'snowhole' nights out by assessment course

The pass rate (after 2023's 83% blip) has dropped back to slightly below the average on previous seasons the pass rate has been around 77% (2019, 2018) and 75% (2017).



Figure 6 Winter Mountain Leader breakdown of training and assessment course places Winter 2023/2024

Consistency

Provider and Course Director support visits

We ensure the consistency and quality of scheme provision and delivery via a programme of Provider and course Director support visits (referred to as 'moderations'). An important part of this process is Course Directors and course staff who often work in isolation and don't have the chance to receive feedback and observe others receive coaching point feedback which are not intended as a criticism but more as ideas to think about, discuss and consider.

The Executive Officer undertakes these visits with additional support (primarily across the Lowland Leader scheme) from the Technical Officer. Those who are probationary Providers and/or Course Directors will receive a visit from one of the technical staff as part of their probation process.

A key focus was seeing how the changes implemented in the Mountain Training Walking Schemes were being implemented, as well as dealing with a backlog of visits for probationary providers and Course Directors.

This year we undertook a total of 13 visits across the schemes provided by Mountain Training Scotland Providers. Seven of these visits were to probationary Course Directors. The visits were as follows:

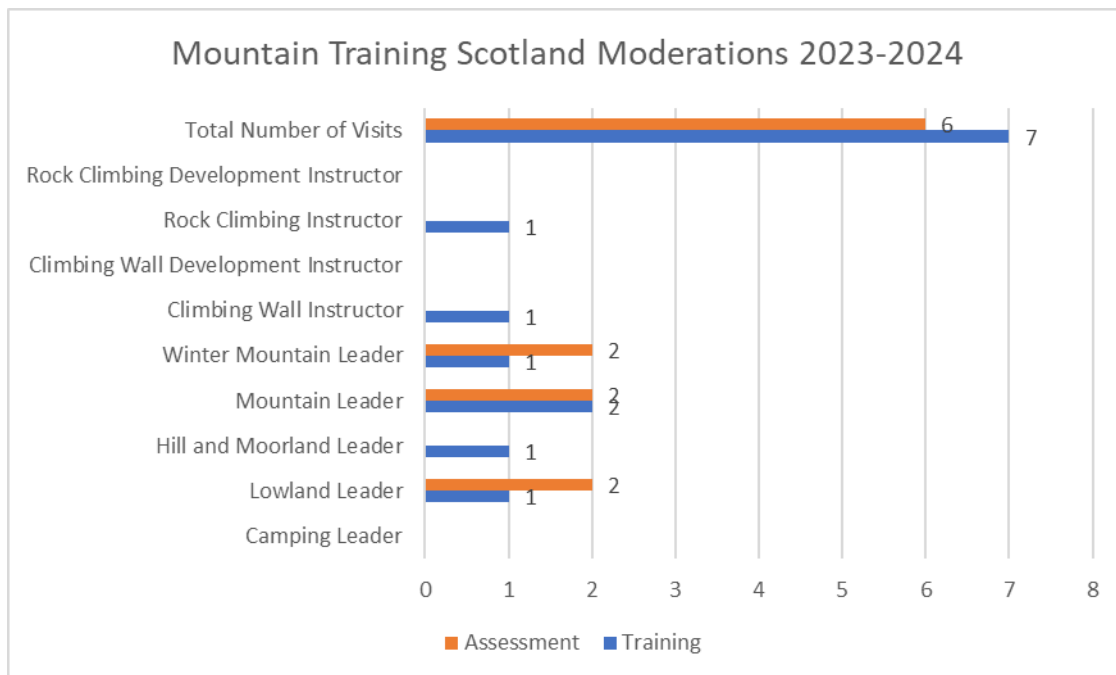


Figure 7 Moderations 2023-2024

Incidents and accidents

Mountain Training Scotland asks our provider network and their staff to report any incidents/unusual occurrences that happen on Mountain Training courses. An incident is defined as an unplanned occurrence or event where there is injury (including fatal injury). It can include any event that may give rise to physical, emotional, or psychological harm. Whilst an unusual occurrence is an event, or sequence of events, which could have led to an incident that had the potential to cause harm but did not do so, either through preventative measures or a lack of final causation. Mountain Training requires all its Providers to report RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) incidents to Mountain Training within the time frame stated by the Health and Safety Executive (HSE) (Immediately in the case of death or major injury; or within fifteen days in the case of seven-day injuries to their Executive/Technical Officer).

This is a summary of incidents and unusual occurrences from 2014 -2024 (YTD) on Mountain Training Scotland courses. For context Mountain Training Scotland has received 34 reports since 2014 and we have trained 8181 and assessed 4801 (total 12982) candidates in Scotland. This is an incident/unusual occurrence rate of 0.3%.

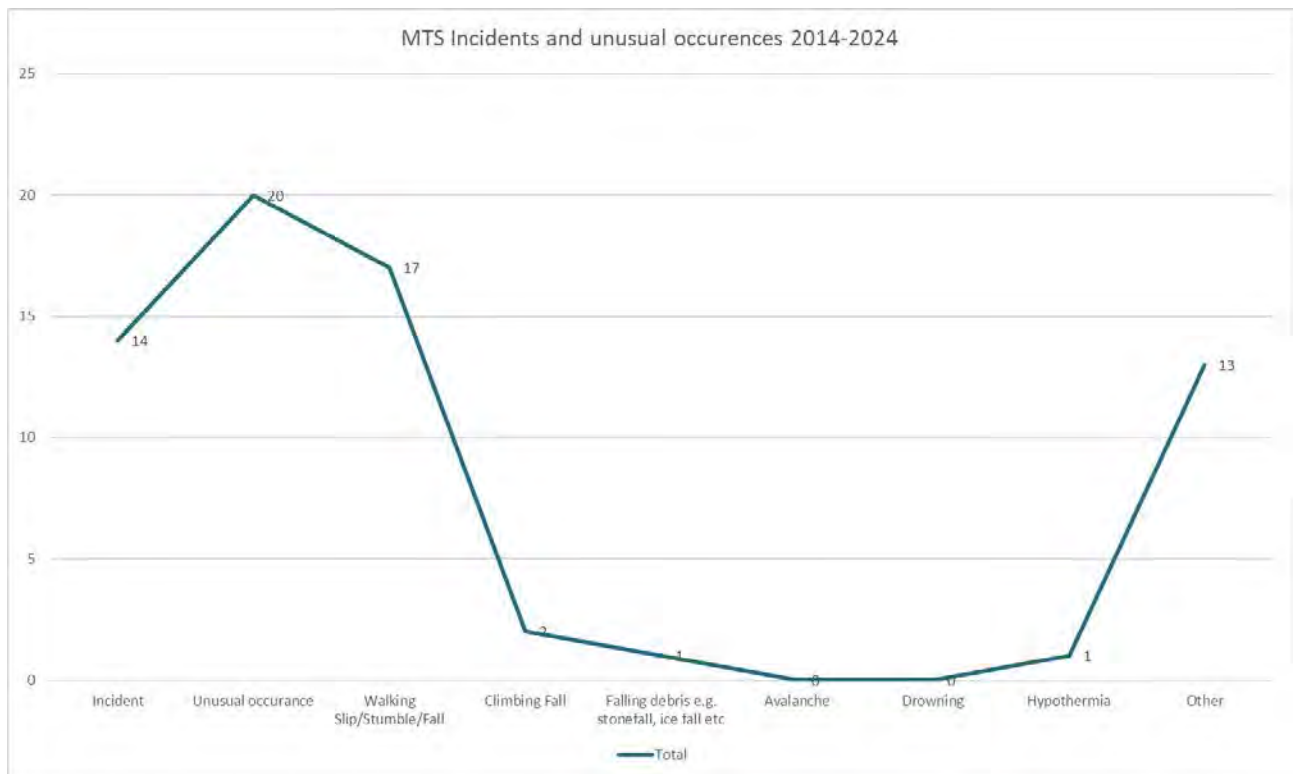


Figure 8 Reported Incidents and Unusual Occurrences 2014-2024

Walking slips/stumbles/fall are the most common mechanism of an event occurring, whilst 'other' is the next most common. 'Other' consists mainly of medical related events.

In 2023/2024 Mountain Training Scotland received four reports three of which we classed as unusual occurrences. A summary of each is as follows:

- ML Assessment, at the start of the expedition phase. Candidate came down stomach bug which led to severe vomiting and diarrhoea. To prevent dehydration required careful management overnight before walked off the hill (slowly) the following day.
- Hill and Moorland Leader assessment candidate twisted their knee while walking next to a track. Due to the location assessor walked to local farm close by and arranged for framer to collect whole group in their 4x4. Candidate after receiving medical attention was confirmed as having a knee injury.
- ML assessment candidate went over their ankle as they were walking along path out of venue. They initially self-treated and continued with the assessment expedition. However on last night in the expedition the bruising on the injury site had started to look significant. It was arranged for an Ebike to be brought for them to cycle out on Friday morning to prevent further aggravating their ankle. Candidate subsequently went to local medical centre and was diagnosed with a bad sprain.
- WML training - candidate chipped their tooth and suffered a minor cut lip whilst practising self-arrest. No first aid or medical attention was required, and after a five-minute break the candidate continued to participate fully in the course with no ill-effects.

Any observations from these reports are shared as part of our 'Community of Practice' process at our annual Provider and staff seminar.

Community of Practice

Mountain Training Scotland (MTS) Course Directors contain a vast reservoir of knowledge and experience, it is a valuable asset and is crucial to the continued successful provision of top-quality training and assessment courses in Scotland. A key element in the effective continued delivery of MTS Mountain Training qualification and personal skills courses is ensuring that the process of sharing knowledge, wisdom and experience within this group is continued. It is essential that MTS creates a variety of formal and informal opportunities for active practitioners working on MTS courses to learn from each other, and have an opportunity to develop themselves personally and professionally – be it becoming a Tutor on the Hill and Mountain Skills scheme through to becoming a Course Director on Winter ML assessment.

MTS believes that allowing opportunities, for those involved in the delivery of the Mountain Training award schemes, to share knowledge, experience and practice is key to having a successful succession planning/community of practice model that underpins any CPD pathway from Tutor to Course Director through to Course Provider, hence our development of a Community of Practice strategy to help support this process.

Providers, Course Directors and Tutors

The MTS Board approved six new Course Directors; 1 new Provider has been approved;

In 2023-2024 we had a total of 86 approved Course Directors and Tutors working for 38 Mountain Training Scotland approved Providers.

4 year rolling programme 'Community of Practice' workshops

MTS has put together what will become a 4-year rolling programme of discipline specific workshops that are open to all those who provide, direct, tutor or work on both the personal skills course and the qualification courses. These workshops will be practically focused, and the plan is for them to be a mixture of self-led group work drawing on the skills and knowledge from within the provider network and lead from subject matter experts when appropriate. MTS will make sure were possible that these workshops count as CPD for the 4 associations (AMI, BAIML, BMG and MTA).

MTS Workshops, seminars and training

This year we ran the following:

2 x MTS Training and Assessing skills (2 days) attend by 23 people

2 x MTS Teaching and Learning Workshops (1 day) attended by 16 people

1 x MTS Leadership and Decision-Making induction (1 day) attend by 7 people

1 x Human Factors - Prevent accidents, train non-technical Skills (1 day) attended by 10 people

1 x MTS All Provider and staff seminar attended by 31 people

1 x Winter Mountain Leader Provider and Staff Seminar attended by 16 people

Total number of attendees 103.

Pathways

As part of our aim to identify and create accessible pathways to support and enable candidates to develop their interests within mountain and climbing related activities we are working with Mountaineering Scotland by creating an infrastructure of qualified personal skills training providers in Scotland and sharing accessible and relevant resources.

Key outputs in this support of this have involved supporting Mountaineering Scotland ClimbScotland and Mountain Safety Advisor team become approved MTS Mountain Training personal skills tutors.

The ClimbScotland team are also well on the way to becoming Climbing Wall Instructor Course Directors. This will allow them to add qualification training to the portfolio of options they can offer the various community groups and clubs they work with.

Sustainability

MTS/MTUKI Sustainability plan

Mountain Training Scotland is developing a sustainability plan. We have completed Phase 1 - Materiality assessment (An assessment of the most material environmental, social and governance factors (risks and opportunities) involved in Mountain Training Scotland's operational activity). Phase 2 is currently underway and involves us undertaking and working in parallel with the MTUKI sustainability working group project one of whose aims are the creation of an overarching Mountain Training sustainability policy such that the national Mountain Training organisations can replicate, expand and adapt that for themselves without any conflicting messages.

Resilience

On-line digital learning resources

Mountain Training Scotland began developing a series of on-line digital learning resources during lockdown in 2021 with the creation of a Winter Mountain Leader 'Snow and Avalanche' on-line course based around the relevant Winter Mountain Leader competencies. Since then we have been involved in the development of additional resources, for use by our provider and staff network as part of our 'Community of Practice' strategy, candidates and partner organisations.

Mountain Training Scotland digital outputs

MTS Teaching & Learning Educational Support Project Plan - led by Doug Cooper saw creation of 2 x workshops and an on-line module for candidates supporting implementation of Mountain Training teaching and learning syllabus competencies.

Winter Mountain Leader QMD video - we have created Winter QMD video to support Winter Mountain Leader candidates work out what a QMD is. This will be put on-line for next winter.

Our current on-line offerings include:

- Winter Mountain Leader 'Snow and Avalanches'
- Training and Assessing Skills - This online module is designed to prepare participants for the practical face to face training course.
- (Staff) Pathway to effective Leadership - part of our induction process for staff working on Mountain Training courses in the leadership and decision-making pathway.
- Pathway to Effective Leadership – the public version.
- Teaching and Learning Skills



Mountain Training digital learning hub

Following MTUKI appointing Huw Jordan Tatlock as the new Mountain Training Digital Engagement Coordinator in 2023 work is continuing on E-learning development. Mountain Training is now using a new platform being used called 'Articulate' with the Camping Leader on-line module being redone within 'Articulate'. MTS plan to migrate all our on-line content to Articulate in 2024/2025.

Mountain Training rebranding and new website

As part of the creation of a new website the decision was taken to begin the process of rebranding Mountain Training. This project was completed in March 2024. In parallel a new Mountain Training website has been under development. The key driver is integrating digital resources on the website are not possible with current website. The new website will allow Mountain Training to host E-Learning modules (via Articulate) on our website. This went live on 16th April 2024.



Strategic Aim 2:

‘To progress the equitable, inclusive and diverse, access to the Mountain Training personal skills training and qualification schemes in Scotland’

Diversity, equity, equality and inclusion

Mountain Training Scotland Bursary Scheme

Mountain Training Scotland offers a bursary scheme to those candidates “...for whom both the personal financial constraints may be a barrier to participation and whose participation may promote MTS’s commitment to diversity, equity, equality and inclusion...”

We have received nine applications this year of which six have so far been successful. We have made grant payments to value of £850 to four applicants in 2023/2024. Mountain Training Scotland has paid out since the startup of the bursary scheme in 2019 a total of ££7,945 to 36 applicants who have completed their Mountain Training training and/or assessment course. The total promised since start up is £12,250.

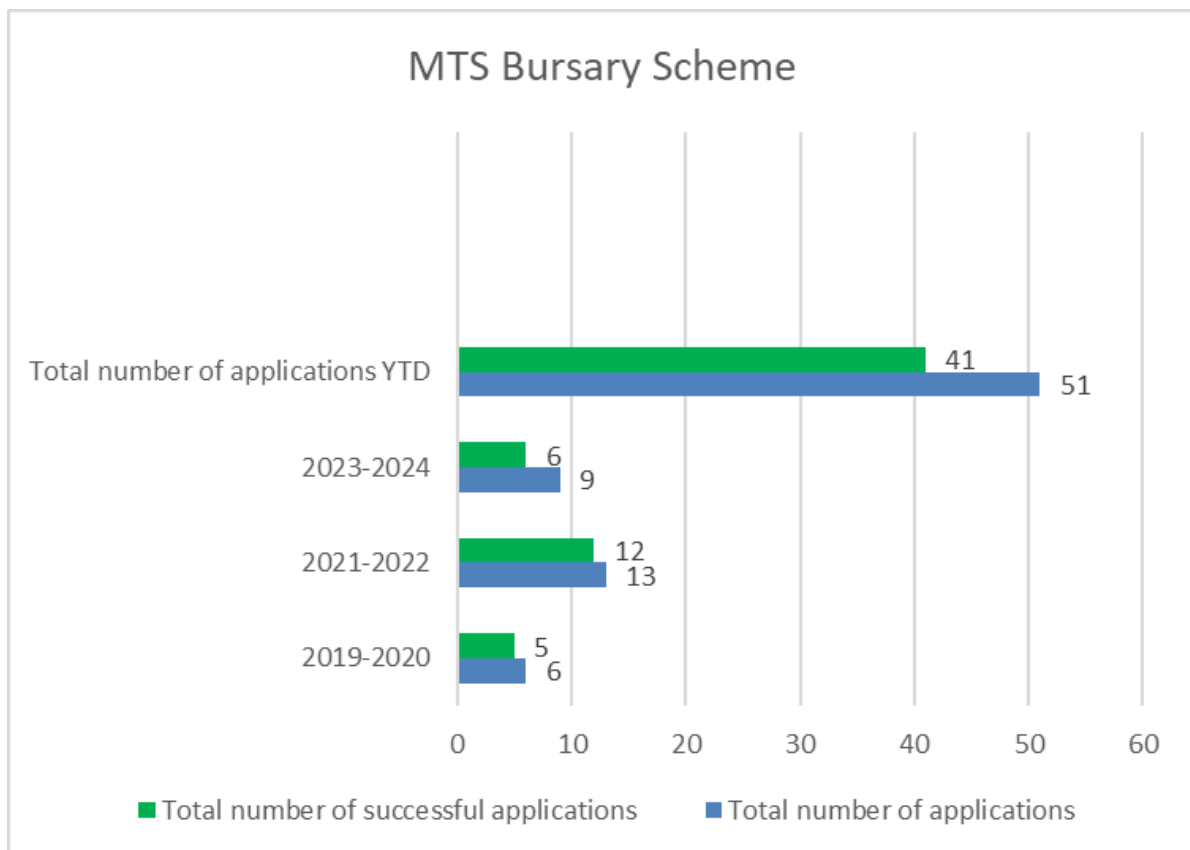


Figure 9 Bursary Scheme Number of applicants 2019-2024

MTS Bursary Scheme 2023-2024 Gender



Figure 10 Bursary Scheme applicants 2023-2024 by Gender

MTS Bursary Scheme 2023-2024 Ethnicity

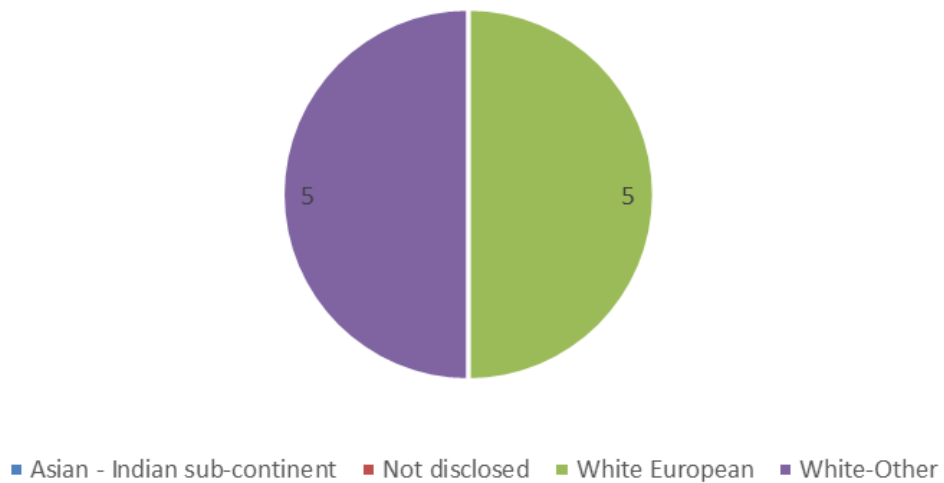


Figure 11 Bursary Scheme applicants 2023-2024 by Ethnicity

Mountain Training Scotland Course Director, Tutors and associated staff 'workforce'

Mountain Training Scotland had 85 approved Course Directors and Tutors in 2023/24. Of this number 10 are female, or just under 12% of the total.

A key outcome in the short term (by 2026) is to ensure the Mountain Training Scotland Course Director and associated staff 'workforce' at the very least broadly reflects the gender and ethnicity profile of candidates within that scheme e.g. the gender profile for Course Directors on the Lowland Leader scheme 20% female whilst the gender profile for the same scheme amongst candidates is 59% (see Fig 9 10 % of registrations (breakdown by scheme) by gender in 2022). Fig 9. Shows the distribution of female Course Directors across three walking schemes.

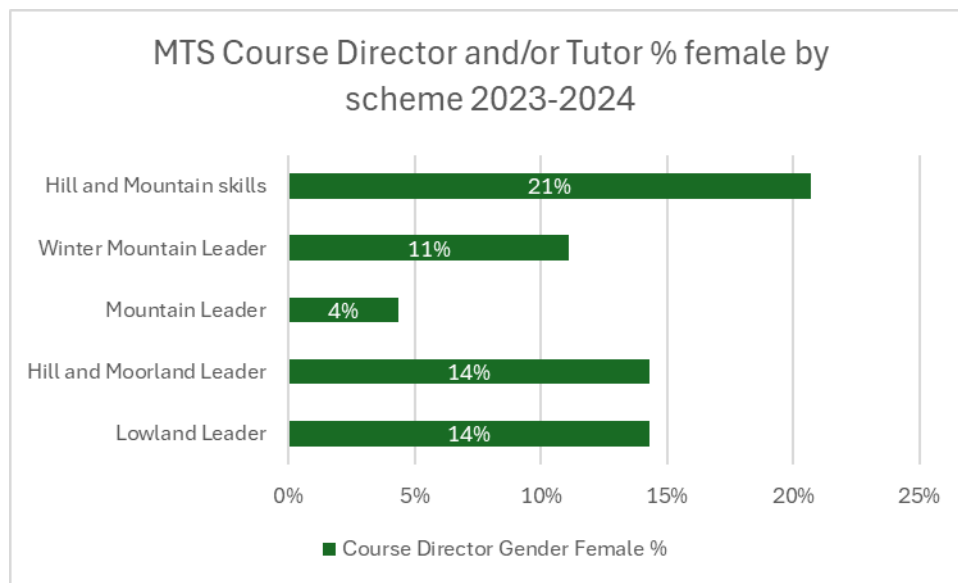


Figure 12 MTS Course Director and/or Tutor % female by scheme 2023/2024

'Reasonable adjustments'

Recording evidence of Course Directors making 'reasonable adjustments' began in 2013, with sixty-six reports received to date. Fourteen case studies (anonymised reports) were received in 2023-24. These reference candidates attending Mountain Training Scotland courses requesting or requiring 'reasonable adjustments,' outlining the process used to identify their requirements and agree suitable and appropriate strategies to accommodate and support them during their course. These reports and the lessons learned are shared at the annual Mountain Training Scotland Provider and Staff seminar held in the autumn.

As a principle we have found that allowing the candidate the opportunity to describe their condition and how they manage it, and what the course staff can do to support them works well in facilitating candidates taking part and completing their course.

The following is a list of reports received:

- Candidate on autism spectrum - CWI Training
- Candidate with hearing impairment - ML Assessment

- Candidate with mental health challenges – ML Training
- Candidate with Tourette’s syndrome - CWI Training Sept
- Candidate recently diagnosed with autism – ML Training
- Candidate who was a wheelchair user - CWI assessment
- Candidate on autistic spectrum HML Training
- Candidate with epilepsy – Winter ML assessment
- Candidate with anxiety – Winter ML Training
- Candidate with hearing impairment – WML Training
- Candidate with stoma – Winter ML training
- Candidate with bipolar disorder – Winter ML assessment
- Candidate with Type 1 diabetes – Winter ML Training
- Candidate struggled with eye contact due to their neurodiversity – CWI training

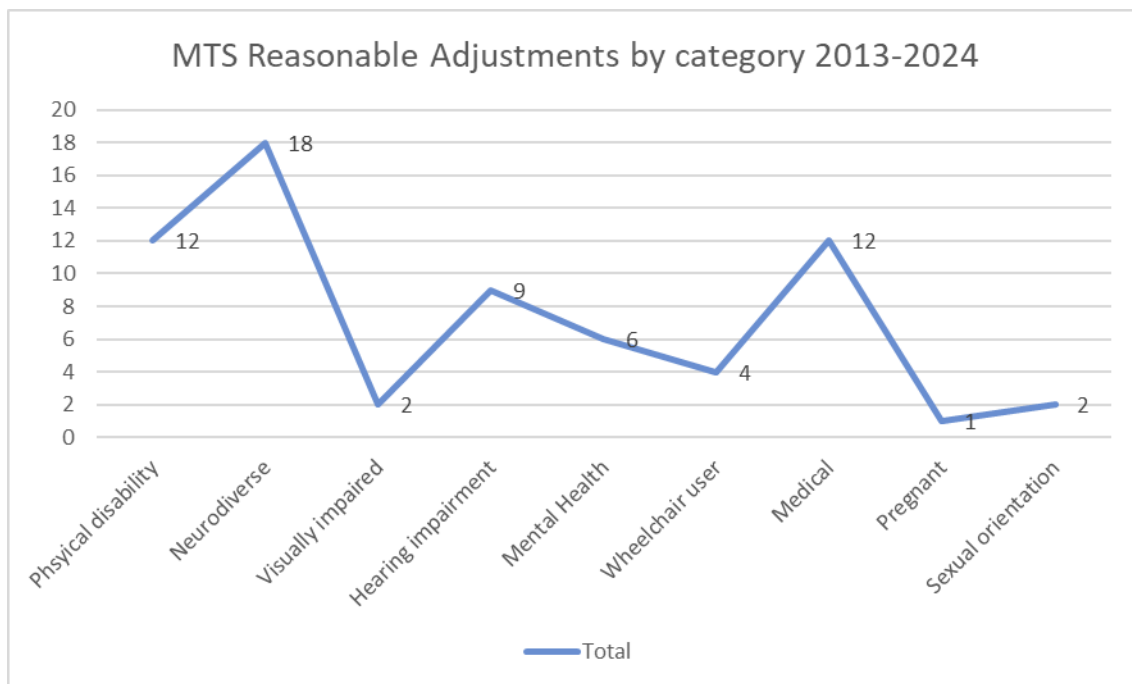


Figure 13 MTS Reasonable adjustments by category 2013-2024

As can be seen from the above data ‘reasonable adjustments’ the single largest category is ‘neurodiverse’. This covers a very wide of conditions including Autism, ADHD, ADD, Dyslexia, Dyscalculia and Dyspraxia. The Climbing Wall Instructor Scheme tends to present the greater number of candidates who have one or more of these conditions – mainly due to the demographic of younger candidates. On the Mountain Leader schemes it is less common but previously those candidates have tended to be older adults (often female) who have been recently diagnosed.

Next largest ‘category’ is physical disability. This covers a wide range of candidates with various physical impairments and ranges from amputees (many of whom are/were ex-military), wheelchair users, and those who have a visual or hearing impairment (to varying degrees).

The joint second largest category covers ‘medical’ and includes various conditions such as diabetes, epilepsy, seizures, rheumatoid arthritis, and those who have had a transplant.

Connect with new and returning leaders

Registrations

Total registrations for 2023 was 1242 across all qualification schemes.

- Compared to 2022 (1213) an increase of 2.4%.

We have still not returned to pre-COVID levels for registrations.

- Down by 9.9% on pre-covid 2019 (1378) qual registrations.

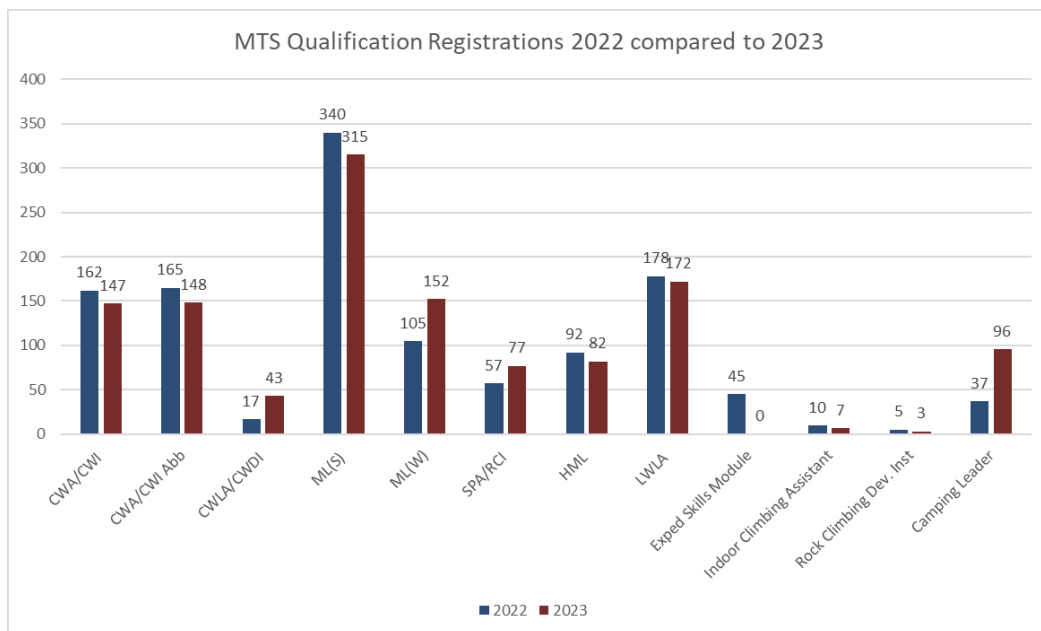


Figure 14 MTS Qualification Registrations 2022 compared to 2023

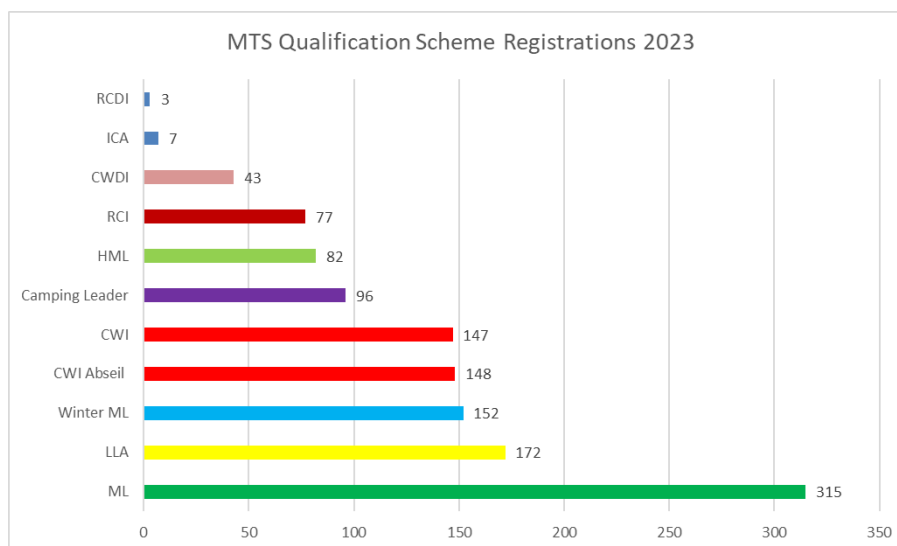


Figure 15 MTS Qualification Registrations 2023



Figure 16 Registrations Qualifications schemes trend 2000-2023

Looking ahead to 2024 we are forecasting a 0% increase as there are signs that the cost-of-living crisis is having an impact on registration numbers. This trend is noted across all the national Mountain Training organisations.

Gender balance

The proportion of female candidates registering on MTS Mountain Training schemes increased by 3% for 2022 compared to 2021. In 2022 39% of all candidates who registered on a Mountain Training scheme with Mountain Training Scotland were female.

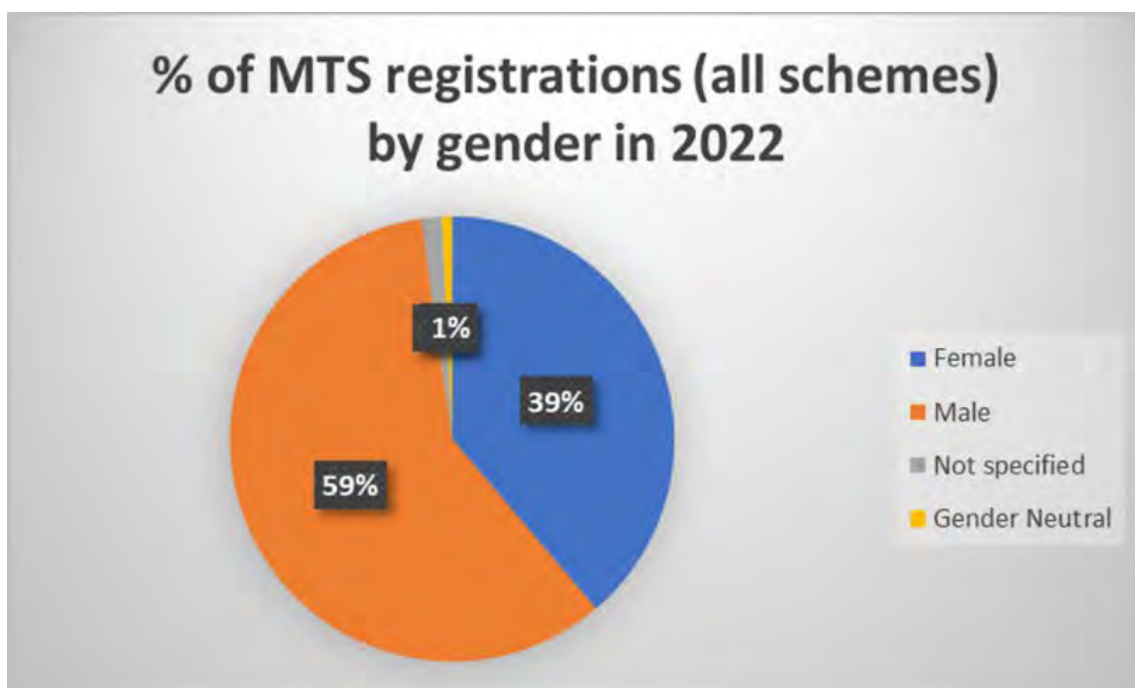


Figure 17 % of registrations (all schemes) by gender in 2022

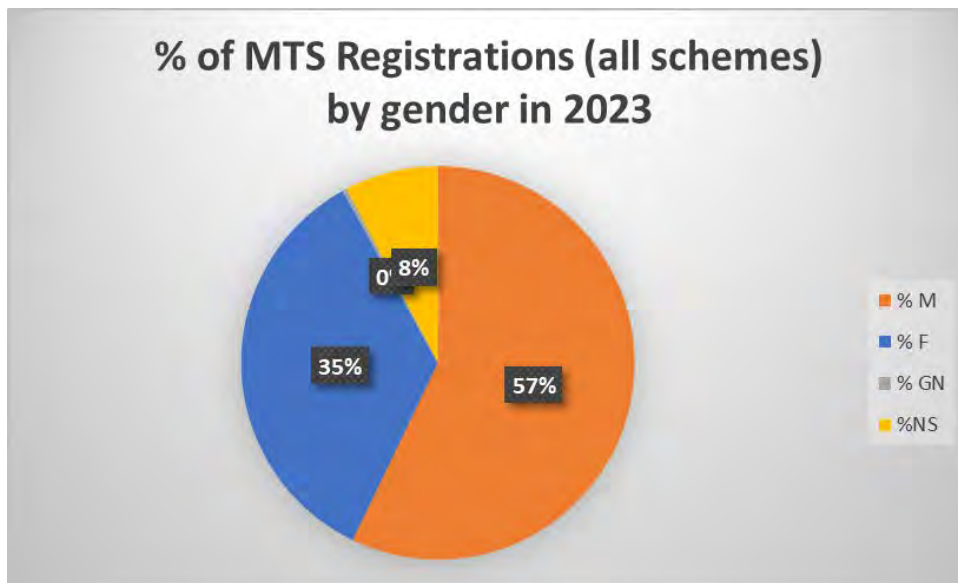


Figure 18 % of MTS Registrations (all schemes) by gender in 2023

In 2023 this proportion reduced from 39% in 2022 to 35% across all schemes, though the % of those 'not specified' has increased to 8%.

The % of female candidates registering on a Mountain Training scheme with Mountain Training Scotland is higher in those schemes with easier to access terrain, such as Lowland Leader (LWLA) - 48%, Hill and Moorland Leader (HML) - 40% and gradually decreases as you move to the Winter Mountain Leader (WML) which is 21%. For the Winter Mountain Leader this was 9% in 2015 and was 13% in 2022 so the rise to 21% is indicative of a welcome positive trend.

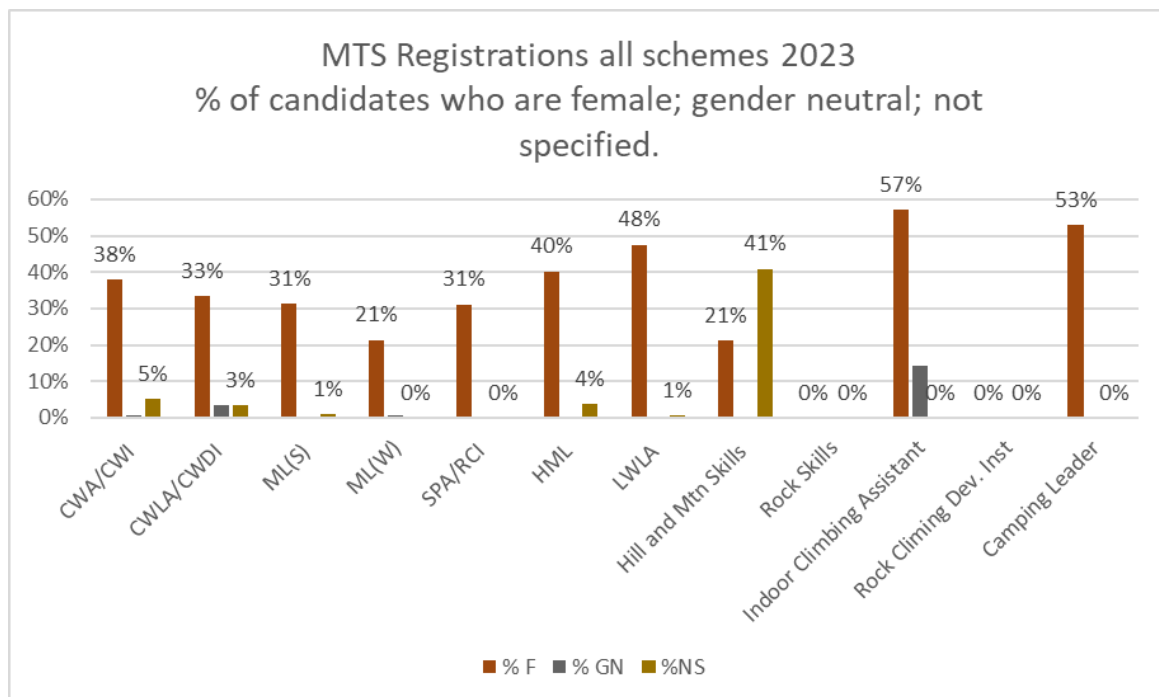


Figure 19 MTS Registrations (all schemes) 2023 % of candidates who are female; gender neutral; not specified

Ethnic background

The % of candidates from an ethnic background registering with Mountain Training Scotland on a Mountain Training scheme has gradually increased since 2017 from 0.6% (9 candidates out of 1510) to a 'high point' in 2023 of 2% (25 out of 1242) . As the numbers show there remains a significant amount of work to increase this % though this number echoes a similar % of Mountaineering Scotland members i.e. current mountain related activity community, from an ethnic background.

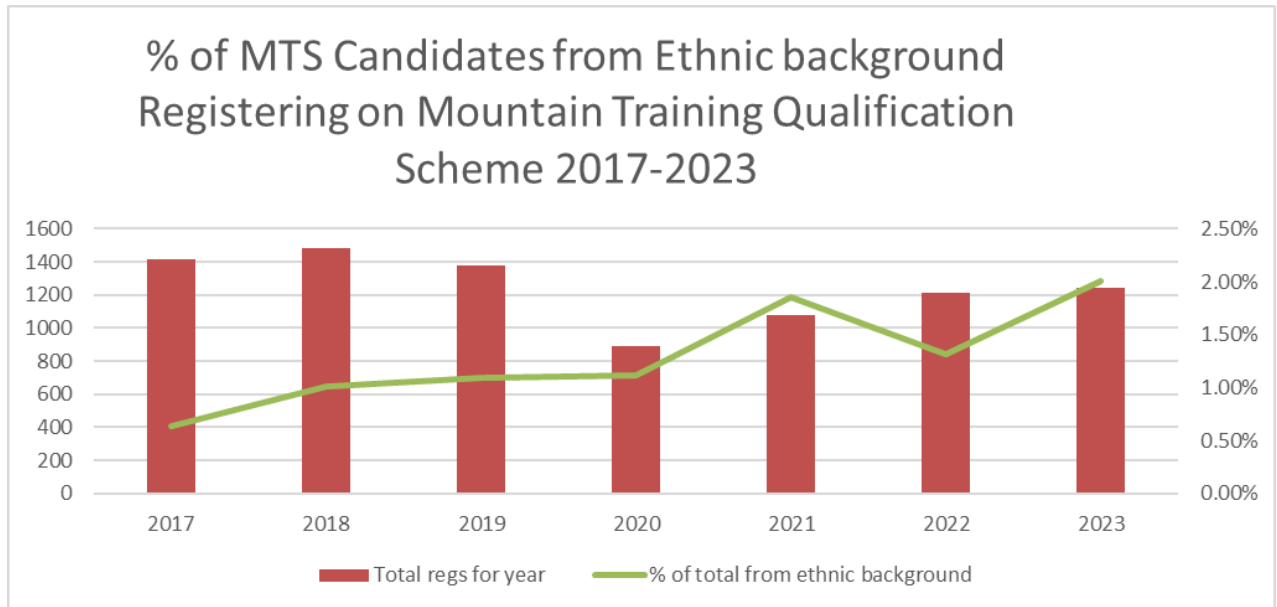


Figure 20% of Candidates from an ethnic background registering on Mountain Training scheme 2017-2023

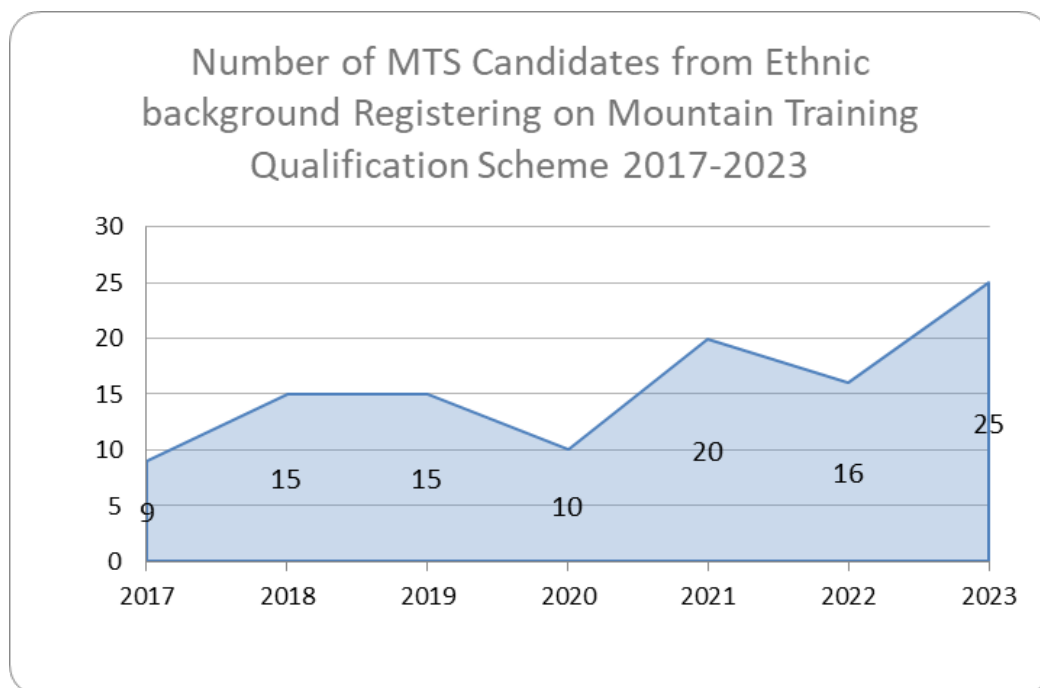


Figure 21 Number of MTS Candidates from ethnic background registering on Mountain training qualification scheme 2017-2023

Training/assessment places

2023 was another good year for Mountain Training Scotland providers with 793 candidates completing training and 551 assessment.

2023 saw 1427 places booked and 1344 course places completed overall. NOTE: the difference is candidates who 'did not show', 'withdrew' or 'did not complete'. This is a 5.3% increase on 2022 (1355 places booked).

The overall trend is still upward, though slightly down on training (916 for 2022 Vs 793 for 2023) .

Compared with pre-covid 2019 of 676 training and 519 assessment places completed (Total 1195)= 19.4% increase overall.

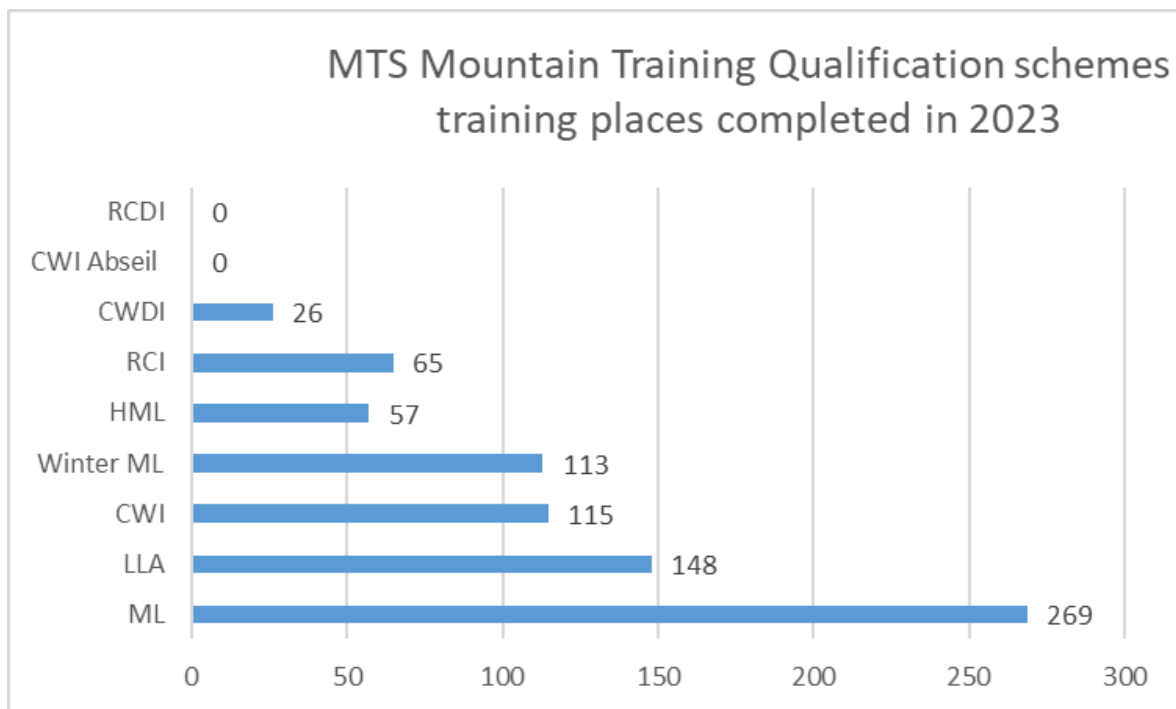


Figure 22 MTS Training places completed in 2022 ranked by scheme

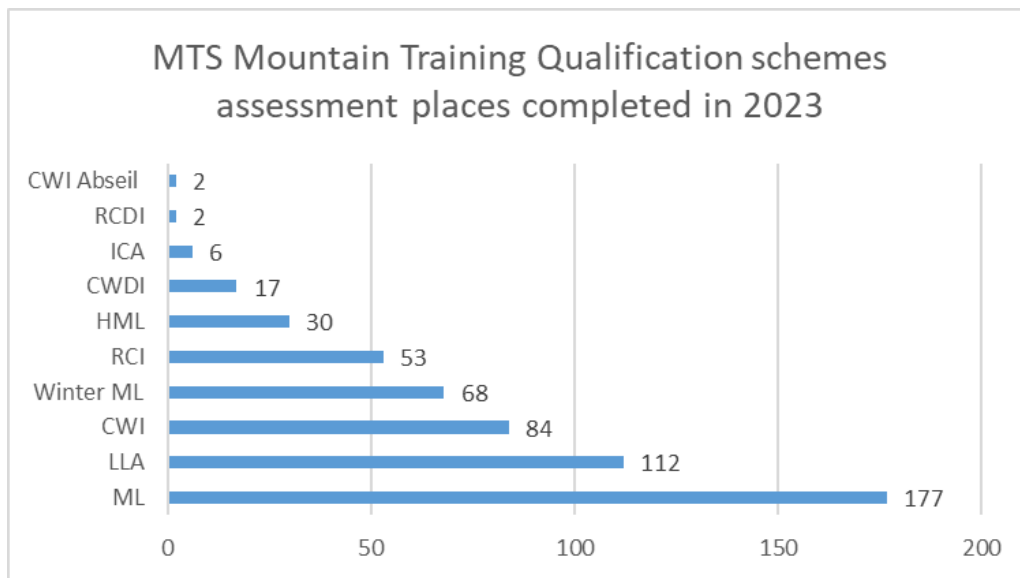


Figure 23 MTS Assessment places completed in 2023

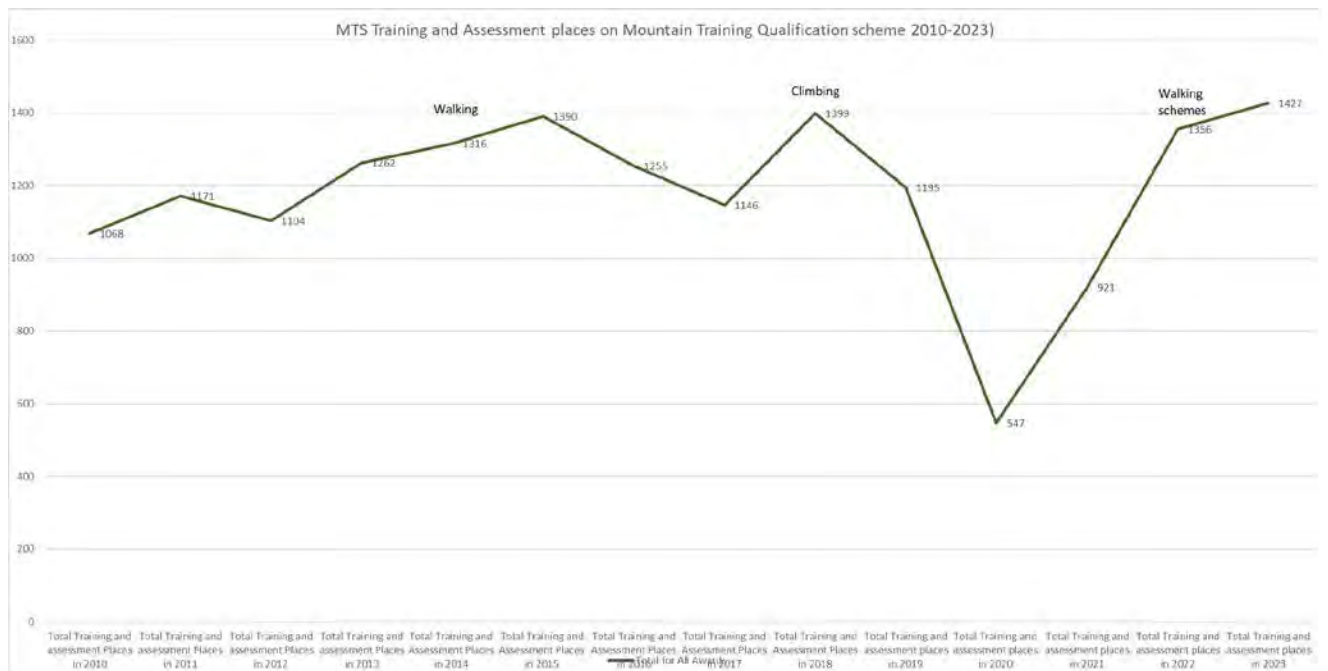


Figure 24 Training and assessment places trend 2010-2023

2023 saw 523 candidates complete their **assessment (pass)** ; this compares with 2022 when 357 completed assessment (pass); **an increase of 46.5%**.

Number of led days

MTS providers since 1 January 2022 to 31 March 2024 have qualified 1011 candidates.

As a guide, and based on figures from a Mountain Training Association (MTA) Survey 2019 qualified individuals lead on average one day a year with 23 participants, that's potentially 23,253 additional participation days.

Mountain Training Skills Scheme Provision

In May 2023 MTS approved and inducted 10 new providers of the Skills Schemes, these were split over the disciplines (Climbing and Walking). Those delivering the larger number of training places are working with young people (independent schools and Scouts). Currently MTS has 20 approved skills schemes providers.

Within Scotland the target market for skills scheme providers seems to be Under 18, however this is driven by the fact that schools are delivering the bulk of courses. Scouts' courses are U18 for climbing and mainly over 18 for Hill Skills.

Whilst the Rock Skills Introduction is very successful, the other climbing schemes pose some challenges to run. For example:

Intermediate: Difficult course to staff and run and this is a known issue

Learn to Lead Sport: There is not much accessible sport climbing close to central Scotland).

Learn to Lead Trad: This requires a higher level of Tutor qualification (Rock Climbing Development Instructor or Mountaineering Instructor as minimums) and given the nature of the activity is less likely to happen with younger participants.

The split Male / Female is reasonable, one of the limiting factors for some is availability of female tutors.

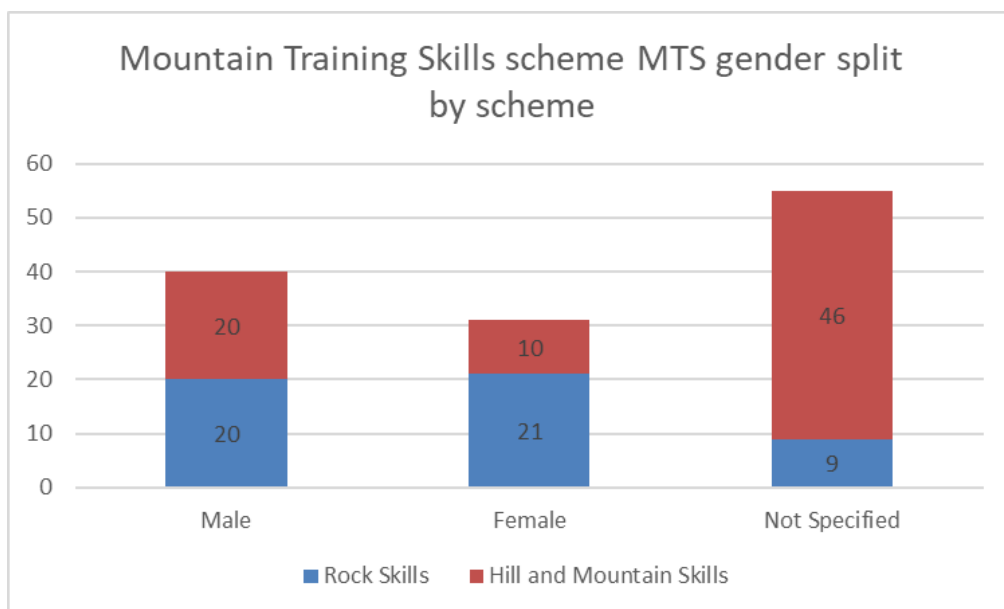


Figure 25 Mountain Training Skills scheme MTS gender split by scheme

Profile

Mountaineering Scotland Mountain Safety Group

Mountain Training Scotland are members of Mountain Safety Group (MSG) whose purpose to monitor, review and promote safe movement and practice in the Scottish mountains; to collaborate on mountain safety issues across Scotland; in order to provide and disseminate safety information through its partner organisations; and, to be the definitive organisation for the provision of mountain safety advice to the outdoor sector in partnership with the Scottish Government and through local and national media outlets. Mountain Training Scotland/Mountain Training support the work of the group by offering a perspective on education and safety training.

2023 sadly saw a tragic fatal accident on the Aonach Eagach involving a mountain professional and their clients. Mountain Training Scotland supported co-ordinating a response to the media attention via other members of the MSG, as well as liaising with Police Scotland and the Health and Safety Executive.

Avalanche Education and SAFOS

Mountain Training Scotland is also involved with the Snow and Avalanche Foundation of Scotland (SAFOS) one of whose key roles is coordinating the development of avalanche education and training in the UK and Ireland. Recent work has focussed on the communication working group.

MTS Board and Council of Members

As part of the process where we regularly review the composition and profile of MTS Council of Members to ensure it is representative of, and supportive of those organisations involved in developing greater diversity of participation in walking, climbing and mountaineering related activities. In 2023 we completed the process of having Scouts Scotland become a full member of the MTS Council of Members.



Figure 26 Climbing Wall Instructor (CWI) Training course - group belay methods

Key Aim 3

‘To ensure the continued financial security and enhanced business resilience of Mountain Training Scotland’

Financially secure and resilient

Primary sources of income are fees from candidate registrations, investment from sportscotland, and fees (consisting of annual renewal and course places delivered) from Course Providers who run courses on behalf of Mountain Training Scotland. Registration and course provider fees are agreed and set by the five national Mountain Training organisations via the Finance Group set up under the auspices of MTUKI.

Mountain Training registration fees increase

Mountain Training has held the candidate registration fees set in January 2020 through to the end of 2023. As a network of awarding organisations Mountain Training’s aim has been to help our candidates through the pandemic and more recently through the start of the cost-of-living crisis. Each of the national Mountain Training organisations has drawn upon their reserves to do this but the time come when we needed to adjust our prices to maintain a sustainable and quality service.

The one-off registration fee provides access to one of a suite of specific, nationally recognised qualifications. In return we provide several services, for life, for all candidates. These include the Mountain Training customer service team, a candidate handbook which details the syllabus and guidance notes for each scheme, a full record of a candidate’s training and assessment history on the industry leading candidate management system, as well as access to a digital logbook for candidates to record their experience.

Economic factors including inflation and increased operating costs meant we could not sustain our current fees and from 1st January, all qualification registration fees increased. The registration fee remains a one-off cost. There continues to be no registration fee for skills courses.

Provider Course place fees increase 1st April 2024

The national Mountain Training organisations charge course place fees through our candidate management system to support our quality assurance commitments. These fees have not changed for at least 10 years.

The course place fees primarily fund each national Mountain Training organisations’ quality assurance, administration and support of each course. After careful consideration and analysis, all the national Mountain Training organisations determined that adjusting our prices is necessary to ensure the continued provision of the Mountain Training schemes and associated services and resources.

Quality is a fundamental principle of the Mountain Training qualifications and while MTS and Mountain Training recognise that there will be a financial impact on our providers and indirectly candidates, we’re not able to continue absorbing increasing costs and risk compromising quality.

The new fees will be implemented on 1st April 2024.

Financial Planning

For the purposes of planning 2021/2022 was taken as our baseline.

Figure 25 shows the proportions= with around 71% of our income being derived from registrations and provider activity. The remaining 29% from sportscotland is designated to support development projects.

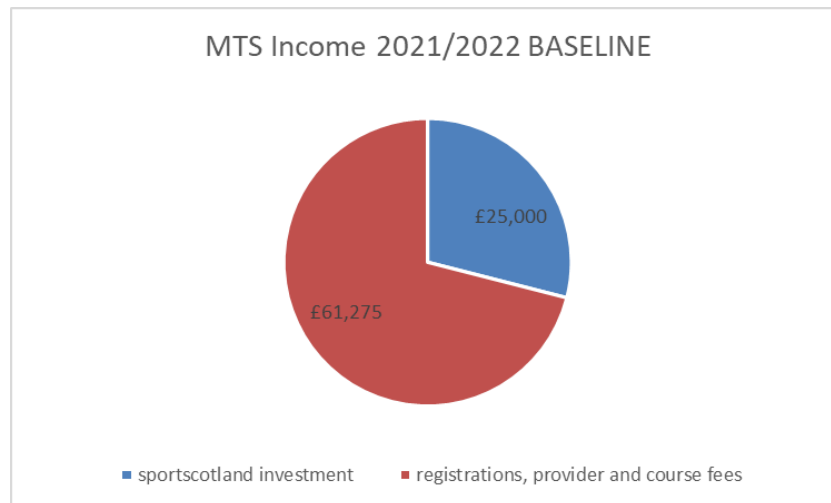


Figure 27 MTS Income makeup 2021/2022 baseline

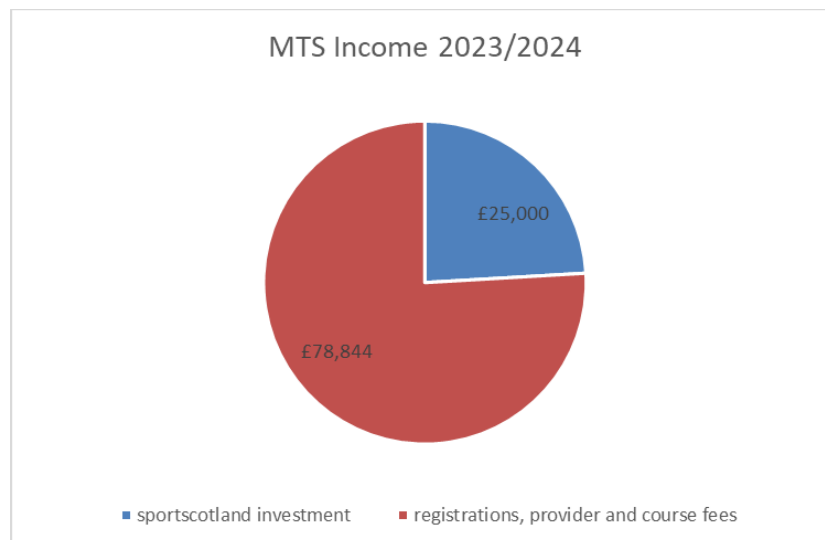


Figure 28 MTS Income makeup 2023/2024

As you can see in 2023-2024 76% of our income was derived from registrations and provider activity.

Our median income since 2017 (the start period for our previous strategic plan) is £87,401, whilst our median expenditure is £90,586, with a median loss of -£3,283. Figure 27 shows how our income and expenditure has changed since 2017.

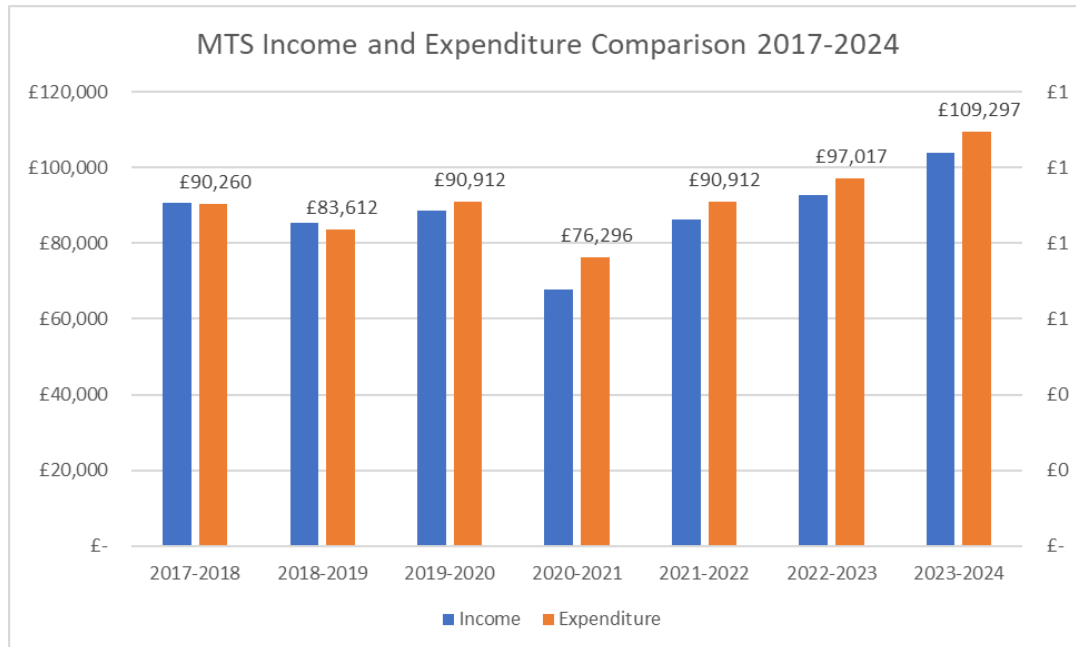


Figure 29 MTS Income and expenditure 2017-2023

Through 2017/2018 and 2018/2019 we had operated with a designated unrestricted fund which included additional money to underwrite development projects, which meant we planned to increase our expenditure and run at a loss for the period 2019 onwards. COVID did mean this loss was greater than anticipated but overall our finances remained in a positive state with our overall income starting to increase slowly since the shock of COVID.



Figure 30 MTS Operating costs and income 2023-2024

In 2023/2024 our overall income was £103,844, whilst our total operating costs (Staffing plus support) were £109,297 with us operating at a loss of £5,453. This was over what we had planned for 2023/2024 as the aim was to operate at a slight surplus.

Financial Strategy for 2024-2025

It is clear that continuing to operate at a loss year on year is not sustainable. A variety of factors including an overall increase in costs across the range of expenditure has had an impact. Equally the breadth and depth of work currently undertaken by MTS has involved a significant draw down on the role of the Technical Officer to support both development work and some aspects of the operational administration. In addition with an expanding provider workforce running specialist training events to support their development, has also meant an increased drawn down on external contractors. In effect all this is to free up time for the Executive Officer to focus on global projects, co-ordinate MTS development projects and manage the overall operation.

The recent increases in the Mountain Training scheme registration and associated course fees payable by Providers should help reduce the deficit. Our operational plan for 2024-2025 will also be tightly tailored to our available resources which may mean some tough choices for the Board to make regarding our development and support commitments.

Continue to ensure the continued effective, efficient governance and management of Mountain Training Scotland's affairs

KPMG development audit of Mountain Training Scotland

The Board of Mountain Training Scotland (MTS) requested a governance audit from sportscotland, which engaged KPMG LLP to assess MTS's governance arrangements. The purpose of the report is to assist sportscotland in determining the extent to which governance arrangements are suitable to safeguard public investment and deliver outcomes.

KPMG conducted the audit, focusing on fiduciary and reputational matters. The overall conclusion is that MTS's governance is satisfactory, with some comments for improvement. One of the five findings from the development plan has already been addressed. The remaining four findings (one moderate and three low risk) will be actioned by June 2024, except for one sub-finding.

The Board of Mountain Training Scotland commits to implementing the necessary actions to address the outstanding recommendations through our operational plan for 2024/2025.

Staff development and retention

Mountain Training Scotland currently provides additional staff support for the MTS Executive Officer via the roles of the Finance and Administration assistant and the Technical Officer. Both roles are undertaken on a self-employed basis and follow agreed yearly work plans. Additional technical expertise is brought in to deliver bespoke events e.g. the MTS trainer and assessor courses. Often Mountain Training Scotland can and does collaborate with partner organisations to support this specialist support.

Mountain Training Scotland does note that whilst currently the staff network is secure, it is very dependent on one full time employee as key person – the MTS Executive Officer. Whilst working with contracted specialists and partner organisations allows us to deliver on strategic and operational outputs in the short-term Mountain Training Scotland is seeking to ensure longer term formal and resilient solutions within the organisation to provide increased capacity and support to deliver proposed MTS strategic and operational outputs and associated outcomes.

Appendix 1 MTS Strategic Partners

Mountain Training Partners

Mountain Training Partners are national Mountain Training organisations and Mountain Training United Kingdom and Ireland (MTUKI) within the UK and Ireland Mountain Training network that Mountain Training Scotland works with closely. Collectively they are known as Mountain Training.



Figure 31 national Mountain Training organisations

Scottish Key Partners

Key Partners have significant operational and/or financial relationships with Mountain Training Scotland.



sportscotland, the national agency for sport, works with partners (including Mountain Training Scotland and Mountaineering Scotland) to build a world-class sporting system for everyone in Scotland.

sportscotland supports the development of outdoor and adventure sports through its range of national centres, including Glenmore Lodge. **sportscotland's** key outcomes include increased participation and progression in sport.

In relation to these outcomes **sportscotland** invests in Mountain Training Scotland to support its development and implementation of new initiatives and projects. Crucially, this investment enables Mountain Training Scotland to operate beyond basic provision of its core business.



Glenmore Lodge, Scotland's National Outdoor Training Centre, operates within the **sportsotland** family of national centres. Glenmore Lodge defines its core function as supporting and developing leaders, coaches, guides, and instructors.

Its position in terms of staff skills and experience (both personal and of working on a variety of National Governing Body qualification schemes), and resources, makes Glenmore Lodge uniquely equipped to support the core work of Mountain Training Scotland.



Mountaineering Scotland aims to inspire and encourage people of all ages, abilities, and backgrounds to enjoy mountaineering activities responsibly.

This is achieved through educational programmes and provision of relevant information concerning mountain safety, access, and conservation. Many Mountain Training qualification candidates are drawn from this community of active hillwalkers, mountaineers, and climbers. The profile of Mountain Training qualification candidates reflects the demographic of this community.


A common aim of both organisations is to work together to broaden the diversity of this community, both by ethnicity and gender.

The provision of educational programmes and safety training significantly relies on qualified leaders, instructors, and coaches, whether as volunteers or as professionals.

Mountain Training Scotland supports the mountain safety, access and conservation aims of Mountaineering Scotland by providing trained and qualified leaders, instructors, and coaches through the Mountain Training qualification schemes.




Mountain Training Scotland is also uniquely placed, with its wider links to UK-wide and Ireland-wide organisations through MTUKI, to provide support and advice relating to matters of mountain safety and training.

Appendix 2 Mountain Training Scotland Board

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| Dr Mhairi Anne Crawford Chair (Appointed 3/10/2022; appointed Vice Chair 23/2/2023. Elected Chair 25/5/2023) | Pamela Lomoro Vice Chair (Appointed 29/10/20; elected as Director 20/5/2021, elected Vice Chair 25/5/2023) | Marie Dignam Treasurer (Appointed Treasurer 23/2/2023; elected Treasurer 25/5/2023) |
| <p>Mhairi has been walking, mountaineering and climbing in Scotland and Europe since an early age and is hugely passionate about anything outdoors be that solo trips or leading a group. When not able to get into the hills, she's swimming, cycling or running.</p> <p>Mhairi brings a range of experience to MTS from more than ten years in industry building on her Physics doctorate, combining interests in STEM, business and equalities and eight as a third sector leader focussed on equalities.</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 & development field.</p> | <p>Marie is an experienced senior financial reporting manager who has worked across a variety of industries. For the last eight years she has worked in financial services delivering both financial and ESG reporting.</p> <p>With a passion for hill and coastal walking, she is driven to support MTS's aim to encourage sustainable and sympathetic use of the outdoors by all users</p> |

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| <p>Patrick Baker</p> <p>Director</p> <p>(Appointed 17/8/21; elected as Director 4/8/2022)</p> | <p>Craig McLaren</p> <p>Director</p> <p>(Appointed Director 24/5/2023)</p> | <p>Vacant</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> | <p>Craig has extensive experience in the outdoor sector, spanning over two decades. He began his journey by volunteering with Venture Scotland, where he discovered his passion for mentoring groups in outdoor settings.</p> <p>This experience inspired him to enroll in the Mountain Leader scheme, and he successfully obtained both his Summer and Winter Mountain Leader qualifications.</p> <p>Presently, he has been serving as the Assistant Outdoor Education Officer for Falkirk Council for 15 years. In this role, he combines his love for the Scottish hills with his enthusiasm for leading and teaching people in a dynamic environment throughout the year.</p> | <p>The Board plan to recruit Director fill this vacant post in 2024.</p> |

Appendix 3 MTS Executive Officer and staff

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| <p>George McEwan Executive Officer</p> | <p>Catherine Rose Part time Administration and Finance Assistant</p> | <p>Sandy Paterson Part time Technical Officer</p> |
| <p>George started working with MTS in 2012 when he accepted the role of Executive Officer following the retirement of Allen Fyffe the previous 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, as a 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 from 1996-2012.</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 Northeast 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> |

Appendix 4 Mountain Training Scotland Council of Members

These are stakeholder organisations that have a significant interest in the Mountain Training qualifications managed and overseen by Mountain Training Scotland. They 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 Council of Members Meetings.

There are currently ten Members of Mountain Training Scotland:

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

There are an additional three organisations classed as 'Advisors' as they have 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 5 Mountain Training Personal Skills & Qualification Pathways



Figure 32 Mountain Training Walking Schemes Pathway

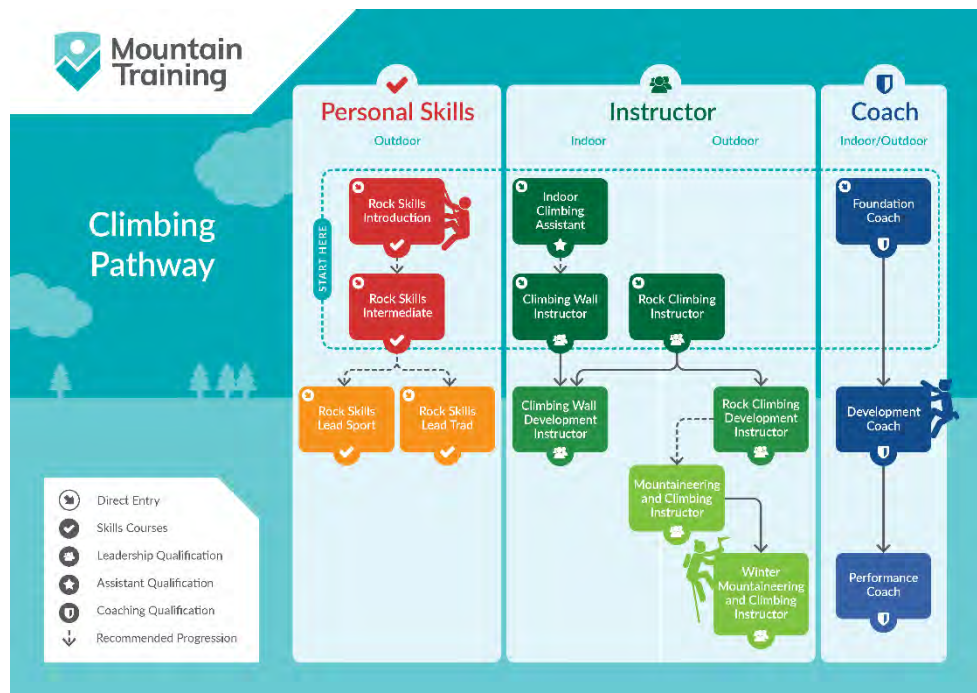


Figure 33 Mountain Training Climbing Schemes Pathway

Appendix 6 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.



Figure 34 Rock Climbing Instructor candidates on a training course at Rosyth Quarry

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.

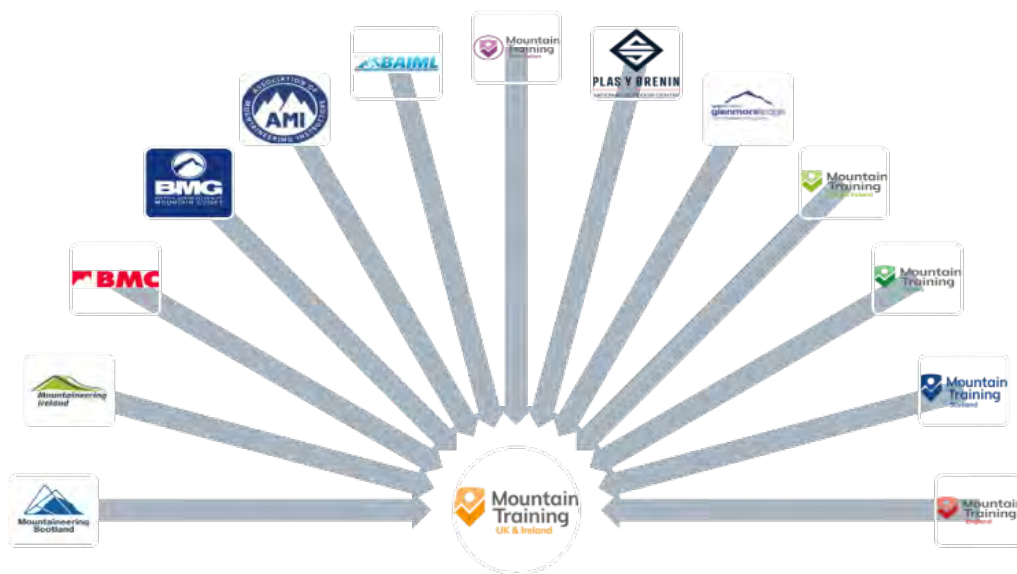


Figure 35 Mountain Training Network (MTUKI Council Members)

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 solely 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.



Figure 36 Candidates being assessed on their leadership during a steep ground journey in the Cairngorms