

OEAP EG: Assessment of Activity and Visit Leader Competence

Employer guidance should provide clear criteria for assessing leader competence.

In general terms, there are several ways of demonstrating leader competence:

- To hold a relevant qualification;
- To have received appropriate training, approved by your employer;
- To be competent through verified experience approved by your employer.

An employer may refine these generalisations to provide greater clarity or to provide greater rigor.

The officially approved and designated Visit/Activity Leader needs to be accountable, competent and confident. Being accountable requires being an employee, or legally contracted - and thus part of a chain of specified roles and responsibilities with a clear audit trail. A leader who is not confident may not be effective.

Summary statement to define competence:

Competence requires that the leader can *demonstrate the ability to operate to current standards of recognised good practice* and the following indicators of competence will need to be in place:

- ***appropriate knowledge and understanding of***
 1. ***employer guidance - reinforced by formal training;***
 2. ***establishment procedure (reinforced by a formal induction);***
 3. ***the group, the staff, the activity and the venue;***
- ***recent and relevant experience;***
- ***in some cases, a formally accredited qualification e.g. first aid, adventure activities leadership/coaching award.***

Where a Visit Leader or Assistant Supervisor plan to provide their own adventurous activities to young people, it is good practice for competence to be externally and credibly verified by holding a current NGB leadership award or through a 'signing off' process by a technical adviser approved by the employer.