

OEAP EG: Assessment of Activity and Visit Leader Competence

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 should 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.

The definition of competence promoted by EVC training is set out below.

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

- ***appropriate knowledge and understanding of***
 - 1. employer guidance reinforced by employer-approved training i.e. EVC 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 any one of:

- 1. holding a current NGB leadership award;***
- 2. within the terms of an AALS licence***
- 3. through a 'signing off' process by a technical adviser approved by the employer.***