



Pure Outdoor Diversity & Equity Programme

Section 01

The Pure Outdoor Foundation

Background

Pure Outdoor pledges 5% of sales to our environmental programme, 'The Pure Outdoor Foundation'. We believe in removing barriers from the outdoors, giving people of all backgrounds the opportunity to learn about and in turn promote care and respect for our beautiful outdoor spaces.

As part of our efforts to achieve this goal we are currently inviting applications for our Building Leaders Programme.

The Building Leaders Grant Scheme

The Building Leaders Programme aims to equip individuals who already have a passion for the outdoors with the skills and experience they need in order to share that enthusiasm with their wider community.

Section 02

Building Leaders

Grant Scheme

Background

Participants in the scheme can choose to receive training and support in hillwalking, rock climbing or both. The training comes in four distinct phases from initial personal skills through to the completion of nationally recognised instructor qualifications (Mountain Leader or Hill and Moorland Leader for the hillwalking strand, Rock Climbing Instructor award for the rock climbing strand).

Each participant will be able to start the process at the point that is appropriate to them, based on their own pre-existing experience. Similarly there is no requirement for any participant to finish the entire programme, the end point can be agreed based on their own plans for how the training will be used. This could be anything from informally leading small community groups through to a career as an outdoor professional.

Throughout the programme we provide mentoring and support as well as encouraging all participants to interact with each other to create their own community of outdoor enthusiasts.



What's Included

All training fees will be met by the Pure Outdoor Foundation however participants will generally need to cover any related transport or accommodation costs themselves. The majority of the training will take place in the Peak District with some of the later stages taking place in the Lake District or Snowdonia national park areas.

Eligibility and Applications

If you believe that you are a member of group that is underrepresented in the outdoors and are passionate about sharing your love for the outdoors with other members of your community then you are eligible to apply for a place on the Building Leaders Programme.

In order to apply for a place on next years intake please ensure that a completed application form reaches us before the next deadline as advertised on the application form.



Section 03

Grant Funded Pathways

1. Personal Skills Phase

- Beginner Navigation Course (2 Days). Where to begin the process of gaining formal navigation skills, suitable for anyone.
- Improver Navigation Course (2 days). Focuses on use of contour features and compass skills to move into more challenging terrain. Some previous navigational experience is required.
- Advanced Navigation Course (2 days). Navigating in limited visibility (including night navigation) while increasing awareness of contour features and related skills. Previous experience of navigating in open moorland areas is required.
- Personal Skills Development. Time spent gaining additional experience in a range of locations around the UK.

2. Leadership Training

Hill and Moorland Leader Training or Mountain Leader Training

National governing body training schemes for hillwalking qualifications, intended to introduce the skills required for leading groups of people in the outdoor environments found in the UK. Significant personal experience of hillwalking required.

3. Building Experience

The opportunity to build relevant experience by continuing to expand practical knowledge of UK hillwalking areas and conditions. It will also be possible to shadow (assist) on hillwalking training courses to improve and extend leadership skills. Mentoring and suggestions on the best ways to prepare for the NGB assessments will be provided.

4. Assessment Phase

Hill and Moorland Leader Assessment or Mountain Leader Assessment

Formal assessments to gain the relevant NGB award. Previous completion of the associated training course along with significant personal experience and some experience of leading groups required.

1. Personal Skills Phase

- Beginner Climbing Course (2 Days). Where to begin the process of gaining personal outdoor climbing skills.
- Improvers Climbing Course (2 days). Focuses on becoming an independent climber and will equip you with the skills to build simple belays.
- Learn to Lead Climb Course (2-4 days). Start your journey to becoming a lead climber, develop belay building skills, learn about trad climbing equipment and begin learning skills to lead climb outdoors.
- Personal Skills Development. Time spent gaining additional experience in a range of locations around the UK. Support and suggestions for climbing routes and specific challenges will be provided.

2. Leadership Training

Rock Climbing Instructor (RCI) Training

National governing body training scheme for climbing instructors, intended to introduce the skills required for leading groups of people in at single pitch crags in the UK. Significant personal experience of climbing required.

3. Building Experience

The opportunity to build relevant experience by continuing to expand practical knowledge of UK climbing areas and experience with groups. It will also be possible to shadow (assist) on climbing courses to improve and extend leadership skills. Mentoring and suggestions on the best ways to prepare for the NGB assessments will be provided.

4. Assessment Phase

Rock Climbing Instructor (RCI) Assessment

Formal assessments to gain the relevant NGB award. Previous completion of the associated training course along with significant personal experience and some experience of leading groups required.

Section 04

Application

‘Building Leaders’ Application Form

Our application form can be found on The Pure Outdoor Foundation website here: ([https://
foundation.pureoutdoor.co.uk](https://foundation.pureoutdoor.co.uk))

Once an application is made, somebody will get back to you within a couple of weeks if there are any further questions. All applications will be reviewed by our foundation team. We are generally looking to direct the funds to the places where it will have most impact.

Applications will be reviewed periodically and grant applicants will be assigned to one of 2 ‘cohorts’ throughout the year. One will start around spring and one at the start of autumn.