

21 Nov 2020

BCA Executive Consultation Document on BCA Training and Its Recommendations of Changes – Summary

Introduction

This document acts as a summary for the consultation document on BCA Training and its recommendations of change. It provides a summary of each of the recommendations and draws attention to what the CSCC Training Officer feels are important points. This document is not intended to replace the consultation document, but to draw attention to key points, and as a result is best used in conjunction with the full consultation document.

General

The consultation document has been created to attempt to reform the way that the relationship between the groups for training within the BCA (relating to recreational cavers) and the qualification management committee (QMC). This is in response to previous conflicts between these groups, and attempts to solve these issues.

Section 1 – Recommendations for Changes to the Overall BCA Training Setup

1.1 – Proposes creating an oversight group, not to exercise control over either the recreational training group or the QMC, but to act as a forum to resolve issues and ensure consistency across the BCA. Already agreed by the BCA Coaching Scheme Conveyer (Recreational training) BCA Qualification Scheme Conveyer and E&T Officer. Key point is that if this point is not adopted, many of the other points become null and void. The assumption on the part of the CSCC training Officer is that consistency means putting something in place so that two people approaching an identical situation would take a very similar course of action, not that a blanket approach is adopted in regards to very general situations.

1.2 - Proposes equalising the BCA Coaching Scheme and the QMC, making them both working groups (currently the coaching scheme is a standing committee).

1.3 - Relates to the requirements for the appointment of conveyers. Can be summarised as having relevant experience to the role of the group. Applicants to be invited to appear before a relevant interview panel, ratified by the BCA Council.

1.4 – Creates a complaints procedure, wherein for both complaints are passed to the BCA secretary, to be dealt with by the executive. Complaints must be submitted in writing. The rationale is to keep the handling of complaints independent of the schemes, and to provide oversight/monitoring of complaints/trends. A potential concern here is with the wording where it says gripes must be dismissed. While recognising the intent of differentiating between gripes and genuine complaints, it must be noted that dealing with gripes is an easy way to prevent dealing with complaints and helps to keep people engaged with the organisation.

1.5 - To continue ongoing work to update the website to reflect these changes and clarify the difference between and contact details.

1.6 – Proposes changing the name of the training committee and training officer to the 'BCA Coaching scheme' and conveyer and the QMC and chair to "BCA Qualification Scheme" and chair. Coaching more accurately reflects what the recreational side is trying to achieve (at least, certainly what the CSCC training officer will try to achieve) however it is noted that the QMC has apparently recently changed its name and a change here will be inconvenient for them.

Section 2 – The BCA Coaching Scheme

2.1 – The Coaching Scheme Conveyer – clarifies that this role has no part in the qualifications side, and is to facilitate the organisation of coaching/training to cover all disciplines within the caving sphere (from cave science to rope techniques). The role is predominantly the organisation of events, rather than the delivery. Strongly suggested that the role holder does not have any formal qualifications, and if they have any, or commercial interests, then must be scrutinised for any conflict of interest. Mostly in line with the terms already passed, but clarifies some elements further.

2.2 – Makeup of the BCA coaching Scheme Working Group to be changed to just the conveyer, regional representatives, the Y&D Officer and the CHECC Training Officer.

2.3 – Relates to BCA coaching/training events (this includes any regional event that is reimbursed by the BCA). Trainers/coaches will only be able to claim travel expenses, event must abide by conflict of interest rules. Care must be taken when selecting qualification holders vs peer to peer, and if qualification holders are going to be used, only travel expenses can be claimed. If qualification holders are to be used, they must be selected from a pool of willing volunteers. Organisation of events will be aided by a BCA Event Controller. Worth considering, who is going to maintain this pool of volunteers/recruit to this pool of volunteers, who is the BCA event controller and why is there a need to select non-qualified peer trainers in the first instance if qualification holders can't be paid?

Section 3 – BCA Qualification Scheme

Note – The CSCC Training Officer feels this area very much falls outside of their remit, however will attempt to summarise as best as is possible.

3.1 – Make up of the Qualification Scheme Working Group to be made up of the Conveyer, Deputy, BCA Qualification Scheme Administrator, Area Liaison Officers, chair of CIC panel, AHOEC rep, The BCA Coaching Scheme Conveyer, a voluntary sector rep and two members appointed by the BCA council with strong recreational/expedition background to provide input and give feedback to the council from the recreational perspective. A point here, if the Qualification scheme working group is purely to do with the qualifications, why does it need the recreational caver input?

3.2 – BCA Qualification Scheme working group to develop a procedure for deciding how a training assessor becomes a member of a regional panel, and how many they can sit on.

3.3 – Disciplinary procedures should be developed by the BCA Qualification Scheme working group and ratified by the BCA Executive.

3.4 – BCA Qualification Scheme working group to bring a proposal regarding BCA membership (how much they pay, and how to verify award holders have both BCA membership and BCA qualification membership) to the executive for initial agreement, then verification by the council.

Section 4 – Changes to operations of the BCA itself

Note – The CSCC Training Officer feels this area very much falls outside of their remit, however will attempt to summarise as best as is possible. While recognising the benefits of avoiding bureaucracy, Is within a document referencing changes to the make up of BCA training groups the right place to have this?

4.1 – Relates to reforming the complaints process; complaints and concerns can only be considered if in written and form and sent to the BCA Secretary, the executive will then log it, and process in line with BCA procedures. This is to allow complaints and concerns to be looked at independently of any Officer (que custodes Ipsos custodiat?) and allows the executive to identify trends and take additional action if necessary.

4.2 – Relates to conflict of interest policies, anyone with a role or position within the BCA, and any trainer/assessors of the BCA qualification scheme will be required to fill out a conflict of interest disclosure document.

Summary

The recommended changes do not on the whole appear to have wide reaching consequences, although there are questions raised, and the CSCC Training Officer recognises that they cannot appropriately comment on the QMC changes. Whether to support these recommendations is not discussed in the document, however it will ideally form as the basis to further discussion on whether supporting these recommendations is appropriate.