

# DEVELOPMENT SERVICES FOR BIKEABILITY SCHEMES

Instructor training, professional  
development and recruitment



# INTRODUCTION

For over a decade the Be Confident Group (Cycle Confident and BikeRight!) have been at the forefront of cycling development across the UK. Our innovation has led to an unparalleled level of experience and knowledge - building a future where everyone has the confidence to cycle from day to day as part of leading healthy, active lives.

Together Cycle Confident and BikeRight! train 100,000 people a year across multiple cycling disciplines in the South East, North West and West Midlands from our office bases in London, Manchester and Liverpool. We work with riders. We work with bikes. We work with organisations. All with a singular goal of getting more people cycling.

As a 1st4sport Recognised Delivery Centre (RDC) the Be Confident Group is able to train tutors and instructors to deliver the 1st4sport Awards - the L2 Award in Instructing Cycle Training (L2AICT) and the L3 Award in Developing Cycle Training Instructors (L3DCTI).



Here you will find an overview of the support we offer in the planning and expansion of Bikeability in schools and wider communities, including:

- **INSTRUCTOR AND TUTOR TRAINING** including factors such as planned bursaries and other funding avenues such as Kick Start
- **CONTINUING PROFESSIONAL DEVELOPMENT** to ensure quality, consistency and inclusivity
- **INSTRUCTOR RECRUITMENT AND SELECTION**
- **SCHEME MANAGEMENT AND DEVELOPMENT**

# INSTRUCTOR TRAINING

The Bikeability Trust is working towards consistent training provision across the whole country and the qualification of instructors is therefore an important part of quality control. All registered Bikeability instructors must hold or be preparing for the **1st4sport Level 2 Award in Instructing Cycle Training**. Instructors with National Standard Instructor (NSI) status acquired under previous instructor training arrangements may continue delivering Bikeability but must register for assessment for the 1st4sport award before 1 April 2024.



We have a team of fully qualified tutors ready to deliver the L2AICT course at a venue to suit and we can tailor the course to requirements. For example as a 5-day course or split over two weekends.

We also deliver the Recognised Prior Learning (RPL) route to the L2AICT. Our approach to this process is to offer as much support to instructors as possible - we want to keep their knowledge and experience in the industry. When instructors register for the RPL route they attend a Bikeability Trust approved induction session. We are the only RDC to offer this session to support instructors.



**Thank you for a good session, both Dan and Catherine were lovely, professional and knowledgeable. It can't be easy to deliver a session in these circumstances but it was seamless and informative. Thank you very much - I had forgotten how much I love cycle training!!**



# CONTINUING PROFESSIONAL DEVELOPMENT

Bikeability Providers must ensure all instructors are formally observed and mentored annually. An established mentoring process is key in supporting a CPD programme. The Bikeability Trust will be encouraging instructors to engage in annual CPD and record this when they renew their registration. With over 200 instructors on our team we are experienced, enthusiastic advocates of CPD and offer range of opportunities to tutors, instructors and provider managers.

We have specific **CPD courses that are approved by the Bikeability Trust** and can also work with you to address the CPD requirements of your instructors delivering an annual package along with assessment and support for their development plans.

An **Annual CPD Day** is an ideal opportunity for instructors to come together, exchange best practice and reenergise. A day like this can be organised to assist instructors meet the CPD requirements of the Bikeability Trust.

## OUR CPD OFFERS INCLUDE:

- **RPL Induction Session - approved by the Bikeability Trust**
- **Delivery Ready - National Standard and Bikeability Delivery Guide Update - approved by the Bikeability Trust**
- **Instructor Mentoring - approved by the Bikeability Trust**
- **The Principles and Practices of Effective Bikeability Delivery**
- **Snaking as Active Learning**
- **Core Bikeability and Bikeability Plus refreshers**
- **Assessment and Feedback**
- **Balance Bike Teacher Training**
- **Bikeability Plus Adult - session planning and delivery**
- **Safe Urban Driving Train the Trainer - approved by FORS**
- **1st Aid in the Workplace L3**

# INSTRUCTOR SAFE RECRUITMENT

Over a number of years, we have developed our approach to the safer recruitment and training of instructors and have established a model which we could share and implement for Grant Recipients and Bikeability Providers.

We have recently recruited a cohort of instructors to BikeRight!, one of our Bikeability providers, and are in the process of skilling them up for delivering Bikeability sessions.



## THE RECRUITMENT CONSULTANCY PACKAGE INVOLVES:

- **Placing job advertisements in local, specialist and social media**
- **Selection of suitable candidates through application filtering**
- **Phone/video interviews using the RDC training and operations team**
- **Adult Cycle Skills assessment delivered by one of our course tutors**
- **Successful candidates are registered for the L2AICT course and supplied with course pre-learning materials**
- **Delivery of the L2AICT course and completion of tasks in advance of starting delivery of Bikeability sessions**
- **Emergency 1st Aid at Work and Educare Safeguarding training**
- **Basic cycle maintenance training**
- **L2AICT Post Course Assessment provided at an appropriate time within the qualification requirements**

# CONSULTANCY

As Bikeability providers we recognise that the Bikeability Trust is increasing its requirements around annual renewal and Internal Quality Assurance (IQA). Our experience of preparing for regular EQA visits and provider renewals has given us a deep understanding of these requirements. The consistently high performance of Cycle Confident and BikeRight! in terms of training places delivered and at Bikeability Awards are testament to this.

## OUR CONSULTANCY SERVICE CAN OFFER:

- Assistance with annual renewal
- Development planning for instructors
- 1st Aid Training
- IQA process and implementation
- Safeguarding training - training providers must provide instructors with annual safeguarding training. This cannot be counted towards the 7.5 hrs CPD that instructors should take each year.

