

## CONTRIBUTION TO THE BGA CLUB INNOVATION BANK

**Club: YORKSHIRE GLIDING CLUB**

**Site: SUTTON BANK**

**Current membership numbers: 219.**

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Please describe briefly the "Good Practice" that is subject of this application.

*The development and implementation of a 'ground training syllabus' and training programme.*

Has this involved any changes in order to improve practices at your club? If so, what?

*New members are issued with a ground training record card along with their flying training card and log book. YGC has also developed a ground training detail document, currently positioned in the launch point cabin but soon to be published within the members' zone on our website. This detail document provides supporting information for each section on the ground training record card, in bullet point format, to give support to both the trainer and the trainee.*

How did you identify the need for change, if any, and what investigations were carried out?

*The club safety officer had observed several minor incidents that had potential to have developed into something more serious (e.g. incorrect signalling / wing running) and there seemed to be a general lack of knowledge amongst newer members as to what airfield jobs need to be done, who can do them and why they need to be done. Also, as we are a 7 day/week operation, it was becoming increasingly difficult to ensure that all members get the same content and quality of training with respect to ground-based activities. We needed to put something in place to avoid a 'see one, do one, teach one' mentality.*

*Furthermore, members are generally spending less time at the club and thus the opportunity for vicarious learning (by observation) is diminishing, leading to an increased workload for some more experienced members and a generalized 'de-skilling'. We considered this could lead to problems in the future if we did not give sufficient emphasis to ground training on the path to becoming a good glider pilot.*

How long have the ideas been in operation at your club?

*The ground training record card has been in operation for two years. The detail document has been in operation since January 2018.*

Costs and resources: What financial and other resources were required to implement the proposals?

*We formed a small team of experienced pilots and instructors to contribute to the development and implementation. A small amount of financial investment was needed to print the cards. The development of the detail document took about 2 man weeks and needed review by senior instructors.*

*As a later project, YGC may decide to translate the detail into 'infographics' if we have the necessary resource. (A sample can be provided on request).*

Evaluation: What are the results, to date?

*The main beneficiaries of the ground training programme have been those on the 'Tuesday Evening' ab-initio group. This group (around 10-15) has been trained in as many ground-based activities as is practical during evening flying (e.g. they can't be taught 'hangar unpacking', but can be taught 'hangar stacking'). They have worked together as a team and by the end of the summer are more than capable of taking on the role of Duty Organiser (at a weekend) and have the confidence to do so.*

*Newer members are all trained to the same high standard of ground handling and practices. Non-instructor but experienced members have a greater level of involvement in implementing safe practices, and there appears to be better teamwork and interaction between the more established members and our newer members, particularly at the launch point.*

*More established members have come to understand that newer members cannot be expected to do tasks that they have not been trained to do (and accordingly, shouting when someone has done something wrong is wholly inappropriate), and even if they have been trained, can be 'checked' and further guided if necessary. The non-instructor members now appreciated that they can use their general skills to contribute effectively towards the safe and efficient running of the club.*

*Therefore, YGC perceives there are benefits to all levels of club members, and by enabling the non-instructor members to be more self-sufficient in running the airfield, the instructors can concentrate on their main task of flying training.*

Has future club policy been affected? If so, how?

*This is now an accepted part of our training programme.*

What recommendations have you to share with other clubs that might benefit from your experience?

*Implementation of the ground training training programme must be fully supported by the Board/Committee/Instructors (stress it does not have to be the flying instructors that devolve the ground training).*

*Clubs must not underestimate the scale of the task, and maintaining the momentum; clubs need energetic and enthusiastic 'Champions'*

*There is less appetite for ground training compared to flying training, so suggest that being appointed a 'ground trainer' is promoted as having some form of kudos and is not to be viewed as a burden.*

*Understand that even some of the more experienced club members may not know how to do all activities listed on the ground training programme and may also need training themselves (tactfully and without causing them to lose face)!*

*Size doesn't matter; even smaller clubs should be able to incorporate ground training into their programmes. Indeed, they can't afford not to!*

Do you know of any other club that has adopted this idea?

*It is not known if any clubs in particular have adopted the scheme. However, the ground training record card itself was modified by the BGA to be more generic, and circulated to all member clubs. Several visiting clubs to YGC have requested and been provided with hard copies of the ground training record card. Some clubs have also been provided with soft copies on request of the ground training detail document.*

Please return this form to Alison Randle by emailing it to [office@gliding.co.uk](mailto:office@gliding.co.uk)