



Supporting and Developing Personal Development through the British Schools Karting Championship

Personal development is more than just development of core skills; Great Britain PLC needs employees who can apply their learning to their own situation whilst understanding vision of and the limitations on the organisation. The British Schools Karting Championship provides an ideal base for this development, with students at the core of action being able to develop their personal and employability skills with a real purpose – improving performance. It is, therefore, an ideal foundation for any Gifted and Talented programme.

In encouraging students to identify how they can apply their learning to improve performance also provides school with an ideal opportunity to enhance the SEAL programme through looking at how to motivate members of a team to consistently perform at the highest levels. Extending this to look at management and leadership structures in teams develops employability skills well past the requirement of the National Curriculum Enterprise programme.

Improving performance is a problem solving exercise that requires decision to be taken. The BSKC provides a real working situation in which to hone problem solving and decision making skills with real outcomes. In developing performance in the BSKC, students will need to consider a wide number of factors – some mechanical, some human – prioritise them and analyse the impact of changes before making the changes. In evaluating the probable effectiveness of possible solutions and then testing them in competition, students develop their ability to build a real working understanding of entrepreneurial problem solving – the ability to take calculated risks to improve outcomes. In evaluating the risk against the possible improvements provides students with the ideal base for effective leadership decision making for later life.

Target setting is the norm for subject and examination performance in schools. Whilst this is an effective tool for helping to raise subject achievement, the development of understanding of the process is often limited. Taking competition in the BSKC as a vehicle for examining the analysis of performance and how meaningful, stretching yet achievable targets are set enables school to develop and build a real understanding of the evidence base and factors that need to be considered in effective target setting outside the academic model they are used to.

Personal organisation is a major need of many students. Indeed, the makeup of the national curriculum and the national strategies encourages students to become reliant on teachers to be the organisational power behind their learning. Entry into any motorsport championship requires considerable organisation including logistics, finance, timetabling and employee deployment. Motorsport teams need effective management as well as leadership and engineering brilliance. Using the competition as a base to enhance the development of such skills provides an interesting and relevant addition to personal student development – providing students with skills that will be core to their success throughout their life.

As with any team competition, the competitors need to be chosen or selected. Using the BSKC to provide the foundation to learning for students to understand the basics of person specification development and how to judge against that specification provides schools with the ideal opportunity to develop real employability skills.

Linking School Council with the challenge provides the ideal opportunity to develop team management and group performance evaluation skills as well as an ideal vehicle for School Council to work with the school to celebrate success.

Establishing and running an in-house competition to decide who will represent the school in the BSKC provides an ideal opportunity for School Council to work with the school leadership to develop and implement a challenge structure where core skills and abilities are tested before competition in the karts. Analysing the skills and abilities required and then



developing processes and competitions to test those skills will rapidly and effectively enhance school council member's employer and leadership skills.

Healthy lifestyles and fitness is a core message that schools are required to deliver to all students. Motorsport requires high levels of fitness and stamina. Using the BSKC as a foundation for the need for being fit and healthy for not only delivers the message but also the develops a real time understanding of the advantages of being fit and healthy in terms of performance and outcomes.

A breakdown of how the BSKC can be used as a vehicle for personal development is shown below:

Team work	<p>Leadership and team structures</p> <p>Methods of decision making/ management</p> <p>Line manager vs. cooperative management techniques</p> <p>Individual needs within a team</p> <p>Communication routes and methods, what needs to be communicated</p> <p>Design, organisation and implementation of school competition</p>
Personal organisation	<p>Team preparation and logistics</p> <p>Improvement strategy plans</p>
SEAL	<p>Methods of motivation</p> <p>Understanding the emotional needs of individuals within a team</p> <p>Success planning</p> <p>Individual strengths and needs analysis</p>
School Council	<p>Applying learning</p> <p>Developing teams</p> <p>Mentoring to develop performance/ raise achievement</p> <p>Using achievement to build the reputation of the school</p>
Problem Solving/ Decision Making	<p>Identification of key factors</p> <p>Analysis of options</p> <p>Identification of possible solutions</p> <p>Selection of best solution</p>
Driver Selection	<p>Analysis of job needs and development of a Person Specification</p>



	Identifying methods of measuring personal skills Evaluation of results
Health and Fitness	Fitness levels required in motorsport Developing a fitness regime for a driver
Gifted and Talented	Developing high flyers Building on talents Enhancement