



Qualification Specification

Contents

Summary of changes	3
Section 1	4
About this qualification	5
Support Handbook	5
Qualification summary	6
Entry guidance	8
Achieving this qualification	8
How the qualification is assessed	11
Internal assessment	11
Unit content and assessment guidance	12
Section 2	13
Unit 01 Anatomy and physiology for exercise (T/617/4001)	14
Unit 02 Maximising the customer experience in a gym environment (A/617/4002)	25
Unit 03 Supporting client health and well-being (D/617/4008)	33
Unit 04 Conducting client consultations and gym inductions (F/617/4003)	36
Unit 05 Planning and reviewing gym-based exercise programmes (R/617/4006)	40
Unit 06 Instructing and supervising gym-based exercise programmes (Y/617/4007)	47
Section 3	56
Explanation of terms	57
Section 4	59
Additional information	60
Resource requirements	60
Support for learners	60
Learner's Evidence Tracking Log (LETL)	60
Support for centres	60
Learning resources	60
Contact us	61

Summary of changes

This section summarises the changes to this qualification specification since the last version (Version 2 October 2020).

Version	Publication Date	Summary of amendments
1.2	January 2020	Information regarding the well-being and safeguarding of learners added to Section 1 (page 4).
2.0	October 2020	References to the Register of Exercise Professionals (REPs) removed as this qualification is no longer endorsed.
2.1	June 2022	Information regarding entry requirements added to Section 1 Information about the language of assessment evidence added to Section 2
2.2	December 2024	Update to CIMSPA logo.
2.3	November 2026	Qualification title changed and template updated to new version.

Section 1

About this qualification

About this qualification

This Qualification Specification contains details of all the units and assessments required to complete this qualification.

To ensure that you are using the most up-to-date version of this Qualification Specification, please check the version number and date in the page footer against that of the Qualification Specification on the NCFE website.

If you advertise this qualification using a different or shortened name, you must ensure that learners are aware that their final certificate will state the full regulated qualification title.

Reproduction by **approved** centres is permissible for internal use under the following conditions:

- you may copy and paste any material from this document; however, we do not accept any liability for any incomplete or inaccurate copying and subsequent use of this information
- the use of PDF versions of our support materials on the NCFE website will ensure that correct and up-to-date information is provided to learners
- any photographs in this publication are either our exclusive property or used under licence from a third-party. They are protected under copyright law and cannot be reproduced, copied or manipulated in any form. This includes the use of any image or part of an image in individual or group projects and assessment materials. All images have a signed model release.

Support Handbook

This Qualification Specification must be used alongside the mandatory Support Handbook on the Qualifications page on the NCFE website, which contains additional supporting information to help with the planning, delivery and assessment, such as:

- definition of Total Qualification Time (TQT)
- quality assurance
- staffing requirements
- assessment
- qualification support
- equality and diversity
- equal opportunities.

This Qualification Specification contains all of the qualification specific information you will need that is not covered in the Support Handbook.

Qualification summary	
Qualification title	NCFE Active IQ Level 2 Certificate in Gym Instructing
Qualification number (QN)	603/3931/7
Aim reference	60339317
Total Qualification Time (TQT)	185
Guided Learning Hours (GLH)	130
Minimum age	16
Qualification purpose	<p>This qualification is designed to provide the knowledge, understanding and practical skills needed to work as a Gym Instructor in the sport and physical activity sector.</p> <p>This qualification is a pre-requisite for Level 3 Personal Training qualifications.</p>
Aims and objectives	<p>This qualification aims to:</p> <ul style="list-style-type: none"> • focus on the role and scope of a Gym Instructor • offer breadth and depth of study, incorporating a key core of knowledge • provide opportunities to acquire a number of practical and technical skills. <p>The objectives of this qualification are for learners to:</p> <ul style="list-style-type: none"> • demonstrate the knowledge, understanding and practical skills needed to work as a Gym Instructor • develop skills and knowledge in a range of areas relevant to their role, such as: <ul style="list-style-type: none"> - the principles of working in the gym environment, including customer service and how to maintain health, safety and welfare - anatomy and physiology - how to conduct consultations and promote the health benefits of physical activity - how to communicate effectively and motivate clients to adhere to an exercise programme - how to plan and prepare a gym-based exercise programme.
Real work environment (RWE) recommendation	Where the assessment requirements for a unit allow, it is essential that organisations wishing to operate a RWE do so in an environment which reflects a real work setting and replicates the key characteristics of the workplace in which the skill to be assessed is normally employed. Often used to support simulation.

Rules of combination	Learners must achieve 6 mandatory units.
Assessment method	Internally assessed and externally quality assured portfolio of evidence.
Endorsement	This qualification is fully mapped to the CIMSPA (Chartered Institute for the Management of Sport and Physical Activity) Gym Instructor Professional Standard and is mandated in the Leisure Team Member Apprenticeship Standard.
Recognition	 <p>Learners successfully completing this qualification will have met the requirements of the CIMSPA Gym Instructor Professional Standard and can use the qualification as evidence when applying for the relevant CIMSPA professional status.</p>
Progression	<p>Learners who achieve this qualification could progress to:</p> <ul style="list-style-type: none"> • Level 3 Diploma in Personal Training • Level 3 Sport and Physical Activity suite • Level 3 Diploma in Exercise Referral • Level 3 Diploma in Increasing Participation in Sport and Active Leisure in Community Settings • Level 3 Diploma in Sport • Level 3 Diploma in Sports Massage Therapy • Apprenticeship in Personal Training <p>Learners who achieve this qualification could progress into employment or self-employment as a Gym Instructor. Other potential roles at this level could include:</p> <ul style="list-style-type: none"> • Lifeguard • Membership Sales Consultant • Leisure Industry Sales Assistant • Sports Coach • Nutritionist • Gym Manager/Owner.
Regulation information	This is a regulated qualification. The regulated number for this qualification is 603/3931/7.
Funding	This qualification may be eligible for funding. For further guidance on funding, please contact your local funding provider.

Entry guidance

This qualification is designed for learners who want to work as a Gym Instructor in the sport and physical activity sector.

Registration is at the discretion of the centre, in accordance with equality legislation and should be made on the Portal. Learners should be aged 16 or above to undertake this qualification.

Centres are responsible for ensuring that this qualification is appropriate for the age and ability of learners. They need to make sure that learners can fulfil the requirements of the learning outcomes and comply with the relevant literacy, numeracy and health and safety aspects of this qualification.

Learners registered on this qualification should not undertake another qualification at the same level with the same or a similar title, as duplication of learning may affect funding eligibility.

Achieving this qualification

To be awarded this qualification, learners are required to successfully achieve **6 mandatory units**.

Please refer to the list of units on the following page or the unit summaries in Section 2 for further information.

To achieve this qualification, learners must successfully demonstrate their achievement of all learning outcomes of the units as detailed in this Qualification Specification. A partial certificate may be requested for learners who do not achieve their full qualification but have achieved at least one whole unit.

Learning resources

We offer a wide range of learning resources and materials to support the delivery of our qualifications. Please check the qualifications page on the NCFE website for more information and to see what is available for this qualification.

The resources and materials used in the delivery of this qualification must be age-appropriate and due consideration should be given to the well-being and safeguarding of learners in line with your institute's safeguarding policy when developing or selecting delivery materials.

Units

To make cross-referencing assessment and quality assurance easier, we have used a sequential numbering system in this document for each unit.

The regulated unit number is indicated in brackets for each unit (eg M/100/7116) within Section 2.



Knowledge only units are indicated by a star. If a unit is not marked with a star, it is a skills unit or contains a mix of knowledge and skills.

Mandatory units



Unit number	Regulated unit number	Unit title	Level	GLH
Unit 01	T/617/4001	Anatomy and physiology for exercise	2	30
Unit 02	A/617/4002	Maximising the customer experience in a gym environment	2	20
Unit 03	D/617/4008	Supporting client health and well-being	2	10
Unit 04	F/617/4003	Conducting client consultations and gym inductions	2	20
Unit 05	R/617/4006	Planning and reviewing gym-based exercise programmes	2	25

Unit 06	Y/617/4007	Instructing and supervising gym-based exercise programmes	2	25
---------	------------	---	---	----

How the qualification is assessed

Assessment is the process of measuring a learner's skill, knowledge and understanding against the standards set in a qualification.

This qualification is internally assessed and externally quality assured.

The assessment consists of one component:

- an internally assessed portfolio of evidence which is assessed by centre staff and externally quality assured by NCFE.

Learners must be successful in this component to gain the Level 2 Certificate in Gym Instructing.

Learners who aren't successful can resubmit work within the registration period; however, a charge may apply.

All the evidence generated by the learner will be assessed against the standards expected of a Level 2 learner for each learning outcome.

Unless otherwise stated in this specification, all learners taking this qualification must be assessed in English and all assessment evidence presented for external quality assurance must be in English.

Internal assessment

Each learner must create a portfolio of evidence generated from appropriate assessment tasks, which demonstrates achievement of all the learning outcomes associated with each unit. The assessment tasks should allow the learner to respond to a real life situation that they may face when in employment. On completion of each unit, learners must declare that the work produced is their own and the Assessor must countersign this. Examples of suitable evidence for the portfolio for each unit are provided in Section 2.

Internally assessed work should be completed by the learner in accordance with the Qualification Specification.

The Tutor must be satisfied that the work produced is the learner's own.

If a centre chooses to create their own internal assessment tasks, they must:

- be accessible and lead to objective assessment judgements
- permit and encourage authentic activities where the learner's own work can be clearly judged
- refer to Course File Documents on the NCFE website.

Assessment guidance is provided for each unit. Assessors can use other methods of assessment as long as they are valid and reliable and maintain the integrity of the assessment and of the standards required of this qualification.

Supervision of learners and your role as an Assessor

Guidance on how to administer the internal assessment and the support you provide to learners can be found on the NCFE website.

Feedback to learners

Guidance on providing feedback during teaching and learning and each stage of the assessment can be found on the NCFE website.

Unit content and assessment guidance

This section provides details of the structure and content of this qualification.

The types of evidence listed are for guidance purposes only. Within learners' portfolios, other types of evidence are acceptable if all learning outcomes are covered and if the evidence generated can be internally and externally quality assured. For approval of methods of internal assessment other than portfolio building, please contact our Quality Assurance team.

The Explanation of terms explains how the terms used in the unit content are applied to this qualification. This document can be found in Section 3.

For further information or guidance about this qualification, please contact our Customer Support team.

Section 2

Unit content and assessment guidance

Unit 01 Anatomy and physiology for exercise (T/617/4001)

Unit summary	This unit covers the knowledge a Gym Instructor needs of anatomy and physiology to enable effective exercise/activity programming for a range of clients.
Guided learning hours	30
Level	2
Mandatory/optional	Mandatory

Learning outcome 1

The learner will:

- 1 understand the structure and function of the circulatory system

The learner can:

- 1.1 describe the function of the heart
- 1.2 describe how blood moves through the four chambers of the heart
- 1.3 describe systemic and pulmonary circulation
- 1.4 describe the structure and functions of blood vessels
- 1.5 explain what blood pressure is
- 1.6 identify blood pressure classifications

Assessment guidance

Delivery and assessment
<p>1.1 Learners must include that the function of the heart is to pump blood throughout the body, supplying oxygen and nutrients to the tissues and removing carbon dioxide and other waste products.</p> <p>1.2 Learners could produce a flowchart which identifies the four chambers of the heart and the route taken by the blood through them.</p> <p>1.3 Learners could produce a diagram to describe the stages of systemic and pulmonary circulation. This must include the key blood vessels, the valves of the heart and the direction of blood flow.</p> <p>1.4 Learners must describe the structure and functions of the major vessels of the body, including veins, venules, arteries, arterioles and capillaries.</p> <p>1.5 Learners must explain what blood pressure is and what systolic and diastolic measures are.</p> <p>1.6 Learners must identify blood pressure classifications using a reliable source such as the British Hypertension Society classification of blood pressure levels.</p> <p>Any diagrams used must be labelled by the learner.</p> <p>The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.</p>

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- task sheets
- presentation.

Learning outcome 2

The learner will:

- 2 understand the structure and function of the respiratory system

The learner can:

- 2.1 describe the structure and function of the respiratory system
- 2.2 identify the main muscles involved in breathing
- 2.3 describe the route of air through the respiratory system
- 2.4 describe the process of gaseous exchange (internal and external respiration)

Assessment guidance**Delivery and assessment**

2.1 Learners could produce a diagram to describe the structure and function of the respiratory system. This should identify the lungs, pharynx, larynx, trachea, bronchi, bronchioles and alveoli. The description of the function of the respiratory system must include the taking in of oxygen from the atmosphere into the blood stream for use by the cells of the body, as well as the expelling of carbon dioxide produced by the cells of the body from the blood stream into the atmosphere.

2.2 Learners must identify the main muscles involved in respiration. These should include the diaphragm and the internal and external intercostal muscles.

2.3 Learners must describe the route of air through the respiratory system. This should begin at the nose or mouth and then, in the correct order, identify the pharynx, larynx, trachea, bronchi, bronchioles and the alveoli.

2.4 Learners must describe the processes of internal and external respiration.

Any diagrams used must be labelled by the learner.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- labelled diagrams
- task sheets
- presentation.

Learning outcome 3

The learner will:

- 3 understand the structure and function of the skeleton

The learner can:

- 3.1 describe the basic functions of the skeleton
- 3.2 identify the bones of the axial and appendicular skeleton
- 3.3 identify the classification of bones
- 3.4 describe the main features of a long bone
- 3.5 describe the stages of bone growth
- 3.6 describe posture in terms of:
 - curves of the spine
 - neutral spine alignment
 - movement potential of the spine
 - postural deviations.

Assessment guidance

Delivery and assessment
<p>3.1 Learners must describe the functions of the skeleton to include: protection, shape, support blood cell production, attachment site for muscles (movement), storage and release of minerals.</p> <p>3.2 Learners could label a diagram of the skeleton to identify the bones of the axial and appendicular skeleton:</p> <p>Axial skeleton: cranium, cervical vertebrae, thoracic vertebrae, lumbar vertebrae, sacral vertebrae, sternum, ribs and coccyx.</p> <p>Appendicular skeleton: scapula, clavicle, humerus, ulna, radius, carpals, metacarpals, phalanges, pelvic girdle (pelvis), femur, patella, tibia, fibula, tarsals and metatarsals.</p> <p>3.3 Learners must identify the different classifications of bone to include: long, short, flat, irregular and sesamoid.</p> <p>3.4 Learners must describe the key features of a long bone to include: articular cartilage, epiphysis, diaphysis, periosteum, epiphyseal growth plates, medullary cavity and bone marrow.</p> <p>3.5 Learners must describe the process of bone growth. This must include the roles of the epiphyseal growth plates and the cells involved in the process, eg osteoblasts, osteoclasts and osteocytes.</p> <p>3.6 Learners must describe posture with regard to:</p> <p>Curves of the spine: A healthy spine exhibits 4 curves. The lumbar and cervical curves anteriorly convex (bulge out) while the thoracic and sacral curves are anteriorly concaved (hollow).</p> <p>Neutral spine: The position of the spine in which all of the curves are balanced and weight is evenly distributed through the spine and its associated structures.</p>

Potential movement available of the spine: flexion, extension, rotation, lateral flexion and reduction (return from lateral flexion to neutral).

Postural deviations to include:

- Kyphosis: excessive posterior curvature of the thoracic spine (hunchback)
- Lordosis: excessive anterior curvature of the lumbar spine
- Scoliosis: a lateral s-shaped or c-shaped curvature of the spine.

Learners could include possible causes of postural deviations, eg pregnancy.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- labelled diagrams
- presentation
- oral questioning.

Learning outcome 4

The learner will:

- 4 understand joints in the skeleton

The learner can:

- 4.1 identify the classifications of joints
- 4.2 describe the structure of synovial joints
- 4.3 identify the types of synovial joints and their range of motion
- 4.4 describe joint movement potential and joint actions
- 4.5 identify the anatomical planes of movement
- 4.6 define the anatomical terms of location
- 4.7 describe the exercise variables that can have an effect on biomechanics and kinesiology

Assessment guidance

Delivery and assessment

- 4.1 Learners must identify the classification of joints to include: immovable/fixed, slightly moveable/cartilaginous, freely movable/synovial.
- 4.2 Learners must be able to describe the basic structure of a synovial joint. This must include: the articulating bones, joint capsule, synovial membrane, synovial fluid, ligaments, tendons and cartilage.

4.3 Learners must be able to identify the types of synovial joint and the movements available at each. These should include: hinge, pivot, ball and socket, saddle, condyloid and gliding and their associated movements, eg flexion, extension, rotation, etc.

4.4 Joint movement must include: flexion and extension, adduction and abduction, circumduction, supination and pronation, plantar flexion and dorsiflexion, lateral flexion and reduction, horizontal flexion and extension, elevation and depression. Major joints of the body must include: ankle, knee, hip, shoulder, elbow and wrist.

4.5 Learners must identify the anatomical planes of motion to include: sagittal, frontal (coronal) and transverse.

4.6 Learners must define the anatomical terms of location. These should include: distal, proximal, anterior, posterior, inferior, superior, deep, superficial, medial and lateral.

4.7 Learners must be able to identify exercise variables that can have an effect on biomechanics and kinesiology to include: levers, centre of gravity, momentum and force.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- labelled diagrams
- presentation
- oral questioning.

Learning outcome 5

The learner will:

5 understand the muscular system

The learner can:

- 5.1 describe the characteristics and functions of the 3 types of muscle tissue
- 5.2 describe the basic structure of skeletal muscle
- 5.3 identify and locate the anterior and posterior skeletal muscles
- 5.4 describe the structure and function of the pelvic floor muscles
- 5.5 describe different types of muscle action
- 5.6 identify joint actions brought about by specific muscle group contractions
- 5.7 describe skeletal muscle fibre types and their characteristics

Assessment guidance

Delivery and assessment

- 5.1 Learners must describe the key features and functions of smooth, skeletal and cardiac muscle.
- 5.2 Learners must describe the basic structure of skeletal muscle to include: actin, myosin, sarcomere, myofibril, muscle fibre, epimysium, perimysium and endomysium.
- 5.3-5.6 Learners must identify major muscles and their associated movements. These should include: pectoralis major, deltoids, biceps, rectus abdominis, obliques, transverse abdominis, trapezius, rhomboids, triceps, latissimus dorsi, erector spinae, hip flexors, quadriceps, adductors, anterior tibialis, gluteals, abductors, hamstrings, gastrocnemius, soleus, diaphragm and intercostals.
- 5.4 Learners must describe the structure and function of the pelvic floor muscles. This description could include:
- to support the organs of the pelvis (bladder, bowel, etc) and the abdominal contents
 - to assist in stabilisation of the spine by maintaining intra-abdominal pressure.
- 5.5 Learners must be able to describe isometric, isotonic-concentric and eccentric muscle actions. Learners could demonstrate various exercises that could be used to help learners to understand the different types of muscle actions and their practical application, eg the plank could be used to demonstrate isometric muscle action.
- 5.7 Learners must describe the key features of fast and slow twitch muscle fibres and identify examples of activities they are associated with.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- labelled diagrams
- presentation
- oral questioning.

Learning outcome 6

The learner will:

- 6 understand the life-course of the musculoskeletal system and its implications for special populations' exercise

The learner can:

- 6.1 describe the life course of the musculoskeletal system to include:

- young people in the 13-18 age range
- antenatal and postnatal women
- older adults (50 plus).

Assessment guidance**Delivery and assessment**

6.1 Learners must describe relevant tendon, ligament, muscle, joint and bone mineral density changes and their implications for exercise, plus specific implications for working with young people in the 13-18 age range, antenatal and postnatal women and older adults (50 plus).

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- labelled diagrams
- presentation
- oral questioning.

Learning outcome 7

The learner will:

- 7 understand energy systems and their relation to exercise

The learner can:

- 7.1 describe how carbohydrates, fats and proteins are used in the production of energy/adenosine triphosphate
- 7.2 explain the use of the 3 energy systems during aerobic and anaerobic exercise
- 7.3 identify the by-products of the 3 energy systems and describe their role in muscle fatigue
- 7.4 describe the effect of endurance training on the body's use of fuel for exercise
- 7.5 define anabolism, catabolism and post-exercise oxygen consumption (EPOC)

Assessment guidance

Delivery and assessment

- 7.1 Learners must describe how fats, proteins and carbohydrates are broken down to produce ATP. This should include a basic overview of glycolysis and the aerobic energy pathway and the number of ATP produced by each.
- 7.2 Learners must explain how each energy system (ATP-PC, anaerobic glycolysis, aerobic) provides energy for exercise based on the intensity and duration of the activity undertaken. For example, high intensity efforts lasting 8-10 seconds are fuelled by ATP-PC system.
- 7.3 Learners must identify the by-products associated with each energy system and their role in muscle fatigue, such as the production of lactic acid associated with glycolysis and how it can result in muscle fatigue.
- 7.4 Learners must describe the adaptations that occur in response to endurance training and advanced training methods in relation to the body's use of fuel for exercise. For example, endurance training is associated with an increase in aerobic enzymes, glycogen and triglyceride storage, mitochondria and an increased use of fats as an energy source.
- 7.5 Learners must define the key terms anabolism, catabolism and EPOC.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- labelled diagrams
- presentation
- oral questioning.

Learning outcome 8

The learner will:

- 8 understand the nervous system and its relation to exercise

The learner can:

- 8.1 describe the role and functions of the nervous system
- 8.2 describe the principles of muscle contraction
- 8.3 explain the 'all or none law'/motor unit recruitment
- 8.4 identify how exercise can enhance neuromuscular connections and improve motor fitness

Assessment guidance

Delivery and assessment

8.1 Learners must describe the role and functions of the nervous system. This should include the role of the nervous system as a command centre that allows us to gather information about our internal and external environments, process and interpret it, and then produce the appropriate response.

8.2 Learners must describe the principles of muscle contraction. This should comprise a basic overview of the sliding filament theory of muscle contraction.

8.3 Learners must explain the 'all or none law' of motor unit recruitment. The learner's response should state that when a motor unit receives a stimulus of sufficient intensity to elicit a response, all the muscle fibres within the unit will contract at the same time, and to the maximum possible extent.

8.4 Could include:

- develop efficient motor programmes
- improve neuromuscular efficiency (the ability of the nervous system to communicate effectively with the muscular system to produce, reduce and stabilise against force resulting in optimal movement)
- improve ability to recruit motor units simultaneously
- improve ability to recruit additional motor units
- increase rate coding (the capacity to increase firing rate (motor unit discharge rate) in order to express more strength)
- increase ability to inhibit antagonists
- decrease autogenic inhibition from Golgi tendon organs
- improve proprioception
- improvements in motor fitness include enhanced agility, balance, coordination, power, reaction time and speed.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- labelled diagrams
- presentation
- oral questioning.

Learning outcome 9

The learner will:

- 9 understand the structure and function of the digestive system

The learner can:

- 9.1 describe the function of each section of the digestive system
- 9.2 describe how fats, proteins and carbohydrates are digested and absorbed
- 9.3 describe the role of dietary fibre in the maintenance of gut function
- 9.4 describe the role of the liver and pancreas in digestion
- 9.5 explain the importance of maintaining fluid levels for health and exercise performance

Assessment guidance

Delivery and assessment

9.1 Learners must describe the functions of each section of the digestive system. This must include mouth, oesophagus, stomach, small intestine and large intestine.

9.2 Learners must describe how fats, proteins and carbohydrates are digested and absorbed. Learners must include the main enzymes involved for each macronutrient, time scales for digestion and the location of digestion for each macronutrient.

9.3 Learners must describe the role of dietary fibre in the maintenance of gut function. This must include:

- provides bulk which aids transit of food through the digestive system
- prevents constipation
- reduces risk of bowel cancer.

9.4 Learners must describe the role of the liver and pancreas in digestion. This should include the substances produced by the liver and pancreas, and their function in the digestive process.

9.5 Learners must explain why adequate hydration is important for both health and exercise performance. Learners' explanations should address the role of water in the body, eg transport of nutrients and waste products and temperature regulation, and how inadequate fluid levels can affect exercise performance.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- NCFE Active IQ optional workbook
- labelled diagrams
- video evidence
- presentation
- oral questioning.

Unit 02 Maximising the customer experience in a gym environment (A/617/4002)

Unit summary	This unit aims to provide learners with the knowledge, skills and understanding to build and maintain relationships with customers in a gym environment.
Guided learning hours	20
Level	2
Mandatory/optional	Mandatory

Learning outcome 1

The learner will:

- 1 understand customer service in a gym environment

The learner can:

- 1.1 compare the products and services of different organisations
- 1.2 describe the local demographics of different organisations and how this affects the products and services offered
- 1.3 describe customer expectations of different organisations
- 1.4 describe a typical customer journey for different organisations
- 1.5 describe methods used by different organisations to build support, inclusion and retention

Assessment guidance

Delivery and assessment
<p>1.1 Learners must consider the products and services on offer at a range of gym/fitness organisations, eg facilities, classes available, types of membership, specialist offerings (treatments, physiotherapy), social facilities (café, bar, crèche).</p> <p>Learners must compare a minimum of 2 different organisations. These could be national gym groups, local organisations, independent gyms/leisure centres or small providers.</p> <p>1.2 Using the organisations identified in 1.1, learners must consider how the area/demographics of the organisation influence what products and services are offered.</p> <p>1.3 Learners must describe the customer expectations of the organisations identified in 1.1.</p> <p>1.4 Learners could produce a flowchart that shows the customer journey and describes each step of the process. A comparison of 2 different organisations must be made.</p> <p>1.5 Learners must describe the methods (used by the organisations identified in 1.1) to build social support, inclusion and retention.</p> <p>It is highly recommended for learners to use the organisations identified in 1.1 throughout the tasks for this learning outcome, making the evidence collection more practical and relevant.</p> <p>The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.</p>

Types of evidence

Evidence must include:

- comparison of a minimum of 2 different gym/fitness organisations.

Evidence could include:

- written report
- worksheets
- product evidence.

Learning outcome 2

The learner will:

- 2 understand customer engagement in a gym environment

The learner can:

- 2.1 describe different methods to engage with customers
- 2.2 describe different methods to build rapport to maximise the customer experience and retention
- 2.3 describe ways to support a safe and enjoyable fitness environment
- 2.4 list ways to present oneself in a professional and approachable manner
- 2.5 identify different types of customer conflict and how to manage them
- 2.6 describe the importance of customer retention

Assessment guidance

Delivery and assessment

- 2.1 Learners must include a range of methods to confirm depth of knowledge. These could include face-to-face, telephone, messaging services (text, apps), written (letters, email, posters), social media and digital technology.
- 2.2 Learners must describe methods that can be used to build rapport to maximise the customer experience and facilitate retention. Learners should consider special populations, eg older people (50 plus), antenatal and postnatal clients, young people (14-16), disabled people.
- 2.3 Learners must describe ways to create a safe and enjoyable environment for the customer, eg risk assessment, safety, hygiene, etc.
- 2.4 Learners must include: uniform standards, name badge, personal hygiene, clothing, professional standards, adherence to industry codes of practice and ethics, in line with organisational standards.
- 2.5 Learners must include possible types of conflict and provide conflict resolution techniques.
- 2.6 Learners must describe the importance of customer retention in the fitness environment, eg impact on the organisation – reputation, loss of repeated business, sales, etc.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- written report from the learner
- workbook
- worksheets
- product evidence.

Learning outcome 3

The learner will:

- 3 understand customer communication in a fitness organisation

The learner can:

- 3.1 describe different types of communication techniques and when to use them
- 3.2 describe how to adapt communication methods to meet the needs of different customers
- 3.3 explain the importance of walking the gym floor

Assessment guidance

Delivery and assessment

3.1, 3.2 Learners could include verbal and non-verbal methods of communication, such as questioning (open/closed questions), active listening, observation, body language and ways to deal with complaints. Learners must give examples of when to use the different methods with different customers.

3.2 Learners must consider a range of customers, eg with differing backgrounds, cultures, demographics, English as a second language, experience as a gym user, impairments (hearing, visual), and include ways that communication methods can be adapted to meet specific needs.

3.3 Learners must explain the importance of 'walking the floor' and include how customers can benefit, eg Instructor is accessible, easy to approach, seen within the gym area, gives opportunity to build rapport with customers, professionalism, being used as a point of reference for customers to obtain information (equipment, classes, class timetable, facilities and general enquiries).

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- written report
- worksheets
- product evidence.

Learning outcome 4

The learner will:

- 4 understand customer feedback in a fitness organisation

The learner can:

- 4.1 describe the importance of obtaining customer feedback
 4.2 identify ways to record and report customer feedback
 4.3 explain the importance of managing feedback in line with an organisation's procedures

Assessment guidance**Delivery and assessment**

- 4.1 Learners must describe the importance of obtaining customer feedback, eg to gauge customer satisfaction levels, retention, suggestions for improvement, keeping open lines of communication with customers.
- 4.2 Learners must include ways to capture, record and report customer feedback. Methods used to capture feedback may include: comment cards, customer surveys (paper or online), verbal discussions, complaints and social media channels. Learners must then consider how to record and report customer feedback. Learners could use the organisational procedures and protocols used in the fitness organisations identified in 1.1.
- 4.3 Learners must consider what the organisation does with the feedback gathered from customers, the outcomes of positive feedback comments, suggestions from customers, negative remarks and complaints. Learners must include the feedback cycle and the impact on the customer experience. Learners could use an organisation identified in 1.1.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- written report
- workbook
- worksheets
- product evidence.

Learning outcome 5

The learner will:

- 5 understand national legislation, guidelines and organisation procedures

The learner can:

- 5.1 describe national legislation and guidelines relevant to the role of a Gym Instructor
- 5.2 describe organisational procedures relevant to the role of a Gym Instructor
- 5.3 describe the purpose of a storage plan and how to create one
- 5.4 explain the health and safety implications of assembly, dismantling, hygiene and storage of equipment
- 5.5 explain the practical implications of not following manufacturers' guidelines
- 5.6 identify where operating procedures, policies and manufacturers' guidelines can be located
- 5.7 explain manual handling requirements in relation to the role of a Gym Instructor

Assessment guidance

Delivery and assessment

5.1 Learners must give a brief description to show understanding of the following, and give examples in relation to a Gym Instructor's role:

- data protection and client confidentiality
- health and safety at work
- conflict of interest
- disclosure and barring service (DBS)
- safeguarding children and vulnerable adults
- equality and diversity
- personal liability insurance
- control of substances hazardous to health (COSHH)
- reporting of injuries, diseases and dangerous occurrences regulations (RIDDOR)
- electricity at work regulations
- first aid regulations.

5.2 Learners must explain normal operating procedures (NOP) and emergency action plans (used by the organisations identified in 1.1) and relate to their own role as a Gym Instructor.

5.3 Learners must describe storage plans, the purpose of them and how to create them.

5.4 Learners must explain health and safety implications of assembly, dismantling, hygiene and storage of equipment by giving examples from a gym/fitness organisation context.

5.5 Learners must explain the potential implications of not following manufacturers' guidelines, eg injury, void warranties, cost implications, legal implications.

5.6 Learners must identify where operating procedures, policies and manufacturers' guidelines can be located (using organisations identified in 1.1).

5.7 Learners must explain manual handling requirements in relation to own role as a Gym Instructor, eg correct bending and lifting techniques. Examples of situations where injury may occur due to incorrect lifting, pulling, pushing, moving, lowering and carrying of objects must be given.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- written report from the learner
- workbook
- worksheets
- product evidence.

Learning outcome 6

The learner will:

6 understand routine maintenance and cleaning in a gym environment

The learner can:

6.1 identify cleaning resources used in a gym environment and include:

- equipment
- cleaning substances
- their uses and suitability.

6.2 describe the standard operating procedures for routine maintenance and cleaning

6.3 identify possible hazards in a fitness environment, relating to:

- activity areas and gym
- people
- physical risks.

6.4 explain the cleaning routines and organisational standards relevant to the gym environment

6.5 describe how to maintain the safety of themselves and others

6.6 identify the different types of waste and how to dispose of it

Assessment guidance

Delivery and assessment

6.1 Learners must identify a range of cleaning equipment and substances used in the gym environment and comment on their uses and suitability, eg cleaning substances – anti-bacterial spray; equipment – mop, paper towels, etc.

6.2 Learners must describe the operating procedures for a range of cleaning and maintenance processes, eg day-to-day processes such as cleaning of equipment and machines, restocking of cleaning products within the gym, planned maintenance such as servicing of machines and

equipment. Learners should consider adherence to manufacturers' guidelines, COSHH, manual handling, electrical safety and security and safe storage of equipment.

6.3 Learners must produce a risk assessment based on the gym environment. They should include the risks in the activity areas, gym, people and any physical risks, deciding who may be harmed and how, evaluating the risks and deciding on what precaution to take.

6.4 Learners must explain the cleaning routines and organisational standards of a chosen fitness organisation.

6.5 Learners must describe how to maintain the safety of themselves and others, eg adhering to organisational procedures and legislation, using personal protective equipment, risk assessments, emergency action plans and reporting procedures.

6.6 Learners must identify the different types of waste they may come into contact with in a gym environment. They should cover hazardous and non-hazardous waste and include how to dispose of each type in line with an organisation's environmental policy.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- written report
- workbook
- worksheets
- product evidence – risk assessment, cleaning schedule.

Learning outcome 7

The learner will:

7 be able to carry out routine maintenance and cleaning in a gym environment

The learner can:

- 7.1 plan and prepare for cleaning activities
- 7.2 use appropriate cleaning substances and equipment
- 7.3 maintain the safety of themselves and others
- 7.4 demonstrate how to deal with identified hazards
- 7.5 communicate effectively to customers and colleagues whilst cleaning

Assessment guidance

Delivery and assessment
<p>7.1 Learners must plan and prepare for cleaning and maintenance activities, following the daily schedule of the organisation.</p> <p>7.2 Learners must use the appropriate cleaning substances and equipment required in line with the organisation's safe systems of work, cleaning schedules and organisational standards.</p> <p>7.3 Learners must maintain the safety of themselves and others whilst carrying out activities. This may include the use of signage and reporting procedures.</p> <p>7.4 Learners must demonstrate how to deal with identified hazards and any issues that may arise, eg use of signage, reporting. If this assessment criteria is not directly observed, then questioning can be used.</p> <p>7.5 Learners must demonstrate effective communication to customers and colleagues, ensuring a positive customer experience.</p> <p>The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.</p>
Types of evidence
<p>Learners must be observed in the gym environment carrying out cleaning and maintenance duties relevant to the specific facility.</p> <p>Evidence could include:</p> <ul style="list-style-type: none">• observation checklist• witness statement• questioning.

Unit 03 Supporting client health and well-being (D/617/4008)

Unit summary	This unit covers the knowledge a Gym Instructor needs to promote a healthy lifestyle and to facilitate behaviour change and adherence to exercise. Learners will also cover the prevention and management of common health conditions.
Guided learning hours	10
Level	2
Mandatory/optional	Mandatory

Learning outcome 1

The learner will:

- 1 understand lifestyle and health promotion

The learner can:

- 1.1 describe the factors that affect health and well-being
- 1.2 describe the current national healthy eating recommendations
- 1.3 state the current national physical activity guidelines
- 1.4 identify the health benefits of physical activity
- 1.5 describe how technology can be used to support the customer experience
- 1.6 describe how to communicate healthy lifestyle choices to clients
- 1.7 identify evidence based/reputable sources of health and well-being advice

Assessment guidance

Delivery and assessment
<p>1.1 Learners must describe factors that may affect health and well-being, eg nutrition, physical activity, exercise, work-life balance, illness, disability, injury, substance abuse, smoking, alcohol consumption and sleep.</p> <p>1.2 Learners must describe the current national healthy eating guidelines.</p> <p>1.3 Learners must state the UK physical activity guidelines for children, young people, adults and older adults. This should include frequency, intensity, time and type of exercise (FITT principle).</p> <p>1.4 Learners must describe the health benefits of physical activity/exercise and include physical, physiological, psychological and social benefits, giving examples for each category.</p> <p>1.5 Learners must describe how technology can support the customer experience, eg increasing motivation, reminders, tracking, focus, supporting safe and effective gym-based exercise. For example, wearable technology, pedometers and smartphone applications.</p> <p>1.6 Learners must describe how to communicate advice on healthy lifestyles and the benefits of exercise. Learners should understand that advice should be relevant and tailored to the client to maximise the likelihood of behaviour change, eg advice should take into account an individual's circumstances, barriers, beliefs and motivation. Advice should focus on the benefits to the client and be realistic and achievable. Learners should consider special populations, eg older people (50 plus), antenatal and postnatal clients, young people (14-16), disabled people.</p>

1.7 Learners must identify evidence based, reputable sources of health and well-being advice, eg NHS.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- workbook
- presentation.

Learning outcome 2

The learner will:

- 2 understand prevention and management of common health conditions

The learner can:

- 2.1 discuss health and exercise statistics for the UK
- 2.2 describe how physical activity can prevent and manage common health conditions
- 2.3 describe the professional boundaries and scope of practice of Gym Instructors when offering health, exercise and well-being advice
- 2.4 identify relevant exercise or health professionals that clients can be signposted to for specialist advice

Assessment guidance

Delivery and assessment

2.1 Learners must discuss the health and exercise statistics for the UK and the implications on the UK population. This must include participation levels and implications for low participation, eg obesity, diabetes and cardiovascular diseases.

2.2 Learners must describe the role physical activity plays in the prevention and management of common health conditions, to include: coronary heart disease, stroke, cancer, type 2 diabetes, obesity, mental health problems and musculoskeletal conditions.

2.3 Learners must be able to identify the scope of practice and professional boundaries of Gym Instructors in relation to giving advice on exercise and health, eg nutrition, supplementation, injury management, strength and conditioning, limitations when working with special populations, eg young people in the 14-16 age range, antenatal and postnatal clients, older people (50 plus).

2.4 Learners must identify exercise or health professionals they would refer clients to. This could include: physiotherapist, strength and conditioning coach, physiologist, nutritionist, GP, dietician and special population instructor. Learners must give examples of when they would refer and to whom.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- workbook
- presentation
- oral questioning.

Learning outcome 3

The learner will:

- 3 understand behaviour change and exercise adherence

The learner can:

- 3.1 describe the stages of change/trans-theoretical models of behaviour change
- 3.2 describe the role of intrinsic and extrinsic motivation in exercise adherence
- 3.3 identify a range of techniques/approaches that can support adherence to exercise

Assessment guidance**Delivery and assessment**

3.1 Learners must describe Prochaska and DiClemente's model of stages of change.

3.2 Learners must describe what intrinsic and extrinsic motivations are and how both contribute to exercise adherence.

3.3 Could include: rewards, goal setting (sessional, challenging but achievable, short, medium and long-term), tracking of progress, instructor motivation methods and use of technology.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- workbook
- presentation
- oral questioning.

Unit 04 Conducting client consultations and gym inductions (F/617/4003)

Unit summary	This unit provides learners with the knowledge, skills and understanding to conduct consultations, fitness assessments and gym inductions with customers and clients.
Guided learning hours	20
Level	2
Mandatory/optional	Mandatory

Learning outcome 1

The learner will:

- 1 understand the consultation process specific to gym-based exercise programme planning and own professional role boundaries

The learner can:

- 1.1 describe the importance of client consultations
- 1.2 describe ways to ensure client confidentiality and adherence with data protection legislation
- 1.3 describe how to cater for clients with different goals or needs
- 1.4 explain the role and responsibilities of the Gym Instructor
- 1.5 identify the information that should be discussed during a client consultation

Assessment guidance

Delivery and assessment
<p>1.1 Learners must consider the importance of conducting a client consultation and why it is necessary. This must include:</p> <ul style="list-style-type: none"> • gathering appropriate information so that an appropriate plan can be devised • building rapport • giving information about the range of activities across the facility • enhancing the customer experience in welcoming the customer to the facility • meeting legislative responsibilities. <p>1.2 Learners must give examples of how they can ensure client confidentiality and adherence to data protection legislation. This could include: conducting the consultation in a quiet, private area, not leaving client records lying around, secure storage of records, not discussing clients, only obtaining and storing relevant information.</p> <p>1.3 Learners must describe the differing needs of clients and give examples of how they could cater for these. Differing needs could include: demographic, fitness goals/levels, health risks, reasons for exercising, motivation, barriers, previous injuries and illness and previous experience.</p> <p>1.4 Learners must explain the responsibilities of a Gym Instructor, such as: purpose/role, scope of practice, professional limitations, responsibility to the client, client confidentiality, data protection. Learners must include the importance of explaining the roles and responsibilities to clients so that a clear and consistent message is delivered, and so the client knows exactly what can be expected of the Gym Instructor.</p>

1.5 Learners must identify the information that should be discussed during an initial client consultation, which could include: other services and activities at the facility, an organisational customer service promise/customer service charter, health and safety, organisational procedures for customer engagement, related products – class booking systems, technology and applications, etc. Learners could devise and complete a client consultation form eliciting appropriate information from the client.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- learner report
- worksheets.

Learning outcome 2

The learner will:

- 2 understand pre-exercise health screening methods

The learner can:

- 2.1 identify methods of health screening prior to gym-based exercise
 2.2 describe risk stratification models
 2.3 describe how to categorise client risk for exercise
 2.4 explain when to refer or signpost clients to medical professionals/exercise specialists

Assessment guidance

Delivery and assessment

2.1, 2.2 Learners must identify health screening methods, informed consent and risk modification models. This could include: PAR-Q, PAR-Q+, youth-specific PAR-Q, organisation devised methods, risk stratification pyramid, logic models, use of tools such as Irwin and Morgan traffic light system, ACSM categories, referral pathways for clients and health commitment statement.

2.3 Learners must describe how to risk stratify clients, considering: methods to use, relevant health history, medical conditions, current, past and present injuries, any disabilities or physical impairments, and current health status, particularly in relation to risk factors for heart disease.

2.4 Learners must explain the circumstances, why and when to refer or signpost a client to an appropriate medical professional or exercise specialist, eg medical conditions that would necessitate medical clearance or referral, or when to refer to medically supervised exercise programmes.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- learner report
- client PAR-Q.

Learning outcome 3

The learner will:

- 3 know a range of health and fitness assessments relevant to the gym-based client

The learner can:

- 3.1 identify assessments used to assess the health and fitness of clients
 3.2 describe how to monitor client progress
 3.3 describe how to review client progress

Assessment guidance**Delivery and assessment**

3.1 Learners must include a range of lifestyle, health and fitness assessments and give a brief overview of what they are used for and the normative data ranges.

Health assessments to include: resting heart rate, visceral measurements, blood pressure, body mass index (BMI) and body composition.

Fitness assessments must include one for each component of fitness (muscular strength and endurance, flexibility, cardiovascular endurance).

3.2, 3.3 Learners must include timescales for conducting assessments, methods of recording outcomes, considerations for re-assessment and measuring progress, comparison of data (initial assessment and re-assessment), opportunities to conduct client reviews, re-set goals and targets, support client motivation and progression.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- learner report
- worksheets
- lifestyle questionnaire.

Learning outcome 4

The learner will:

- 4 know how to induct clients in the gym environment

The learner can:

- 4.1 describe a client induction process
4.2 describe how to carry out a facility walk-through/show-round
4.3 describe how to adapt inductions for individuals and small groups to maintain effectiveness

Assessment guidance**Delivery and assessment**

4.1 Learners must include a description of the client induction process for a facility (this could be based on the fitness organisation researched). Learners could produce a step-by-step guide of the induction process.

4.2 Learners must describe how to carry out a facility walk-through/show round. This could include:

- facilities/areas available to the clients
- classes
- talking through fire and emergency protocols and any other organisational policy/protocol that is relevant to the client
- showing where emergency exits are.

4.3 Learners must describe ways to adapt an induction based on the needs, experience and requirements of individuals or small groups (a maximum of 5 people). An explanation of why group inductions are carried out must be included.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- learner report
- assignment.

Unit 05 Planning and reviewing gym-based exercise programmes (R/617/4006)

Unit summary	This unit covers the knowledge, understanding and skills a learner needs to plan, tailor and review gym-based exercise programmes.
Guided learning hours	25
Level	2
Mandatory/optional	Mandatory

Learning outcome 1

The learner will:

- 1 understand how to plan and tailor safe and effective gym-based exercise programmes for a range of clients

The learner can:

- 1.1 describe client considerations when planning gym-based exercise programmes
- 1.2 explain how to set goals and objectives for gym-based exercise programmes
- 1.3 define the components of health and skill related fitness
- 1.4 explain the principles and variables of fitness training
- 1.5 describe the differences between programming exercise for physical fitness and health benefits
- 1.6 explain why and how to regress a training programme
- 1.7 describe the effect of speed, posture, alignment and intensity on exercise
- 1.8 explain the importance of muscle balance when planning programmes
- 1.9 explain the considerations to ensure a safe and effective warm-up and cool-down
- 1.10 describe how to minimise any risks relevant to the programme

Assessment guidance

Delivery and assessment
<p>1.1 Learners must describe client considerations when planning gym-based exercise programmes and how these should be reflected in the planning. This could include: goals, objectives needs, likes/dislikes, motivators and special population requirements. Learners must consider how to safely plan and tailor sessions for a range of clients, including:</p> <ul style="list-style-type: none"> • young people in the 14-16 age range • antenatal and postnatal clients • older people (50 plus). <p>1.2 Learners must explain that goals/objectives must be specific, measurable, achievable, realistic and time-bound. Learners must understand that setting goals, following the SMART principle, ensures that the client is more focused and the chances of success are greater.</p> <p>1.3 Learners must include health related components of fitness (muscular strength and endurance, cardiovascular endurance and flexibility) and skill related components of fitness (agility, speed, coordination, balance, power, agility and reaction time), giving an example for each.</p> <p>1.4 Learners must explain the principles and variables of fitness training:</p>

- FITT principles – frequency, intensity, time and type
- training principles – specificity, progressive overload, reversibility, adaptability, individuality, recovery time.

Learners must show understanding of how the training variables can be applied to develop the components of fitness, giving examples, eg application of adaptation, modification and progression.

1.5 Learners must demonstrate knowledge of the difference between health and fitness. Learners must show understanding that the principles applied for programming for health and fitness would be different, eg applying the relevant guidelines in relation to frequency, intensity, time and type for each.

1.6 Learners must explain why a training programme may need to be regressed, eg signs of overtraining, poor technique, fatigue, after periods of inactivity (holidays), special population requirements and after injury, and how to regress, eg apply different variables (frequency, intensity, time or type or modifications or adaptations).

1.7 Learners must describe the effect of speed, posture, alignment and intensity on exercise, eg speed of movement increases risk of injury and can change body position into unstable positions.

1.8 Learners must explain the importance of muscle balance when planning programmes, eg work opposing muscles, programme to deal with any muscle imbalances, eg if chest tight – work antagonist muscle group and develop flexibility.

1.9 Learners must explain the considerations to take into account to ensure that warm-ups and cool-downs are safe and effective. This could include:

- warm-up – should include mobilisation of joints, warming of muscles, increasing heart rate, stretching (static/dynamic)
- considerations – time, temperature, specific to mimic the activities to follow (prime nerve to muscle activity), increasing intensity gradually
- cool-down – should include gradual reduction in intensity, stretching and flexibility development
- considerations – time, gradual reduction in intensity, activities that have been done, eg if cool-down follows a weights session, the heart rate need to be increased first, eg walking lunges.

1.10 Learners must describe how to minimise any risks to the programme, eg detailed consultation with client, programme designed specific to client's abilities, modifications/adaptations where appropriate, compound to isolation exercises and inclusion of warm-up and cool-down.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- worksheets
- assignments
- questioning.

Learning outcome 2

The learner will:

- 2 understand how to monitor and review safe and effective gym-based exercise programmes

The learner can:

- 2.1 explain the reasons for deferral of exercise
- 2.2 explain the importance of verbal screening and how to conduct it
- 2.3 describe the exercise contraindications and key safety guidelines for working with special populations
- 2.4 compare different methods of monitoring exercise intensity
- 2.5 explain how to evaluate the effectiveness of gym-based programmes
- 2.6 explain appropriate engagement with clients
- 2.7 explain the value of reflective practice

Assessment guidance

Delivery and assessment

- 2.1 Learners must explain the reasons for deferral of exercise, eg injury, illness, disease, undiagnosed condition, awaiting GP sign off, temporary deferral and total contraindications needing GP guidance, eg for special populations (young people in the 14-16 age range, antenatal and postnatal clients, older people (50 plus)).
- 2.2 Learners must explain the importance of verbal screening and when and how to carry this out, eg client's situation may have changed since initial consultation.
- 2.3 Learners must describe the exercise contraindications and key safety guidelines for working with special populations:
- older people, eg loss of physiological and psychological function, poor functional status, signs and symptoms of a potentially serious disease, sensory and cognitive declines
 - antenatal and postnatal clients, eg adequate hydration, avoiding exercise in hot weather, exercising within own limits, injury, joint misalignment, muscle imbalance, motor skill decline, embolism, thrombosis, haemorrhage, pelvic floor dysfunction, neck and shoulder pain, experiencing other pregnancy related symptoms
 - young people (14-16), eg stage of growth and development, musculoskeletal injuries
 - disabled people, eg impaired physical condition and function, impaired motor skills, impaired neurological or cognitive function, impaired sensory function, musculoskeletal imbalances and postural deviations.
- 2.4 Compare different exercise intensity monitoring methods to include: talk test, rate of perceived exertion (RPE), heart monitoring and the use of different heart rate zones. Key safety guidelines should be for working with older people (50 plus), antenatal and postnatal clients, young people (14-16) and disabled people.

2.5 Learners must explain how they could evaluate the effectiveness of gym-based programmes. This must include regular reviews with clients. Evaluation of the effectiveness could be based on client feedback and fitness testing results.

2.6 Learners must explain when to proactively engage with clients. This could include: to motivate, correct technique, and when it is not appropriate to engage, eg poorly timed interactions which may disrupt focus or training.

2.7 Learners must describe the value of reflective practice. This could include: to review and improve on sessions as a tool for learning, self-development and performance improvement.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- assignments
- worksheets.

Learning outcome 3

The learner will:

3 plan gym-based exercise programmes

The learner can:

- 3.1 carry out a client consultation
- 3.2 agree and set goals and objectives with clients
- 3.3 plan gym-based exercise programmes
- 3.4 plan progressions, regressions and adaptations for each exercise provided
- 3.5 plan realistic timings and sequences for exercise
- 3.6 record programme plans in an appropriate format for use in the industry

Assessment guidance

Delivery and assessment

Whenever possible, assessments should be conducted with 'real' clients.

Learners must consider how to plan gym-based exercise programmes for a range of clients, including:

- young people in the 14-16 age range
- antenatal and postnatal clients
- older people (50 plus)
- disabled people.

3.1 Learners must carry out a client consultation. Information gathered must include:

- client's readiness to exercise
- goals/objectives
- needs
- likes/dislikes
- motivation (intrinsic and extrinsic motivation)
- barriers
- health and fitness testing
- signposting or referral to other professionals.

Learners must ensure any advice that is offered is credible and appropriate to own level of expertise and is accepted as good practice in the industry.

3.2 Learners must agree and set goals/objectives with clients. Goals should be written following SMART principles and meet their needs and potential.

3.3 Learners must plan gym-based exercise sessions suitable for 2 clients (case studies or real clients) within own scope of practice. Sessions should aim to develop cardiovascular and muscular fitness, function and flexibility.

Session plans must include:

- warm-up
 - mobilisation/pulse raising, static/dynamic stretching
 - main component
 - 4 free weight exercises
 - 4 fixed weight exercises
 - 2 body weight
- (2 functional exercises must be covered but can be done within the above exercises)
- cool-down
 - pulse lowering, maintenance and developmental stretching.

3.4 Learners must include progressions, regressions and alternatives for each exercise.

3.5 Learners must include timings and sequencing for each exercise, eg RPE, reps, sets, heart rate.

3.6 Learners must present the session plans in an appropriate format that could be followed by a client, eg usable on the gym floor with adequate information for a client to follow on their own. Teaching points should be written in a logical format with enough detail for a client to follow.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence must include:

- client consultation
- gym session plans.

Evidence could include:

- case study
- written work.

Learning outcome 4

The learner will:

- 4 review gym-based exercise programmes

The learner can:

- 4.1 plan regular review sessions with clients
- 4.2 carry out regular review sessions with clients
- 4.3 propose changes from information gathered in review sessions
- 4.4 revise and confirm agreements for programme changes

Assessment guidance

Delivery and assessment

Whenever possible, assessments should be conducted with 'real' clients.

Sufficient time between engaging a client and final assessment needs to be allowed to show improvements in the client's lifestyle, health and fitness.

4.1 Learners must plan regular review sessions with clients to ascertain if the programme is working and if any changes need to be made. This must include when and how review sessions will take place with dates. This could include different methods to review, eg face-to-face, telephone, messaging services (text, apps), written, social media, digital technology.

4.2, 4.3 Learners must carry out review sessions which should include subjective information and objective testing to measure client satisfaction, progress and effectiveness of programme. Both subjective and objective information should be gathered across the regular review sessions to determine:

- client's performance in sessions and adherence to the programme
- how well the exercise programme has met client needs (physical and psychological)
- how well the programme has met the client's progress towards goals
- any areas that the client may be signposted, eg other sessions/classes to support the programme and progression towards goals
- the proposal of changes/adaptations as appropriate.

4.4 Learners must summarise outcomes of review sessions, which should include confirmation and agreement from clients for any changes/adaptations to the programme.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence must include:

- record of review sessions.

Evidence could include:

- evidence of communication used to gather information, eg texts and fitness applications.

Unit 06 Instructing and supervising gym-based exercise programmes (Y/617/4007)

Unit summary	This unit covers the skills and knowledge a Gym Instructor needs to deliver and supervise gym-based exercise sessions to clients.
Guided learning hours	25
Level	2
Mandatory/optional	Mandatory

Learning outcome 1

The learner will:

- 1 understand how to deliver gym-based exercise training sessions

The learner can:

- 1.1 describe the components of a gym-based exercise programme/session
- 1.2 identify training methods and equipment suitable for use when carrying out gym-based exercise sessions
- 1.3 explain how to safely and appropriately use equipment for gym-based exercise sessions
- 1.4 describe how to demonstrate training techniques to clients
- 1.5 explain how to supervise and monitor clients during gym-based exercise sessions

Assessment guidance

Delivery and assessment
<p>1.1 Learners must describe the components of a gym-based exercise programme/session. To include:</p> <ul style="list-style-type: none"> • warm-up • CV machines • body weight exercises • resistance machines • free weights • small equipment • functional exercises and use of functional equipment • flexibility exercises • cool-down. <p>1.2 Learners must include a range of examples of each training method:</p> <ul style="list-style-type: none"> • cardiovascular exercises – continuous, interval, fartlek • resistance exercises – single set training, basic sets, circuit resistance training, Delorme and Watkins 10 RM system, Berger 6 RM system, super-sets • functional exercises – to include use of functional equipment for activities of daily living • flexibility, range and motion exercises – warm-up (static stretching, dynamic stretching), cool-down (maintenance, developmental). <p>1.3 Learners could relate their explanation of the use of equipment to examples from the above – CV machines, bodyweight exercises, machine weights, free weights, use of small pieces of equipment – eg mats, functional exercise equipment.</p>

1.4, 1.5 Learners must include an explanation of ways to demonstrate the safe use of CV machines, resistance machines, free weights and small pieces of equipment and include ways to supervise correct use by clients, with an explanation that considers teaching methods, coaching techniques, adapting to learning styles, considerations to experience levels, interventions if required and communication methods.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence must include:

- worksheet
- assignment.

Evidence could include:

- peer or client feedback.

Learning outcome 2

The learner will:

- 2 be able to prepare for gym-based exercise sessions

The learner can:

- 2.1 prepare self to supervise gym-based exercise sessions
- 2.2 prepare the gym environment to enable safe and suitable gym-based exercise sessions to take place
- 2.3 select suitable equipment to be used during a gym-based exercise session
- 2.4 greet and prepare clients for a gym-based exercise session

Assessment guidance

Delivery and assessment

Whenever possible, assessments should be conducted with 'real' clients.

Learners must consider how to safely adapt equipment and sessions for a range of clients, including:

- young people in the 14-16 age range
- antenatal and postnatal clients
- older people (50 plus).

2.1-2.4 Learners must be observed demonstrating their ability to prepare to supervise gym-based exercise sessions.

An observation checklist from the Assessor could be used to capture:

- preparation of self – uniform standards, professional standards
- preparation of equipment and facility
- the meeting and greeting of clients
- awareness of health and safety.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence must include:

- Assessor observation report.

Evidence could include:

- peer or client feedback.

Learning outcome 3

The learner will:

- 3 be able to instruct gym-based exercise sessions

The learner can:

- 3.1 carry out verbal screening with clients
- 3.2 confirm the components of a planned gym-based exercise session
- 3.3 instruct a safe, effective and engaging gym-based exercise session
- 3.4 use effective communication methods and maintain professional standards
- 3.5 establish positive working relationships with clients
- 3.6 maintain professional standards whilst instructing gym-based exercise sessions
- 3.7 check and confirm understanding throughout a gym-based exercise session

Assessment guidance

Delivery and assessment

Whenever possible, assessments should be conducted with 'real' clients.

Learners must consider how to safely instruct and adapt sessions for a range of clients, including:

- young people in the 14-16 age range
- antenatal and postnatal clients
- older people (50 plus).

3.1-3.7 Learners must be observed demonstrating their ability to instruct clients with good communication, maintaining professional standards during a gym-based exercise session, to include:

- carrying out verbal screening with clients
- introducing the components of the session (warm-up, main content, cool-down)
- instructing a safe, effective and engaging gym-based session.

Learners must be observed on a minimum of 2 occasions – one with an individual and one within a group.

This must include:

- demonstration of correct technique and correct lifting, passing and spotting techniques
- showing the correct use of equipment
- using teaching points and coaching techniques
- awareness of health and safety, offering alternatives or modifications
- communication skills appropriate to client – establish positive relationship and rapport, eg explanations, appropriate language to ensure understanding, motivational techniques, commands and discipline, communicating the information gained at health screening, two-way communication with clients, ensuring clients are engaged throughout the session
- professionalism – ensuring that professional standards are maintained at all times
- checking and confirming clients understand how to continue their programme without direct supervision.

Learners must demonstrate a range of training techniques (CV, resistance, free weights, body weight, functional and small equipment) and sessions must include a warm-up, main component and cool-down.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence must include:

- Assessor observation report.

Evidence could include:

- peer or client feedback.

Learning outcome 4

The learner will:

- 4 be able to supervise gym-based exercise sessions

The learner can:

- 4.1 adopt appropriate positions to observe clients participating in a gym-based exercise session
- 4.2 observe and monitor safety and intensity throughout the duration of a gym-based exercise session
- 4.3 ensure client safety and well-being at all times during a gym-based exercise session
- 4.4 assess client performance and identify any required adaptations to ensure suitable progression/regression
- 4.5 conclude a gym-based exercise session within a suitable timeframe
- 4.6 ensure the environment is left safe and secure following a gym-based exercise session

Assessment guidance

Delivery and assessment

Whenever possible, assessments should be conducted with 'real' clients.

Learners must consider how to safely supervise and adapt sessions for a range of clients, including:

- young people in the 14-16 age range
- antenatal and postnatal clients
- older people (50 plus).

4.1-4.6 Learners must be observed supervising gym-based exercise sessions, to include:

- use of observation and communication skills to monitor safety and intensity with clients
- assessment and correction of client performance, eg demonstration of methods and coaching points, reinforcement of technique, offering of progression/regression, alternatives, adaptations to FITT principles (frequency, intensity, time and type)
- time management within the session
- collection, cleaning and storage of equipment if necessary. Resetting of equipment for use by the next client/class.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence must include:

- Assessor observation record.

Evidence could include:

- peer or client feedback.

Learning outcome 5

The learner will:

- 5 be able to review a gym-based exercise session

The learner can:

- 5.1 review the outcomes of a gym-based exercise session with clients
- 5.2 evaluate the effectiveness of a gym-based exercise session
- 5.3 identify areas for improvement in delivering a gym-based exercise session

Assessment guidance

Delivery and assessment

Whenever possible, assessments should be conducted with 'real' clients.

Sufficient time between engaging a client and final assessment needs to be allowed to show improvements in the client's lifestyle, health and fitness.

5.1-5.3 Learners must evaluate their session by gathering verbal or written feedback from clients. Learners must then review their own performance and identify areas for improvement.

Client considerations could include:

- how well the session met the client's needs
- how effective and motivational the relationship with the client was
- how well the instructing style matched the client's needs
- identify further needs of the client
- examine other areas of the gym/classes if interest is shown.

Own performance considerations could include:

- strengths and areas for development based on feedback and own reflection
- any changes to be implemented
- any areas for professional development.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence must include:

- self-evaluation.

Evidence could include:

- peer or client feedback.

Learning outcome 6

The learner will:

6 understand professional practice requirements of a Gym Instructor

The learner can:

- 6.1 describe the purpose of industry codes of practice, giving examples
- 6.2 describe how to work within scope of practice
- 6.3 explain the importance of continuous professional development for Gym Instructors
- 6.4 identify relevant CPD activities and progression routes for the Gym Instructor
- 6.5 devise a personalised professional development plan

Assessment guidance

Delivery and assessment

6.1 Learners must describe the purpose of industry codes of practice for the fitness industry. Learners should also investigate relevant industry codes of practice, eg CIMSPA, and give examples of practice to follow.

6.2 Learners must describe how to work within scope of practice, eg within the boundaries of professional knowledge and competence which is based on qualifications and experience. For example, not giving nutritional advice apart from healthy eating guidelines and adhering to relevant legislation, eg the Equality Act 2010.

Learners must also show understanding of their limitations when working with special populations (disabilities, older adults, children and pre/post-natal). Unless a specific special populations qualification is held, the Gym Instructor cannot:

- plan programmes for special populations
- advertise as a specialist instructor
- work long-term with special populations.

6.3 Learners must explain the importance of continuing professional development (CPD), eg to remain current with fitness industry developments, learn new skills, requirement of membership with professional organisations, legal reasons (to gain insurance), etc.

6.4 Learners must research and identify relevant CPD activities and progression routes they can take, eg attendance at training events, industry specific CPD, qualifications, regulatory requirements (DBS checks), maintaining first aid qualifications and progression routes to qualifying as a Personal Trainer. Real examples should be given.

6.5 Learners must self-reflect and develop a personal development plan specific to the role of a Gym Instructor. This must include: long-term career goals, qualifications to attain, CPD to undertake, short/medium/long-term goals, SMART targets and a review date.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence must include:

- assignment
- worksheets
- self-evaluation
- personal development plan.

Evidence could include:

- peer or client feedback.

Learning outcome 7

The learner will:

- 7 understand business acumen

The learner can:

- 7.1 outline how to financially plan
- 7.2 describe an organisation's own product offer
- 7.3 outline how to develop a digital plan
- 7.4 explain the importance of social media and digital profiles
- 7.5 explain how to set up and manage a social media/digital profile

Assessment guidance

Delivery and assessment

7.1 Could include: profit and loss, tax, national insurance, liability insurance and music licence fees. This could be presented as a basic business plan, taking into account the factors above.

7.2 Learners must describe an organisation's own product offer/unique selling points. Learners must address how unique selling points could support secondary spends.

7.3 Learners must outline what should be included in a digital plan. This could include: SWOT analysis, options, priorities, target audience, SMART objectives, channels, resources, budget, timeline and measuring success.

7.4 Learners must explain the importance of digital/social media, their impact, and how to use to best effect.

7.5 Learners must explain how to set up and manage a social media/digital profile.

The Explanation of terms (Section 3) explains how the terms used in the unit content are applied to this qualification.

Types of evidence

Evidence could include:

- business plan
- assignment/worksheet
- professional social media/digital profiles.

Section 3

Explanation of terms

Explanation of terms

This table explains how the terms used at Level 2 in the unit content are applied to this qualification (not all verbs are used in this qualification).

Apply	Link existing knowledge to new or different situations.
Assess	Consider information in order to make decisions.
Classify	Organise according to specific criteria.
Compare	Examine the subjects in detail looking at similarities and differences.
Define	State the meaning of a word or phrase.
Demonstrate	Show an understanding of the subject or how to apply skills in a practical situation.
Describe	Write about the subject giving detailed information.
Differentiate	Give the differences between two or more things.
Discuss	Write an account giving more than one view or opinion.
Distinguish	Show or recognise the difference between items/ideas/information.
Estimate	Give an approximate decision or opinion using previous knowledge.
Explain	Provide details about the subject with reasons showing how or why. Some responses could include examples.
Give (positive and negative points...)	Provide information showing the advantages and disadvantages of the subject.
Identify	List or name the main points (some description may also be necessary to gain higher marks when using compensatory marking).
Illustrate	Give clear information using written examples, pictures or diagrams.
List	Make a list of key words, sentences or comments that focus on the subject.
Plan	Think about and organise information in a logical way. This could be presented as written information, a diagram, an illustration or other suitable format.
Perform	Do something (take an action/follow an instruction) which the question or task asks or requires.
Provide	Give relevant information about a subject.
Reflect	Learners should look back on their actions, experiences or learning and think about how this could inform their future practice.

Select	Choose for a specific purpose.
Show	Supply sufficient evidence to demonstrate knowledge and understanding.
State	Give the main points clearly in sentences.
Use	Take or apply an item, resource or piece of information as asked in the question or task.

Section 4

Additional information

Additional information

Resource requirements

To assist in the delivery of this qualification, centres should have access to appropriate facilities and equipment to enable them to cover all the learning outcomes.

Support for learners

Learner's Evidence Tracking Log (LETL)

The LETL can help learners keep track of their work. This document can be downloaded free of charge from the Qualifications page on the NCFE website <http://www.ncfe.org.uk/>. You do not have to use the LETL – you can devise your own evidence tracking document instead.

NCFE Active IQ workbook

There is an optional NCFE Active IQ workbook which covers Unit 01 in this qualification. This document can be downloaded free of charge from the Qualifications page on the NCFE website.

Support for centres

There are a number of documents available on the NCFE website that centres might find useful.

Useful websites

Centres may find the following websites helpful for information, materials and resources to assist with the delivery of this qualification:

- CIMSPA (Chartered Institute for the Management of Sport and Physical Activity) www.cimspa.co.uk
 - NHS Eatwell Guide www.nhs.uk/live-well/eat-well/the-eatwell-guide
 - American College of Sports Medicine www.acsm.org
 - The Register of Exercise Professionals www.exerciseregister.org.
-

Learning resources

We offer a wide range of learning resources and materials to support the delivery of our qualifications. Please check the qualifications page on the NCFE website for more information and to see what is available for this qualification.

Contact us

NCFE
Q6
Quorum Park
Benton Lane
Newcastle upon Tyne
NE12 8BT

Tel: 0191 239 8000*

Fax: 0191 239 8001

Email: customersupport@ncfe.org.uk

Website: www.ncfe.org.uk

NCFE © Copyright 2026 All rights reserved worldwide.

Version 2.3 November 2026

Information in this qualification specification is correct at the time of publishing but may be subject to change.

NCFE is a registered charity (Registered Charity No. 1034808) and a company limited by guarantee (Company No. 2896700).

CACHE; Council for Awards in Care, Health and Education; and NNEB and ACTIVE IQ are registered trademarks owned by NCFE.

All the material in this publication is protected by copyright.

**** To continue to improve our levels of customer service, telephone calls may be recorded for training and quality purposes.***