

IOL Freelancer & Sole Trader Webinars

Autumn 2026



CPD webinar events where Outdoor Learning Freelancers and Sole traders can access business support, gain career development information, share quality Outdoor Learning practice, problem solve on issues specific to their work, and consider their own self care.

FREE for IOL Members

£95 Non-Members pay once to access the whole series*
OR £25 per webinar

The programme so far - with more in the pipeline

* includes any new webinars in the series announced after you book

SEE THE FULL PROGRAMME + BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar.html>



A guide to tax and accountancy for the self-employed and sole traders

Monday 2nd November 2026 at 6.30pm (1 hour)

FREE for Members

- **Non IOL Members pay once at £95 for access to ALL* the webinars and their recordings post-event! OR you can pay £25 per webinar.**
(* includes any new webinars in the series announced after you book)



About the webinar

Are you self-employed, or thinking about starting your own business? Understanding your tax and accounting responsibilities is key to running a successful business and avoiding costly mistakes. Join our expert-led webinar, for a practical guide to the essential tax and accountancy matters every self-employed individual should know.

During this webinar, you will learn:

- How to register as self-employed with HMRC.
- Your tax and National Insurance obligations.
- What business records you need to keep.
- Which business expenses you can claim tax relief for.
- How the Self Assessment process works and key filing deadlines.
- What Making Tax Digital means for the self employed.
- How good financial management can help your business grow.

You'll also have the opportunity to ask your questions during a live Q&A session.

Whether you're just starting your self-employment journey or want to improve your understanding of your tax responsibilities, this webinar will provide practical guidance and expert insights to help you stay compliant and manage your finances with confidence.

Host

Steph Taylor Steph is an AAT and ATT qualified Tax Adviser with over nine years of experience working in accountancy at Robinson Udale, supporting self-employed individuals, and small businesses with their tax and accounting needs. Throughout her career, Steph has advised clients on Self Assessment, bookkeeping, business compliance, tax planning and financial record-keeping, helping them navigate the UK tax system with confidence.

She is passionate about making tax and accountancy accessible and understandable, enabling business owners to meet their obligations while making informed financial decisions. Drawing on her practical experience of working with a diverse range of clients, she provides straightforward, practical advice tailored to the needs of the self-employed



Useful Link - Robinson Udale

BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar/a-guide-to-tax-and-accountancy-for-the-self-employed-and-sole-traders.html>

Balancing Burnout and Brilliance - self care for freelancers and sole traders

Tuesday 10th November 2026 at 7.00pm (1 hour)

FREE for Members

- **Non IOL Members pay once at £95 for access to ALL* the webinars and their recordings post-event! OR you can pay £25 per webinar.**
(* includes any new webinars in the series announced after you book)



About the webinar

An interactive workshop exploring the impact that working with disabled people and those who have undergone trauma can have on our mental health and wellbeing, and how we can increase resilience and reduce compassion fatigue and burnout. The workshop will introduce the concepts of resilience, burnout and compassion fatigue based on new and emerging research and evidence, after which participants will have the opportunity to discuss and map their own challenges and solutions.

Takeaways

- What is burnout and compassion fatigue
- Who is at risk
- How can we look after ourselves and increase our resilience
- Where can we go for additional support

Host

Sara Murray. Sara is the Training, Research and Consultancy Manager at Beyond Bendrigg.

Sara is qualified in compassion fatigue and resilience and is an experienced trainer and coach who has worked in the NHS and charity sectors with disabled people and those with long term conditions for over 20 years. Beyond Bendrigg is part of Bendrigg, an inclusive outdoor centre in Cumbria working with disabled people and those from disadvantaged backgrounds. Beyond Bendrigg works with the outdoor and leisure sectors to confidence and capacity in working with disabled people through training and consultancy, ensuring that adventure is open to all.



*Beyond
Bendrigg*

Useful Link -Beyond Bendrigg

BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar/balancing-burnout-and-brilliance-self-care-for-freelancers-and-sole-traders-webinar.html>

Alternative Provision: Demand, Delivery, and the Road Ahead

Wednesday 11th November 2026 at 7.00pm (1 hour)

FREE for Members

- Non IOL Members pay once at £95 for access to ALL* the webinars and their recordings post-event! OR you can pay £25 per webinar.
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About the webinar

A presentation on the assessment of where the AP industry is at and what can we do as practitioners to respond to that.

Takeaways

How does Alternative Provision fit within the present education systems, the requirements of being commissioned and how do we respond beyond the 'nice time' to the needs of the children.

Host

Mike King. Mike is the founder and CEO of Releasing Potential, which is a charity that provides alternative education through an Independent Special School and an Outdoor Education Alternative Provision. He has previously been Chair of Trustees to IOL and is presently on the Board of the Activities Industry Mutual.



BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar/alternative-provision-demand-delivery-and-the-road-ahead-webinar.html>

What it means to be Self Employed - The practicalities of you as a business

Tuesday 17th November 2026 at 6.30pm (1 hour)

FREE for Members

- Non IOL Members pay once at £95 for access to ALL* the webinars and their recordings post-event! OR you can pay £25 per webinar.
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About the webinar

Rights and Responsibilities of Self Employment. Differences between H&S law and Tax law Professional self employment is a business venture.

How little we all know when we start anything new - we don't know what we don't know - but that is part of the adventure that makes life fun!

As a freelancer - what happens if you are ill? Get injured at work? Who can cancel work for who, when and at what cost? Who decides how much the cost/remuneration rate is and when it gets paid? Do you need to be insured to be freelance? What is IR35? What are the HMRC rules about self employment vs employment? What sort of expenses are tax deductible? What do you insure your vehicle for doing? When do tax returns have to be done and how? Who is responsible for providing and checking your instructing PPE?

As a Sole Trader/Freelancer What does it cost to be self employed? What do you need to pay for yourself? Do you need to do risk assessments? What should be on an invoice to meet HMRC rules?. Who decides the terms of service? What are Ts&Cs? How many days a year are you likely to be able to earn money, and at what rate? Can you hire other people to help you? What is the difference between selling your services and being a freelancer? . How do you show you are truly self employed when working for a provider? Who should be notified when you go self employed /set up a business?

Host

Elspeth Mason. Elspeth has worked as employee, freelancer, a subcontractor, director and been in business as a sole trader, a partnership, a limited company. Seeing it from both sides helps know where differences in expectation between the 'hired' and the 'hirer' can arise. And where the grey areas are in law and common practice.

Having started Mere Mountains and grown it from just myself as a Sole Trader to a Partnership to a Limited company employing others and needing 50 instructors on mad weeks in the NCS programme days, I've learned that there are a lot of things are assumed, and typically we all assume and expect different things based on our past experience. I'm still learning that good working relationships like any other relationship need give and take, clear boundaries and good communication.



BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar/what-it-means-to-be-self-employed-the-practicalities-of-you-as-a-business.html>

When the buck stops with you – it can feel lonely!

Thursday 19th November 2026 at 6.30pm (1 hour)

FREE for Members

- **Non IOL Members pay once at £95 for access to ALL* the webinars and their recordings post-event! OR you can pay £25 per webinar.**
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About the webinar

Sole traders have a duty to protect their participants, those who work or volunteer with them, and others who may be affected by the things they do.

- How do you know the activities you deliver, or ask others to deliver, are safe?
- How do you assure yourself that you are appropriately competent to meet your responsibilities?
- How do you ensure that the way you operate effectively reduces the likelihood of a serious incident?
- How confident are you that these arrangements will support you and/or those working or volunteering with you in the event of an unforeseen accident?

Providing and delivering adventure activities can be a positive, life affirming experience. It has the potential to inspire confidence, build skills, and create experiences that stay with people for life. It also carries significant moral and legal responsibilities.

Takeaways

Attendees will be encouraged to:

- Recognise the need for support or guidance as a professional strength.
- Identify ways to protect themselves, those working/volunteering with them and their participants in the context of safety management.

Host

Tim Morton. Tim is the Head of Service at Adventure RMS, the adventure activity consultancy and inspectorate appointed by the Adventure Activity Licensing Authority (AALA), part of the HSE, and the Ministry of Defence. Prior to establishing Adventure RMS in 2019 he was a senior inspector, expert witness, and the Deputy Head of Inspection for AALS. He has delivered instructor training and assessment for Mountain Training, the British Canoe Union (now Paddle UK) and the Royal Yachting Association and holds a first-class degree (BA), post graduate certificate (PGCE) and master's degree (MSc) in related subjects. He continues to be an active climber, cyclist, paddler and sailor. He was also a sole trader delivering adventure activities to children and adults in the early '90s.



<https://adventurermis.org.uk/>

BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar/when-the-buck-stops-with-you-it-can-feel-lonely-webinar.html>

Introduction to working on DofE programmes for AAPs

Tuesday 24th November 2026 at 7.00pm (1 hour)

FREE for Members

- **Non IOL Members pay once at £95 for access to ALL* the webinars and their recordings post-event! OR you can pay £25 per webinar.**
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About the webinar

This is an entry level workshop for people who are fairly new to working on Duke of Edinburgh's Award programmes.

Takeaways

What paper work you need and why
Kit you might want to consider bringing
Using Trackers
Main issues we encounter with staff on expeditions

Hosts

Andy Godfrey. Andy is the DofE Manager within the co-operative. He looks after a half dozen schools personally and has the other members of staff reporting to him on issues regarding the Duke of Edinburgh's Award. Andy trained as a single pitch climbing instructor in 1996 and qualified as a Mountain Leader in 2004. He started getting involved with the Duke of Edinburgh's Award in Leeds as soon as he qualified as a Mountain Leader. His way in was volunteering for the city council Open Award Centres for 6 years and was, for the first 3 years, their only qualified Mountain Leader. Andy is a founder member of Lupine Adventure Co-operative, helping to set up the co-operative in 2007.



Jo Tucker Jo has been volunteering with cadets for over 30 years. It was with the Air Cadets that her interest in adventure training was nurtured and culminated in her gaining a Summer ML as well as DofE expedition supervision and assessment. As an adult instructor, she had volunteered on DofE expeditions locally and nationally as well as introducing young people to adventure training in the Lakes and North Wales. Jo has an MSc in Biochemical Pharmacology and pursued a career in science. She also spent several years as a secondary school science teacher and used her DofE skills to good effect running the DofE programme before returning to lab work. After a move to Yorkshire, she left the laboratory to work at Harrogate Climbing Centre and still instructs there on a very part time basis. A passionate lover of nature, Jo can often be found near or on the water trying to spot an elusive otter or getting excited about seeing kingfishers.



Useful Link - Lupine Adventure Resources

BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar/introduction-to-working-on-dofe-programmes-for-approved-activity-providers-webinar.html>

Benchmarking your practice

Wednesday 2nd December 2026 at 7.00pm (1 hour)

FREE for Members

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About the webinar

In an increasingly diverse and evolving sector, being able to demonstrate and verify the quality of your own delivery is essential for professional growth and client confidence. This workshop provides a practical deep dive into **High Quality Outdoor Learning** showing you how to use it as a personal framework for **internally assessing and developing your practice**.

Takeaways

Participants will leave this session knowing how to benchmark their professional practice against the standards outlined in High Quality Outdoor Learning, and with an appreciation of how they can use the guide to further develop their practice.

Host

Dave Harvey. Dave is a qualified teacher and highly experienced practitioner, Dave has worked in outdoor education centres and across the primary, secondary, further, and higher education sectors for over 30 years. He now runs his own consultancy, research and training business, Dave Harvey Outdoor Learning. Dave was Head of Centres for Wigan Council and Brathay Trust for ten years. He is a former National Chair of the AHOEC and a frequent workshop presenter & speaker for IOL, CLOtC and AHOEC. He has written numerous articles and collated the IOL's guide to High Quality Outdoor Learning. Dave is an Honorary Senior Lecturer at Bangor University and Leading Practitioner of the IOL.



Useful Links

- High Quality Outdoor Learning
- LinkedIn
- Dave Harvey website



BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar/benchmarking-your-practice-webinar.html>

Making the most of your IOL membership

Thursday 3rd December 2026 at 7.00pm (1 hour)

FREE webinar for members



About the webinar

All members are welcome to join us for an introduction to IOL – the charity that champions outdoor learning and supports those that work within this sector. The webinar will help show you how to access, manage and make the most of membership benefits.



The webinar includes:

- An explanation of the aims of the IOL and how the charity is organised.
- A 'tour' of the IOL website, membership profiles, maps and accounts.
- Updates on current events and projects.
- A look at the breadth and depth of our volunteer community groups and also the email 'chat' facility, and options for networking.
- An overview of the Awards and CPD opportunities, and useful information including research and the sharing of practice.
- A chance to ask your questions and help us build up a FAQs for the IOL.

The webinars are an opportunity to meet some of the IOL staff team, and to meet other IOL members. Your webinar hosts:



Dave Brooks
Membership



Jo Barnett
IOL CEO



Richard Retallick
Business & Operations Manager

BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar/making-the-most-of-your-iol-membership-dec-3rd-2026-webinar.html>

IOL Webinars: Aimed at Freelancers & Sole Traders

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Keep track of your bookings

Confirmed webinars

Date	Time	Webinar title
2 Nov	6.30pm-7.30pm	A guide to tax and accountancy for the self-employed and sole traders
10 Nov	7.00pm-8.00pm	Balancing Burnout and Briliance - self care for freelancers and sole traders
11 Nov	7.00pm-8.00pm	Alternative Provision: Demand, Delivery, and the Road Ahead
17 Nov	6.30pm-7.30pm	What it means to be Self Employed - The practicalities of you as a business
19 Nov	6.30pm-7.30pm	When the buck stops with you - it can feel lonely!
24 Nov	7.00pm-8.00pm	Introduction to working on Duke of Edinburgh programmes for AAPs
2 Dec	7.00pm-8.00pm	High Quality Outdoor Learning in daily practice
3 Dec	7.00pm-8.00pm	Making the Most of your IOL Membership (members only)

...and in the pipeline...

- Insurance Matters
- The Employer Perspective
- What no signal? Communication Solutions - Forum of sharing

Webinars will have limited availability, so booking early is advised.

SEE THE FULL PROGRAMME + BOOK HERE

<https://www.outdoor-learning.org/news-events/ems-event-calendar.html>

Meet the hosts



Sara Murray, Beyond Bendrigg

Mike King, Releasing Potential



Ralph Doe, AIM (tbc)

Elsbeth Mason, Mere Mountains



Helen Mahadevan, Adventure Expeditions (tbc)

Tim Morton, RMS Adventure



Jo Tucker & Andrew Godfrey, Lupine Adventure

Emma Veitch, OE Educator (tbc)



Dave Harvey, Outdoor Learning

IOL Team



Steph Taylor, Robinson Udale