



IOL Trustee Recruitment Information

Institute for Outdoor Learning

**Voluntary – Time commitment minimum 4 days
(30 hours) per year**

Welcome to the Institute for Outdoor Learning



The Institute for Outdoor Learning is the professional body for organisations and individuals who use the outdoors to make a positive difference for others.



We are driven by a vision of Outdoor Learning as a highly valued form of development, education and employment in UK society.



We provide a competitive platform of quality services to enable others who share similar aspirations and purpose to achieve their individual and organisational aims



Championing Outdoor Learning

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Welcome to the IOL

The last year has been an exciting chapter for the IOL, marking the final year of our Strategic Development Plan 2022-25. Throughout this time, we have established our key priorities: Voice, Community, Workforce, and Standards, which have steadfastly guided our mission to 'Champion Outdoor Learning'

A significant achievement has been the investment in a digital membership services platform. Activity within the IOL has steadily increased, supported by this new system. We have re-established the All Party Parliamentary Group for Outdoor Learning and formed new specialist groups, including the Association for Outdoor Therapy and Outdoor Learning and Youth Work.

This year, we have also progressed the Fellowship, developed Bushcraft qualifications, and expanded the High Quality Outdoor Learning Guides. Innovative research has begun into proactive safety management through the Collective Knowledge Survey.

The IOL is becoming increasingly international, with initiatives such as our online conference, collaboration with Hong Kong Outdoor Learning Association and partnerships with National Experiential Learning in France. Our academic publication, the Journal for Adventure Education and Outdoor Learning, continues to increase its reach supported by an editorial team drawn from around the globe.

The IOL remains committed to championing outdoor learning and supporting the dedicated individuals who work, study, train and volunteer within this field.

Brian Kitson, [Chair of Trustees](#).



Jo Barnett, [CEO](#).

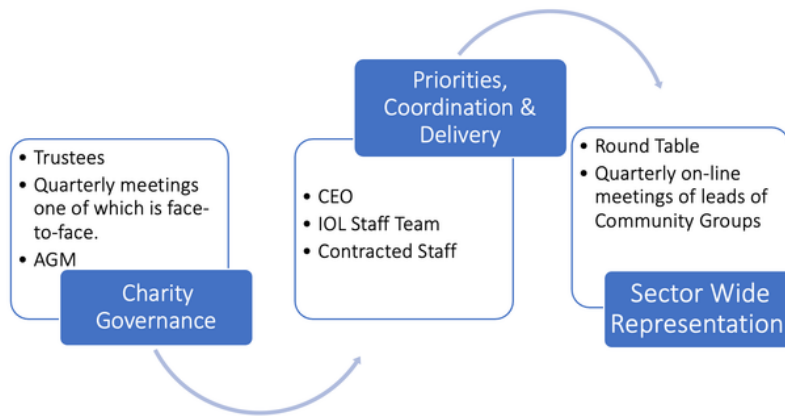


We are recruiting trustees to join the IOL Board

The Institute is a registered charity and a company limited by guarantee governed by a voluntary Board of Trustees elected by the membership.

The Trustees fulfil the organisational governance and inform the strategic direction for the IOL, as well as providing advice and supervision for the Chief Executive Officer and team.

The Trustee Board is also advised by the IOL Round Table steering group which is made up of the leads of both the Sector Specialist and the Geographical Groups. This structure enables the needs and priorities of the membership to be understood by the IOL Trustees and Staff Team and together, in a 3-way partnership, support the future development of the charity.



Trustees are recruited for both their personal skills in the management and governance of organisations and/or their connections with outdoor learning. No previous experience of being a Trustee is required.

A Trustee term is three years. A Trustee may stand for re-election twice. A total of nine years after which a Trustee must stand down for a minimum of one year. The IOL Trustees meet quarterly; three of which are online and one is in-person and overnight (3pm to 3pm) in the first week of November.

The Institute for Outdoor Learning will reimburse reasonable out-of-pocket expenses to attend board meetings or Institute for Outdoor Learning engagements, including childcare costs where necessary, and will undertake to reimburse loss of earnings if a trustee’s employer withholds pay when a trustee is attending a board meeting or an engagement as a formal representative of the Institute for Outdoor Learning. Applications are welcome from those who have not been trustees before and that training will be provided.

Following recruitment this summer, there will be a period of induction leading up to the IOL AGM in May 2027 when elections will be held for new Trustee appointments and for Trustees wishing to be re-elected.

3 There are currently three vacancies. Each Trustee has an Area of Focus.

Vacancy: Secretary



As Secretary to the Board of Trustees, you will play a central role in ensuring the effective governance of IOL. In addition to fulfilling the responsibilities of a trustee, you will take the lead in overseeing the organisation’s compliance with statutory and regulatory requirements, maintaining accurate records, and ensuring board meetings are well-organised and documented.

You will work closely with the Chair, CEO, and fellow trustees to support good governance practices, enable clear decision-making, and maintain transparency and accountability to members, regulators, and stakeholders.

1. Act as the principal point of contact for governance matters relating to the Charity Commission and Companies House.
2. Ensure compliance with legal, constitutional, and regulatory requirements.
3. Oversee the preparation, circulation, and safe keeping of agendas, board papers, and minutes.
4. Maintain statutory registers, governance records, and key organisational documents.
5. Support the Chair in ensuring board meetings are effective, inclusive, and focused on strategic priorities.
6. Monitor and advise on governance best practice and assist with trustee induction and development.
7. Ensure decisions of the board are properly recorded, communicated, and followed up.
8. Contribute to succession planning, recruitment, and the ongoing effectiveness of the board.

“We would highly recommend the Institute for Outdoor Learning to any business looking to add an extra layer of quality and credibility to their training awards, alongside the many other benefits of membership.”

863
Individual Members

0.2%
Churn Rate

491
Organisational Members

Vacancy: Community

As a Trustee with a focus on Community, you will play a vital role in strengthening and growing IOL’s membership and wider professional community. You will provide leadership in building connections across the outdoor learning sector, ensuring that practitioners, organisations, and partners feel supported, represented, and engaged.

Working collaboratively with trustees and staff, you will help shape strategies that enhance member value, expand networks, and foster an inclusive and thriving community that reflects the diversity and impact of outdoor learning.

1. Lead on community engagement and membership development within IOL.
2. Work with the Chair, CEO, and staff to develop initiatives that support members and build a strong sense of belonging.
3. Strengthen networks and relationships with practitioners, organisations, and partner bodies across the UK.
4. Promote inclusion, accessibility, and representation within the IOL community.
5. Support the creation and delivery of events, forums, and opportunities that encourage connection, collaboration, and knowledge sharing.
6. Act as a champion for members’ voices and ensure their perspectives inform board discussions and strategic decisions.
7. Encourage volunteering and participation across IOL’s community initiatives.

<p>Development Plan 1.4 Develop the Round Table as an effective IOL management group.</p>			
<p> 12 New member webinars</p>	<p> 12 Regional Groups</p>	<p> 9 Specialist Groups</p>	<p style="background-color: #00b050; color: white; text-align: center;">[Empty]</p>

Vacancy: Fundraising and Projects

As a Trustee with a focus on Fundraising and Projects, you will play a central role in helping IOL secure resources, partnerships, and funding that sustain and grow our charitable impact.

You will provide strategic leadership in developing and overseeing projects that align with IOL’s mission, ensuring they are well-designed, deliver measurable benefits, and attract diverse funding support.

Working collaboratively with fellow trustees and staff, you will bring creativity, networks, and practical insight into fundraising and project development that strengthen IOL’s reach, relevance, and resilience.

1. Provide strategic direction and oversight on fundraising and project development.
2. Work with the Chair, CEO, and staff to identify, design, and deliver impactful projects that advance IOL’s mission.
3. Explore and secure funding opportunities including grants, sponsorships, partnerships, donations, and contracts.
4. Contribute to the creation and implementation of a fundraising and project strategy aligned with IOL’s goals and values.
5. Support staff and volunteers in developing funding bids and building strong relationships with funders and stakeholders.
6. Monitor and evaluate projects to ensure delivery against objectives, impact measurement, and effective use of resources.
7. Champion ethical, transparent, and sustainable fundraising practices



Information and Applications



Closing date: 5th August 2026 at midnight.



For more information or to arrange an informal discussion with the Chair of Trustees, Brian Kitson, please [contact the IOL](mailto:institute@outdoor-learning.org).
[\(institute@outdoor-learning.org\)](mailto:institute@outdoor-learning.org)



Please see also [Institute for Outdoor Learning - Home](#)



On the webpages [Governance](#) you will find the Articles of Association, Annual Reports and Accounts, AGM Minutes and Impact Reports.

