



Institute for **Outdoor Learning**

## *Supporting LBGT+ Rights*

### *Institute for Outdoor Learning Statement of Good Practice*

#### **Reason For The Statement:**

This IOL statement has been created for Individual and Organisational Members of IOL to support the LBGT+ community whether they are participating or working in outdoor learning.

#### **IOL Statement of Good Practice:**

The Institute for Outdoor Learning (IOL) recognises that sexual orientation or gender identity is something each person has a right to equality for under the law.

IOL does not support any policy, procedure or action that seeks to limit, suppress or change a persons sexual orientation or gender identity.

Sexual orientations and gender identities are not disorders, although exclusion, stigma and prejudice may precipitate mental health issues for any person subjected to these abuses. Individuals who are participating or working in outdoor learning should be able to do so without fear of judgement or the threat of being pressured to share, hide or change a fundamental aspect of who they are.

IOL members have a duty to combat prejudice, not to add to it.

#### **Useful Resources:**

**The Outdoor Education Advisors Panel** has a range of guidance for supporting transgender young people on residential visits. <https://oeapng.info/downloads/download-info/6l-faqs-transgender-young-people-and-visits/>

**The Parliament's Education Service** has a set of teaching resources to facilitate discussions about equality and to explore LBGT+ rights in the UK. It includes lesson plans to help people understand the term 'protected characteristics' and the rights available to everyone. <http://www.parliament.uk/education/teaching-resources-lesson-plans/lgbt-resource/>

**The LBGT Foundation** is a national charity delivering a wide range of services to lesbian, gay and bisexual and trans (LBGT) communities. They have many useful advice pages on their website for supporting young people. <http://lgbt.foundation>

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Registered charity number 1149420



**Stonewall**, the lesbian, gay and bisexual equality charity has an information service which provides advice and signposting on issues such as education, homophobic bullying, discrimination at work, reporting hate crime and asylum.

<https://www.stonewall.org.uk>

**Families and Friends of Lesbians and Gays** is a national voluntary organisation which support parents and their lesbian, gay and bisexual daughters and sons.

<http://www.fflag.org.uk/>

**The International Lesbian, Gay, Bisexual, Trans and Intersex Association** is the world federation of national and local organisations dedicated to achieving equal rights for lesbian, gay, bisexual, trans and intersex (LGBTI) people. The ILGA publishes maps of sexual orientation laws in the world. <http://ilga.org>

**Managing and coping with sexual identity at work** is an article in the March 2015 issue of The Psychologist by Y. Barry Chung, Tiffany K. Chang and Ciemone S. Rose where they consider the issue of LGBT people in the workplace. There are also links to the articles in the Sexuality Special Issues from this page.

<https://thepsychologist.bps.org.uk/volume-28/march-2015/managing-and-coping-sexual-identity-work>

The **Memorandum of Understanding** from major UK organisations who have been working against conversion therapy in relation to gender identity and sexual orientation (including asexuality) has been very helpful in drawing up this IOL statement. <https://www.psychotherapy.org.uk/news/uk-organisations-unite-against-conversion-therapy/>

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