

the british
psychological society
promoting excellence in psychology

ANNUAL REPORT **2025**

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President's foreword

Dr Roman Raczka
BPS President 2024–2026



Since taking over as President in 2024, I've had the honour to see at close quarters the fantastic work that the British Psychological Society does in partnership with our members.

Our annual report covers many of these in more detail, setting out what we achieved during 2025 across our different departments, all with the aim of growing the impact of psychology.

I have picked out a handful of my own highlights to share in my foreword, beginning with our Psychology Matters programme, which showcases the incredible power of psychology using our own members' stories.

As part of the programme, six of our members featured in films sharing their own stories and journeys, which I hope prove to be inspirational for people considering joining us and carving out their own career in psychology.

Alongside the films, we published more than 30 interviews and blogs with members, giving a platform to the fine work that goes on across the many specialisms within psychology.

Psychology Matters is also a vehicle for us to campaign for positive change, with a particular focus during 2025 on highlighting the shortage of educational psychologists within the SEND system.

As part of this, we advocated for change in meetings with the Department for Education, engaged with policymakers and stakeholders, and brought the issue to light with media coverage in numerous national outlets.

We continued our campaign for additional funding for the NHS staff mental health and wellbeing hubs that were in place during one of the most challenging periods in the NHS's history. The hubs played a vital role at a time when mental health support for staff was needed more than ever before.

We await further details of the new staff treatment hubs outlined in the NHS 10-Year Health Plan, and will work with NHS England, the government, and our members and partners, to ensure they are fit for purpose.

As a former chair of the Division of Clinical Psychology, I am delighted to see that membership remains strong within our member networks, with more than 40,000 across our divisions, sections, special groups, and faculties.

More than 200 successful appointments were made to our various network committees, and I'm looking forward to the opportunity to meet some of these new faces during the coming months.

We know that widening the scope of people we welcome into our community is vital for the future, so I'm pleased to have seen further progress made in 2025 towards making the society a home for those working in the wider psychological workforce.

This included the foundation of the Wider Psychological Workforce Advisory Group, which champions the professional identity, voice and ongoing development of this relatively new group of practitioners.

We also continue to look at what the future holds for our profession, with three workshops held with members late in the year reflecting on the ambitions set out in the government's 10-Year Health Plan for England.

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This document is central to the future of the health service, and the views of members will allow us to shape a response that lays out why psychologists must be placed at the heart of delivering it.

Finally, I just want to say that it has been a privilege to have the opportunity to speak to and meet so many of our members during my time as President.

I continue to be inspired by the stories, experiences and commitment of our members and what we can achieve together as such a diverse community – it has truly been a pleasure.

Dr Roman Raczka



40,000+
members across networks

200+
committee appointments

30
member stories published

6
member films created

3
strategy workshops held



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Chair's foreword

Dr Carol Cole
BPS Chair



It is a privilege and a pleasure to write the Chair's foreword. As only the second externally appointed chair of the board of trustees, I was touched by the warm welcome I received on my appointment and the support I have continued to receive since.

This foreword provides the opportunity to look back on my first full year in the role, on what has been achieved, as well as where we still need to do more in order to enhance the services we provide to members and beyond.

As well as chairing the quarterly board meetings, I have endeavoured to get out and about to see and hear first-hand what is happening. I have visited our offices and met staff in both Leicester and London, held individual meetings with all trustees, attended all four committees of the board, the five strategy boards, the Ethics committee and Senate, as well as with the senior leadership team. I have also met regularly with the President, Dr Roman Raczka, as well as the CEO, Sarb Bajwa.

Although a BPS member since my student days, it was not until joining the board that I fully appreciated the breadth and depth of the organisation, along with the wealth of activity which it undertakes, in so many arenas and with so many stakeholders, both internal and external. One of my central motivations in applying was to ensure that members' voices are heard and, in addition, that board and governance systems and processes are as effective as they can be, for the benefit of all.

Early in 2025, the board, supported by executive colleagues, agreed to undertake a Strategy and Governance Review to revisit, refresh and reaffirm our vision and values as a professional body and learned society. This work has been thorough and comprehensive, involving member consultation throughout.

It will confirm our key strategic priorities as a member-led organisation, which in turn will allow the board to monitor progress against plans and enhance accountability to members.

I am aware that members find our governance and decision making difficult to understand and navigate and so Trustees decided to combine the strategy review with a look at our governance. This should provide greater clarity and certainty to members and staff as to how decisions are made, ensure that the Board has the necessary oversight of the entire breadth of the organisation as well as alignment with the new Charity Code and the expectations of our Regulator, the Charity Commission. The overall Review is almost complete and will report in 2026, with recommendations for trustees to consider.

The last 12 months have already seen some immediate improvements to some of the board's processes, including our corporate Risk Register, Declarations of Interest; plus introducing the roles of Whistleblowing Trustee and Senior Independent Trustee, to strengthen our governance and accountability.

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Two other areas worth mentioning because of their significance are the outcomes of the Qualifications consultation and the decision by the board to place the Leicester property on the market. The consultation was a substantial piece of work undertaken in response to member concerns. The board, on receipt of its recommendations, agreed to support the continuation of providing qualifications, subject to an ongoing annual review of relevance and affordability.

The move to hybrid working provided an opportunity during the year to explore the benefits and costs of maintaining our current property in Leicester and to consider alternative options to suit the needs of staff and of the organisation. A key factor in this was the duty of Trustees to act as stewards of the society's assets. We agreed that this was the right thing to do as part of our fiduciary responsibilities towards the organisation and will be reporting back on progress in due course.

2025 has thus been a year of opportunity and change. What has remained constant is the determination of trustees, supported by executive colleagues, to support a process of continuous improvement. The role of the board has been key. Trustees are all volunteers, who willingly take on the associated legal and fiduciary responsibilities and do so with unfailing diligence and commitment, for which I thank them all. Without trustees, the society could not properly function, or be properly governed. Thanks go to Natalie Lancer and Adam Jowett who stood down in 2025 at the end of their terms of office.

We also welcomed two new trustees: Matthew Cameron as chair of the EDI Board and Bruno De Oliveira as chair of Senate. Congratulations go to Julia Faulconbridge for her re-election to the board. I also thank the senior leadership team and our staff for their contributions. Much of it behind the scenes, but nonetheless mission critical.

I hope the rest of this report gives you an insight into some of the society's work. Be this the 100 bursaries we hand out to members to undertake projects that may not otherwise happen, the 3,967 pieces of media coverage we generated for psychology and psychologists, or the 4,500 members we supported with their professional development through our BPS Learn platform.

Almost everything within the annual report is only possible thanks to collaboration with our members, and I would like to recognise everyone who has taken an active role in the society's work, whether by sitting on a committee or a strategy board, or by contributing knowledge and expertise to a report or consultation response.

An undoubted highlight of my time so far has been the opportunity to meet with or speak to members who are passionate about psychology and the BPS. I hope to meet many more during the next twelve months as we continue to work towards creating a BPS – our BPS – that can take UK psychology and psychologists successfully into the future. As they say, *'our destiny is not already made; it is there for the making'*.

Dr Carol Cole



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Chief Executive's foreword

Sarb Bajwa
BPS Chief Executive



Our annual report gives you a picture of the work that we did during 2025, and I want to begin my foreword by thanking all of you for being a part of it.

I know that our members have experienced difficulties, with the cost of living continuing to increase and a range of NHS reforms underway causing its own uncertainty for our members working in the health service.

For the society, it was a year where we were able to achieve a lot as an organisation, thanks to the time and expertise that our members were able to give to the projects mentioned in the coming pages despite increasing pressures on their time.

This includes our 886 member network committee members and 275 supporting volunteers, and everyone who contributed their expertise to any of our reports, documents or consultation responses. This includes our qualifications consultation which has helped shape the future delivery of our qualifications model.

I want to say thank you to everyone who has contributed to our work. We recognise this takes time and energy on your part, so we want to acknowledge that we wouldn't be able to do the job without you.

I also want to thank our staff for continuing to support our members. We handled more than 32,000 service emails and 9,000 membership applications during the year, as well as 107 practice-related queries from psychologists, which gives you an idea of the volume of work that we are doing.

We are continuing to welcome new faces to the society, and saw fantastic growth from our Wider Psychological Workforce Register during 2025, with a 52% increase taking it to more than 1,000 registrants.

With more than 19,000 registrants for our events (held both virtually and in-person), we are providing opportunities for psychologists of today and tomorrow to gain new knowledge and opportunities from their professional body.

Our Circle online community is connecting members and encouraging networking, with 12 new communities launched during the year, and 5,000 members engaged by the platform overall.

For psychologists of the future, we launched a new online community for postgraduate students in October 2025, which has now grown to 1,750 members. All of whom can access workshops, webinars and support from their peers. Five events took place in the first year, with more than 1,000 participants registering to take part.

We supported the profession through practice guidance on topics ranging from Assessment, Formulation and Diagnosis to expected standards for assistant psychologists, responding to 119 requests for national assessors, and launching 41 new professional development products on our BPS Learn platform.

Our Register of Expert Witnesses launched in September 2025, demonstrating our commitment to upholding the highest standards in this area, while we welcomed 110 new accredited programmes, taking our overall number across all domains of psychology to 1,373 from more than 100 providers.

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Our network of student ambassadors across the country continues to support those at undergraduate level. We welcomed 14 new universities into this scheme, and have more than 280 ambassadors across the four nations across both psychology undergraduate and wider psychological workforce programmes.

We know that it's difficult to retain some of our student members and make sure the BPS remains relevant to new generations, so I hope that this work will increase awareness of the society among the psychologists of tomorrow.

We support growing the evidence-base of psychology, and championing psychological science on the global stage. Our journal articles received more than 4.7 million views during the year, an increase of 15%, with 5,600 submissions from more than 100 countries across out portfolio.

I am delighted that 67% of our journal articles published during 2025 were made available as open access, demonstrating our ongoing commitment to open science and making psychological knowledge widely accessible.

Finally, I want to mention the launch of our Strategy and Governance Review, which will report during 2026 and allow us to confirm our strategic priorities that will be our focus for the next five years and strengthen our governance to support the delivery of these.

We will not get everything right, but we are committed to ensuring that as members, you are able to have your say and feed into our vision for psychology through items like this review.

The 2025 annual report represents the last one we will publish while Dr Roman Raczka is President of the society, so I want to take the opportunity to thank him for his work in the role, particularly driving forward our campaigning work on issues such as NHS staff wellbeing and ensuring access to educational psychologists for children in the SEND system.

This is just a small selection of projects and figures that I believe help to demonstrate the progress that your society is making, but I would encourage you to read the full report to delve deeper into the work that your membership helps to make possible.

Thank you again for your support. I look forward to meeting more of you during the coming year and seeing how our community continues to grow and promote UK psychology.

Sarb Bajwa



2025 highlights:

- **4.7 million+ journal article views**
  - Up 15% year-on-year
- **5,600 research submissions**
  - From 100+ countries
- **67% of journal articles published open access**
- **19,000+ event registrations (virtual and in-person)**
- **32,000+ service emails handled**
- **52% growth in the Wider Psychological Workforce Register**
  - Now 1,000+ registrants
- **110 new accredited programmes**
  - Total now 1,373 across 100+ providers
- **5,000 members engaged via Circle community**
  - Including 12 new communities launched
- **9,000 membership applications processed.**

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Building a world where psychology transforms lives

Since our formation in 1901, the BPS has believed in the power of psychology to help deliver positive change in the world. In 2024 we launched our new strategy, placing our vision, 'Building a world where psychology transforms lives', at the heart of our approach. Across 2025, we continued showcasing our members' work where psychological insights, techniques, practice and research are helping to improve lives for individuals and communities right across society.

Our values of openness, willingness and a constant pursuit of excellence continue to guide our approach. Collectively, they act as a guiding light helping us foster an inclusive culture, with a drive to continuously improve. We continue to aspire to unite the psychological community, to showcase and boost our collective impact, and advance the discipline for everyone's benefit.



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How our four pillars guide our work

Our pillars underpin everything we do



Community

We lift up every member and support them to be the best they can be throughout their entire career. We achieve this by offering them the best community, resources and tools that help them to succeed.



Champion

We are bold, progressive advocates who champion the discipline and the professions – by holding it to a high standard and developing best practice, we can raise our profile and voice so that more people understand the power of what psychology can do.



Confidence

We build confidence and are open to new opportunities and people – by joining forces, forming alliances, providing strong leadership and getting more people to see psychology as the solution to their needs.



Cultivate

We cultivate a culture that is diverse, dynamic, high performing and values-led, allowing access for all; by using insights and data to inform and drive us to achieve our purpose.

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Strengthening our community

We lift up every member and support them to be the best they can be throughout their entire career – by offering them the best community, resources and tools that help them to succeed.

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The home of psychology



Our members are at the heart of everything we do. In 2025, we continued to strengthen our role as the home of psychology, supporting members at every career stage and creating opportunities to connect, grow and contribute.

As of 31 December 2025, total membership stood at 56,676, reflecting continued strength across all parts of our diverse membership.

We are proud to represent such a diverse community which underpins the society's influence, expertise and impact across research, practice and public life.

Our members are our lifeblood, and we'll continue working with you to showcase the work you do, and the difference psychology can make to some of the world's biggest challenges.

Chartered
19,575

Student
9,505

Full
386

E-Subscriber
485

Graduate
25,676

Professional Affiliate
266

Associate
783

Total
56,676



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Supporting our members



Throughout the year, our Membership and Customer Services team supported members and prospective members through more than 32,000 enquiries, processed around 9,000 membership applications, and supported growth in registers and directories, including the Wider Psychological Workforce register, which grew by more than 50% year on year.

Our Membership and Customer Services Team are a vital first port of call for all incoming enquiries from current and prospective members, as well as the general public.

Here are some quick figures to give a snapshot of how 2025 unfolded:

32,283

email enquiries were received from applicants, members, and the general public

9,000

membership applications were processed (Associate, Graduate, Full and Chartered members)

1,842

Directory and Register applications were processed

1,009

registrants are now on our Wider Psychological Workforce register, representing 52% growth since last year

276

Associate Fellow (AFBPsS) applications were processed

20

Fellow (FBPsS) applications were processed during the year

Your member benefits

To make sure you are making the most of your member benefits, please click the link or visit bps.org.uk/member-benefits

CLICK

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Member networks in numbers

Member networks remain central to how psychologists connect with peers, share expertise, and shape professional practice. Engagement through our networks remains a key strength of the society, with than 41,000 network memberships active across divisions, sections, faculties, special groups and branches during the year.



Divisions

25,183

Sections

9,976

Special Groups

1,318

Faculties

5,347

Total

41,824



See the impact

Explore how our Member Networks make a difference each year in our annual impact reports. Please click the link or visit:
bps.org.uk/MN-annual-report-2025

CLICK

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Events

Our networks delivered a vibrant programme of activity in 2025, with events taking place both in person and online across the UK and internationally. In total, there were 19,050 event registrations, demonstrating strong appetite for opportunities to learn, collaborate and engage.

These events supported members to stay up to date with emerging issues, access high quality CPD, and build professional networks in formats that fit around working lives.

New Connection Events provided greater flexibility and accessibility, attracting more than 8,500 delegates across 85 events. Alongside flagship conferences and specialist symposia, these events helped strengthen engagement across career stages and geographies, while supporting collaborative working and knowledge exchange.



Several events stood out for their reach and impact. The Division of Clinical Psychology's Artificial Intelligence event in May attracted almost 1,000 registrations, reflecting strong member interest in the implications of emerging technologies for practice. The year also saw important milestones across networks, including the Environmental Section's inaugural event and the Qualitative Methods in Psychology Section's 25th anniversary celebrations, which welcomed international participation and keynote speakers.

At a regional level, the South East Branch delivered its first Psychology Festival in Brighton, bringing together members, students and the public in a new, accessible format. Larger national gatherings also returned, with multi day conferences hosted at Royal Holloway by the Division of Academics, Researchers and Teachers in Psychology and the Developmental Psychology community, providing opportunities for thousands of members to connect, share research and strengthen professional networks.

2025's stats:

- **Total member network registrations:**
  19,050
- **Total in person attendances:**
  4,929
- **Total virtual attendances (inclusive of connection events):**
  14,121
- **Total connection events:**
  8,599

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Awards and bursaries

We are proud to have supported so many students, trainees and early career psychologists through our awards and bursaries scheme. This reflects our ongoing commitment to increasing participation from those at the start of their career, as well as encouraging and fostering their professional growth.

Throughout 2025, our Member Networks team enhanced and supported a wide range of member development activities.

- **Across 32 Member networks, 81 award and bursary schemes were delivered**
- **These schemes included 42 award programmes and 39 bursary programmes with 49 awards**
- **Over 100 bursaries were successfully funded.**

Event highlights also include:

- **The Division of Health Psychology Scotland granting 13 student travel bursaries for attendance at their Annual Scientific Meeting in Perth**
- **The Division of Counselling Psychology (DCoP) awarded 20 bursaries for trainee and newly qualified counselling psychologists for successful abstract submissions to attend their Conference in Cardiff**
- **The South East Branch funded event attendance through five bursaries for attendance at their inaugural Psychology Festival in Brighton.**



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Volunteering and leadership

Volunteers are the beating heart of BPS activity, with all our networks being sustained by their tireless commitment and unmatched expertise. We were delighted to make over 200 successful appointments to essential roles across our committees. As always, we are extremely grateful to all our member volunteers who donate their time to ensure that all our Networks run as smoothly as possible. We simply couldn't do this without you.

2025's appointments:

Networks	Applications received	Successful appointments
Branches	33	31
Divisions	71	48
Sections	79	60
Faculties	43	22
Special Groups	8	6
Divisional Branches	46	36

Applications received

280

Successful appointments

203

To better support this vital community, the Member Networks team helped 73 committees in delivering activities for their members in 2025. In total, 886 committee members volunteered and contributed, and were supported by an additional 275 volunteers. All gave their time, energy, skills and expertise to support with working groups, delivering a broad range of activities.

- **Branches: 150 committee members**
- **Divisions: 196 committee members**
- **Sections: 212 committee members**
- **Faculties: 161 committee members**
- **Special Groups: 19 committee members**
- **Divisional Branches: 148 committee members**

In September, we launched the first edition of *The Member Networker*, a dedicated newsletter for Member Network Committee Members. This newsletter shares relevant updates and shines a light on the incredible work of our volunteers. Every contribution is valuable, and our regular 'Volunteer Spotlights' showcase the contributions of individual volunteers whose efforts may otherwise go unnoticed.

Providing timely and meaningful information to our volunteers has been essential in enabling them to continue delivering impactful work within their communities, and we'll continue to expand this where possible. Two editions were sent to 1,402 members in 2025 and were opened 1,870 times. If you didn't receive these and would like to in future, please login to the portal to update your preferences. You can also access these via the links below:

The Member Networker:

- Issue 001
- Issue 002

We would also like to take this opportunity to recognise the wider contributions of committee members, as well as to thank those whose tenures have come to an end. We are extremely grateful for your efforts, and your contributions will make a long-lasting impact on the psychological community for many years into the future.



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Launching our new Postgraduate Community

The BPS Postgraduate Community was launched in October. Run by postgraduates for postgraduates, the community provides support for psychology postgraduates in the UK fostering collaboration and connection. Members of the community can benefit from webinars, workshops and club events hosted by the postgraduate community champions, who help run events. They also provide a friendly, relatable online presence for our members to actively engage with.

At launch, around 1,300 members were auto-enrolled, and this has grown to over 1,750 members by the end of the year. We hosted five successful events which were free of charge to attend. These generated over 1,000 event registrations, with recordings being made available to members on the postgraduate feed post-event.





1,300
members at launch

1,750
total members by year end

1,000+
event registrations



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Our Student Ambassador programme goes from strength to strength

The BPS Student Ambassador Programme received 370 applications in 2025, almost triple the number from the previous year. We've built and supported a network of more than 280 student ambassadors across England, Scotland, Wales and Northern Ireland, from both psychology undergraduate and workforce programmes.

Our ambassadors engage with their peers, lecturers and local BPS branches, hosting face-to-face and virtual meetings, online coffee chats, WhatsApp groups and more, to share ideas and promote the society. In 2025 we expanded the Student Ambassador Programme to 14 additional universities, strengthening our engagement at grassroots level.

We also introduced the Lead Student Ambassador role to provide regional support for Student Ambassadors, strengthen student engagement with BPS initiatives, and build networks through events and partnerships with universities.

370

applications to the Student Ambassador Programme

280+

student ambassadors across the UK's four nations

14

new universities joined the programme





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The BPS Student Committee

The BPS Student Committee is the official voice of our student members, acting as a bridge between students and academia. It represents student interests in education policy, produces the Psych-Talk publication, and organises networking events.

The BPS Student Committee Bursary Scheme was introduced in 2025 to support eligible student members with event related costs for BPS conferences and activities, whether attended in person, or online. The scheme is specifically designed to assist students from underrepresented groups in education, helping to widen access to networking, professional development, and career building opportunities within the BPS. Here's what a couple of recipients had to say about the new scheme:

> ***I have expanded my professional network and strengthened my confidence in engaging with the academic community. As a direct outcome, I have submitted an abstract to a BPS conference where I intend to present my own research.***
>
> BPS Student Committee Member

> ***I am grateful to have received the bursary, which enabled me to attend the conference and gain valuable experience. The opportunity allowed me to connect with PhD students, gain insights into the academic world, and build confidence in my own abilities.***
>
> BPS Student Committee Member

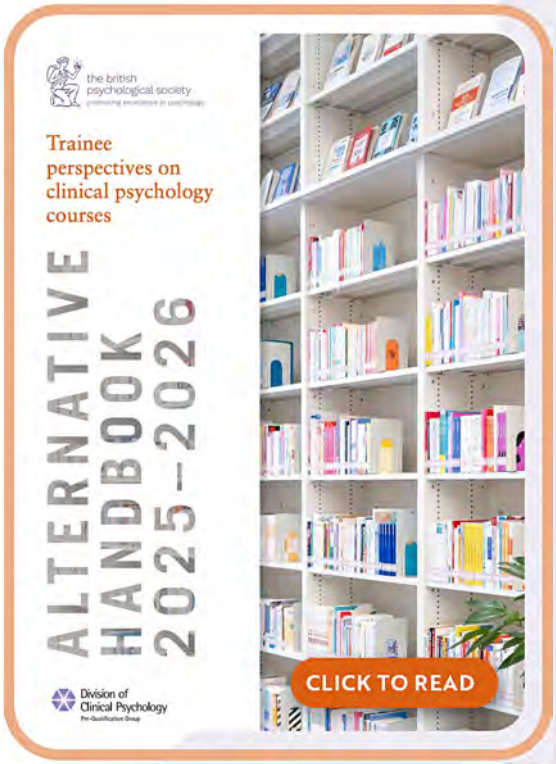


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The Alternative Handbook goes from strength-to-strength

Our annual Alternative Handbook survey of Clinical Psychology doctoral students, proved extremely popular, receiving 1,470 responses. Our highest response rate to date.

The Alternative Handbook remains one of the most popular resources on our website. The interactive report received nearly 5,000 views during the first week of its release alone. We have also continued to develop the Alternative Handbook by including new questions asking doctoral students about their experiences of parental leave while training, and launched a mobile-friendly version of the interactive report.



Total responses received

1,470

Just under views online

5,000

Keeping in touch with our members

We sent over five million emails in 2025, helping our members to keep on top of what's going on across the BPS. This included tailored emails for over 80 different member network groups, helping keep our highly specialised communities informed. Our emails share a wide variety of news, best practice, volunteering and event opportunities, helping to increase engagement, providing a more personalised and meaningful connection with our members.

Our emails included newsletters, updates, event invitations, CPD opportunities, marketing campaigns and more, ensuring our members are fully informed.

The 2025 Pulse survey findings

The views and needs of BPS members underpin everything we do, and our Pulse surveys provide valuable insights into our membership. We conducted four waves of this survey, engaging 1,871 current members, as well as new joiners and recent leavers. We also collected insights around topics such as your views of *The Psychologist* magazine and preferences for BPS webinars.



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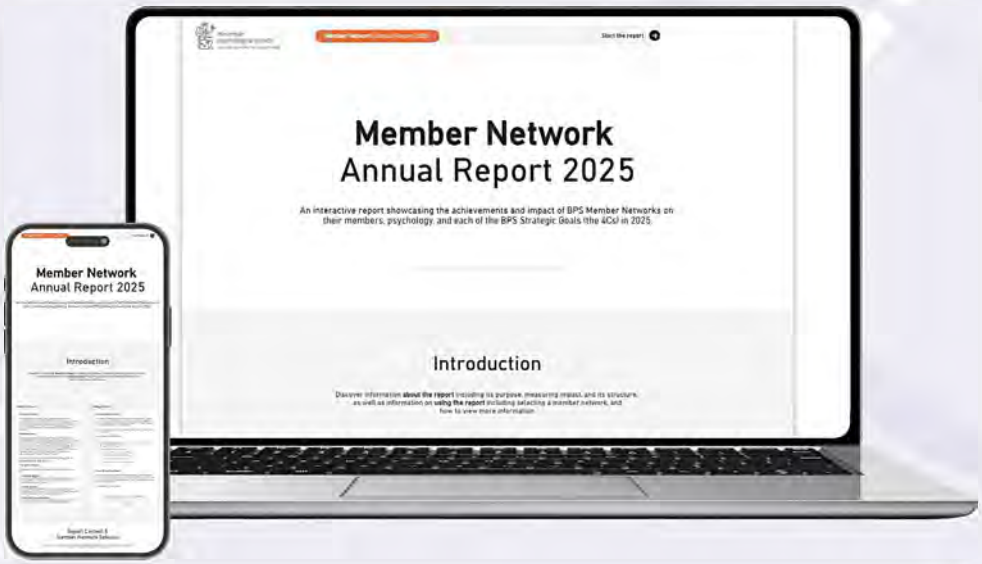
Developing our Professional Affiliate and E-subscriber offerings

Our Professional Affiliates and e-subscribers are a vital part of the BPS membership. To better understand how they'd like us to represent them, we produced a detailed survey to help us shape our offering. Taking on the feedback, we've been making changes to what we offer for these groups, including adding access to our EBSCO database for Professional Affiliates. We've also highlighted the benefits of these subscriptions in a clearer and more accessible way across all our communication channels.

New for 2025: Interactive Member Networks Annual Report

For the first time, we launched our interactive **Member Networks Annual Report.** This recognised and celebrated the many and varied achievements of our member networks, showcasing the impact they have made towards the BPS strategic goals. The report shone on a light on the incredible array of activities undertaken by our member networks in 2025, which included the wide range of events they organised, their successful award schemes they gave, and the plethora of publications they produced.

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Growing our public voice and influence

We are bold, progressive advocates who champion the discipline and the professions – by holding it to a high standard and developing best practice, we can raise our profile and voice so that more people understand the power of what psychology can do.

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Continuing to grow our influence in 2025, and beyond

Our influence in public policy continued to grow in 2025. We helped shape 35 formal consultations, contributing evidence and insight to government, select committee and regulator discussions in England, Northern Ireland, Scotland and Wales. This helped ensure that the expertise and perspectives of psychologists were reflected in national policy discussions, strengthening members' influence on decisions affecting their professional practice.

And our work didn't stop there.

We continued to expand our parliamentary engagement across the UK. Alongside building stronger working relationships with policymakers and senior civil servants, we published election manifestos for Scotland and Wales in advance of the 2026 polls.

Across multiple policy areas, we secured tangible progress. A standout example was our work on proposals to resist the removal funding for all Level 7 apprenticeships. The proposed changes would have hit public services hard and, in psychology, would have disproportionately affected Clinical Associate in Psychology (CAP) roles. We raised concerns with the Department for Education, Skills England and MPs, and the issue was subsequently aired in Parliament. Following this engagement, new funding was confirmed to protect the CAP programme.

By combining trusted relationships and regular engagement with government departments, we have kept the perspectives of the psychological professions in front of decision makers on the issues that matter to you, our members. Partnership working remains central to this approach. During 2025 we maintained a leading role in coalitions addressing the NHS workforce, children and young people's mental health, and occupational health and employee wellbeing. Our work across all four nations has bolstered key partnerships, ensuring psychology plays a greater role in shaping policy and strengthening your voice on crucial issues.

In summary:

- **Shaped 35 UK policy consultations**
- **Boosted influence with MPs and policymakers**
- **Expanded role in Parliament**
- **Published election manifestos (Scotland & Wales)**
- **Protected Level 7 apprenticeship funding**
- **Safeguarded CAP roles**
- **Led coalitions on workforce and mental health.**



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Our Psychology Matters programme

We launched our new Psychology Matters programme which showcases the incredible power of psychology. Our members make a difference every day, and Psychology Matters shines a light on the vital role psychology plays in tackling some of the biggest issues facing society.



Through our members' impact stories, the programme highlights the impact of psychology across all of society, with a particular focus on policy, early intervention and prevention, and psychology at work. It also showcases the different careers in psychology to inspire the next generation of psychological professionals.

Psychology Matters also focuses on our influencing and campaigning work with the UK parliament and governments in the devolved nations; shining a light on the issues that matter to our members.

Six members featured in our **Psychology Matters films**, sharing their stories on the lifechanging power of psychology. We also published more than 30 **interviews and blogs** from a wide range of members about their work and the transformative power of psychology.



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Campaigning for change

As part of the Psychology Matters programme, we continued with our campaign highlighting the shortage of educational psychologists in the education system. We advocated for the urgent need for change in meetings with the Department for Education, and briefed MPs and parliamentarians to inform government plans to reform the Special Educational Needs and Disabilities (SEND) system. We also continued to engage with stakeholder organisations across the education sector for their ongoing support.

At the Labour Party Annual Conference 2025, we partnered with renowned think tank the Education Policy Institute on a public panel event exploring *'What role should education psychologists play in a reformed education system?'*.

Media coverage for the campaign included coverage in The Observer, Huffington Post, SEND Network and the SEND in the Experts podcast. We also gathered impact stories to share with stakeholders to highlight the diverse ways educational psychologists work to help all children thrive in their education.

For members, this engagement translated into greater visibility for psychology within government and public debate, and tangible protection for roles and services that underpin professional practice.

Our campaign for better mental health support for young football players released from club academies also launched in England and Scotland. We're calling on the Football Association, Premier League, and English Football league to join forces and provide funding for psychologists for clubs lower down the football pyramid, as well as the Scottish Professional Football League. We lobbied parliamentarians in England and Scotland, and achieved coverage on **BBC iPlayer**, **ITV Anglia**, the **Daily Record**, the **Morning Star** and an array of other national, regional and devolved nation media outlets.



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Engaging members on the ambitions in the 10-year health plan for England



In late 2025, we convened three online workshops with members to secure their views and reflections on the ambitions outlined in the '10 Year Health Plan for England: fit for the future'; and the role of psychology and the BPS in delivering these ambitions.

Psychological professionals who took part wanted to see a strategy that embedded psychological approaches across prevention, intervention, workforce planning, and system design. The BPS Public Affairs Team are using member views to shape how the BPS responds to this major NHS document.

Psychology in the headlines: Our media work



For many journalists, the BPS is their first stop for comment when they're writing on psychology. Our expert insights and member contributions continue to shape our responses, generate coverage, and increase awareness of the importance of psychology.

We achieved

3,967

pieces of media coverage in 2025, representing a

32%

increase on 2024.

Given the breadth of the psychological field, it's no surprise our media coverage reflects this, with a broad range of topics ranging from the impact of scamming, the need for more psychological support for released academy footballers and performing artists, a growing need for more psychologists in prisons, education, and much more.

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Media highlights

Here's a small selection of our media highlights across 2025.

Released Academy Footballers: We called for greater psychological support for released academy footballers, with coverage achieved on BBC iPlayer, ITV Anglia, the Daily Record, the Morning Star and numerous other national, regional and devolved nation media outlets.

Scams: We successfully pitched members to BBC broadcast media outlets to coincide with BBC Scam Safe Week. Members Dr Carol Guinan, Dr Tara Quinn-Cirillo and Dr Nilufer Ahmed discussed the psychology behind scams on BBC Ulster's Consumer Fightback, BBC Morning Live and BBC Bristol respectively.

Adolescence: Netflix's global breakout hit *Adolescence* saw huge global media coverage. This included DECP's Professor Vivian Hill recording ten regional BBC interviews in a day as part of BBC Central News Service, before being asked back BBC Radio 5 Live a few months later for a follow-up.



We'd like to offer a huge thanks to all our members who contributed to our media work in 2025. Your expertise, knowledge, and readiness to speak to the media is fundamental to our continued success in this area.





Performing Artists: The BPS's continued calls for mental health support for performing artists featured in BBC Sounds and the Daily Mirror.

Devolved nations: We've enjoyed a successful run of stories with Scottish Division of Educational Psychology's Dr James McTaggart's op-ed on phone bans in schools featuring on the front page of the Herald, with a follow-up on BBC Scotland. Further coverage was found in our reaction to mental health cuts to the budget and our calls for more psychologists in Scotland's prisons. In Northen Ireland, BPS chartered member Dr Carol Guinan was the primary guest on Consumer Fightback with Holly Hamilton, while in Wales the BPS's comments on gender care waiting lists was covered by WalesOnline.

Psychology of Laughing: Psychologist Editor Jon Sutton featured in the Leicester Mercury, Leicester Times and live on BBC Leicester discussing the mental health benefits of comedy ahead of the Leicester Comedy Festival.

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Supporting professional excellence and standards

We build confidence and are open to new opportunities and people – by joining forces, forming alliances, providing strong leadership and getting more people to see psychology as the solution to their needs.

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Continuing to bring psychology to new, and established audiences

We continued to expand our book programme in 2025 with 15 new books across a range of areas. While adding more titles to *BPS Ask the Experts* and *BPS Professional Practice and Development*, we launched two new book series, *BPS Key Topics in Psychology* and *BPS Pathways in Psychology*, furthering our mission to support researchers, students and practitioners across our membership, and the wider psychological community with inspiring and authoritative titles.

All our book projects are peer-reviewed, ensuring expert validation and the highest levels of quality, accuracy and market insight. We will continue to work closely with our strategic boards and members to shape and develop our expanding books programme.



Professional Recognition in Coaching Psychology

Across 2025, there were two routes to achieving Professional Recognition in Coaching Psychology. The Accelerated Professional Recognition route in Coaching Psychology closed for final submissions on 31 December 2025. Candidates were supported to complete their work by the deadline, as from 2026, only the regular Professional Recognition route will continue.

For candidates who were unable to submit by the deadline, support is being given to transfer to our regular Professional Recognition Route, should they wish to. Reflecting on 2025, we're pleased to provide the following stats for the accelerated route:

- **114 candidates were on the route in 2025**
- **13% of portfolio submissions achieved a first-time pass**
- **Since the closure of the accelerated route, we've had seven registrations onto the regular route (three of which were transfers).**

We also produced a 'lessons learned' analysis exercise around the accelerated route. We're excited to bring in process improvements to the remaining recognition route, with the aim to increase the first-time pass rate.



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Psychological Wellbeing Practitioner (PWP) Apprenticeship

In 2024, Skills England introduced a change in the PWP apprenticeship standards. Across 2025, BPS Assessments & Awards delivered 167 end-point assessments under the old standard, with 39 scheduled across 2026. Candidates still being assessed under the old standard are expected to complete by autumn 2026.



Continued growth for the emerging psychological workforce roles

Across 2025, the Professional Standards Authority accredited Wider Psychological Workforce (WPW) Register continued to flourish, reflecting the growing recognition and impact of emerging psychological workforce roles across health, education and community settings.

Registration numbers have increased over 55% since December 2024, with the Education Mental Health Practitioner (EMHP) role driving much of this growth. As of January 2026, the register includes 1,030 professionals, each playing a vital role in delivering safe, effective and compassionate care to the public.

An important milestone was achieved in June 2025, when Mental Health and Wellbeing Practitioner roles were formally added to the register. Throughout 2026, preparations are progressing towards the introduction of mandatory registration for this role, marking a significant step forward in strengthening public assurance, supporting consistent professional standards, and recognising the essential contribution of this expanding workforce to vital mental health services across the UK.

167

end-point assessments were delivered in 2025 by the BPS Assessment & Awards team.

55%

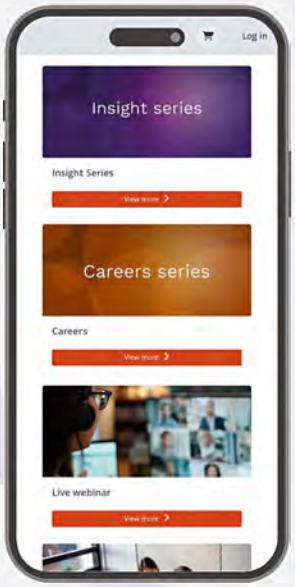
increase of registration numbers since December 2024

1,030

professionals have registered as of January 2026

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Continuing to support learning and professional development with BPS LEARN



Our online learning platform BPS Learn underwent some changes to align it with our main website, helping members discover courses in a more accessible manner. We helped support over 4,500 members in 2025, representing over a 50% increase from 2024. We launched 41 new products in 2025 and added new careers content to help inspire the next generation into the profession.

4,500+
members supported in 2025

50%
increase in engagement year-on-year

41
new learning products launched

Practice guidance

We received 119 requests for National Assessors and found at least one assessor for 82 (69%), taking an average of 11 days to provide them.

We also answered 107 practice queries on average within two days. 62% of queries were from members, 22% from other professionals and 11% from non-members. The most common topics were data and confidentiality, the use of titles, competence and assistant psychologists.

119
assessor requests received

69%
successfully filled (82 placements)

11
day average turnaround time

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Growing our registers and directories

BPS members and psychologists specialising in different areas of their profession can join a dedicated BPS directory or register to advertise to people who need their services. Developments in 2025 included:

- Register of Expert Witnesses: **This launched in September 2025, replacing the old directory. The new register lists members whose knowledge and competence as an expert witness has been checked, and whose regulatory status aligns with our guidance to the legal profession**
- Specialist Register of Clinical Neuropsychologists: **This grew over 6% to 480 members**
- Register of Coaching Psychologists: **This grew over 14% to 223 members who successfully demonstrated alignment with the L8 standards in Coaching Psychology**
- List of National Assessors: **This reached a high point of 107 members, who offer their services to assist with recruiting at standardised levels for psychologists acting in 'Consultant' roles**
- Directory of Media Production Psychologists: **The Directory is open to Chartered members of the society enabling members to provide a description of their expertise and experience of working in the media industry. This reached a high point of 48 entrants.**



480

members part of the Specialist Register of Clinical Neuropsychologists

223

members successfully demonstrated L8 standards in Coaching Psychology

107

members contributed to the list of National Assessors



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Journals: Global growth continues

Our 11 peer-reviewed, international journals continue to flourish with 67% of our articles published in 2025 available as open access. Extending reach of our content in this way supports transparency and open data, widens accessibility to a broader, non-academic audience and leads to greater collaboration and onward societal impact, an essential component of our Royal Charter.

Engagement continues to increase. Articles in our journals were viewed 4.7m times in 2025, across all continents. Submissions rose by 34%, and the number of published papers increased by 17%. Impact factors increased in 2025 for four of the journals while the total number of citations for the portfolio in the Journal Citation Reports year was 3,484.

We were delighted to announce the forthcoming launch of our new, fully open access journal, ***Environmental Psychology Research***, for 2026. With a truly international, inter- and trans-disciplinary, and diverse editorial approach; the journal marks an exciting step forward for our Journals portfolio, which we will report on next year.

Last year's published content had a direct influence upon major policy documents issued by the World Health Organization, the European Union, the World Bank, the Organisation for Economic Co-operation and Development, as well as several national governments and humanitarian organisations. Our research also received wide publicity coverage across various global media outlets in 2025 including *The New York Post, The Guardian* and *PsyPost.*

Our journals continue to push boundaries by publishing high quality, themed collections of articles that focus on emerging areas of interest to the discipline; 14 special issues or special sections were published last year. We also published our fifth consecutive BPS Landmark Issue on Digital Futures, which is a collaborative effort across all eleven journals.



The BPS Journals Appeals Policy and Procedure (which manages author appeals that are not resolved via the standard approach recommended by the Committee on Publishing Ethics), received and handled one appeal in 2025.

We also announced our Early Career Researcher Best Paper Award, celebrating the achievements of early career researchers, highlighting a range of new ideas that will help to shape the discipline moving forward.

4.7m

journal articles viewed in 2025, an increase of over 15%

6,800

online journal article mentions across social media, blogs, news and policy outlets

5,600

new submissions from over 100 countries

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Exploring professional development needs of the Wider Psychological Workforce (WPW)

The WPW makes up another crucial component of the BPS membership. Understanding the continuing professional development (CPD) needs, preferences, and perspectives of this part of the workforce was another key milestone we met in 2025. Through a survey, we were able to better understand audience preferences for CPD topics, preferred format of courses, engagement with our BPS Learn online platform, and how we could better support the Wider Psychological Workforce in their continued development. As a result, we have allocated some CPD aimed at the WPW derived from the topics in the survey for our 2026 webinar programme.

Accrediting more programmes than ever before in 2025

BPS accreditation continues to be a mark of excellence. Today, we have **1,373 accredited programmes** across all domains of psychology. This represents 9% growth from 2024, and we'll continue working hard to ensure future generations can join accredited programmes. With that in mind, **we accredited 110 new programmes in 2025**, helping more students on their path to a bright future in the profession.

1,373

accredited programmes across psychology

9↑%

growth since 2024

110

new programmes accredited in 2025

Advancing excellence in Psychological testing

In 2025, the Psychological Testing Centre (PTC) and the Committee on Test Standards (CTS) broadened their international reach, showcasing our work at the European Association of Work and Organizational Psychology (EAWOP) in Prague. Our members also presented at both the Division of Health Psychology and the Division of Occupational Psychology Conference, highlighting key developments in testing practice, and test use.

We continued to prioritise the revision of testing standards and the review of the Register of Qualifications in Test Use (RQTU) ensuring both remain robust and relevant. This work is being strengthened through ongoing collaboration with test publishers and test distributors via our Test Publisher Forum, as well as insights gained from the *Assessment & Development Matters (ADM)* reader survey.



To meet growing demand for test registration and reviews we introduced a revised test review process designed to enhance service levels while maintaining the highest standards of rigour. Looking ahead, we will adopt the updated European Federation of Psychologists' Associations (EFPA) Test Review Model in 2026, further elevating the quality and consistency of our work.

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Expanding our reach and digital engagement

We cultivate a culture that is diverse, dynamic, high performing and values-led, allowing access for all – by using insights and data to inform and drive us to achieve our purpose.

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Reaching more people than ever before



In 2025, we continued to expand the reach of psychology by strengthening our digital presence, enhancing our use of social media, and creating new spaces for members to connect and collaborate. Through our website, publications, podcasts and online communities, we now engage millions of people each year – from students taking their first steps in psychology to professionals seeking insight, learning and connection.

By improving accessibility, search visibility and digital user experience, we ensured high quality psychological knowledge, expert commentary and member stories were easier to discover and more impactful.

For members, this increased reach means greater visibility for psychology, clearer routes into the profession for aspiring psychologists, and easier access to trusted guidance and expert commentary at the point of need.



Using member feedback to improve the BPS website

Engagement with the BPS website is at an all-time high, with **nearly 2.5 million visitors**. Understanding what our users want most from the site has never been more vital. Following on from the initial user experience survey, we undertook in-depth interviews with regular visitors to the BPS website to gain further insight and explore possible future improvements.

We'd like to **thank all our members who engaged with the survey and interviews**, and we are proactively using your feedback to enhance the user experience for all visitors to the website.

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Our digital growth

The BPS website saw a significant rise in engagement during 2025, welcoming almost 2.5 million visitors, a 69.8% increase on the previous year. This translated to nearly 8 million page views, demonstrating the growing demand for trusted, evidence based psychological insight.

Members looking for guidance on routes into the profession were especially active.



Key pages experienced substantial increases in traffic:

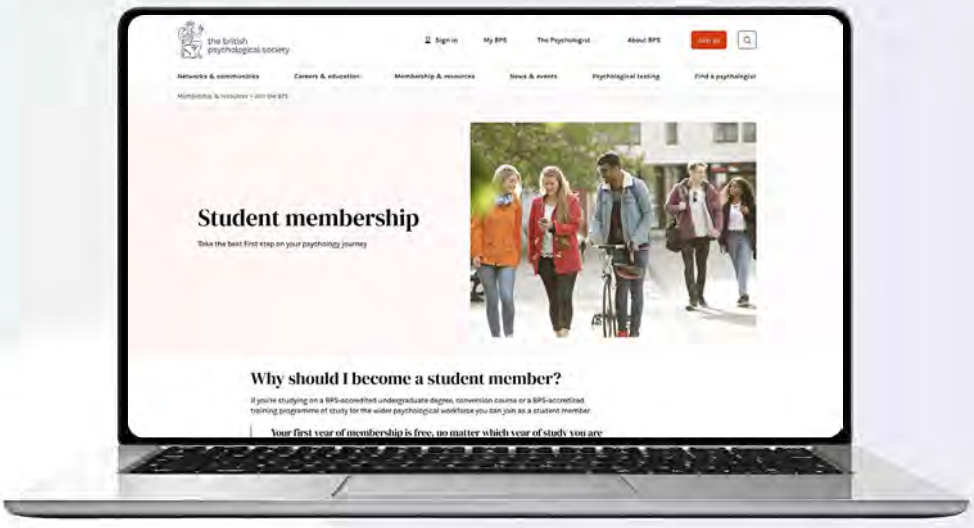
- **Student Membership: +72.1% visitors**
- **Graduate Membership: +33.6%**
- **Chartered Membership: +29.6%.**



These growth areas reinforce the BPS's role as the home of the profession and a trusted authority for aspiring psychologists.

Search engines remained our strongest source of traffic, with organic search rising 77.2%, while social media referrals increased by 62.8%, driven by stronger platform performance and more engaging content.

We also used insights gathered through member and user research to continue improving the website's navigation, search capability and overall user experience – ensuring members can quickly find the information they need.



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Social media: Bringing psychology to wider audiences

Our social media channels play a crucial role in raising awareness of psychology, celebrating member expertise and helping the public understand how psychological insights can improve everyday life.

This growth reflects a deliberate focus on accessible, engaging content – from expert commentary and campaign updates to explainer videos, event highlights and accessible psychology in practice stories.

Across 2025, our combined channels generated:

Our main platforms:

- 109,317
- 26,354
- 266,272
- 2,526
- 4,100
- 5,140

Our student platforms:

- 6,848
- 2,583



These channels extend the reach of psychology into new spaces, and ensure the voices of our members are heard far beyond the traditional boundaries of the discipline.



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Building connection through online communities

In 2025 we continued to expand our presence on **Circle**, our dedicated online community platform where members can network, ask questions, share best practice and collaborate across the profession.

By the end of the year:

- **Almost 5,000 members were actively engaged**
- **We created 12 new communities, including:**
  - **Ten dedicated Member Network spaces**
  - **A Student Ambassador community**
  - **A Postgraduate community.**

Circle has quickly become a valued part of the BPS experience, offering members a place to build relationships, explore shared interests, and stay connected with developments across the society. Importantly, it complements our broader work to build a more accessible, digitally supported member offer.

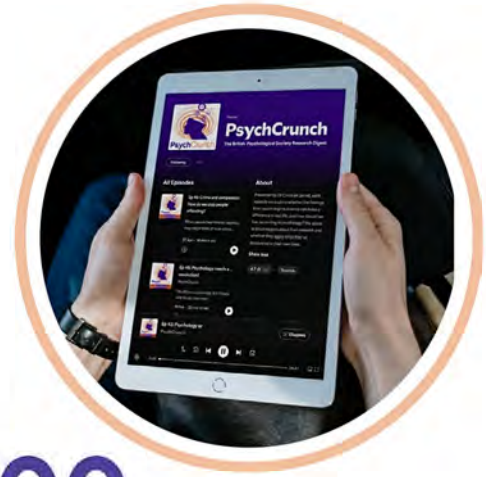


The Psychologist, Research Digest and our expanding digital publishing ecosystem

Our digital platforms continue to push psychological insight into the mainstream. Together, they reached more than 1.6 million users, a 60% increase on 2024.

These platforms make high quality, peer reviewed science and expert commentary accessible and engaging for wide audiences. They also give members a place to share their own work, reflect on emerging issues, and contribute to debates shaping the discipline.

the psychologist



600

articles published from The Psychologist and Research Digital

1.6m

users were reached across both publications

65,000

PsychCrunch podcast downloads

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BPS EXPLORE

Our publishing platform, BPS Explore, continued to grow as a hub for guidance, periodicals, test reviews and reports.

Our published test reviews and guidance reports include:

- Guidance on good quality specialist community psychology services for people with learning disabilities
- Cognitive analytic therapy and older people
- Good practice guidelines for DClinPsy training in HIV and sexual health settings.

This expansion has significantly broadened the visibility of psychological knowledge – from specialist audiences to global readers engaging through academic, government and public libraries.

827,776

visits to BPS Explore

63

periodicals issues were published across 26 titles

211,253

international full text requests via EBSCO collections

294,000+

full text views including 10 test reviews and 11 guidance reports





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Unlocking potential through advanced qualifications

For professionals looking to deepen their expertise in their chosen field, our range of postgraduate qualifications can support and advance their careers across various psychological specialisms.

Congratulations to all those who completed programmes with us in 2025.

2025's completed programmes:

Qualification	Enrolments	Completers
Qualification in Counselling Psychology	0*	1
Qualification in Clinical Neuropsychology	6	6
Qualification in Educational Psychology (Scotland) (Stage 2)	24	14
Qualification in Forensic Psychology (Stage 2)	28	118
Qualification in Health Psychology (Stage 2)	9	12
Qualification in Occupational Psychology (Stage 2)	31	35
Qualification in Sport & Exercise Psychology (Stage 2)	23	18

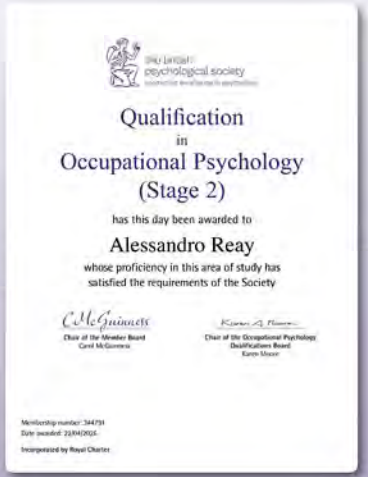
**Enrolments paused in line with the consultation.*

Total enrolments

121

Total completers

204

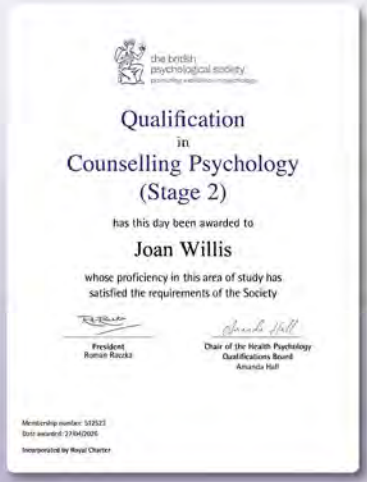

the british psychological society

Qualification
in
Occupational Psychology
(Stage 2)

has this day been awarded to

Alessandro Reay

whose proficiency in this area of study has satisfied the requirements of the Society


the british psychological society

Qualification
in
Counselling Psychology
(Stage 2)

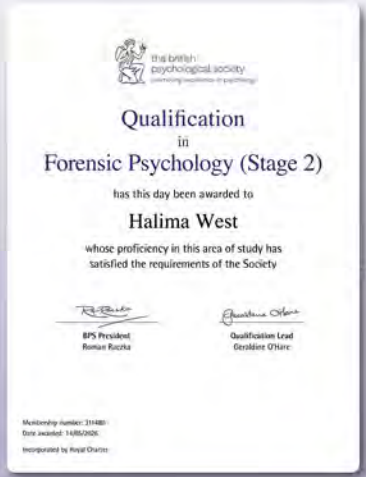
has this day been awarded to

Joan Willis

whose proficiency in this area of study has satisfied the requirements of the Society

President
Roman Raczka

Chair of the Health Psychology Qualifications Board
Amanda Hull


the british psychological society

Qualification
in
Forensic Psychology (Stage 2)

has this day been awarded to

Halima West

whose proficiency in this area of study has satisfied the requirements of the Society

BPS President
Roman Raczka

Qualification Lead
Geraldine O'Hare

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Strengthening standards, confirming future direction and expanding delivery

Accreditation standards

The accreditation consultation was vital to ensuring the standards implemented for accreditation remain as relevant as possible. Following extensive feedback, several of our accreditation standards have been reviewed and revised.

Those already been completed in 2025 include:

- **Standards for the accreditation of Doctoral programmes in counselling psychology**
- **Standards for the accreditation of Doctoral programmes in educational psychology**
- **Standards for the accreditation of Masters & Doctoral programmes in sport and exercise psychology.**

There are a number of other standards in final stages of design and publication.

Qualifications consultation

An extensive consultation took place, giving members, trainees and wider stakeholders the opportunity to provide evidence; and share their experience of BPS qualifications and whether the BPS is best placed to provide qualifications in the future.

Following a rigorous assessment of the outcomes and different delivery models proposed, the Board of Trustees decided to continue with the delivery of qualifications, subject to a reform of operations and assessment design. We'd like to thank our members, trainees and stakeholders for taking part, and will continue to update the dedicated area on the website as this project continues.

READ MORE

Contract growth

We were awarded a second contract by the Ministry of Justice in the summer of 2025 for the continued delivery of the Qualification in Forensic Psychology (QFP) Stage 2 for trainees working for His Majesty's Prison & Probation Service (HMPPS). Towards the end of the year, we also entered a new contract with the Department for Work & Pensions (DWP) to deliver the Qualification in Occupational Psychology (QOP) Stage 2 to their trainees over the next four years.

Top highlights:

- **Ministry of Justice (2025 renewal)**
- **HMPPS trainees supported**
- **DWP contract secured (four years).**



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Insights and learnings

Ensuring psychological insights and techniques are utilised to improve individual wellbeing and help progress society.

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Embedding equality, diversity and inclusion across the society

We continued to build and embed equality, diversity and inclusion (EDI) across all workstreams. Data collection has been a priority throughout this year, ensuring the BPS (working alongside our members and staff), build a detailed picture of the society and our strengths, opportunities and potential barriers within both the organisation, and broader psychological community and workforce.

EDI data is now held for just over half of our members. This helped inform our completion of the Science Council EDI Progression Framework in 2025, which we contribute to every four years. This benchmarks our EDI progress against Science Council member organisations, and the 2025 report was the second benchmarking process where we were involved. The report highlighted our significant achievements and development over the past four years, particularly in the areas of governance, communications, outreach and data collection.

The BPS's average score in 2021 was 1 (Getting Ready) against a mean science council score of 2 (Progressing). Our 2025 report saw BPS achieve 3.1 (Embedding) against a mean science council score of 2.3 (Progressing). We'd like to thank our members and staff for their continued support and engagement in this area. Click below to find out more.

CLICK



Marching into our fourth Pride in London

Celebrating inclusivity, pride and the diversity of the psychological workforce we represent, our members and staff came together for the Pride in London march from Hyde Park Corner to Whitehall. 2025 marked our fourth showing at the event, and we look forward to welcoming members and staff at the 2026 event.

> ***The day was a lot of fun, and it was so special to be part of a big community event. One of the highlights for me was meeting other members of the BPS who I would not usually have contact with. The atmosphere and energy of the crowd and other participants was wonderful.***
>
> LGBTQ+ ally Jane Street, Chair of the BPS Division of Clinical Psychology Holistic Faculty.

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Marking history, and continuing the path towards inclusivity



In 2025, the EDI Board published new guidance on Inclusive Language, and a discussion paper exploring the impact of unconscious bias training. The board is focused on creating and nurturing an inclusive, creative and innovative psychological community that proudly champions the role of psychology in furthering equality, equity, diversity, inclusion and human rights.

The EDI team continued to partner the History of Psychology Centre in the development and publication of oral history videos, and articles exploring unseen history and unheard voices in psychology.

Investigating the experience of postgraduate students and trainees

The BPS is committed to ensuring that students and trainees have the best experience possible when undertaking their training. With this in mind, we commissioned the Eleanor Glanville Institute (a research group that is part of the University of Lincoln who specialise in undertaking research around EDI issues) to investigate the experience of postgraduate students and trainees in psychology in relation to race and ethnicity. The research utilised a mixed-methods approach involving surveys, interviews and focus groups with postgraduate psychology students/trainees from Black, Asian and ethnic minority backgrounds from across the disciplines of psychological practice, alongside psychology academic staff and supervisors.

In 2025, we published the research and recommendations from the Eleanor Glanville Institute.

Recommendations focused on:

- **Ensuring entry requirements for courses are transparent and inclusive**
- **Improving signposting to resources and support and ensuring these are readily available to students/trainees**
- **Offering supportive environments across courses so those with lived experiences can reflect**
- **Increasing support for staff and supervisors, which could include a greater discussion of issues around race and ethnicity, increased sharing of examples of good practice and encouraging staff and institutions to diversify curriculums.**

Taking a multidisciplinary team approach, BPS is now working through each recommendation highlighted in **the report.**

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Remembering psychology's past

The BPS holds an extensive collection of archival material, much of which is also available to the general public as well as to our members. It is the most comprehensive archive for the history of UK psychology.

Our work to illuminate psychology's history continued in 2025. We recorded an **oral history** with retired educational psychologist **Pauline Collier about her experience** undergoing aversion therapy.

We recorded an **oral history** with the Qualitative Methods in Psychology Section to mark their 20th anniversary, hearing from past Chairs of the section about its history and legacy.

The Arts and Humanities Research Council funded PhD (in partnership with Leicester University) uses the BPS archive to research the history of marginalised communities at the BPS. This project is underway and continues until 2028.

We also continued our volunteer project in partnership with psychology undergraduates from the University of Leicester to help catalogue our expansive archive. Over 300 records have been catalogued in 2025 as part of the programme, and this work continues. We'd like to give thanks to our volunteers for their continued support in helping keep our history alive.

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Financial report 2025

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Looking ahead

2025 saw us continue to strengthen our support for the whole psychological community, as well as highlighting the impact of psychology across society.

The financial results reflect the scale of the work that is required to achieve this. With increases in the volume of customer service calls, membership of the wider psychological workforce register and traffic to our website, our collective efforts are paying dividends.

We look forward to continuing this momentum into the next 12 months where we be looking to further widen access to the profession, grow the visibility of psychology across society and ensure our members get the support they need to flourish in their careers.

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INTRODUCTION

The Trustees are pleased to present the Annual Report and Group Financial Statements of the British Psychological society ('the society') for the year ended 31 December 2025.

The society operates both in the UK and worldwide and is registered with the Charity Commission for England and Wales under the registration number 229642. The society is also registered in Scotland with the Office of the Scottish Charity Regulator (OSCR) under the registration number SC039452. It is incorporated by Royal Charter. The principal place of business is St Andrew's House, 48 Princess Road East, Leicester, LE1 7DR.

The Trustees are responsible for ensuring that the financial statements give a true and fair view of the group's activities and are presented in accordance with the Charities Act 2011 and Accounting and Reporting for Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland.

Royal charter and statutes

The society is governed by a Royal Charter, originally granted in February 1965, which defines the society's objectives as:

'To promote the advancement and diffusion of a knowledge of psychology pure and applied and especially to promote the efficiency and usefulness of Members of the society by setting up a high standard of professional education and knowledge'.

Legal and administrative arrangements, including details of the trustees and Senior Leadership Team, can be found on page 90 to 92 and at www.bps.org.uk/who-we-are.

The Trustees are responsible for the strategy and governance of the society; the day-to-day management is devolved to the Senior Leadership Team.

Governance and internal control

The Board of Trustees has four scheduled meetings each year, with the flexibility to convene additional meetings as necessary. The Board may meet virtually, and decisions may also be made via electronic means where appropriate.

The society has five Strategy Boards: Education and Training Board; Equality, Diversity and Inclusion Board; Member Board; Practice Board; and Research Board, and four subcommittees: Finance and Investments; Governance, Board Effectiveness and Nominations; People, Culture and Remuneration; and Risk and Assurance.

Trustees continue to monitor the appropriate balance between matters requiring consideration by the full Board of Trustees and those delegated to Strategy Boards and subcommittees. Delegations are agreed annually and recorded in the scheme of delegation. Appropriate reports from delegated boards and committees are discussed at Board of Trustees meetings to provide assurance to all Trustees.

As permitted under the Royal Charter and Statutes and approved by the Trustees in accordance with the society's relevant policy, the President is entitled to claim compensation for loss of earnings in respect of time spent conducting the business of the society.

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No compensation was claimed or paid to the President during the year ended 31 December 2025. Details of any payments made to Trustees in respect of expenses are disclosed in Note 11 to the financial statements.

Public benefit

In line with the Charity Commission's general guidance on public benefit, the trustees have reviewed the aims and activities of the society and can confirm:

- That the aims of the organisation continue to be charitable.
- That its activities provide clear public benefit and promote high standards of education and professional practice.
- That the benefits are not unreasonably restricted, including by ability to pay.
- That no detriment or harm arises from its activities.
- That the public are informed of developments in the profession and the science that affect their daily lives.
- That membership fees are modest, with a grade of subscription open to the public who share an interest in the profession.
- That the website is accessible to all, not just members.

FINANCIAL REVIEW

Financial performance

For the year ended 31 December 2025, the society maintained a positive operating position, generating an operational surplus (before investment movements) of £270k (2024: £726k).

Total income for the year was £13.06m (2024: £13.39m), while total expenditure amounted to £12.79m (2024: £12.66m). The 2% reduction in income reflects non-recurring income recognised in 2024. In addition, both subsidiaries experienced a reduction in income during the year due to market uncertainty.

Expenditure increased modestly by 1% year-on-year, due to cost inflation and continued investment in the society's qualifications. Despite these factors, the society continued to operate with financial discipline, delivering a second consecutive year of operational surplus and maintaining careful stewardship of resources.

Market conditions during the year resulted in unrealised investment losses of £267k within the investment portfolio. These non-cash movements reduced the overall reported position, with the society recording a net surplus of £3k (2024: £1.39m). While significantly lower than the prior year, this reflects the impact of external market volatility rather than underlying operational performance. Excluding these valuation movements, the society continued to generate a healthy surplus from its core activities.

The society continues to maintain a strong balance sheet, with total funds of £17.16m at the year-end (2024: £17.15m). Its £11.98m investment portfolio provides long-term financial stability and supports future priorities.

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Liquidity remained strong throughout the year. Cash balances increased to £1.26m (2024: £1.05m), and the society generated net operating cash inflows of £173k. This demonstrates sustainable cash generation, supporting both current operations and future commitments.

Unrestricted reserves remained robust at £17.1m (2024: £17.1m), maintaining a solid financial foundation to support charitable activities, manage financial risk, and enable future strategic investment.

Overall, the society's positive operational performance, strong reserves position and healthy liquidity provide confidence in its ongoing financial sustainability and its ability to continue delivering its charitable objectives while supporting planned strategic investment.

Outlook

Following two years of stable operational performance, the society has taken clear and considered actions, under the direction and oversight of the Board of Trustees, to strengthen its financial position and deliver a surplus on an underlying basis. These actions provide a solid platform for continued financial resilience while enabling targeted investment in its priorities. The society will continue to take a proactive approach to balancing financial sustainability with its ambition to grow and evolve as a member-focused organisation.

Key priorities for the coming period include growing membership, enhancing the value and relevance of membership, and strengthening engagement with members. Alongside this, the society will continue to focus on maintaining financial resilience and improving operational effectiveness in a demanding operating environment.

Through this balanced approach, the society aims to deliver its strategic priorities while maintaining long-term organisational stability.

The Trustees would like to thank the society's staff, volunteers and members for their continued dedication and contribution to the work of the organisation.

The Consolidated Statement of Financial Activities for the year is presented on page 62 of the financial statements, with further commentary on financial performance provided below.

Income

Total income for the year was £13.06m (2024: £13.39m), representing a decrease of £333k compared with the previous year.

Membership subscriptions remained the society's largest income stream at £7.49m (2024: £7.61m), accounting for approximately 57% of total income. The 2024 figure included non-recurring income arising from the review and reconciliation of legacy balances, which did not recur in 2025.

Income from registers and directories totalled £514k (2024: £524k), while conferences and events generated £601k (2024: £683k). The reduction in conference income primarily reflects the timing of the society's events programme, with a key event rescheduled from 2025 into 2026 and the associated income therefore deferred.

Revenue from journals and book publishing remained a significant income stream at £1.72m (2024: £1.69m), an increase of 1%. This included £450k of one-off copyright agency income from a single journal, relating to the use of published scales in pharmaceutical clinical trials to support regulatory submissions.

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Partnership and accreditation activity continued to perform strongly, reflecting sustained demand for services that support the society's role as a standards-setting organisation and promote quality, credibility, and best practice across the profession. Partnership income increased by 3% to £1.05m (2024: £1.02m), contributing to a modest increase in overall other income to £2.35m (2024: £2.34m).

Income from trading activities was £340k (2024: £492k), reflecting changes in commercial activity levels during the year.

Investment income remained stable at £45k (2024: £44k), reflecting consistent income from a rebate received from CCLA Investment Management alongside interest earned on the society's bank deposits. This income is not directly impacted by short-term market volatility, as it relates to distributions and interest earned rather than changes in market valuations.

Expenditure

Total expenditure for the year was £12.79m (2024: £12.66m).

Expenditure on charitable activities amounted to £12.48m (2024: £12.30m), reflecting the society's continued investment in member services, professional standards and the advancement of psychology.

Costs associated with trading activities were £251k (2024: £324k), reflecting reduced activity levels in certain commercial areas.

During the year the society also incurred £60k of expenditure through the Black and Asian Fund (2024: £45k), supporting initiatives designed to advance equality, diversity and inclusion within the profession.

Principal sources of funding

Membership subscriptions remain the society's principal source of funding, contributing £7.49m, representing approximately 57% of total income.

Income from journals and publishing contributed £1.72m, accounting for around 13% of total income.

Partnership and accreditation activities (included within other income) generated £1.05m, representing approximately 8% of total income.

Other activities (excluding partnership and accreditation income) generated £1.32m, accounting for approximately 10% of total income.

Trading activities contributed £340k, representing around 3% of total income.

Overall, this diversified income base supports the society's charitable objectives while reducing reliance on any single income stream.

Investment policy and returns

The Trustees maintain an ethical investment policy, which is kept under review.

The society's investments continue to be primarily held in accumulation units within the COIF Charities Investment Fund, managed by CCLA.

Market fluctuations during the year led to unrealised losses of £267k in the investment portfolio. As at 31 December 2025, the portfolio was valued at £11.98m (2024: £12.24m).

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Despite these short-term valuation movements, the investment portfolio continues to represent an important long-term financial resource for the society.

Trading companies

The Society operates two subsidiaries: BPS Assessments and Awards Limited and BPS Communications Limited, which support the Society's activities.

BPS Assessments and Awards Limited, incorporated in June 2020 and operational since 2021, provides end-point assessments for psychology apprenticeship standards in England. The company continued to operate steadily during the year, with any taxable profits distributed to the Society under the Gift Aid scheme.

BPS Communications Limited, incorporated in August 1977, manages the Society's commercial advertising services. Following a review of the Group's operating structure, the Directors approved a restructuring under which the company's activities will be transferred to another subsidiary undertaking within The British Psychological Society group during 2027. Following completion of the transfer, BPS Communications Limited is expected to cease trading and be wound down. The decision reflects consideration of external professional advice and is intended to simplify the Group structure, support compliance with regulatory and tax requirements, and provide an appropriate framework for the continuation of these activities within the Group.

Further details of the trading activities of both subsidiaries are provided in Note 7 to the financial statements.

Society reserves

The Trustees maintain the society's reserves policy in accordance with Charity Commission guidance, and the policy is kept under review, taking into account the level of unrestricted, restricted and designated funds.

The society's policy is to maintain free reserves equivalent to approximately nine months of income. This level is considered appropriate to ensure financial stability, support ongoing operations, and provide sufficient flexibility to respond to unforeseen circumstances or changes in income.

The Trustees consider the current level of reserves to be above this target and will continue to monitor reserves to ensure they remain appropriate in the context of the society's activities and risk profile.

Unrestricted funds

On 31 December 2025, free reserves (being unrestricted funds excluding designated funds and revaluation reserves) stood at £10,306k (2024: £10,059k). This represents approximately 9 months of income and is in line with the target level set out in the reserves policy.

Restricted funds

Restricted funds totalled £53k at 31 December 2025 (2024: £56k), reflecting expenditure during the year in line with the purposes for which the funds were established.

These funds comprise a small number of legacy and designated funds, including those supporting prizes, publications, and the development and maintenance of the society's visual archive. The Trustees keep the use of these funds under review to ensure they are applied appropriately and in line with the society's objectives.

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Designated funds

Designated funds totalled £60k at the year end (2024: £135k). These funds include resources allocated to support specific initiatives, including the Black and Asian Fund, which provides targeted financial support to members from Black and Asian backgrounds.

Risk assessment

The BPS is responsible for a range of diverse activities that are subject to a certain degree of risk. In 2025, the Society reviewed and strengthened its processes associated with the identification, recording, monitoring and mitigation of risk. These new arrangements are used throughout the organisation, from the strategic to the operational risk registers. Changes to risk registers are made when required, with new risks added and existing risks amended to reflect changes in circumstances.

The principal risks identified by the Trustees relate to:

- Financial sustainability and income generation.
- Member value and growth.
- Governance and regulatory compliance requirements.
- Reputational risk and maintaining public and member trust.
- Operational resilience, including cyber security.

Risk management is a continuous process, and monitoring occurs on a regular basis: monthly by the Senior Leadership Team, and quarterly by the Risk sub-committee and the Board of Trustees. All mitigating actions are tracked against due dates and progress is discussed at meetings of the Risk sub-committee.

Risk appetite

Risk appetite indicates the amount and type of risk that the Board of Trustees is prepared to tolerate in pursuit of their objectives and is used to ensure that decisions are made in line with their aspirations. It also helps to identify areas where the organisation can take more risk and where risk has been over-mitigated. This helps determine where best to allocate resources, such as time, money, and people.

There are ten Strategic Risk categories. Four categories are assessed as 'open' to tolerating risk: Growth, Strategy, Stakeholder Management and Reputation. For these categories, the Board of Trustees is open to innovation and building strong relationships with other organisations.

Financial, People, Service delivery, Legal and Governance and Organisational resilience are assessed as 'cautious'. This reflects uncertainty in external economic and political environments and the need to safeguard the assets and services of the society.

The final category which focuses on IT systems is assessed as 'cautious' for Cyber Security and 'open' for Digitalisation. The Board of Trustees has accepted that it is unlikely that Cyber Threats can be fully mitigated and maintains a cautious approach to managing risk. The opportunities offered by increased Digitalisation is viewed as positive and trustees are open to innovation.

The appetite statements for risk categories are correct at the time of publication. As risk registers are live documents, they are reviewed as things change.

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Trustee induction and recruitment

Trustee recruitment is overseen by the Governance, Board Effectiveness and Nominations (GBEN) subcommittee, which ensures an appropriate balance of skills and experience on the Board. Trustees are elected or appointed as follows:

- Up to two Elected Trustees and the President-Elect (who subsequently becomes President) are elected by members.
- The Chair of Senate is elected by Senate members.
- Five Strategy Board Chairs are appointed from suitably qualified members.
- Up to three Appointed Trustees and the Chair of the Board may be members or non-members.

Vacancies are advertised to members (or to Senate in the case of the Senate Chair), and external search firms support the recruitment of Appointed Trustees and the Chair.

The President-Elect serves two years, then two years as President. Other trustees serve three-year terms, renewable once, with a maximum of six continuous years (seven if also serving as President). A three-year break is required before reappointment, unless an extension is allowed under the Charter and Statutes.

All new trustees receive a structured induction covering governance, policies, and finances. They meet senior staff and receive documentation outlining their responsibilities. Ongoing training and development are provided to support Trustees in their roles.

Remuneration of key personnel

The remuneration of the Chief Executive Officer is set by the Board of Trustees. The remuneration of other key management personnel is determined by the Chief Executive Officer. Remuneration is reviewed annually, taking into account individual performance, the society's financial position, and relevant sector benchmarking, to ensure that pay remains fair, appropriate, and aligned with the organisation's values and responsibilities.

Trustees' responsibilities in relation to the financial statements

The society's trustees are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England, Wales and Scotland requires the Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the society and the Group and of the income and expenditure of the society and the Group for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the applicable Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

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- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the society and the Group will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the society and the Group and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2008 (as amended) and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the society and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the society's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements. This may differ from legislation in other jurisdictions.

Statement on disclosure of information to auditors

The Trustees who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. All Trustees have confirmed that they have taken all the steps that they ought to have taken as Trustees to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditors.

Carol Cole

Dr Carol Cole
Chair of the Board of Trustees

Date: 6th August 2026

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INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE BRITISH PSYCHOLOGICAL SOCIETY

Opinion

We have audited the financial statements of The British Psychological Society (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 December 2025 which comprise the Group Statement of Financial Activities, the Group and Parent Charity Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent chairty's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 or the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the parent charity has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent chairty's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent chairty's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

We have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

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- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the chairty's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charity's members and trustees those matters which we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Jonathan Aikens (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor
9 Appold Street, London, EC2A 2AP

Date: 19 / 08 / 2026

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

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CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 December 2025

	Notes	2025 Unrestricted Funds £'000	2025 Designated Funds £'000	2025 Restricted Funds £'000	2025 Total £'000	2024 Total £'000
Income from:						
Charitable activities:						
Subscriptions		7,487	-	-	7,487	7,613
Registers and directories		514	-	-	514	524
Conferences and events		601	-	-	601	683
Journals and book publishing	4	1,718	-	-	1,718	1,694
Other income	5	2,352	-	-	2,352	2,340
Trading activities	7	340	-	-	340	492
Investment income	6	45	-	-	45	44
Total income		**13,057**	**-**	**-**	**13,057**	**13,390**
Expenditure on:						
Trading activities	7	251	-	-	251	324
Charitable activities		12,476	-	-	12,476	12,295
Other expenditure: Black and Asian Fund		60	-	-	60	45
Total expenditure		**12,787**	**-**	**-**	**12,787**	**12,664**
Net income/(expenditure) before gains and losses on investments		**270**	-	-	**270**	**726**
Net gains/(losses) on investments	13	(267)	-	-	(267)	659
Net income/(expenditure) for the year		**3**	**-**	**-**	**3**	**1,385**
Transfers between funds	18	78	(75)	(3)	-	-
Net movement in funds		**81**	**(75)**	**(3)**	**3**	**1,385**
Reconciliation of funds:						
Total funds brought forward		16,961	135	56	17,152	15,767
Total funds carried forward		**17,042**	**60**	**53**	**17,155**	**17,152**

The Statement of Financial Activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

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SOCIETY STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31 December 2025

	Notes	2025 Unrestricted Funds £'000	2025 Designated Funds £'000	2025 Restricted Funds £'000	2025 Total £'000	2024 Total £'000
Income from:						
Charitable activities:						
Subscriptions		7,487	-	-	7,487	7,613
Registers and directories		514	-	-	514	524
Conferences and events		601	-	-	601	683
Journals and book publishing	4	1,718	-	-	1,718	1,694
Other income	5	2,352	-	-	2,352	2,340
Trading activities	7	88	-	-	88	300
Investment income	6	45	-	-	45	44
Total income		**12,805**	**-**	**-**	**12,805**	**13,198**
Expenditure on:						
Charitable activities		12,475	-	-	12,475	12,295
Other expenditure: Black and Asian Fund		60	-	-	60	45
Total expenditure		**12,535**	**-**	**-**	**12,535**	**12,340**
Net income/(expenditure) before gains and losses on investments		**270**	-	-	**270**	**858**
Net gains/(losses) on investments	13	(267)	-	-	(267)	659
Net income/(expenditure) for the year		**3**	**-**	**-**	**3**	**1,517**
Transfers between funds	18	78	(75)	(3)	-	-
Net movement in funds		**81**	**(75)**	**(3)**	**3**	**1,517**
Reconciliation of funds:						
Total funds brought forward		16,961	135	56	17,152	15,635
Total funds carried forward		**17,042**	**60**	**53**	**17,155**	**17,152**

The Statement of Financial Activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

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CONSOLIDATED BALANCE SHEET
at 31 December 2025

	Notes	2025 £'000	2024 £'000
Fixed Assets			
Tangible assets	12	6,736	6,902
Investments	13	11,975	12,241
Total fixed assets		**18,711**	**19,143**
Current Assets			
Debtors	14	1,973	1,604
Cash at bank and in hand		1,264	1,049
Total current assets		**3,237**	**2,653**
Liabilities			
Creditors: amounts falling due within one year	15	(4,422)	(4,269)
Net current liabilities		**(1,185)**	**(1,616)**
Total assets less current liabilities		17,526	17,527
Provisions	16	(371)	(375)
Net assets		**17,155**	**17,152**
The funds of the Group:	18		
Restricted income funds		53	56
Unrestricted funds:			
General funds		13,043	12,962
Designated funds		60	135
Revaluation reserve		3,999	3,999
Total unrestricted funds		**17,102**	**17,096**
Total funds		**17,155**	**17,152**

The financial statements were approved by the Board of Trustees and authorised for issue on 6th August 2026 and signed on its behalf by:

Carol Cole

Dr Carol Cole
Chair of the Board of Trustees

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SOCIETY BALANCE SHEET
at 31 December 2025

	Notes	2025 £'000	2024 £'000
Fixed Assets			
Tangible assets	12	6,736	6,902
Investments	13	11,975	12,241
Total fixed assets		**18,711**	**19,143**
Current Assets			
Debtors	14	1,873	1,755
Cash at bank and in hand		1,181	863
Total current assets		**3,054**	**2,618**
Liabilities			
Creditors: amounts falling due within one year	15	(4,239)	(4,234)
Net current liabilities		**(1,185)**	**(1,616)**
Total assets less current liabilities		17,526	17,527
Provisions	16	(371)	(375)
Net assets		**17,155**	**17,152**
The funds of the Society:	18		
Restricted income funds		53	56
Unrestricted funds:			
General funds		13,043	12,962
Designated funds		60	135
Revaluation reserve		3,999	3,999
Total unrestricted funds		**17,102**	**17,096**
Total funds		**17,155**	**17,152**

The financial statements were approved by the Board of Trustees and authorised for issue on 6th August 2026 and signed on its behalf by:

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STATEMENTS OF CASHFLOWS
for the year ended 31 December 2025

	Notes	Group 2025 £'000	Group 2024 £'000	Society 2025 £'000	Society 2024 £'000
Net cash provided by operating activities	22	**173**	**213**	**276**	**302**
Cash flows from investing activities:					
Dividends and interest from investments		45	44	45	44
Purchase of tangible fixed assets		(3)	(36)	(3)	(36)
Disposal of tangible fixed assets		-	-	-	-
Proceeds from sale of investments		-	-	-	-
Net cash provided by investing activities		**42**	**8**	**42**	**8**
Net cash from/(used) in financing activities					
Repayment of borrowing		-	-	-	-
Net cash provided by (used in) financing activities		-	-	-	-
Change in cash and cash equivalents in the year		**215**	**221**	**318**	**310**
Cash and cash equivalents at the beginning of the year		1,049	828	863	553
Cash and cash equivalents at the end of the year		**1,264**	**1,049**	**1,181**	**863**

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NOTES TO THE CONSOLIDATED AND SOCIETY FINANCIAL STATEMENTS FOR THE YEAR 31 DECEMBER 2025

1. Critical accounting estimates and significant areas of management judgement

Management continuously evaluates estimates and judgements based on historical experience, current conditions, and reasonable expectations of future events. These estimates and judgements are critical to the preparation of the financial statements and may materially impact the reported results.

Classification between Property, Plant and Equipment and Investment Properties

Management assesses whether properties qualify as investment properties based on established criteria. An investment property is defined as a property held to generate rental income, capital appreciation, or both. Therefore, management considers whether a property's cash flows are largely independent of other assets.

In 2025, a portion of one of the Group's properties was used to generate rental income, while another portion was utilised for service provision and administrative functions. As these portions cannot be sold separately and the rental income-generating portion was deemed insignificant, the entire property has been classified as Property, Plant, and Equipment. The net book value of this property as of 31 December 2025 was £5,291,347 (2024: £5,399,333).

Provisions for Bad Debts

A provision for bad debts is recognised based on management's assessment of the expected credit losses associated with outstanding receivables. This estimate considers contractual obligations and anticipated future cash inflows. As of 31 December 2025, the bad debt provision was £nil (2024: £nil). The provision for historic unpaid invoices was released during the year as all outstanding debts relating to this provision were successfully recovered.

Provision for HMRC Voluntary Disclosure

As stated in Note 16, a provision has been recognised for a voluntary disclosure to HMRC. This represents the charity's best estimate of the potential liability, including any tax, interest, and penalties, based on information available at the reporting date.

Valuation of the Library Collection

The society holds a unique and comprehensive collection of books and periodicals, currently housed at the University of London's Senate House. Due to the specialist nature of the collection and the absence of an active market or comparable valuations, management has determined that it is not possible to reliably measure its fair value.

As a result, the society has taken the approach of recognising the collection at a notional value of £2 in the financial statements.

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2. Accounting policies

The following principal accounting policies, key judgements, and sources of estimation uncertainty have been applied in the preparation of these financial statements:

(a) Basis of preparation

The financial statements have been prepared in accordance with:

- Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts under FRS 102 (Charities SORP (FRS 102)).
- The Charities Act 2011 (England & Wales).
- The Charities and Trustee Investment (Scotland) Act 2005 and The Charities Accounts (Scotland) Regulations 2006 (as amended).
- UK Generally Accepted Accounting Practice (UK GAAP), effective from 1 January 2015.
- The British Psychological Society qualifies as a public benefit entity under FRS 102. Unless otherwise stated, assets and liabilities are initially recorded at historical cost or transaction value.

(b) Preparation of accounts on a going concern basis

The financial statements have been prepared on a going concern basis. Following a detailed review of the Group's financial resources and the challenges posed by the current economic climate, the trustees are satisfied that the Group has sufficient cash flow to meet its obligations for at least 12 months from the date of approval of the financial statements.

After making appropriate enquiries, the trustees have a reasonable expectation that the Group will continue in operational existence for the foreseeable future and have therefore prepared the financial statements on a going concern basis. Accordingly, the trustees do not consider that there are any material uncertainties relating to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern.

(c) Group financial statements

The consolidated financial statements include the results of the society, its wholly owned subsidiary, BPS Assessments and Awards Limited, and its 80% controlling interest in BPS Communications Limited as of 31 December 2025.

Consolidation is performed using the acquisition accounting method on a line-by-line basis. The Group applies uniform accounting policies, with all intercompany transactions and balances eliminated.

(d) Income recognition

Income is recognised when the society has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Membership subscriptions are recognised as income for the accounting year to which they relate, including any arrears received during the year. Subscriptions received in advance for the following year are deferred and excluded from income.

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Exams, accreditation, and conferences Income is recognised in the year it is receivable and relates to the accounting period. Amounts received in advance are deferred, while any outstanding income at year-end is recorded as a debtor.

Journal income is recognised in the year it is receivable and relates to the accounting period. Any outstanding amounts at year-end are recorded as debtors.

Rental income from assets leased under operating leases is recognised on a straight-line basis over the lease term in the Statement of Financial Activities.

Other income is recognised on a receivable basis. No fundraising activities took place during the financial year. As a result, there were no significant contributions or donations recognised in the accounts.

(e) Investments and investment income

Listed investments are initially recorded at transaction value and subsequently measured at fair value as of the balance sheet date. Gains and losses, including those from revaluations and disposals, are recognised in the Consolidated and society's Statement of Financial Activities.

Income from accumulation units in the COIF Charities Investment Fund cannot be separately identified and is treated as unrealised gains in the Statement of Financial Activities.

The fair value of investments quoted on a recognised stock exchange is determined using the quoted bid price.

(f) Fund accounting

The society manages various funds, each requiring separate disclosure:

- **General Funds:** These are unrestricted funds available for use at the Trustees' discretion in furthering the society's objectives and have not been designated for specific purposes.
- **Designated Funds:** The Trustees may allocate portions of general funds for specific purposes, subject to approval.
- **Restricted Funds:** These comprise funds and donations restricted to specific activities or objectives in line with donor intentions.
- **Revaluation Reserve:** This reserve represents the surplus arising from the revaluation to fair value of freehold land and buildings on 1 January 2014, as permitted under FRS 102 transition provisions, establishing the new deemed cost at that date.

(g) Expenditure

All expenditure is recognised on an accruals basis and categorised in line with the society's objectives. Where costs cannot be directly attributed to a particular activity, they are allocated based on resource usage.

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(h) Value added tax (VAT)

The society operates under partial VAT exemption, meaning not all input VAT is recoverable. Any irrecoverable VAT is treated as an expense and included within support costs.

(i) Allocation of support costs

Support costs, recognised on an accruals basis, include expenses not directly related to charitable activities. These encompass asset management, organisational administration and compliance with statutory and constitutional requirements, Premises costs for Leicester and London offices, Equipment maintenance, system development, and depreciation, Legal and professional fees, audit costs, and irrecoverable VAT.

(j) Tangible fixed assets and depreciation

Tangible fixed assets are initially recorded at cost and subsequently measured at cost less depreciation and impairment losses. Depreciation is charged on a straight-line basis over the asset's estimated useful life. Freehold land is not depreciated.

The annual depreciation rates applied to assets are as follows:

- Freehold buildings (purchased): 2% per annum
- Subsequent improvements to freehold buildings: 10% per annum
- Computer equipment: 33% per annum
- Printing equipment: 20% per annum
- Office equipment (including furniture): 10% per annum

Residual value is determined based on prevailing market prices at the reporting date, adjusted for estimated disposal costs, assuming the asset is at the expected end of its useful life and in its anticipated condition at that time.

(k) Society Library

The society holds a comprehensive collection of books and periodicals, located at the University of London's Senate House, Malet Street, London. As the collection cannot be reliably measured or valued, it is recognised in the balance sheet at a notional value of £2.

(l) Debtors

Trade and other debtors are recognised at their settlement value, net of any applicable trade discounts.

(m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and monies on short term deposits at the bank, other short-term liquid investments with original maturities of three months or less.

(n) Creditors and provisions

Creditors and provisions are recognised when the society has a present obligation from a past event, requiring a probable transfer of funds to a third party. Amounts are measured reliably and recorded at settlement value, net of any trade discounts.

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(o) Financial instruments

The society holds only basic financial instruments. Except for investments measured at fair value through profit or loss, financial instruments are initially recognised at transaction value and subsequently measured at settlement value.

(p) Pension scheme

The society operates a defined contribution pension scheme, with assets managed independently by Aegon. Pension costs are recognised in the Statement of Financial Activities as contributions payable for the year.

(q) Taxation

The society is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

(r) Operating leases

Lease rentals, where ownership risks and benefits remain with the lessor, are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

3. Legal status of the society

The British Psychological Society (the society) is incorporated by Royal Charter and registered with the Charity Commission for England and Wales. It is also separately registered with OSCR in Scotland. The society operates under a Royal Charter, originally granted in February 1965 and most recently revised in July 2022.

The society's principal place of business is St Andrew's House, 48 Princess Road East, Leicester, LE1 7DR.

The Group comprises The British Psychological Society and its two subsidiaries, BPS Communications Limited and BPS Assessments and Awards Limited, both of which are registered at 30 Tabernacle Street, London, EC2A 4DT

The Group's principal objective is to promote the advancement and diffusion of a knowledge of psychology pure and applied and especially to promote the efficiency and usefulness of Members of the society by setting up a high standard of professional education and knowledge.

4. Journals and book publishing

	2025 £'000	2024 £'000
Income from journal subscriptions and sales	1,688	1,680
Income from book and publications sales	30	14
	1,718	**1,694**

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5. Other income

	2025 £'000	2024 £'000
Advertising revenue	142	193
Examination income	795	786
Quality Assurance	1,050	1,018
Rental income	33	32
Professional Development Centre	316	306
Sundry income	16	5
	2,352	**2,340**

6. Investment income

	2025 £'000	2024 £'000
Income from listed investments	45	44
	45	**44**

7. Net income from trading activities of subsidiaries

(a) BPS Communications Limited

The society holds an 80% controlling interest, in BPS Communications Limited (Company No. 0132669), which manages the commercial advertising services for The British Psychological Society. The company distributes its annual profits to the society under the Gift Aid scheme. The trading results of BPS Communications Limited for the year ended 31 December 2025 are presented below.

Statement of Comprehensive Income

	2025 £'000	2024 £'000
Turnover	210	289
Cost of sales	(90)	(98)
Gross Profit	**120**	**191**
Distribution costs	(92)	(106)
Administrative costs	(26)	(46)
Profit/(Loss) before taxation	**2**	**39**
Taxation	-	-
Profit/(Loss) for year	**2**	**39**

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Net assets of the subsidiary

	2025 £'000	2024 £'000
Current assets		
Debtors	71	81
Cash at bank	31	42
Total current assets	**102**	**123**
Creditors: amount falling within one year	(102)	(123)
Net assets	-	-

During the year, the society charged BPS Communications Limited £14,415 (2024: £14,415) for services provided. Trading costs of the subsidiary, excluding these charges, were £194,169 (2024: £235,585).

At the year end, the Society was owed £66,622 (2024: £109,002) by BPS Communications Limited.

During the year, the parent charity waived management and professional fees that would otherwise have been charged to BPS Communications Limited and provided cash support of £7,000 to enable the subsidiary to meet short-term liabilities. The total value of fees waived, and costs met by the parent charity amounted to £24,000.

This financial support contributed to the subsidiary reporting a profit for the year. Without this support, the subsidiary would have reported a loss of approximately £29,000. These transactions are considered related party transactions.

Following a review of the Group's operating structure, the Directors approved a restructuring under which the activities of BPS Communications Limited will be transferred to another subsidiary undertaking within The British Psychological Society group during 2027. Following completion of the transfer, BPS Communications Limited is expected to cease trading and be wound down.

All taxable profits of BPS Communications Limited for the year ended 31 December 2025 will be distributed to the Society under the Gift Aid scheme.

(b) BPS Assessments and Awards Limited

The society owns 100% of BPS Assessments and Awards Limited (Company No. 12668789), incorporated in June 2020 and operational since August 2021, serving as an end-point assessment organisation. The trading results of BPS Assessments and Awards Limited for the year ended 31 December 2025 are presented below.

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Statement of Comprehensive Income

	2025 £'000	2024 £'000
Turnover	144	203
Cost of sales	(42)	(65)
Gross Profit	**102**	**138**
Administrative costs	(30)	(38)
Profit/(Loss) before taxation	**72**	**100**
Taxation	-	-
Profit/(Loss) for year	**72**	**100**

Net assets of the subsidiary

	2025 £'000	2024 £'000
Current assets		
Debtors	30	2
Cash at bank	52	144
Total current assets	**82**	**146**
Creditors: amount falling within one year	(82)	(146)
Net assets	**-**	**-**

During the year, the society charged BPS Assessments and Awards Limited £14,440 (2024: £14,440) for services provided. Trading costs, excluding these charges, were £57,235 (2024: £88,560).

At year-end, the society was owed £72,015 (2024: £111,719) by BPS Assessments and Awards Limited and owed the company £nil (2024: £nil).

All taxable profits of BPS Assessments and Awards Limited for the year ending 31 December 2025 will be distributed to the society under the Gift Aid scheme.

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8. Allocation of support costs

	Property £'000	IT £'000	HR & Finance £'000	Directorate £'000	2025 £'000	2024 £'000
Charitable expenditure						
Advancement of psychology	78	227	162	58	525	291
Application of psychology	5	16	11	4	36	20
Conferences and events	13	37	26	9	85	47
Co-operation	17	48	35	12	112	62
Diffusion of knowledge	126	370	264	94	855	474
Examinations and training	63	186	133	47	429	238
Membership	147	430	307	110	994	551
Science and policy	58	169	120	43	390	216
Total support costs allocated	**507**	**1,483**	**1,058**	**377**	**3,426**	**1,899**

The Group identified governance costs included in the above table which amount to £720,126 (2024: £678,457), which were allocated across the eight key charitable activities.

Cost allocation involves judgement, balancing accuracy with cost-benefit considerations. All costs are apportioned consistently based on resource usage, as outlined above.

9. Net income for the year

Net income is stated after charging:	2025 £'000	2024 £'000
Depreciation	169	214
Auditors remuneration		
- Audit services	38	42
- Other services	9	9

10. Staff numbers and emoluments

The average number of persons employed during the year was as follows:

	2025 Full time	2024 Full time	2025 Part time	2024 Part time
Leicester office	91	95	11	13
London office	19	16	3	2
Remote	7	2	6	5
	117	**113**	**20**	**20**

Average FTE was 131 (2024: 127)

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Remuneration of employees was as follows:

	2025 Total £'000	2024 Total £'000
Gross wages and salaries	5,821	5,785
Employer's national insurance	731	628
Defined contribution pension costs	892	533
Redundancy costs	-	181
Payment in lieu of notice	15	99
	7,459	**7,226**

During the year, no statutory redundancy or termination payments were made to employees (£nil; 2024: £180,697), and no employees received such payments (2024: 16).

	2025 Total £'000	2024 Total £'000
Payment in lieu of notice	15	99
Settlement agreement	-	-
Redundancy	-	181
	15	**280**

The Group operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Group in an independently administered fund. The contributions payable by the Group and charged to the Statement of Financial Activities were £892,110 (2024: £533,478), of which £75,219 (2024: £70,935) were due at the year-end.

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The number of employees earning over £60,000 (excluding pension contributions) was as follows:

	2025 Number	2024 Number
£60,000-£69,999	3	5
£70,000-£79,999	2	2
£80,000-£89,999	1	1
£90,000-£99,999	1	-
£100,000-£109,999	1	1
£110,000-£119,999	1	1
£120,000-£129,999	-	-
£130,000-£139,999	-	-
£140,000-£149,999	1	1
£150,000-£159,999	-	1
£160,000-£169,999	1	-

During the year the group paid pension contributions in respect of the above higher paid individuals amounting to £161,692 (2024: £105,464).

11. Trustees' emoluments and reimbursed expenses

Trustees may, on occasion, receive payment for providing specialist services. In 2025, Julia Faulconbridge was paid £9,050 for professional services in her role as DCP Communications and Publications Lead. Tony Lavender was paid £1,440 for teaching sessions delivering leadership and management programme.

During 2025, travel expenses totalling £5,308 and training costs of £2,365 were reimbursed to, or incurred on behalf of, eleven Trustees (2024: £2,232 of travel expenses and £2,695 of training costs in respect of eight Trustees).

The society's key management personnel include the Trustees, the Chief Executive, and the Senior Leadership Team. The total employee benefits for key management personnel in 2025 was £901,098 (2024: £847,662).

The society maintains Trustees' indemnity insurance with a coverage limit of £1 million. The premium for this insurance in 2025 was £18,088 (2024: £18,088). No claims were made under this policy in 2025.

As outlined in the Royal Charter, the President may receive reasonable and proper remuneration to compensate for any loss of earnings or salary deductions incurred due to time spent conducting the business of the society. The current President has not submitted any claim for loss of income in connection with their duties as President.

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	2025 £	2024 £
Current President (Dr R Raczka)	-	-
Former President (Dr N Hayes)	-	12,309
	-	**12,309**

The organisation has a policy to disclose related party transactions in accordance with accounting standards.

There were no other related party transactions during the year, except for transactions between BPS Assessments and Awards Limited and the society, and between BPS Communications Limited and the society.

12. Tangible fixed assets

It is not practicable to segregate tangible fixed assets between management, administration, support, and charitable activities, as all assets contribute to the society's charitable objectives.

On 1 January 2014, the Group and society revalued freehold land and buildings at £8,265,000, using the Market Approach method conducted by Underwoods LLP. Under FRS 102 first-time adoption provisions, this valuation was used as the deemed cost at the transition date.

The net book value of freehold land and buildings as of 31 December 2025 is £6,670,095 (2024: £6,795,237), including £3,855,000 (2024: £3,855,000) of non-depreciated freehold land.

	Freehold Land & Buildings £'000	Computer & Print £'000	Office equipment £'000	Total £'000
Cost				
At 1 January 2025	9,260	276	428	9,964
Additions	-	3	-	3
Disposals	-	-	-	-
At 31 December 2025	**9,260**	**279**	**428**	**9,967**
Depreciation				
At 1 January 2025	2,465	242	356	3,063
Charge for the year	125	18	25	168
Disposals	-	-	-	-
At 31 December 2025	**2,590**	**260**	**381**	**3,231**
Net Book Value				
At 31 December 2025	**6,670**	**19**	**47**	**6,736**
At 31 December 2024	**6,795**	**34**	**72**	**6,902**

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13. Fixed asset investments

	2025 £'000	2024 £'000
Market value at 1 January 2025	12,241	11,582
Additions	-	-
Disposal proceeds	-	-
Net investment (loss)/gain - unrealised	(267)	659
Net investment (loss)/gain - realised	-	-
Market value at 31 December 2025	**11,975**	**12,241**
Cash awaiting investment	-	-
Total at 31 December 2025	**11,975**	**12,241**

As of 31 December 2025, the society's investment portfolio comprised 2,281,845 accumulation units in the COIF Charities Investment Fund, managed by CCLA, with a bid market valuation of £11,974,900. Income generated from these investments cannot be separately identified and is instead recognised as unrealised gains within the Statement of Financial Activities.

COIF Investment Fund Asset Allocation as of 31 December 2025:

Overseas Equities	63.21%
UK Equities	8.56%
Infrastructure & Operating Assets	4.68%
Cash & Near Cash	2.95%
Fixed Interest	10.83%
Property	4.44%
Contractual, Private Equity & Other	5.32%
Derivatives	0.01%

In 2025, the society's investment assets were allocated as follows: £8,594,424 (71.77%) in UK and overseas equities, £353,261 (2.95%) in cash or cash equivalents, and £3,027,268 (25.28%) in other investments.

14. Debtors

	2025 Group £'000	2024 Group £'000	2025 Society £'000	2024 Society £'000
Trade debtors	688	381	449	312
Prepayments and accrued income	1,285	1,201	1,285	1,201
Amounts due from subsidiary companies	-	-	139	221
VAT recoverable	-	22	-	22
	1,973	**1,604**	**1,873**	**1,755**

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15. Creditors: Amounts falling due within one year

	2025 Group £'000	2024 Group £'000	2025 Society £'000	2024 Society £'000
Trade creditors	393	268	210	255
Subscriptions received in advance	1,783	1,627	1,783	1,627
Other deferred income	1,516	1,529	1,516	1,500
Other creditors	111	134	111	134
Accruals	408	535	408	529
Amounts due to subsidiary companies	0	-	0	13
Other taxation and social security	211	175	211	175
	4,422	**4,269**	**4,239**	**4,234**

Group and society Deferred Income

	2025 Group £'000	2025 Society £'000
Balance as at 1 January 2025	3,156	3,127
Amounts released from previous year	(2,344)	(2,314)
Income deferred in the year	2,487	2,486
Balance as at 31 December 2025	**3,299**	**3,299**

Other deferred income includes Exams fees £589k (2024: £678K), Accreditation fees £681k (2024: £566k), Journals £nil (2024: £nil), Registers £195k (2024: £210k).

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16. Provisions of liabilities and charges

	At 1 Jan 2025 £'000	Additions	Utilised	Released	At 31 Dec 2025 £'000
HMRC voluntary disclosure	375	-	-	(4)	371
Total provisions	**375**	-	-	**(4)**	**371**

HMRC Voluntary Disclosure Provision: A voluntary disclosure was submitted to HMRC on 13 December 2023 regarding honoraria paid to a small number of office holders from within Member Networks following IR35 changes introduced in 2021. HMRC confirmed on 24 March 2025 that the matter remains under review and advised of delays due to a backlog of cases. The company continues to cooperate fully.

A provision of £374,729 was recognised in 2024, representing management's best estimate of the potential liability, including interest, based on external advice and reflecting a prudent worst-case assessment at that time. During the year, £4,000 of professional fees incurred in relation to this matter were offset against the provision. The outcome remains uncertain and the provision continues to reflect a prudent estimate at the reporting date. The timing of settlement remains uncertain.

17. Related party transactions

During the year, the Charity entered transactions with its controlled subsidiary, BPS Communications Limited, in which the Charity holds an 80% interest.

The Charity waived management fees that would otherwise have been charged to the subsidiary and met certain costs on behalf of the subsidiary, including audit and professional fees. The total value of fees waived, and costs met by the Charity amounted to £24,000 (2024: £nil).

In addition, the Charity provided cash support of £7,000 (2024: £nil) to enable the subsidiary to meet short-term liabilities.

These transactions represent financial support provided by the Charity to its subsidiary. At the year end, the Charity was owed £66,622 (2024: £109,002) by BPS Communications Limited and owed the subsidiary £13,755 (2024: £12,678). Balances are unsecured, interest free and repayable on demand.

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18. Analysis of charitable funds

Group

Analysis of movements in total funds

	Funds brought forward at 1 Jan 2025	Income	Expenditure	Gains Losses	Transfers	Funds carried forward at 31 Dec 2025
	£'000	£'000	£'000	£'000	£'000	£'000
General	12,962	13,057	(12,787)	(267)	78	13,043
Designated fund	135				(75)	60
Revaluation reserve	3,999				-	3,999
Restricted fund	56				(3)	53
	17,152	**13,057**	**(12,787)**	**(267)**	**-**	**17,155**

Society

Analysis of movements in total funds

	Funds brought forward at 1 Jan 2025	Income	Expenditure	Gains Losses	Transfers	Funds carried forward at 31 Dec 2025
	£'000	£'000	£'000	£'000	£'000	£'000
General	12,962	12,805	(12,535)	(267)	78	13,043
Designated fund	135				(75)	60
Revaluation reserve	3,999				-	3,999
Restricted fund	56				(3)	53
	17,152	**12,805**	**(12,535)**	**(267)**	**-**	**17,155**

Black and Asian Fund (£60,000, established 2023): The designated fund represents resources set aside for a bi-annual initiative to provide targeted financial support to members from Black and Asian backgrounds. The fund is intended to support professional development and career progression within psychology, thereby contributing to the sustainability and development of the UK psychological workforce.

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Group

Analysis of movements in total funds

	Funds brought forward at 1 Jan 2024	Income	Expenditure	Gains Losses	Transfers	Funds carried forward at 31 Dec 2024
	£'000	£'000	£'000	£'000	£'000	£'000
General	11,520	13,390	(12,664)	659	57	12,962
Designated fund	175				(40)	135
Revaluation reserve	4,014				(15)	3,999
Restricted fund	58				(2)	56
	15,767	**13,390**	**(12,664)**	**659**	**-**	**17,152**

Society

Analysis of movements in total funds

	Funds brought forward at 1 Jan 2024	Income	Expenditure	Gains Losses	Transfers	Funds carried forward at 31 Dec 2024
	£'000	£'000	£'000	£'000	£'000	£'000
General	11,388	13,198	(12,340)	659	57	12,962
Designated fund	175				(40)	135
Revaluation reserve	4,014				(15)	3,999
Restricted fund	58				(2)	56
	15,635	**13,198**	**(12,340)**	**659**	**-**	**17,152**

General Funds: General funds comprise resources that are available for use at the discretion of the society's Trustees in furtherance of the society's objectives.

Revaluation Reserve: The revaluation reserve reflects the surplus arising from the revaluation of freehold land and buildings to fair value as of 1 January 2014, in accordance with FRS 102 transition provisions. This revaluation established the new deemed cost at that date. An annual transfer is made from the revaluation reserve to retained earnings for depreciable assets, while non-depreciable land is excluded from these adjustments.

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Analysis of movements in restricted funds

	Funds brought forward at 1 Jan 2025	Income	Expenditure	Gains Losses	Funds carried forward at 31 Dec 2025
	£'000	£'000	£'000	£'000	£'000
William Inman	5	-	(3)	-	2
Visual Archive	10				10
BJEP Fund	41				41
	56	**-**	**(3)**	**-**	**53**

	Funds brought forward at 1 Jan 2024	Income	Expenditure	Gains Losses	Funds carried forward at 31 Dec 2024
	£'000	£'000	£'000	£'000	£'000
William Inman	7	-	(2)	-	5
Visual Archive	10	-			10
BJEP Fund	41	-			41
	58	**-**	**(2)**	**-**	**56**

William Inman Fund: Established in 1968 following a bequest of £1,000 to the society, this fund is designated to provide an annual prize.

Visual Archive Fund: Created in 1988 as part of a legacy gift to the society, this fund supports the development and maintenance of a visual library.

British Journal of Educational Psychology Fund (BJEP): This fund is allocated for the development of the *British Journal of Educational Psychology* and other society publications.

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19. Analysis of net assets between funds

Group

Fund balances at 31 December 2025 are represented by:

	Unrestricted £'000	Restricted £'000	Total £'000
Tangible fixed assets	6,736	0	6,736
Investments	11,975	0	11,975
Current assets	3,184	53	3,237
Current liabilities	(4,793)	0	(4,793)
Total net assets	**17,102**	**53**	**17,155**

Society

Fund balances at 31 December 2025 are represented by:

	Unrestricted £'000	Restricted £'000	Total £'000
Tangible fixed assets	6,736	0	6,736
Investments	11,975	0	11,975
Current assets	3,001	53	3,054
Current liabilities	(4,610)	0	(4,610)
Total net assets	**17,102**	**53**	**17,155**

Group

Fund balances at 31 December 2024 are represented by:

	Unrestricted £'000	Restricted £'000	Total £'000
Tangible fixed assets	6,902	0	6,902
Investments	12,241	0	12,241
Current assets	2,597	56	2,653
Current liabilities	(4,644)	0	(4,644)
Total net assets	**17,096**	**56**	**17,152**

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Society

Fund balances at 31 December 2024 are represented by:

	Unrestricted £'000	Restricted £'000	Total £'000
Tangible fixed assets	6,902	0	6,902
Investments	12,241	0	12,241
Current assets	2,562	56	2,618
Current liabilities	(4,609)	0	(4,609)
Total net assets	**17,096**	**56**	**17,152**

20. Capital commitments

There were no capital commitments contracted for but not provided in 2025 and 2024.

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21. Member network income and expenditure

In line with the society rules, we make available a breakdown of income and expenditure of each of our Member Networks.

Divisions	Income	Expenditure
Academics, Researchers and Teachers	33,591	26,503
Clinical	383,611	274,620
Coaching	60,944	53,966
Counseling	139,073	94,660
Educational and Child	89,612	77,925
Forensic	94,661	127,380
Health	81,851	84,608
Neuropsychology	34,276	39,211
Occupational	138,668	131,308
Sport and Exercise	37,341	26,104
Educational (Scottish)	13,434	10,716
Sections		
Cognitive	9,354	9,592
Community	12,364	12,836
Consciousness and Experiential	3,532	1,390
Crisis, Disaster and Trauma	11,297	9,459
Cyberpsychology	19,926	22,304
Defence and Security	9,992	9,197
Developmental	38,493	24,916
Historical, Philosophical and Theoretical	2,156	507
Male	3,494	3,879
Mathematical, Statistical and Computing	1,174	901
Political	1,068	542
Psychobiology	4,126	6,172
Education	30,754	30,920
Sexualities	3,765	976
Women and Equalities	17,752	17,201
Psychotherapy	13,101	10,880
Qualitative Methods	42,107	37,838
Social	34,526	14,151
Transpersonal	15,474	12,625
Environmental	1,771	1,348

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Special Groups		
Independent Practitioners	11,827	7,824
Social Care	4,936	2,875
DCP Faculties		
Addictions	5,329	4,677
Children, Young People and Families	25,923	16,972
Clinical Health Psychology	5,031	4,552
Eating Disorders	4,534	2,819
Forensic Clinical Psychology	5,572	2,528
HIV & Sexual Health	929	952
Holistic Psychology	1,395	761
Leadership and Management	17,237	15,357
Intellectual Disabilities	25,387	47,090
Oncology and Palliative Care	1,729	256
Perinatal Psychology	7,755	8,243
Psychosis & Complex Mental Health	9,483	6,468
Psychology of Older People	41,901	36,242
Total	**1,552,257**	**1,332,252**

The Board decided to discontinue recompense payments during 2024, transitioning from a system of payments for holding an office holder role to an activity-based payment model. Under the revised approach, individuals were renumerated only for activities undertaken rather than for holding an office holder role.

A breakdown of the total reimbursements paid and the number of members who received payments is provided below.

	Members	**£**
Academics	1	49
Clinical	27	107,537
Counselling	1	3,750
Coaching	1	1,193
Educational and Child	3	2,535
Health	2	3,852
Forensic	1	3,750
Psychotherapy Section	2	823
Developmental Section	1	100

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22. Reconciliation of net income to net cashflow from operating activities

	Group 2025 £'000	Group 2024 £'000	Society 2025 £'000	Society 2024 £'000
Net (outgoing)/incoming resources	**3**	**1,385**	**3**	**1,517**
Adjustments for:				
Depreciation charges	169	214	169	214
Loss/(Gains) on investments	267	(659)	267	(659)
Investment income in investing activities	(45)	(44)	(45)	(44)
(Increase)/Decrease in debtors	(369)	(392)	(118)	(487)
(Decrease)/Increase in creditors	148	(291)	-	(239)
Net cash provided by (used in) operating activities	**173**	**213**	**276**	**302**

23. Commitments under operating leases

The Group and society as a lessee:

The total future minimum lease payments under non-cancellable operating leases for land and for items other than land & buildings are set out below.

	2025 £'000	2024 £'000
Amounts due:		
Within 1 year	2	2
Within 2-4 years	3	5

24. POST BALANCE SHEET EVENT

After the year end, the charity exchanged contracts for the sale of its Leicester property on 16 June 2026 for consideration of £2.0 million. Legal completion is expected to take place within three months of the approval of these financial statements. As the exchange of contracts occurred after the reporting date, this transaction has not been recognised in these financial statements.

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LEGAL AND ADMINISTRATIVE INFORMATION

Board of Trustees

President	Dr R. Raczka
President-Elect	Dr L. Dean
Chair of Board of Trustees	Dr C. Cole
Trustee	Mr D. Carew
Trustee	Ms J. Faulconbridge
Trustee	Mr J. Harding
Trustee	Prof. P. Hind
Trustee	Mr M. Howell
Trustee	Dr A. Jowett (to 10.09.2025)
Trustee	Dr N. Lancer (to 10.09.2025)
Trustee	Prof. T. Lavender
Trustee	Prof. C. McGuinness
Trustee	Mr K. Quinn
Trustee	Mr M. Cameron (from 10.09.2025)
Trustee	Dr R. Stephens (from 13.01.2025)
Trustee	Dr B. De Oliveira (from 10.09.2025)

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Chief Executive and Senior Leadership Team

Chief Executive	Mr S. Bajwa
Deputy Chief Executive	Ms D. Ashby
Director of Communications and Engagement	Ms R. Dufton
Acting Director of Communications and Engagement	Mr J. Warwick (from 01.07.2025)
Director of Finance and Resources	Mrs P. Bassi
Director of Knowledge and Insight	Ms D. Malpass
Director of IT	Mr T. Colson

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Principal place of business	St Andrew's House 48 Princess Road East Leicester LE1 7DR
Statutory auditor	Moore Kingston Smith LLP 6th Floor 9 Appold Street London EC2A 2AP
Principal banker	The Royal Bank of Scotland plc 5 Market Street Leicester LE1 6DN
Legal advisors	Bates Wells Braithwaite LLP 10 Queens Street Place London EC4R 1BE Nelsons 37 New Walk Leicester LE1 6TU
Pension advisors	Aegon Platform Client Services 1-3 Lochside Crescent Edinburgh Park Edinburgh EH12 9SE
Investment managers	CCLA Senator House 85 Queen Victoria Street London EC4V 4ET
Registered Charity Number England and Wales	229642
OSCR Charity Number Scotland	SC039452

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promoting excellence in psychology

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