

2025

Annual Report



association of
educational
psychologists

To be presented to the

Annual General Meeting

Thursday 13th November
2025 at 16:45
Online

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These reports are intended to provide a summary of the principal developments within the Association, and the work of the General Secretary, National Executive Committee and branches of the Association since the last AGM.

Any views or opinions expressed in these reports are those of the individual authors and may reflect the views of the NEC or the policies of the Association.

Annual Report of the General Secretary

Welcome members

I am delighted to have been in post for seven weeks now and I have made a start working on my key aims from my election statement.

I have been promoting the AEP and the EP profession at every opportunity, starting with the House of Commons and meeting key Labour Ministers including Bridget Philipson and Northern Ireland MLAs. I have a range of introductory meetings planned with our stakeholders, so I will report back through the weekly comms.

We are awaiting **the White Paper on SEND** and I'm aware that there are some concerns about the future of the profession.

2024 Conference and AGM

The AGM held in last year Edinburgh was eventful and we had the largest number of member motions on record. Due to constitution rules about timings for AGMs, unfortunately not all motions were heard. To ensure our AGM process works in the best way possible for everyone, **we are reviewing the motion protocol to try and streamline and make it more efficient** - and allow for meaningful debate. We delivered a **successful training session to local reps on writing motions**, which will be offered as a webinar. There is also guidance available on the AEP website.

I am working with colleagues to collate and **review all the AGM motions and share updates** with you.

Recent AGMs saw some **key motions passed** and that have led to a lot of work to develop policies and practices. This includes our ongoing focus on important **equality and diversity work**, engagement **with AI developments and digital practices**, a renewed effort to ensure the **training of more**

educational psychologists to meet the growing demand across the nations and an ongoing commitment to transform the SEND system.

Soulbury

The **Soulbury Pay Committee is a consistent priority** in the work of the AEP, and we worked hard to ensure a timely submission of the 2025 pay claim. An offer of a 3.2% pay uplift has recently been received, and we will consult with members on this to ensure our response reflects your views.

Local Reps

Local reps have once again been **incredible** this year and a new cohort have been trained, led by our staff organising team.

I extend a welcome to new local reps, a thank you to those local reps continuing in their roles and nod of encouragement to members who might be thinking about becoming a rep. Take your opportunity to be a bigger part of something amazing!

The National Executive Committee

The NEC are elected to represent our membership – they oversee the running of the AEP, take responsibility for **key decision making, governance and ensure our policies and procedures are in place**.

This coming year we see some familiar faces returning to their roles – and **warmly welcome new representatives** for London and the Southeast regions. Kate Fallon returns to the AEP as Vice President and has provided invaluable knowledge and support to me in my induction as General Secretary. I look forward to working with the NEC in the coming year and ensuring the AEP is achieving the best it can for its members and the communities we serve.

I would like to thank **David Collingwood as outgoing President** who has served for the past two years. We wish him well as he takes up his new role as PEP and hope to see him back on NEC in the future.

Research

The AEP is proud to have our own peer-reviewed journal, *Educational Psychology in Practice* (EPiP, which has continued to publish incredible research in the field and has been downloaded worldwide. A special word of thanks to **Stephanie James**, who has been Editor of EPiP for over 20 years. We wish her an enjoyable retirement. We welcome **Cathy Atkinson** as incoming Editor.

We have continued to support research commissions at the University of Manchester around '**What good looks like**' for the EP profession.

Webinars

Member webinars continue to **showcase research and practice** and give a unique opportunity to learn from experts, and from each other. These provide a unique opportunity to share diverse knowledge, skills and research and we hope to continue this programme into 2026 and beyond.

Annual Conferences

The programme is finalised and full of speakers and activities to explore the theme of ***Educational Psychology - 2025 and Beyond***.

Thanks to all members who made submissions for seminars and workshops – we were inspired by the great range of topics received and hope to deliver more of those as webinars for anyone who can't attend.

I was also very pleased to attend and present the online TEP conference in October and meet many of the newest members of our profession and hope to inspire a new generation of AEP

members! Thank you to our outgoing TEP members on the NEC for their work in organising the event.

Political and Stakeholder Engagement

Behind the scenes, **the AEP works tirelessly to engage with stakeholders and represent the interests of EPs**. I'm very new in post, but here are some of the 'highlights' in my engagement so far:

- Attending a parliamentary reception at Westminster, ahead of TUC Congress
- Meeting Bridget Philipson and highlighting the importance of the role of EPs
- Meeting Helen Hayes MP, Education Committee Chair
- Engaging with the DfE on a range of issues, including the training on EPs in England
- Attending Stormont to meet with Nick Mathison – Chair of NI Education Committee

Not all our work is with political parties and civil servants - and we have **valuable links with other stakeholders** to raise the profile of EPs and EP work.

As General Secretary, I sit on the SEC, WSCA toolkit steering group and the **Joint Professional Liaison Group** which I attended recently and see this as central to our role by working alongside PEPs, Programme Directors and BPS colleagues.

I am also involved with other unions and union bodies – **GFTU Executive Committee** and with **TUC General Council**. As part of this work, we support a range of campaigns through this work, we are stronger together!

The AEP submitted a motion on Ending Physical Punishment of Children at **TUC in Brighton** this year –with huge support from EIS Scotland. The motion was carried unanimously

You are the AEP

Your voices drive the work I do every day. We have collated responses on important issues such as...

- Artificial Intelligence
- The role of reps
- Participation
- Soulbury Pay Claim
- Consultation responses on restrictive practices and behaviour management
- HCPC consultations
- TEP views.

Our Staff Team

I would like to send a message of **gratitude** to our staff team. We have a full complement of 11 staff team with the introduction of new roles of HR Business Manager and a National Organiser.

It has been insightful as a new employee to see the work that goes on behind the scenes to support over 4000 members, reps and the NEC.

And finally, thank you to all our members – for your ongoing support and the work you do every day in communities. You are **The AEP** and engaging with members is the **core of the association's work** and we look forward to what is to come. As I said in my earlier communication, I see our Association as both a home and a platform: a home where members feel supported and connected, and a platform from which we can influence and inspire. I will work with you to strengthen our collective presence across the UK, to build new alliances, and to champion the values of social justice and inclusion that sit at the very heart of our work.

In the weeks and months ahead, I am looking forward to meeting many of you, hearing your experiences and priorities, and shaping our future together. The future of our profession

will be built through dialogue, collaboration, and a shared belief in the values that unite us.

Please contact me via email if you have any questions or want to meet.

In Solidarity

Donna Wiggett

AEP General Secretary

Annual Report of the Association Secretary

This report to the AGM covers the period from November 2024 to October 2025 and also includes updates on NEC membership and attendance at NEC meetings in 2023-2024.

NEC Membership and Meetings 2024-25

NEC meetings were held both remotely and in-person, with in-person meetings also set up as 'hybrid' meetings, enabling some members to join online if they were unable to attend in person. The dates of NEC meetings held (and scheduled) in the 2024-25 'NEC year' (i.e. from 1 December 2024 to 30 November 2025) are shown in *Table 1* in the Appendix.

Details of the membership, attendance figures and terms of office of the **current/outgoing NEC** (2024-25) are shown in *Table 2* of the *Appendix*.

For completeness, the finalised, full-year data for the 2023-2024 NEC meetings, which were not all available for inclusion in my report to the 2024 AGM, are provided in *Table 4* in the Appendix.

NEC Membership changes since 2024 AGM

At the 2024 AGM I reported the main changes in the membership of the NEC which were to take effect from the December 2024, following the main election held during the summer of 2024, and a by-election in October 2024 to fill two remaining vacancies.

Following a postal ballot of the membership, **Bernadette Cairns**, who had previously been the Representative for Region 10 (Scotland) on the NEC, was elected to the position of **National Member**. The vacancy for a **Newly Qualified EP (NQEP)** member remained unfilled until January 2025, when **Minoushe Grant** was elected to the position following a contest and ballot of members.

There were also several resignations from the NEC part way through the year; **Jennifer McLoughlin** and **Rebekah Morgan**, who were the jointly-elected Representatives for **Region 9 (Cymru/Wales)**, resigned in May 2025, due to changes in their personal circumstances. The position remained unfilled after a by-election in September 2025, and is currently open for nominations in a second by-election. And, following her election earlier this year to the position of **General Secretary of the AEP**, **Donna Wiggett** stepped down from her position as the joint regional representative (with Catherine O'Flaherty) for **Region 8 (Northern Ireland)**.

NEC Membership from December 2025

Membership of the 'incoming' **2025-26 NEC**, as far as it was known at the time this report was prepared, is shown in *Table 3* of the *Appendix*, and follows the annual election of the NEC held in the summer of 2025. Newly elected and re-elected members will commence their terms of office from 1 December 2025.

Significant changes to note include three current NEC members who are standing down at the end of November: **Brenda Tubbs**, who (with Simon Ungar) has held the position of jointly-elected representative for **Region 5 (London)** for some eight years, **Jane Herod**, who has been the representative for **Region 2 (North West of England)** since December 2021, and **John Robertson**, representative for **Region 7 (South East England)** since December 2023.

New members of the NEC, **Tamzin Messeter** and **Ellie Hayes**, have been jointly elected to the position of representatives for **Region 7** from 1 December 2025, while new member **Sophie Driver** will be joining Simon Ungar as

the jointly-elected representative for the **Region 5**.

At the time of writing, four vacancies on the 2025-26 NEC remain unfilled, those for one **National Member**, the **Trainee EP** member, and representatives for **Region 2** and **Region 9 (Cymru/Wales)**. All four vacancies are currently open for nominations, with a closing date of 23 October 2025

Change proposed to the Constitution

A motion to this year's AGM being proposed by the NEC will, if passed, make some significant changes to the way in which future General Meetings of the Association will be conducted. It is important for members to give this motion their detailed consideration, since the proposed changes affect the way in which the Association's supreme decision-making body will operate in future.

The changes proposed aim to implement certain recommendations of a report commissioned by the Association from the General Federation of Trade Unions (GFTU), which acted as the external investigator of a number of complaints by members in connection with the Extraordinary General Meeting (EGM) held in January 2024.

In particular, it is proposed that amendments to motions will no longer be taken 'from the floor' during a meeting, but will have to be submitted in writing prior to the Meeting. It is also proposed to introduce a limit on the length of motions, and a facility for 'emergency motions' to be taken on the agenda of a Meeting at relatively short notice, if considered appropriate.

John Drewicz
Association Secretary

Annual Report of the Honorary Treasurer and Chair of the Finance and Organisation Sub-Committee

I am pleased to present my report covering the 2024 financial year to the Association's AGM.

The Association's **audited accounts for 2024 have been approved by the NEC**; copies including details of our Bankers are available to all members and can be downloaded from the AEP website. The AEP accounts have been produced by RSM Accountants, alongside **Mary Gardner** our Finance Manager who works alongside RSM throughout the year. Mary diligently produces monthly financial reports to the Finance and Operations sub-committee that are shared with the NEC.

During the current year a pattern of NEC meetings alternating between virtual and 'in person' has been maintained, and all sub-committee meetings are held virtually. The Annual Conference and Annual General Meeting are being held virtually this year. The NEC are planning the 2025 conference and AGM, venues in the south-east and home counties are currently being considered.

The NEC has agreed to **market the AEP Headquarters in Durham** to make a final decision on the sale of the site. Work with the staff has established support for this action and the need to develop new working practices. The establishment of a new work base has not been dismissed; however, staff predominantly work from home and are spread across the UK. Staff no longer routinely work from the Durham office, and the space is under-utilised.

As reported in my 2024 report the AEP have an Office space within the TUC at Congress House. The Association has booked meeting

spaces and held events at Congress House over the last year. The TUC informed us in the Spring that they are marketing the building for sale. We are expecting the AEP to be given notice to leave the building in the next year. The requirement for a London base will be reviewed by the NEC when we have further information.

The period since the last Treasurer's report has been particularly busy for the Association placing **additional duties and workload** on staff. The departure of the General Secretary at the beginning of 2025 has resulted in Hardev Sohal, Head of Legal & Operations leading the staff team and taking on additional duties. Hardev's professionalism and hard work during this period has been invaluable. The Officers in the NEC have routinely met and helped to ensure the Association functioned normally. Whilst operating without a General Secretary and to support staff absence, additional costs have been incurred. Hood and Woolf, the AEP's new Public Affairs and Media Support Consultants have provided extra support on several projects. New staff have been appointed - most recently a **Business Manager** to lead on our HR functions and the running of the office. This is a temporary appointment that moves us towards completing the Staff Review undertaken in 2024.

Finance

In 2024 the Association made a **small surplus of £13k** in respect of our income and expenditure. This is a much lower figure than reported in 2023 but is set against a picture of sustained UK inflation that has continued into 2025 and despite efforts by staff to contain

costs. The CPI All Service inflation rate has continued to be higher than other areas of inflation over the 2025/ 2025 period sticking at around a five percent level that has fuelled our increased operating costs.

The Association has **two main streams of income** from subscription fees and monies raised mainly from recruitment advertising - job adverts placed by external employers on the AEP website.

There is a pattern of trainees completing their training and taking up full membership that has sustained the year-on-year growth in subscription income. The **total membership rose to 4,256** (January 2025) providing an income to £946,648 in the 2024 accounts, an increase of £46K on the previous year. Approximately 94% of total subscriptions are collected from full members. The increase in membership is largely due to increased training cohorts since 2010 with the result that fewer people potentially leave the profession than join it.

Recruitment advertising revenue fell in the 2024 financial year from a high in the previous year. The surplus from this work raised £94,440 income, a reduction of £79K on the previous year. As a result, F&O have prioritised reviewing this area of work to ensure the best service is provided and generation of funds is sustained. The staff team have contributed helpful ideas opening avenues of investigation and our partners are being surveyed. Data is being collated to identify trends and competitors. A report is underway to feedback to the NEC.

The NEC agreed to place funds into higher interest paying saving accounts in 2023. The income derived from bank interest in 2024 contributed £38K to AEP funds, an increase of £20k on the previous year. The AEP plans to review the ethical credentials of the bank it uses in a forthcoming review of bank services.

The 2024 accounts include the higher-than-average cost of running Annual Conference in November. The **maintenance charges for the Riverside Centre in Durham have increased** as the maintenance scheme planned by the Landlord has been implemented. The maintenance charges made to date in our accounts from the repair schedule are at a lower level than expected.

The NEC agreed to reduce the charge to applicants to the **EPFT doctoral training** process in 2024. The reduced charge is now set at a level to cover the current administration charges faced by the AEP and produced a small surplus in the 2024 accounts. In the 2025 application window there has been a significant increase in the number of applications received.

The 2023 accounts reported the significant reduction in valuation by auditors of the Association's Offices at Riverside Centre in Durham. The work currently been undertaken to consider accommodation requirements in the future and suitability of the Riverside Centre will determine future investment decisions. The fixed assets reported in our 2024 accounts show a small write down in valuation because of inflation.

The **Staffing and Reward Review** undertaken in 2024 has largely been implemented helping to address workload and capacity issues for staff. The employment of additional staff, new salary scales and backpay has contributed to larger staffing costs being reported in the 2024 accounts. Following the recognition of the GMB trade union in the Staffing and Reward review a new pay and review policy is currently being written to reflect the changes made.

As in previous years the Association has continued to keep expenditure under tight control. The Finance and Organisation (F&O) Sub- Committee continues to review requests for additional funding and the organisations that we affiliate or subscribe to. These

requests are carefully scrutinised and must fit with the objects of the organisation. A new policy covering donations and affiliation has recently been approved by the NEC.

The **extra financial costs highlighted in this report will need to be addressed** by the Association to ensure the future stability of the organisation.

Membership fees have not increased since 2018. I raised the possibility that membership fees might increase in my 2024 AGM report. The increase in expenditure annually and the reduced income from recruitment advertising is insufficient to sustain an operating surplus. The NEC has agreed to **raise membership fees by 3.5 percent from 2026**, and members will receive notification of this increased shortly. The NEC is considering an annual increase in membership fees in line with inflation in future years as is precedent in other similar organisations.

Organisation

During the current year, F&O Sub-Committee has undertaken a range of activities. These have included issues relating to the Association's **staffing, legal support and finances**. Sub-committee meetings have continued to be held virtually between NEC meetings. The sub-committee's regular work continues to include authorisation for members to receive legal support for employment casework and HCPC investigations; working with the General Secretary to monitor the staffing structure of the Association; considering membership applications; considering requests for the association to affiliate or support organisations within the budget set by the NEC. F&O routinely review policy documents into the operation of the organisation. F&O review and contribute to changes made in the Members Handbook and have recently drafted an AGM motion recommending amendment to the organisation and running of annual general meetings. The sub-committee also is

responsible for regularly reviewing the Association's Health and Safety processes and documentation, to ensure we are following best practice in this area.

The Association has continued to **maintain recognition under ISO14001** which relates to environmental management and under ISO 27001 for Information Security Management, which will ensure that the Associations data protection systems are up to date and effective. The AEP have also maintained **Investors in People** status.

Thank you to NEC members on F&O and to the staff who support the work of the committee.

Editorial Board

As Honorary Treasurer I also represent the NEC on the Editorial Board of *Educational Psychology in Practice* (EPIP) journal. The publication of a **high-quality academic journal** supported by AEP members is an enduring element of our identity as a professional association. The work undertaken is a powerful tool that supports our identity and purpose as a distinct group of professionals working with children and young people.

I would like to record my appreciation for the work undertaken by Editor, **Stephanie James**, and the elected members of the Editorial Board who do such a good job in ensuring that our journal remains of high quality. The journal is published by Routledge/Taylor and Francis, one of the most renowned academic publishers. The Journal's reach internationally continues to grow as does the number of submissions received for publication.

Stephanie James is currently working on her final edition of the Journal. Stephanie was a long serving member of the NEC and has supported the AEP as the Editor of EPIP for twenty years. Stephanie's professionalism and passion as our Editor to maintain the high standards of the Journal have seen the international stature of EPIP grow over her

tenure. On behalf of the NEC and AEP members I would like to thank Stephanie and wish her well in her retirement.

F&O has completed the appointment process for a new editor who will begin her appointment in the new year. **We welcome to Cathy Atkinson** who has been announced as our new Editor for the next four years. Cathy has worked on the academic team at Manchester University for many years and has a strong record in publishing academic journal articles. Cathy has started to work alongside the Editorial Board and Stephanie James before taking on the full responsibility of the post in January 2026.

I would welcome questions about this report and the AEP 2024 financial account at the AGM.

David Beaumont
**Honorary Treasurer and Chair of Finance
& Organisation Sub-committee**

Annual Report of Chair of Employment Policies

Sub-Committee

I would like to give a big thank you to all those who have inspired and sustained me over the course of my involvement with the AEP, especially those who have remained steadfast when faced with active disapproval and attempts at censure. I have been an NEC member for a good number of years. However, I intend to stand down after this current term of office and appeal to others with the energy and fortitude to consider taking on the Chair of EPSC role in the future. I am always open to talking to members who are interested – just drop me a line on my AEP email, lynne.mackey@aep.org.uk

Since joining the NEC there has been numerous internal challenges within and external challenges to the EP profession. Unfortunately, at times this has not always been conducive to building solidarity or supporting collective action around values and actions many EPs perceive as fundamental not only to the profession but human flourishing/ wellbeing.

Building solidarity is invariably more difficult in a hyper individualistic world where powerful elites aim to create division and competition between working people by blaming and stigmatising those who are often the most oppressed and face structural inequalities stacked in a way that spirals their life opportunities downwards. It remains difficult to question institutional arrangements that perpetuate disadvantage, discrimination and exclusion without fear. Consequently, in the last year I have valued the comradeship of EPs (and non EPs) who are invested in and strive to fight for a fairer world vision and improved material conditions. For those who are interested in pursuing the need to recentre analytical questioning over low stakes, high

drama infighting I can thoroughly recommend checking out recent conversations between two highly reflective, principled female journalists Ash Sarkar and Maryam Francois. Members may also be interested in what the Anti Oppressive Psychologist Community has to say on such matters.

Since their appointment I have been fortunate enough to have worked alongside our extremely experienced AEP Officers Dominique Sofflet and Dionne Thompson. I have helped to develop and participated in a recent local reps conference held in Durham and reps training held in Sheffield. I am always inspired by the energy, commitment and selflessness of our local reps. Big respect. However, we also need to recognise that EP working patterns have significantly changed. Consequently, I am fully supportive of the AEPs efforts to build stronger networks for EPs in private practice and better representation for EP Assistants, who potentially are the most marginalised and exploited in the workplace. In my university tutor role I continue to be astounded when I learn about the tasks and activities Assistant EPs are being asked to undertake with the minimum of training or support. I encourage people to read Dr Natalie Neale's research *How to Be an Assistant Educational Psychologist: A Constructivist grounded theory study of how individuals experience work as Assistant Educational Psychologists in England*. I had the honor to be part of Natalie's viva. Her research provides us with many valuable insights about the challenges faced by Assistants and what supportive mechanisms might look like.

Unbelievably, there remain some in the profession who proactively seek to weaken the professional training route. In my opinion this

is something that should be strongly resisted. Once EPs come to be perceived as paraprofessionals or replaceable, especially by generative AI, not only will their status decline but also their pay (arguably already in operation), terms and conditions of service. We see great variability in this – something the Local Government Association frame within Soulbury negotiations as their “need for local flexibility” within a collective bargaining agreement. The AEP has recognised a need to strengthen processes for collating this data to be able to make well informed distinctions between employers/ work environments. As EPs we all know about the important role data plays in terms of asking pertinent, meaningful questions from which new possibilities and solutions can emerge.

For the first time the Reform Party, that has become a magnet for the disaffected, had representation within the Soulbury negotiations. This is unknown territory for the AEP as well as EP services trying to navigate their existence in the context of considerable political/ social upheaval the impact of which remains uncertain. This creates an increased urgency for the AEP to hear from members, track changes, work in partnership with other trade union bodies, collaborate with organisations concerned with equality, social justice and consistently advocate for EPs not only within SEND discourses but also wider social policy debates.

Finally, solidarity to all our members who are most likely to be on the receiving end of the negative consequences and hatred being stirred up by ultranationalism and white supremacy ideology. The AEP has recently affiliated to Stand Up to Racism. I appeal to all members to visit the SUTR website and where possible support local activity, including cultural events. The TUC has produced some useful materials for members who are perhaps too young to remember the lessons/ early

successes of the Anti-Nazi League and remain unsure of how to respond to far-right discourse, unconstructive actions by officials aimed at suppressing dissent or activism. I will leave the last words to Paulo Freire, Brazilian educator, philosopher whose work revolutionised thought on critical pedagogy.

“Washing one's hands of the conflict between the powerful and the powerless means to side with the powerful, not to be neutral.”

“If the structure does not permit dialogue the structure must be changed”

Lynne Mackey, Chair of Employment Policies Sub-Committee

Annual Report of Chair of Equality, Diversity & Inclusion Sub-Committee

The Equality, Diversity and Inclusion sub-committee (EDISC) was formed in 2024 through a constitutional change passed at the 2023 AGM. This was intended to formalise the work of previous working parties who were striving to further the EDI linked aims of the AEP.

As a member of the NEC this has been a valuable opportunity to be involved in supporting the AEPs achievements on a range of EDI related topics and issues. This year has continued to present global and national challenges that have impacted every member of the union in different ways. As EPs, we are always striving to develop our individual and collective practice to promote inclusion and ensure that everyone feels valued for their unique contribution, particularly in the current – often divided- political and social landscape.

The breadth of this sub-committee is vast, and matters related to EDI are limitless. We base our areas of focus on the experiences of members and the feedback that is shared by reps and the total membership. The EDISC has met three times this year so far and we have had extensive discussions about our goals and how the committee will look in the future.

Areas of focus include:

- Exploring the experiences of our members. We continually work to gather information from different sources to explore how we can support members and promote equality and anti-racist practice across all areas of the profession.
- We support the ongoing AEP webinar programme that looks to explore topics related to EDI issues. These have prompted

interesting and thought-provoking conversations.

- We've supported training for staff and NEC members on topics including antisemitism and Islamophobia.
- Through discussions had in EDISC meetings and from feedback from members, we have liaised with universities regarding trainee EP interview access and questions to ensure equity.
- We have helped individuals to know what reasonable adjustments to request and for workplaces to know what to offer to EPs.
- We have ensured that EDI and our code of conduct is an ongoing item on reps' meeting agendas.

Next steps:

- The EDISC continues to work to develop the EDI section of the AEP website. We welcome contributions from members and intend this to be an area to share and develop practice and reflection.
- We work with our affiliates in their ongoing campaigns against inequality and discrimination and wish to offer members support in any way we can, both in their own experiences and in supporting children and young people.
- We look for opportunities to link and affiliate with other organisations to develop our knowledge and awareness and work together to further inclusion in areas affecting EPs, and the children, young people and their families.

I would like to take this moment to thank the staff and members of the NEC involved in this subcommittee. Their commitment to promoting the rights of members and working to explore how to effectively working towards

EDI issues is highly valued and it would not be possible without their dedication and enthusiasm.

This is my final report as Chair of EDISC and I will no longer be sitting on the NEC for the coming term. I am hopeful that the incoming chair can continue this important work and support the AEP to work in a way that promotes equality, diversity and inclusion. Small changes and actions can filter out to the services we work in and the many communities we work with.

Emma Smith, Chair of Equality, Diversity & Inclusion Sub-Committee

Annual Report of Chair of Professional Policies Sub-Committee

This has been another busy year for PPSC. I want to give public thanks again to my colleagues on the Subcommittee for their constant support and to our Professional Policies Support Officer for contributing constructively to our discussions and Lead Communications & Senior Support Officer for their excellent support. We have advised the NEC on professional matters throughout the year, as well as participating in consultations and providing a professional view on various matters for AEP officers and colleagues.

Below is a summary of some of the activities of PPSC.

Reviewing Guidance on the following documents:

EHCP Guidance
Interaction between private EPs and LA EPs
AI and EPS
Neurodiversity
Assistant EP Work
Police in Schools
Additional Funding Guidance for TEPs
Direct Work with Children and Young People
Tribunal Guidance
Guidance on CPD
Critical Incident Support
SpLD / Dyslexia

These documents are being updated and clarified by PPSC for the NEC.

Chair of PPSC attended the Wales TUC Congress to represent AEP and our motion was passed calling for improvements in TEP bursaries and a **second training course** in North Wales, a letter was sent and we have now (October) received the constructive reply of the Welsh Secretary for Education, Lynne Neagle, confirming plans for a new Training Course in Bangor University, commencing 2027-28, which will be a big step forward.

Following the commended work of EPs in support of the critical incident at a school in Rhydaman - Ammanford last year. The **Independent Review Report** of that incident was published (July 2025) and refers to the need for more EPs as Recommendation 1. We continue to support the innovative commissioned research work by Trainees at the University of Manchester on '**What good looks like**' exploring the optimum level of EPs in services and good practices. This will be reviewed with Professor Kevin Woods, after the Trainee has been confirmed, who will take forward this research in 2025-26.

It is noted that a small minority of LAs have recommended the use of private EPs to families, to help clear the backlog of their EHCNAs. Continued concerns over this happening in some services, which PPSC criticised as being inequitable for families with differing resources.

I also attended the Joint Professional Liaison Group meetings to foster constructive relations with NAPEP, the DECP/BPS and Training Course Directors (October 2025).

It is worthwhile to highlight access to a wide range of journals via **EBSCO** as a plus to members.

I attended the final meeting of our Editor at the Editorial Board of our international journal *Educational Psychology in Practice* and wish to record the Committee's appreciation of the excellent work of Stephanie James over twenty years!

Dewi R Hughes, Chair of Professional Policies Sub Committee

Annual Report of Editor of *Educational Psychology in Practice* Journal

This report is submitted as the Editor's annual record of the production of the AEP's practice, theory, research and professional journal, *Educational Psychology in Practice*.

The defining feature of *Educational Psychology in Practice* is that it publishes blind peer refereed articles representing theory, research and practice which are of relevance to practising educational psychologists working primarily in UK contexts. In its focus on applied psychology it occupies an important complementary position to those journals which emphasise the experimental work of academic psychologists. Whilst the majority of articles submitted to the journal are written by practising psychologists in the UK, submissions are welcomed from outside the profession and from outside the UK. The journal particularly recognises that relevant applied psychological theory and practice frequently crosses cultural and geographic boundaries and consequently the journal promotes an interdisciplinary and international approach, reflected in articles which report major pieces of research, debate issues, detail project evaluations, note research, and describe and evaluate aspects of professional practice. Content also includes book and software reviews.

Editorial Role

The brief negotiated between the Editor, the Association of Educational Psychologists (AEP), and Taylor & Francis (Publishers) continues to guide the work undertaken and centres on four objectives, focusing primarily upon delivering **four editions** of *Educational Psychology in Practice* per year:

- *To enable and support the Editorial Board to focus on, and meet, its core tasks*
- *To process and evaluate papers; correspond with authors; recruit, where appropriate, a minimum of two blind peer reviewers for each article; collate, evaluate and synthesise reviewers' responses; offer feedback, including continuing support and advice, to authors; monitor and shape the process; edit articles for final publication; and manage general tasks, correspondence and inquiries regarding the day to day running and management of the journal*
- *To manage this process in such a way that copy deadlines negotiated with Taylor & Francis are met*
- *To work closely with the AEP, Taylor & Francis and the Editorial Board to meet the above-mentioned core functions*

As in previous years, all of these objectives have been successfully accomplished, and the AEP continues to benefit from a positive and mutually beneficial working relationship with the publishers.

Editorial Board Members

The central role of all Board members is to offer a critical appraisal of all relevant manuscripts submitted to the journal. Board members assist the Editor in helping to ensure the quality of all published articles. The Editorial Board meets three times each year to assist with the production of the journal and to undertake a peer review moderation exercise, facilitated by the Editor, to help ensure quality control and consistency of the reviewing process. This moderation exercise also

provides continuing professional development for Board members, to assist in their capacity to critically review articles submitted to the journal, and therefore maintaining the quality of the journal. In the last year one Board meeting was held in February, virtually via Zoom, with two in person meetings taking place in June and October 2025.

The current Editorial Board comprises the Editor, *Stephanie James*; Editor Designate, *Cathy Atkinson*; Book and Software Review Editor, *Frank Pearson*; and Ordinary Members, *Melanie Adkins*, *Katie Callicott*, *Ida Conboy*, *Rachel Hayes*, *Lata Ramoutar*, and *Will Shield*. In addition, *Lisa O'Connor*, AEP Vice President; *David Beaumont*, AEP Treasurer; and *Dewi Hughes*, NEC representative; all serve in their respective elected roles. In December 2024 *James Redburn* completed his term of office as NEC Representative and is thanked sincerely for his contribution. At the end of July 2025 *Richard Melling*, Book and Software Review Editor, and *Sarah Sivers*, Ordinary Member completed their terms of office, both having served for many years, and are thanked for their significant contribution to the Board. The work of all Board members is invaluable to the smooth running of the journal and is highly commended.

The use of Information Communication Technology (ICT) has continued to be developed by the publisher to assist the smooth processing of manuscripts. All manuscripts continue to be processed using the Manuscript Central system (ScholarOne) which was devised, and is operated by, the publishers, Taylor & Francis. This system enables online submission, assignment of reviewers, online peer review and associated dialogue with authors and referees. Continuous evaluation of the system by the publishers has noted many positive features for both authors and Editorial Board members. This, and also the continuing practical and strategic support of the AEP to the Board, has

been greatly appreciated, as has the work undertaken on the Board's behalf by the AEP administrative team.

Manuscript submissions and publications

During the last year another record number of submissions to the journal was received; over 170 new submissions, the majority from within the profession and within the UK, but increasingly from across continents, demonstrating the global reach of the AEP's journal, and more than 50 manuscripts were re-submitted following peer review and revision. Of these 26 manuscripts were of publishable quality and were therefore published online, available for download worldwide, and in four print journals. The number of submissions received demonstrates the influential position that the journal holds within the profession and the emphasis placed on the importance of applied psychologists, and other related academic and practitioner professionals, continuing to disseminate their practice, research and theory to a wider professional audience through publication in the AEP's journal.

Support for Authors

One of the distinctive features of the journal is that all authors, but particularly new authors, are offered considerable support by Board members, and by the Editor, to assist in ensuring that their theory, research and practice papers are critically defensible in terms of methodology: in many cases this involves considerable on-going support and assistance in shaping articles to ensure appropriate quality. Detailed critique is offered to all authors, and an on-going process of improvement suggestions outlined. The publisher conducts an author survey from published authors regarding their rating of the support and satisfaction with the review process, and this continues to be highly rated.

Taylor & Francis is one of the premier publishers of national and international academic and applied journals, covering a wide range of topic areas and disciplines. This year the publisher has continued to provide excellent service to the journal throughout all necessary steps in the publication process. Additionally, the publishers have advertised the journal extensively through mailings, conference attendance, and electronic marketing.

The online availability of the journal greatly increases its profile and has brought the work of AEP members to a wide national and international audience; the annual number of journal article downloads exceeds 211K. A continuing enormous benefit to AEP members is the availability of online access, not only to the current journal, but also to the entire library of AEP journals previously published, 41 years in total. Full contemporary details of the journal's citation metrics are published on the journal website, including impact factors (Scopus CiteScore, SNIP, and SJR). (<https://www.tandfonline.com/journals/cepp20>)

The Publisher provides regular online opportunities for the Editor to meet and work with other Editors from across the globe, and across academic disciplines, to ensure that the most contemporary relevant issues to publication of defensible research are understood and maintained. The Publisher attends all Editorial Board meetings and offers support and guidance, as well as providing confidential publication and marketing information to ensure that the Board is kept informed of the publishing landscape.

I should therefore like to extend sincere thanks to the Routledge (Taylor & Francis Group) team, particularly the Publisher, Hannah Greenop; together with the Marketing Executive, Production Editors, and ScholarOne

Manager, who have all provided invaluable support, thus helping ensure the continued success of the journal.

Thanks are due also to the authors who generously submit their research, theory, practice and review articles for publication; without them the journal would not be possible.

Conclusion

As I come towards the end of 20 years as Editor of the journal, served over four terms, I should like to congratulate the Editor Elect, Cathy Atkinson, on her appointment by the AEP to the role of Editor from January 2026. I should also like to emphasise my appreciation and thanks to all members of the Editorial Board for the support, hard work, and expertise they freely volunteer, which has contributed to ensure that the journal continues to flourish within the field of applied educational psychology. I am confident that this same level of support will be available to the new Editor to assist in the task of continuing to manage her complex role. Assistance I have received from officers and administrative staff of the AEP is also greatly appreciated and I am confident that this will also be available to the new Editor. Additionally, the expertise of the publishing and marketing team from Routledge (Taylor & Francis) is invaluable. I very much look forward to the challenges and enjoyment still to come before retirement from the role as Editor, and I will continue to assist the incoming Editor in preparation for the coming year. I assure AEP members of my continued commitment to ensuring that the journal reflects quality theory, research, and practice in the field.

It has been a privilege to enable authors over the last 20 years to ensure that the publication of their many excellent articles reflects the continuing development of applied educational psychology. Authors remain keen to work with the Editor and Editorial Board to ensure that articles published are defensible

and rigorous. The journal continues to seek to publish, in particular, articles that significantly enhance and broaden contemporary understanding of the theory, research, and practice base of the profession. The journal both reflects and informs practice and, through sponsoring the journal, the AEP manifestly demonstrates its clear commitment

to widespread dissemination of quality research and practice articles.

Stephanie James, Editor of Educational Psychology in Practice

Report from the North East Branch

SAVE OUR BRANCH!

There is good news and bad news.

In October 2024 – the committee met to share our concerns about falling numbers at branch meetings and how best to serve our members. We feel that it is increasingly hard to reach EPs who seem to be divided into those that work for local authority (and often have a local rep) and those who are working independently (with no rep). We felt that we were putting a lot of effort and thought into trying to provide good networking liaison and CPD opportunities for our members but not getting many people to attend.

On 26th November 2024 we had a great session with Joe Elliot and Jonny Daniel at Durham University – many thanks to our Chair, Christine Sketchley for organising this event which was well attended.

We still have good intentions and want to recruit Trainee EPs from Newcastle University and encourage independent EPs to stay involved. We also want to improve our relationship with Head Office.

The Psychology and a Pint session ceased this year. We still think there is value in meeting people in person and want this to resume but to be well attended. This relies on us being able to contact local members and for them to want to attend.

We have a Facebook Group and are reaching out to those who are members.

In March 2025 we met Dionne Thompson from AEP who gave us some good insight into how unions support members, and she has

continued to work with our chairperson to plan a re-launch of the NE Branch in Autumn Term 2025.

We continue to be hopeful that EPs still have a need for connection with each other and that they will be inspired by each other through networks such as the NE Branch.

Jill Sandeman

Branch Secretary (North East Branch)

Report from the Northern Ireland Branch

The Northern Ireland branch have had another busy year and a very exciting one, with Donna Wiggett being elected as General Secretary of the AEP, a first for Northern Ireland!

Local rep, **Charlene Tennyson**, along with **Catherine O' Flaherty and Donna Wiggett** led a consultation to ensure EPs retained an Essential Car Allowance. Negotiations are ongoing.

Catherine O' Flaherty continues to be Regional Rep on the NEC until December 2026.

Donna and Catherine both continue to attend JNC and associated Directorate joint forum meetings to raise member issues and contribute to EA policy and discussion.

Donna Wiggett delivered an AEP membership presentation to students at Queen's University Belfast DECAPS in December 2024.

There remains a delay in the implementation of Draft SEN regulations/ Code of Practice 2016. Members continue to raise concerns around the new regulations' plan to impose a four-week deadline to complete Psychological Advice, instead of the existing six weeks. These issues have been raised with Education Authority, Department of Education and the Children's Commissioner. We have had verbal consent that the six-week deadline will remain, but we will ask for confirmation in writing.

Successes

- We held a branch meeting **Psychology and a Pint** in Cookstown (our highest turnout so far) and were joined by AEP staff Hardev Sohal and Dionne Thompson

- Positive feedback received from members regarding **AEP work with HR and EA Management to retain Flexi time for all EPS**.
- Donna Wiggett attended the **NICCY** event on Children Missing Education.

Planned work for this academic year

- Continue to support AEP members with queries and concerns e.g. terms and conditions & contracts.
- Support AEP AGM motions.
- Ask the EA to support the Soulbury agreement of extending the EP pay scales by three points.
- **Meet with MLA members and Education Select Committee to address the SEN system and support and contribute to an Inquiry into SEN and school placements**
- Link up with the Northeast Branch to promote branches and networks
- Engage with Private EPs working in NI

Members in Northern Ireland would like to express their thanks and gratitude to **Charlene** who has stepped down as Local rep.

We welcome **Darragh Mullen and Maria MacDonald** who are the newly elected local reps.

Donna Wiggett, Former joint NEC representative for Northern Ireland
(Job Share - Catherine O'Flaherty)

Annual Report of the Association Secretary 2025 - Appendix

Table 1: National Executive Committee Meetings 2024-25

From 1 December 2024 to date (10 October 2025) the NEC met in full on six occasions (12 'sessions'). The last meeting of the current NEC will be on the 7th November 2025, making 13 sessions in the 2024-25 'NEC year'.

Dates of NEC Meetings 2024-25	Location	Sessions
6 th & 7 th December 2024	<i>Durham</i>	2
7 th & 8 th February 2025	<i>Online</i>	2
21 st & 22 nd March 2025	<i>Durham</i>	2
16 th & 17 th May 2025	<i>Online</i>	2
18 th & 19 th July 2025	<i>Birmingham</i>	2
19 th and 20 th September 2025	<i>Online</i>	2
7 th November 2025	<i>Online</i>	1
Total sessions expected in full year:		13

Table 2: National Executive Committee 2024-25 – Membership and Attendance

Membership and provisional attendance record of all office holders during the current NEC year is shown below. One further meeting in this NEC year is scheduled in November 2025. Figures show sessions **attended to date only**.

Officers	Office Holder	Sess'ns attended			Att%	Term (yr)	Term ends
President	David Collingwood	12	of	12	100	2 of 2	30.11.2025
Vice-President /President-elect	Lisa O'Connor	12	of	12	100	2 of 4	30.11.2027
Association Secretary	John Drewicz	12	of	12	100	4 of 4	30.11.2025
Honorary Treasurer & Chair F&O SC	David Beaumont	12	of	12	100	2 of 4	30.11.2027
Chair of Employment Policies SC	Lynne Mackey	12	of	12	100	2 of 2	30.11.2025
Chair of Professional Policies SC	Dewi Hughes	12	of	12	100	2 of 2	30.11.2025
Other Nationally Elected Members							
National Member	Bernadette Cairns	8	of	12	67	1 of 2	30.11.2026
National Member	Emma Smith	7	of	12	58	2 of 2	30.11.2025
Newly Qualified Member	Minoushe Grant ¹	7	of	10	70	1 of 2	30.11.2026
Trainee Member (jointly elected)	Sammie Golding	3	of	12	50	2 of 2	30.11.2025
	Mike Modeste	3					
Regional Representatives							
Region 1 (jointly elected)	Lucy Taylor	4	of	12	83	2 of 2	30.11.2025
	Katie Paxton	6					
Region 2	Jane Herod	9	of	12	75	2 of 2	30.11.2025
Region 3 ²	Freia Schulz ²	2	of	2	100	2 of 2	30.11.2025
Region	Kate Forder	11	of	12	92	1 of 2	30.11.2026
Region 5 (jointly elected)	Brenda Tubbs	8	of	12	100	2 of 2	30.11.2025
	Simon Ungar	4					
Region 6	Jane Reichardt	11	of	12	92	1 of 2	30.11.2026
Region 7	John Robertson	8	of	12	67	2 of 2	30.11.2025
Region 8 (N Ireland) (jointly elected)	Donna Wiggett ³	3	of	11	100	1 of 2	30.11.2026
	Catherine O'Flaherty	8					
Region 9 (Cymru/Wales) ⁴ (jointly elected)	Jennifer McLoughlin ⁴	4	of	8	100	1 of 2	30.11.2026
	Rebekah Morgan ⁴	4					
Region 10 (Scotland)	Carrie Yavuz	7	of	12	58	1 of 2	30.11.2026
Total NEC offices = 20 (25 members)	Offices held = 20	189	of	224	84%		

NOTES:

1. Elected 21.01.2025 (in a by-election to complete the term of office)
2. On maternity leave until September 2025
3. Donna Wiggett was elected General Secretary of the AEP and resigned from the NEC in September 2025.
4. Joint holders resigned in May 2025. Office remained vacant after by-election in September 2025..

Table 3: NEC 2025-26 Membership

The table below lists continuing and newly elected / re-elected members who will form the incoming NEC for 2025-26, commencing 1 December 2025 and ending 30 November 2026.

Officers	Office Holder	Term (Yr)	Term Ends
President	Lisa O'Connor	3 of 4	30.11.2027
Vice-President / President Elect	Kate Fallon	1 of 2 (+2)	30.11.2029
Association Secretary	John Drewicz	1 of 4	30.11.2029
Honorary Treasurer & Chair F&OSC	David Beaumont	3 of 4	30.11.2027
Chair of Employment Policies SC	Lynne Mackey	1 of 2	30.11.2027
Chair of Professional Policies SC	Dewi Hughes	1 of 2	30.11.2027
Other Nationally Elected Members			
National Member	Bernadette Cairns	2 of 2	30.11.2026
National Member	<i>By-Election (TBC)</i> ²	1 of 2	30.11.2027
Newly Qualified Member	Minoushe Grant	2 of 2	30.11.2026
Trainee Member	<i>By-Election (TBC)</i> ²	1 of 2	30.11.2027
Regional Representatives			
Region 1	Katie Paxton	1 of 2	30.11.2027
Region 2	<i>By-Election (TBC)</i> ²	1 of 2	30.11.2027
Region 3	Freia Schulz	1 of 2	30.11.2027
Region 4	Kate Forder	2 of 2	30.11.2026
Region 5 (jointly-elected)	Sophie Driver ¹ Simon Ungar	1 of 2	30.11.2027
Region 6	Jane Reichardt	2 of 2	30.11.2026
Region 7 (jointly-elected)	Tamzin Messeter ¹ Ellie Hayes ¹	1 of 2	30.11.2027
Region 8 (Northern Ireland)	Catherine O'Flaherty	2 of 2	30.11.2026
Region 9 (Cymru/Wales)	<i>By-Election (TBC)</i> ²	2 of 2	30.11.2026
Region 10 (Scotland)	Carrie Yavuz	2 of 2	30.11.2026
Total NEC offices = 20	Vacant positions = 4		

Notes:

1. Members who have been newly-elected to the NEC.
2. These offices remain unfilled after the initial round of the election for the 2025-26 NEC. A by-election is being held (nominations close 23 October 2025).

Table 4: National Executive Committee 2023-24 – NEC Member Attendance (updated)

Membership and attendance of all office holders during the 2023-24 ‘NEC year’ (i.e. from 1.12.2023 to 30.11.2024) is shown below. Between 1 December 2023 and 30 November 2024 there were seven meetings of the NEC, totalling 13 sessions (meetings held over two consecutive days are counted as two ‘sessions’).

Officers	Office Holder	Sess'ns attended			Att%	Term (yr)	Term ends
President	David Collingwood	13	of	13	100	3 of 2+2	30.11.2025
Vice-President /President-elect	Lisa O'Connor	13	of	13	100	1 of 2+2	30.11.2027
Association Secretary	John Drewicz	13	of	13	100	3 of 4	30.11.2025
Honorary Treasurer & Chair F&O SC	David Beaumont	12	of	13	92	1 of 4	30.11.2027
Chair of Employment Policies SC	Lynne Mackey	12	of	13	92	1 of 2	30.11.2025
Chair of Professional Policies SC	Dewi Hughes	13	of	13	100	1 of 2	30.11.2025
Other Nationally Elected Members							
National Member	Emma Smith	7	of	13	58	1 of 2	30.11.2025
National Member	Julie Chase ¹	5	of	9	56	2 of 2	30.11.2024
Newly Qualified Member (jointly elected)	James Redburn	5	of	13	38	2 of 2	30.11.2024
	Noureen Lakhani	0					
Trainee Member (jointly elected)	Sammie Golding	6	of	13	85	1 of 2	30.11.2025
	Mike Modeste	5					
Regional Representatives							
Region 1 (jointly elected)	Lucy Taylor	2	of	13	92	1 of 2	30.11.2025
	Katie Paxton	10					
Region 2	Jane Herod	10	of	13	77	1 of 2	30.11.2025
Region 3 (jointly elected)	Alison Alway ²	2	of	13	62	1 of 2	30.11.2025
	Freia Schulz	6					
Region 4 ³	Vacant ³						
Region 5 (jointly elected)	Brenda Tubbs	8	of	13	100	1 of 2	30.11.2025
	Simon Ungar	5					
Region 6	Jane Reichardt	10	of	13	77	2 of 2	30.11.2024
Region 7	John Robertson	9	of	13	69	1 of 2	30.11.2025
Region 8 (N Ireland) (jointly elected)	Donna Wiggett	7	of	13	100	2 of 2	30.11.2024
	Catherine O'Flaherty	6					
Region 9 (Cymru/Wales) (jointly elected)	Jennifer McLoughlin	4	of	13	85	2 of 2	30.11.2024
	Rebekah Morgan	7					
Region 10 (Scotland)	Bernadette Cairns	8	of	13	62	2 of 2	30.11.2024
Total NEC offices = 20 (26 members)	Offices held = 19	199	of	243	82 %		

NOTES:

1. Elected on 27.02.2024 (in a by-election to complete a term of office, following resignation of Jo Suchy on 13.12.2023)

2. Alison Alway resigned on 17.09.2024. Freia Schulz continued as sole representative.

3. This vacant office failed to attract any nominations in the 2023-24 NEC election and in a subsequent by-election