

Society & College of Radiographers
MEMBER ENGAGEMENT & TRAINING (MET) REPORT 2025
Prepared for & presented at the 2026 Annual Delegate Conference

This is the 3rd iteration of an Engagement Report and is prepared for the 2026 Annual Delegate Conference. All data covers the calendar year 2025, unless otherwise stated in the report. The comparative baseline for membership and Accredited Rep data is recorded SoR figures for February 2025 against figures recorded in February 2026, unless otherwise specified. Details of some activities are recorded in 2026 as it has happened between ADCs. A number of activities were also recorded in the 2024 report, but are included again as they occurred in 2025.

Areas Covered:

- **Membership**
- **Accredited Representative Coverage**
- **New Accredited Representative Recruitment**
- **Accredited Representative Training and Support**
- **Events, Webinars & Training across 2025**
- **Additional Training, Engagement and Training, including via Networks**
- **Summary of Activity and Impact from our Networks, Special Interest Groups (SIGs) and Advisory Groups**

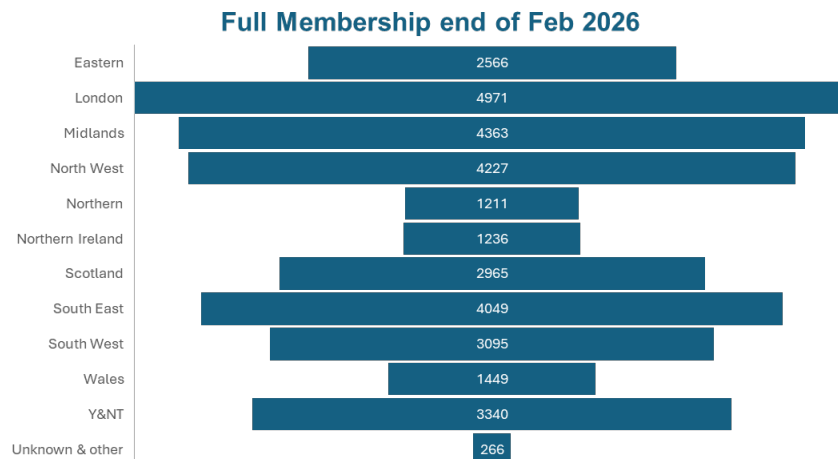
MEMBERSHIP GROWTH

Membership growth is a priority area in the SoR Strategy. In 2025, considerable work was done to review our existing membership joining processes and systems. In parallel, we have continued to review our membership offer, including the competitiveness of our subscription rates. This work is supporting our analysis of what we will need when acquiring a Customer Records Management (CRM) system to better support membership recruitment, retention, engagement and support. Further work is continuing, including:

- Improving our online joining processes;
- promotion of member benefits and rates; and
- the rollout of a new training programme for Representatives in understanding the SoR offer and recruiting members.

In 2026, we will also be reviewing how we can best capture and celebrate successful initiatives around recruitment and retention from Reps, Networks and members. The aim is to launch our local engagement strategy at the 2026 Rep Summit, although Reps and Networks will be engaged in developing these ideas between now and the Summit.

Our analysis using **Working Paying Members (WPMs)** shows an increase from 20th March 2025 to 1st March 2026 of **+2.2% (rising from 30334 to 30999)**. This figure varies across regions and nations. These exclude students and retired members but include apprentice members.



At the time of writing, we **have passed 2000 learner members** (including apprentices), continuing our recovery from ending some Higher Education Institutions (HEIs) paying for student membership across 2024-25. In 2025, we conducted a comprehensive review of how we engage with learners and HEIs to maximise the effectiveness and efficiency of our engagement. Key recommendations now being progressed include:

- continuing to engage directly with HEIs on Student Talks supplemented by online support via our Learner Network
- increased focus on direct contact through Reps with learners on placements
- supporting the re-launch of local Radiography Societies across HEIs following the pandemic
- continued promotion of our reduced Student and Apprentice Membership rates and transition to the reduced New Professionals rate
- continued focus on supporting access to work upon graduation and financial support for learners.

At the time of writing, we have **1124 paying retired members**.

Membership highlights in 2025 include:

- Increased numbers of New Professional members joining, linked to the launch of our reduced New Professional membership rate.
- Strong growth in Apprentice membership, with around 70% membership density across England. We look forward to supporting Apprentice members when their scheme is launched in Northern Ireland and the continued spread of apprenticeships as part of the NHS Workforce Plan.



- Launching our Support Workers Network and new reduced membership offer for all Support grades. We anticipate this will support further growth in our support workforce membership.
- Members from Equalise are making a positive contribution to all the TUC Equality Conferences across 2025 and into 2026.
- Increased engagement with internationally trained members, including working in partnership with the PAIR and NIRAD Special Interest Groups (SIGs). This included supporting our response to the Government’s consultation on changing rules for settled status for migrant members in February 2026.

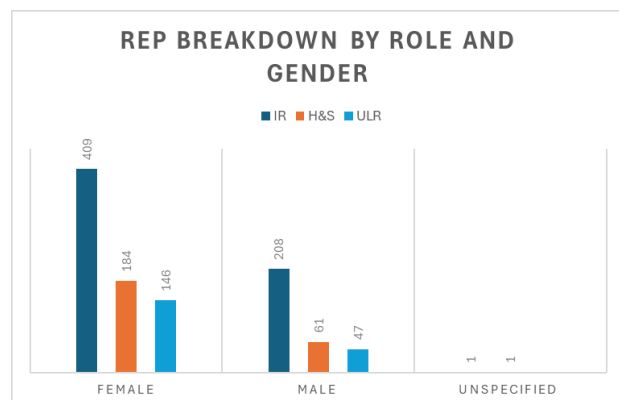
ACCREDITED REPRESENTATIVE (REPs) COVERAGE

In January 2026, we had **1112 positions covered** by accredited Reps – 609 Industrial Reps positions (IR); 275 Health and Safety Reps positions (H&S); and 211 Union Learning Rep positions (ULRs).

This is an increase in the roles covered **of +89 in January 2025 – an increase of almost 9%**. This represents +40 IR positions, +17 H&S positions, and +32 ULR positions.

In January 2026, we had **822 individuals** covering Rep positions, an overall increase of **42 (5.4%)** from the 779 individuals filling Rep roles in January 2025. Whilst not generally encouraging Reps to fill multiple positions or roles, sometimes this is sensible. For example, where a Trust/Board has several small radiography units, or there is a small employer. In 2025, we also secured formal recognition across NHS England as an employer, with a number of IR representatives covering all sites collectively.

We can say that our accredited reps broadly reflect the makeup and population of the radiography workforce across the range of roles and responsibilities, whether measured by gender, age or ethnicity. The exception would be slight over-representation of women in ULR roles and H&S roles – an exceptional fact that was positively covered by the LRD in an article in 2025.



70% of all Reps identify as female, the same percentage as last year – including:

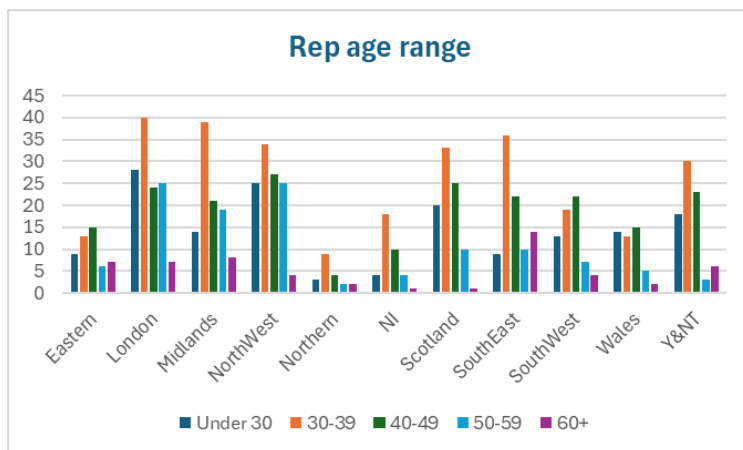
- **67% of all IR Reps**
- **75% of all H&S Reps**
- **76% of all ULRs**

Almost 1 in 5 of all Reps are under 30, the same % as in 2024; **54% are under 40 (+2% on last year); and 21% are over 50 (-4% on last year).**



26% of all Reps who declare their race/ethnicity do so as something other than white British or white European/Irish. We believe this is broadly in line with the radiography workforce, although we will be doing more work around understanding these populations across 2026. This also matches the percentage of New Rep race/ethnicity declarations. This is a reduction as a percentage from the 32% figure last year. However, there is a higher proportion of Reps who have made a declaration, so this may have impacted the comparative data.

Many unions are concerned by difficulties renewing an ageing Rep base – in large part caused by their hierarchical local structures. We can be confident that our Rep base continues to reflect the age profile of our membership and the radiography workforce. The average age of a SoR Rep is slightly older than the average member at 40.18. The data below shows our New Reps are, on average, younger than the average existing Rep.



NEW ACCREDITED REPRESENTATIVE RECRUITMENT

Across 2025, we recruited **167 new accredited Reps**. This was 6 fewer than across 2024. Our **new Reps filled 215 roles**, as opposed to 261 roles across 2024.

When combined with the increase in the overall number of Reps and positions covered, this presents a positive picture of strong Rep renewal and a reduction in the number of Reps covering more than one position. We believe the number of Reps covering multiple positions probably peaked in 2024 around the implementation of our Rep Code of Practice. Some long-registered Reps vacated positions, and it seems more new Reps are now filling some of these roles in place of a Rep doubling up.

67% of new Reps declared as female, broadly in line with the 68% last year. This includes **65% of new IRs; 64% of new H&S Reps, and 76% of new ULRs.**



127 new Reps declared their race/ethnicity, with **26% declaring as something other than white British or white European/Irish**. This was a reduction from 33% last year. However, this is likely to have also been impacted by the variation in the % of those making a declaration. This was 22% across 2025 compared to 28% across 2024. These figures mean we have recruited at least 68 new Reps who declare as something other than white British or white European/Irish across 2024 and 2025. The TUC published target for all unions in this period is 500 per year, meaning we have secured at least 6.8% of the total TUC target, despite our relatively small membership – e.g. around 3% of Unison’s declared membership.

The average age of a new Rep was 35.4 years. 71% of all new Reps were under 40. Our largest group of new Reps by age was under 30, with 60 or 37% of new Reps in this age band. The next biggest group was 39-40 with 56 or 34%. We also recruited 31 or 19% between 40 and 49 years; 10 or 6% between 50 and 59 years; and 5 or 3% who were 60 or over.

RATIO OF ACCREDITED REPs TO WPMs

Every year, we track the ratio of accredited Representatives to WPMs by geographical area and UK-wide. This gives us a benchmark to track access to Representatives and coverage across regions, nations and local workplaces.

Across the last year, our ratio of Reps to WPMs has improved in every category. In January 2026, we had:

- **An overall ratio of 1 Rep to every 28 WPMs (from 1:30)**
- **1 IR Rep for every 50 WPMs (from 1:52)**
- **1 H&S Rep for every 110 WPMs (from 1: 116)**
- **1 ULR for every 140 WPMs (from 1:166)**

RATIO TABLE 2025-26 (as of membership data February 2026)										
	FPM	IR	Ratio	H&S	Ratio	ULR	Ratio	Total	Ratio	
Eastern	2388	28	85	21	114	12	199	61	39	
London	4730	95	50	44	107	36	131	175	27	
Midlands	4050	68	59	44	92	28	145	140	29	
North West	3910	94	42	40	98	26	150	160	24	
Northern	1160	22	53	4	290	4	290	30	39	
Northern Ireland	1129	22	51	13	87	1	1129	36	31	
Scotland	2220	81	27	29	76	27	82	137	16	
South East	3779	71	53	29	130	17	222	117	32	
South West	2869	52	55	18	159	16	179	86	33	
Wales	1343	29	46	19	71	14	96	62	22	
Y&NT	3155	57	55	20	158	31	102	108	29	
Unknown and other	266									
TOTAL	30999	619	50	281	110	212	140	1112	28	



Most unions don't do a comparative analysis and certainly don't publish similar figures. However, the **SoR believe these are almost certainly lower (i.e. a better level of access to Reps) than any other TUC union.**

ACCREDITED REPRESENTATIVE TRAINING & SUPPORT

Across 2025, we ran targeted comprehensive initial training for all the categories of Reps, as well as 2 H&S Reps being supported through their TUC Stage 2 advanced H&S Rep training, covering 154 Reps in total.

Additionally, we have continued to run a strong programme of training and engagement opportunities for Learners, via our Learner Networks. Some of these are included in our Engagement Activity Table. One particularly positive initiative for learners was the London Regional Learners' Study Day. Any regions or nations considering running a similar event should contact NicholaB@sor.org or TUIR@sor.org. The 2026 Annual Student Conference has already taken place. This was significantly over-subscribed, and we are exploring ways to increase the number of potential attendees for the 2027 event.

We also ran multiple health, safety and well-being webinars and training sessions for Reps and members to access across 2025 (see details in the Engagement Activity Table). These proved extremely popular, and we will look to expand and repeat aspects of the programme as and when possible. We are also currently developing a training programme for Reps around looking after themselves whilst managing difficult situations and people. We expect this to then be adapted for line manager members and other groups, where plausible. In addition, our regional Health and Safety Training session ran in London, the Southeast and Eastern regions, engaging with 65 Reps. Any region or nation wanting to organise similar sessions for their areas' H&S Reps can do so by contacting RhysM@sor.org or TUIR@sor.org

The above programme will be part of the mandatory training for Reps, as reported to ADC in 2024 and 2025. This has taken longer to begin rolling out than initially expected due to delays associated with acquiring and embedding our Learning Management System (LMS). However, this is now up and running with the pilot for the Understanding Our Offer to Support Recruitment and Retention course now been successfully piloted. All Reps will have an opportunity to register on the LMS to do these mandatory modules and any other training we offer between March and June.

We believe we are the first union to introduce mandatory refresher training for all Reps. This is not to add to the pressure or burden of our volunteer Reps – rather it is so they can utilise their rights under the TULR (C) Act and new Employment Rights Act to access paid time off for necessary training to fulfil their duties as an accredited Rep. The intention is for courses to help support and protect Reps in carrying their responsibilities on behalf of the SoR as our local face and voice. The mandatory courses, comprising many accessible short modules, are being produced on:

- Understanding the SoRs offer to support recruitment and retention

- Allyship and proactively supporting equality in workplaces
- Looking after yourself as an SoR Representative, including managing difficult situations and people
- SoR values in practice, including protecting yourself and the SoR as a Rep

These are being gradually introduced to align with and build upon all reps' initial accredited training. The expectation is that all Reps will be able, through the LMS, to register and record their training using the LMS. Completing the mandatory elements will be a requirement of renewing your Rep status every three years, using the right to paid time off under the above Acts. In addition, via the LMS, all Reps will be able to access any additional training, learning materials, webinars, etc from across our growing library as well as the full TUCs catalogue – all via the LMS. This will also be recorded for Reps. These can also help with general CPD requirements.

In addition to formal and online training, we also held our 3rd Rep Summit in November 2025. This was again hugely successful and significantly oversubscribed. We are currently looking at the financial implications of running repeats of this in 2027 to increase the number of Representatives who can attend.

ADDITIONAL TRAINING & ENGAGEMENT, including via NETWORKS

As well as training and briefings targeted at Representatives, the Society and College support numerous other events, webinars and training that provide opportunities for members to engage directly with us.

Many of these are listed in the Engagement Activity Table.

Additionally, Region and National Committees are supported to organise local **Study Days**. The table highlights where these took place across 2025, with additional Study Days planned in 2026 in Wales, the Midlands, and in Yorkshire, North Trent and Northern regions.

Regional study days	Attendee numbers
Eastern	70
London	40
London Student Event	60+ (aiming to have this in all regions)
Midlands	100 (70 at study day, 30 at Managers study day)
Northern Ireland	90
Scotland	54
Southwest	80

Great thanks go to all involved in organising and supporting these events.



The SoR has long organised via Networks, as opposed to formal local Branches. Over the last five years, we have made strategic efforts to both grow the number and reach of engagement through the Networks and harness their potential to impact on our policy development and outputs, in both the union and College space. All accredited Reps are automatically registered with their group Network (e.g. IR Reps, H&S Reps, ULRs) as well as their relevant geographic Reps Network, which are organised and supported by the relevant National/Regional Officer.

In addition, members can opt in to any of the other Networks by emailing TUIR@sor.org. All the Networks have periodic online meetings and briefings, training sessions and discussion sessions relevant to the group. The Networks also provide vital opportunities for the SoR to listen to members and test / develop/co-produce policy, campaign priorities and materials. This allows any member a safe space to directly contribute to the Society and direct access to the relevant leaders in their areas of specific interest.

Summary of Activity and Impact from our Networks, Special Interest Groups (SIGs) and Advisory Groups

We now have 11 Professional Advisory Groups. These support the SCoR, providing an expert professional voice in the work of the organisation. Areas they cover include AI, diagnostic imaging, radiotherapy, ultrasound, patients and research

In 2025, the Professional Advisory Groups played a central role in shaping and strengthening the organisation's policy, professional and strategic work. Their collective expertise informed positions on AI and digital innovation, diagnostic imaging and radiotherapy workforce development, research priorities, and patient-centred care, ensuring that organisational outputs and guidance documents were grounded in current practice and emerging evidence. The Groups provided a vital mechanism for co-production, enabling frontline professionals, educators, researchers and patients to directly influence consultations, guidance, responses to external policy developments and organisation-wide initiatives. This continues to strengthen the credibility, relevance and reach of our work, while ensuring that the Society and College of Radiographers remains responsive to the needs of members, patients and the wider radiography workforce in a rapidly changing health and care environment.

We also now have over 50 member-led Special Interest Groups (or SIGs). These are growing regularly – for example, we are currently establishing a Support Workforce SIG. Examples of SIG's include NIRAD (Nigerian Radiographers in Diaspora), PAIR (Professional Alliance of Indian Radiographers), PTR (Palliative Care Advanced and Consultant Therapeutic Radiographers), Retired Members Steering Group. Members who are interested in joining a SIG, or want to consider starting a SIG, should click this link: [Special Interest Groups \(SIGs\) | SoR](#)

Our membership also has access to our union Networks. These are all supported by National or Regional Officers and provide opportunities for members to access bespoke training,

coaching and for them to network with peers. We also use our Networks for consulting with groups of members around policy and practice.

We have Rep Networks in every nation and region, as well as for each category of Rep. Additionally, we have Equalise, our umbrella network for all things linked to equality and diversity. These are organised by subgroup linked to the TUC Equality groupings.

In addition, we also support our Managers and Leaders Network; Learners, including apprentices; New Professionals; and our recently launched Support Workers Network, which works closely alongside their SIG. We are also currently planning to launch an International Recruits Network, a Practice Educator Network, and an Independent Sector Members' Network.

Highlights from our Networks in 2025 include:

- Members from our Equalise Network fully participating in all of the TUC Equality Conferences across 2025;
- Significant input from our Internationally Recruited members, via Equalise and supported by our geographic Reps Networks and both NIRAD and PAIR, around the SoRs response (and on-going campaigning) in response to proposed Government changes to right to settlement rules for migrant professionals and their families;
- Establishing the Support Workforce Network, and its aligned Special Interest Group, which will shape our input to ongoing discussions about career pathways, as well as our approach to pay for Band 2-4s across the four devolved nations;
- Continued high levels of engagement across our Learners Network, including specific opportunities for apprentices to network and share their experiences.

Event title	Type	Final registration number NOT including speakers
Exploring Career Pathways: Scope, Opportunities, and Industry Insights	Virtual	99
Webinar for Safety Reps: Menopause	Virtual	106
Wellbeing in Radiography	Virtual	433
Networking as a Career Catalyst: Building Connections for Success	Virtual	68
Webinar for Safety Reps: Violence at Work	Virtual	117
Mastering the Interview Process: CVs, Interviews, and Confidence	Virtual	228
ADC	In person	300
Annual Student Conference	In person	40
Practice Educator Accreditation Scheme Online Writing Retreat	Virtual	18
Presidential Inauguration	In person	70
Down's Syndrome Webinar Series: Informed consent in antenatal screening: what's happening in practice?		200
Down's Syndrome Webinar Series: Non-judgemental communication relating to Down's Syndrome	Virtual	237
Down's Syndrome Webinar Series: A mum's reflection on having a child with Down's syndrome	Virtual	152
Radiography Awards 2025	In person	118
Reps Summit	In person	106
From Idea to Abstract: How to Submit to ARC 2026	Virtual	10
Student Conference	In person	33
National Conference for Radiology Leaders (NCRL)	In person	250+
Achieving Radiography Excellence 2-day conference	In person	65
Ultrasound study day	In person	12
Imposter phenomenon - at BMUS	In person	40
Provide training for members undertaking voluntary roles with us, for example, training for reviewers who peer review articles submitted to Insight, training for assessors who peer review educational programme documentation	virtual	15 trained in Autumn 25 - next date July 26
Disseminated information about research grants and funding opportunities through our Research Network	virtual	7 applications for grants in Oct 25, TBC for April 26 rounds

FORMM programme - year-long programme Formal Radiography Research Mentoring (FoRRM) CoR - x2 face-to-face events	hybrid	8 members are mentees, 8 are mentors in 25/26
Leadership mentorship scheme - year long programme SoR Leadership Mentoring Scheme SoR - x2 face to face events	hybrid	12 members are mentees, 12 are mentors in 25/26
Practice education writing retreats – runs twice per year	virtual	2 x 20
Advisory Group W/Members <ul style="list-style-type: none"> • Research advisory group – CoR • Diagnostic Imaging advisory group – SoR • AI advisory group – SoR • Magnetic Resonance Advisory group - SoR • Radiographic Informatics Advisory Group – RIAG – SoR • Ultrasound advisory group – SoR • Radiotherapy Advisory Group – SoR • CT advisory group – SoR • Consultants Advisory group – SoR • Nuclear Medicine and Molecular Imaging Advisory Group – SoR • Patient Advisory Group – SoR & CoR • Being established a new advisory group - Support worker advisory group – SoR 	hybrid - mostly online with 1 face to face meeting per year	approx 150 members engaged in an advisory group - meet twice a year - once face-to-face, once online
Health & Safety Reps: Violence at Work Seminar	In person	77
Hazards Webinar	Virtual	40
International Workforce Network webinar	Virtual	19
Student and New professionals network webinar	Virtual	25
Eastern Study days	In person	70
Midlands Study days	In person	70
Midlands Managers Day Study days	In person	40
London Members Study days	In person	60
London Students Study days	In person	30
Northern Ireland Study days	In person	90
Scotland Study days	In person	54
South West Study days	In person	80
50+ different Special Interest Groups (SIGs) which are member led	virtual	50+ different groups
Natural resilience	in person	50

