

FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 DECEMBER 2025
FOR
BRITISH ASSOCIATION OF JOURNALISTS

BRITISH ASSOCIATION OF JOURNALISTS**CONTENTS**

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BRITISH ASSOCIATION OF JOURNALISTS

GENERAL INFORMATION

General Secretary:	N Howard
National Executive Committee:	N Howard J Bamborough (National Chairman) A Raitz P Kelly I Vogler
Place of Business:	PO Box 79790 London NW11 1QT
Bankers:	HSBC Bank Plc Fleet Street Branch 165 Fleet Street London EC4A 2DY
Statutory Auditors:	Orcom Civvals Audit Limited Chartered Accountants and Statutory Auditors 50 Seymour Street London W1H 7JG

BRITISH ASSOCIATION OF JOURNALISTS

REPORT OF THE NATIONAL EXECUTIVE COMMITTEE FOR THE YEAR ENDED 31 DECEMBER 2025

The National Executive Committee presents its annual report together with the accounts for the year ended 31 December 2025.

1. Principal activity

The principal activity of the British Association of Journalists is to provide excellence in trade union representation and legal advocacy. It also aims at promoting and protecting the interests of employed and freelance journalists.

2. Responsibilities of the National Executive Committee

The National Executive Committee is responsible for preparing the financial statements for each financial year in accordance with applicable law and regulations.

The financial statements are required to give a true and fair view of the state of affairs of the association and of the surplus or deficit of the association for that period.

The National Executive Committee is also responsible for keeping proper accounting records in respect of the association's transactions and its assets and liabilities and to establish and maintain a satisfactory system of control over its accounting records in accordance to section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Trade Union Reform and Employment Rights Act 1993.

3. Statement as to disclosure of information to auditors

So far as the National Executive Committee is aware, there is no relevant audit information of which the auditors are unaware, and each member of the National Executive Committee has taken all the steps that ought to have been taken in order to make themselves aware of any relevant audit information and to establish that the association's auditors are aware of that information.

4. Statement to members in connection with section 32A of the Trade Union and Labour Relations (Consolidation) Act 1992

	2025	2024
	£	£
Total income for the year	110,167	105,905
Total expenditure for the year	100,290	92,351
Surplus	9,877	13,554
Subscription income	108,263	104,665
Remuneration to the General Secretary (including any benefits)	36,168	30,058

The remaining members of the National Executive Committee were not paid any amount in respect of salary and benefits.

BRITISH ASSOCIATION OF JOURNALISTS

**REPORT OF THE NATIONAL EXECUTIVE COMMITTEE
FOR THE YEAR ENDED 31 DECEMBER 2025**

5. Irregularity statement

A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

6. Auditors

The auditors, Orcom Civvals Audit Limited, will be proposed for re-appointment in accordance with section 33 of the Trade Union and Labour Relations (Consolidation) Act 1992.

On behalf of the National Executive Committee



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N Howard – General Secretary

Date: 15 July 2026

BRITISH ASSOCIATION OF JOURNALISTS**INDEPENDENT AUDITORS REPORT TO THE MEMBERS
OF BRITISH ASSOCIATION OF JOURNALISTS****Opinion**

We have audited the financial statements of British Association of Journalists (the 'association') for the year ended 31 December 2025 on pages eight to eleven. The financial statements have been prepared in accordance with the provisions of Section 1A "Small Entities" of the Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The financial statements have been prepared under the historical cost convention.

In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31 December 2025 and of its transactions for the year then ended;
- have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the association 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 National Executive Committee's 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 Association'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 National Executive Committee with respect to the going concern are described in the relevant sections of this report.

BRITISH ASSOCIATION OF JOURNALISTS**INDEPENDENT AUDITORS REPORT TO THE MEMBERS
OF BRITISH ASSOCIATION OF JOURNALISTS****Other information**

The members are responsible for the other information. The other information comprises the information in the Report of the National Executive Committee, but does not include the financial statements and our Report of the Auditors thereon.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to 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.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Association and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the National Executive Committee.

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 require us to report to you if, in our opinion:

- adequate accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements to which this report relates do not agree with the accounting records and returns

Respective responsibilities of the National Executive Committee

The National Executive Committee is responsible for preparing the financial statements and for being satisfied that they give a true and fair view and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

BRITISH ASSOCIATION OF JOURNALISTS**INDEPENDENT AUDITORS REPORT TO THE MEMBERS
OF BRITISH ASSOCIATION OF JOURNALISTS**

In preparing the financial statements, the members are responsible for assessing the association'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 members either intend to liquidate the association or cease operations or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations (Consolidation) Act 1992 and report in accordance with section 36 of that Act.

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 a Report of the Auditors 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of our report

This report is made solely to the association's members, as a body. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.



Orcom Civvals Audit Limited
Statutory Auditors
50 Seymour Street
London
W1H 7JG

Date: 15 July 2026

BRITISH ASSOCIATION OF JOURNALISTS

**INCOME AND EXPENDITURE ACCOUNTS
FOR THE YEAR ENDED 31ST DECEMBER 2025**

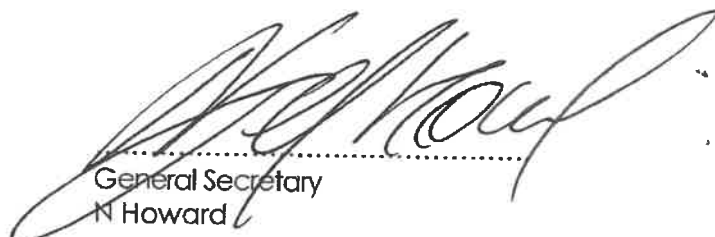
	Notes	<u>2025</u> £	<u>2024</u> £
Subscriptions received	1	108,263	104,665
Other income	1	1,500	-
Donations	1	-	1,000
Interest and dividends received	1	404	240
		<u>110,167</u>	<u>105,905</u>
Legal advisors retainers		36,000	33,000
Professional indemnity insurance		1,436	1,436
Press cards		2,721	2,489
Salaries and employers N.I.		-	29,181
Telephones and faxes		2,021	2,226
Computer expenses		3,204	3,109
Pension		-	876
General Secretary's travel and subsistence		560	536
General Secretary's consultancy fees		36,168	-
Printing, postage and stationery		926	777
Bookkeeping		1,860	1,860
Auditors remuneration		4,440	4,320
Bank and BACS charges		6,945	6,801
Incidentals		3,288	2,569
Subscriptions		-	2,640
Depreciation of office furniture, equipment and computers		721	531
		<u>100,290</u>	<u>92,351</u>
Surplus for the year	5	<u><u>9,877</u></u>	<u><u>13,554</u></u>

BRITISH ASSOCIATION OF JOURNALISTS

BALANCE SHEET AS AT 31ST DECEMBER 2025

	Notes	<u>2025</u> £	<u>2024</u> £
TANGIBLE FIXED ASSETS			
Office furniture & equipment:			
Cost		8,850	8,850
Depn.	1	(8,410)	(8,263)
Computers			
Cost.		11,008	10,291
Depn.	1	<u>(10,530)</u>	<u>(9,956)</u>
		918	922
Investments	1	145	145
		<u>1,063</u>	<u>1,067</u>
CURRENT ASSETS			
Debtors and prepayments	3	529	529
Cash at bank and in hand		<u>50,595</u>	<u>40,010</u>
		51,124	40,539
CURRENT LIABILITIES			
Creditors	4	<u>(11,003)</u>	<u>(10,299)</u>
NET CURRENT ASSETS			
		<u>40,121</u>	<u>30,240</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>41,184</u>	<u>31,307</u>
Financed by:			
SURPLUS ON REVENUE ACCOUNT	5	<u>41,184</u>	<u>31,307</u>

Approved by the National Executive Committee on 15 July 2026 and signed on its behalf.


 General Secretary
 N Howard

The notes on pages ten to eleven form part of these financial statements.

BRITISH ASSOCIATION OF JOURNALISTS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2025

1. ACCOUNTING POLICIES

(a) Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities". The financial statements have been prepared under the historical cost convention.

(b) Depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Office, furniture & equipment - 25% per annum on reducing balance.
Computers - 33% per annum on straight line.

(c) Investments

Investments are stated in the balance sheet at cost.

(d) Income

Subscription income is recognised in the accounts when they are due.

Other income are recognised as when they are received.

Donations are recognised as when they are received.

Investment income is recognised when they are receivable.

2. TAXATION

The union is not liable to taxation on income from its members. No provision for taxation is considered necessary in respect of the current year or previous year.

3. DEBTORS

	2025	2024
	£	£
Other debtors	529	529
	<u>529</u>	<u>529</u>

4. CREDITORS

	2025	2024
	£	£
Accrued expenditure	11,003	10,299
	<u>11,003</u>	<u>10,299</u>

BRITISH ASSOCIATION OF JOURNALISTS**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2025****5. SURPLUS ON REVENUE ACCOUNT**

	2025
	£
Balance at 1 January 2025	31,307
Surplus for the year	<u>9,877</u>
Balance at 31 December 2025	<u>41,184</u>

JULY 2026 BAJ Statement to Members.

The BAJ continues to improve its services to members while making significant cost savings using remote working for the management and admin team.

During the past year I have identified areas of significant costs to the union which were indeed unnecessary and expensive. As a result, I am pleased to report these costs have been addressed and I am pleased to report those costs have been dramatically cut and reduced. These direct actions have improved our financial position which will NOT in any way affect and impact on the performance of the BAJ. These savings are essential and are truly beneficial to our operating performance.

Disappointingly and as a complete shock at the end of 2025 we suffered a catastrophic failure to our original website. I am pleased to report an immediate action plan was launched to build a new website. This project was extensively researched which took close to seventy-three hours to design, build and get online. This also included a more up to date email service. Our new online presence together with a NEW Domain name which replaced the old name is modern, interactive and offers visitors and members many more opportunities that were not available before. This includes online BAJ Membership Application, Press Card enquiries and Applications as well as a Get in Touch form.

As reported last year we started offering BAJ merchandise which has now been expanded to offer our signature BAJ Logo Doorman/Gold Umbrella, this not only offers protection from those wet and windy news, sports and features job and protection from hot sunny days, it is also a great UK and worldwide marketing opportunity where our name can literally be seen by tens of thousands of people and will also be featured on TV when news cameras pan around showing news and sports journalists at work.

BAJ records have again undergone a significant audit concerning the personal information in the union's database. As a result, The BAJ is satisfied that the data stored on its membership is as accurate as possible but does and can solely rely on members keeping the association informed of any changes in address and contact details.

This has proven to be an unreliable way of ensuring data held on members is accurate, so continued work is required to extract this. It is frustrating when members do not inform us of changes in respect of their contact details and involves a time process in updating information.

While we have continued to see major redundancies across our industry in all sectors, membership in the BAJ remains in constant flux, with new members joining and older members retiring or members leaving the industry.

Looking more closely at our membership database I have discovered that some National Staff Members have been paying the older membership subscription of £16.00 per month. I have now started courteously notifying them that their fees are increasing to the amount of £18.25 this will also generate some additional income. Last year we also updated membership fees for freelancers. It was evident that there were a lot of members who were paying the old rate of £10.50. I addressed this as they were not previously informed the rate had increased to the rate of £11.50

Press Cards: Originally Members were being charged £35.00, non-members £80.00. The cost of Press Cards has now been increased to £39.50 for member's and to £87.00 for non-members. Additionally for first time Press Card applications there is a £20.00 Administration fee for non-members.

Joining Fee: This has been increased from £17.50 to £19.00, additionally when a new member joins, they pay one month's monthly membership subscription or part thereof prior to your monthly Direct Debit mandate being set up.

New Members: We have now introduced a NEW Member joining incentive. A person can join the BAJ and Pay a year in advance and take advantage of 11 months for the price of twelve plus 50% off the joining fee. Should a member then decide to leave the BAJ a refund would be made, however this would be subject our normal 28 Day Notice Period and also the 50% discount joining fee would be additionally collected as part of the refund.

NIGEL HOWARD

BAJ General Secretary