



Institute of Translation
and Interpreting



2025-2026 ANNUAL REVIEW



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WELCOME



It's hard to believe a year has passed since I became ITI Chair – and even harder to believe how much our community has achieved together in that time.

We've made qualified membership more inclusive and accessible by launching the Translation Portfolio Assessment in October 2025. This single new route has standardised the process for all language combinations, cut costs for members significantly, and already brought 21 new members, 15 upgrades, and our first Uzbek to English pairing. Our broadened student criteria and extended discount offer are also making it easier for people to find their way into the profession through ITI from the start.

Advocacy and outreach have once again been at the heart of ITI's work, as raising the profile of our profession and communicating its value have never mattered more. We've written to universities facing course closures; shared our strategic case for languages with vice-chancellors across the country; and continued our work with PI4J on public service interpreting policy. And we've been proudly visible at a wide range of events outside our sector and continued to build strong relationships that amplify our collective voice.

Much of the year has been building towards EX:CHANGE 2026, our flagship event marking ITI's 40th anniversary in Milton Keynes on 1 and 2 July 2026. True to our objective of delivering a conference with a difference, our member-led advisory group has worked tirelessly to create a safe space to allow our community to discuss the challenges many of us are facing, bring in perspectives from

outside the profession, and work through real problems collaboratively.

There's no hiding from the fact that our profession is facing unprecedented challenges at a time of extreme disruption and relentless change. But if this past year proves anything, it's that we're stronger together. As we celebrate our milestone anniversary and reflect on just how much has changed over the past four decades, it's critical that we stay true to the core values that make our professional home so meaningful and valuable – communication, collaboration and community.

I'd like to take this opportunity to thank Sara Robertson and the whole office team for all of their hard work throughout the year. A huge thank you also goes to Nicki Bone MITI for leaving ITI in such good shape when she handed over to me at this time last year. I'm grateful to the Board and everyone else who volunteers their time and energy to support our Institute, our networks and our profession.

And finally, thank you to each and every one of our members – our ITI community wouldn't be what it is without you.

Fiona Gray MITI, Chair

ANNUAL REVIEW 2025 - 2026

CONTENTS

- 3 About us
- 4 Strategic priorities for 2025-2026
- 5 Supporting the ITI community
- 8 Membership
- 9 Professional development and standards
- 11 Advocacy and outreach
- 13 Collaboration



Institute of Translation
and Interpreting

ABOUT US

The Institute of Translation and Interpreting (ITI) is the only UK-wide independent professional membership association for practising translators, interpreters and all those involved in the language services sector.

Founded in 1986, we now have around 2,600 members, both in the UK and internationally.

We connect professionals to share expertise, support one another, and champion the human value of translation and interpreting in society and the economy

GOVERNANCE

Our AGM was held on 17 October 2025, and the Board met in person at Kent's Hill in Milton Keynes twice during the year in May and December.

OUR PURPOSE

Our aim is to promote the value of human translation and interpreting by supporting a professional community built on expertise, ethics and connection.

OUR OBJECTIVES ARE TO:

- Offer a professional home for language professionals, helping them to create and nurture a fulfilling career
- Promote and uphold our standards for professional conduct through training and education
- Increase public recognition of the value of the translation and interpreting professions through advocacy and engagement

STRATEGIC PRIORITIES FOR 2025-2026

This year our work has been organised around three key priorities: professional development and standards, advocacy and outreach, and supporting the ITI community. The action plan is summarised below.



SUPPORTING THE ITI COMMUNITY

- Develop and implement ITIconnect membership
- Extend our messaging to include a wider spectrum of language professionals
- Prepare for a successful conference
- Update the ITI branding and refresh the Bulletin



PROFESSIONAL DEVELOPMENT AND STANDARDS

- Deliver an engaging CPD programme
- Implement the new MITI assessment processes
- Publish and promote a new Code of Professional Conduct
- Publish and promote a Code of Ethics



ADVOCACY AND OUTREACH

- Raise the profile of the profession and demonstrate its value
- Continue to develop outreach relationships to deliver client education
- Continue collaborating on public service interpreting policy

SUPPORTING THE ITI COMMUNITY

We remained committed to nurturing and supporting members, and offering them meaningful ways to connect with one another and with ITI.

ITI INSIGHT

At the beginning of 2026 we introduced our refreshed branding; then, in April, we launched ITI Insight, the successor to the ITI Bulletin. Following a structured tender process, Headlines were selected to take on end-to-end responsibility for the magazine. Their role spans editorial management, design and layout, proofreading, print and distribution, as well as digital delivery.

The redesign of the magazine was shaped by valuable feedback gathered from members during the review of the ITI Bulletin and, while the format is evolving, our editorial mission remains the same: to inform, educate and engage ITI members through high-quality, relevant content contributed by members and sector colleagues.



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NETWORKS

Our Networks remained at the heart of the ITI community throughout the year. We now have 42 Networks in total - 17 Geographical, 11 Language, 12 Subject and 2 Support - offering members opportunities for CPD, socialising, mentoring and support wherever they are based.

We would like to commend all of our Networks for the range of activities they have delivered over the last year and especially for their outreach work with their local universities as it is vitally important that we support students entering the profession and offer them insights that will help them build a successful career in our industry.

18 / 31

**NETWORKS RUN A MENTORING
PROGRAMME FOR MEMBERS**

14 / 31

**NETWORKS COLLABORATE WITH
UNIVERSITIES ON OUTREACH
OR STUDENT SUPPORT**

13 / 31

**NETWORKS RUN A BURSARY
PROGRAMME FOR MEMBERS**

** Out of 42 Networks, 31 completed the annual survey.*

SUPPORTING THE ITI COMMUNITY



NETWORKS

A special thanks goes to those Networks who welcomed members of the staff team to their events. The team thoroughly enjoyed participating in the French Network's workshop in Norwich; joining the Kent and Sussex Network's summer lunch; attending the London Regional Group's summer pub walk and Christmas lunch; leading a walking tour for the Media, Arts and Tourism Network in Glasgow; taking part in the German Network's Work and Play Shop in Bristol; learning all about Cartier and perfume with the Beauty, Fashion and Luxury Network, quizzing in York with Yorkshire Translators and Interpreters; and sharing a love of books with the Marketing Network's Biz Book Club.

AWARDS

The prestigious John Sykes Memorial Prize for Excellence was awarded to the Association of Translation Companies (ATC).

The John Sykes Memorial Prize for Excellence celebrates an outstanding contribution to the world of translation or interpreting over a long period. This year's award recognises the ATC's ongoing hard work on behalf of and in support of language service companies and the wider language services industry, including its recent focus on commercial collaborations and other activities to promote the value of language services, language skills and translation and interpreting as professions to the business community and beyond.

This year's recipient of the Outstanding Contribution to ITI Award was Cate Avery FITI.

Cate is a well-known and long-standing member of ITI and a translator with 40 years of experience, working from German and Italian into English and specialising in patents. She was the winner of the John Hayes Prize for Excellence in Translation 2020 and has been a frequent speaker at ITI events, with a particular interest in raising professionalism and promoting good customer service. Cate also served as the chair of the Membership Committee for many years.

ENGAGEMENT

In September we widened our student membership criteria and introduced a six-month subscription option, followed in October by an annual student discount offer, making ITI more accessible to those starting out in the profession.

Our Ask Me Anything events continue to prove popular with our Student and Junior Associate members. Designed to give our more junior members a chance to put their questions about the industry, their skills and background, and how they got started, to experienced members, usually MITIs and FITIs, these one-hour sessions have increased from twice-yearly to quarterly this year.

In the last year, 36 students and Junior Associates have attended Ask Me Anything sessions, and with more sessions now available, we expect this number to increase in the coming years.

We also held two Chat with the CEO sessions and, from February, introduced a joint Chat with the Chair and CEO session, which achieved our highest attendance to date.



SUPPORTING THE ITI COMMUNITY

ONLINE COMMUNITY

LinkedIn is our primary online channel, and we continue to explore different ways to engage with our sizeable audience, which mainly comprises people working in the language services industry and related fields. In May 2025 Sara Robertson launched her first monthly LinkedIn article, adding a new regular voice to our social media presence. A common theme of her articles is the value of professional translators and interpreters, while other articles have explored professionalism and personal advocacy.

We are also working to build an audience on Instagram.

LINKEDIN STATISTICS:

142K
FOLLOWERS

1% INCREASE
ON FOLLOWERS
EVERY MONTH

5%
ENGAGEMENT
RATE

INSTAGRAM STATISTICS:

NEW FOLLOWERS
THIS YEAR:
+124
TOTAL 1388

AVERAGE VIEWS
PER MONTH:
3906

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THE LINKEDIN ARTICLES:

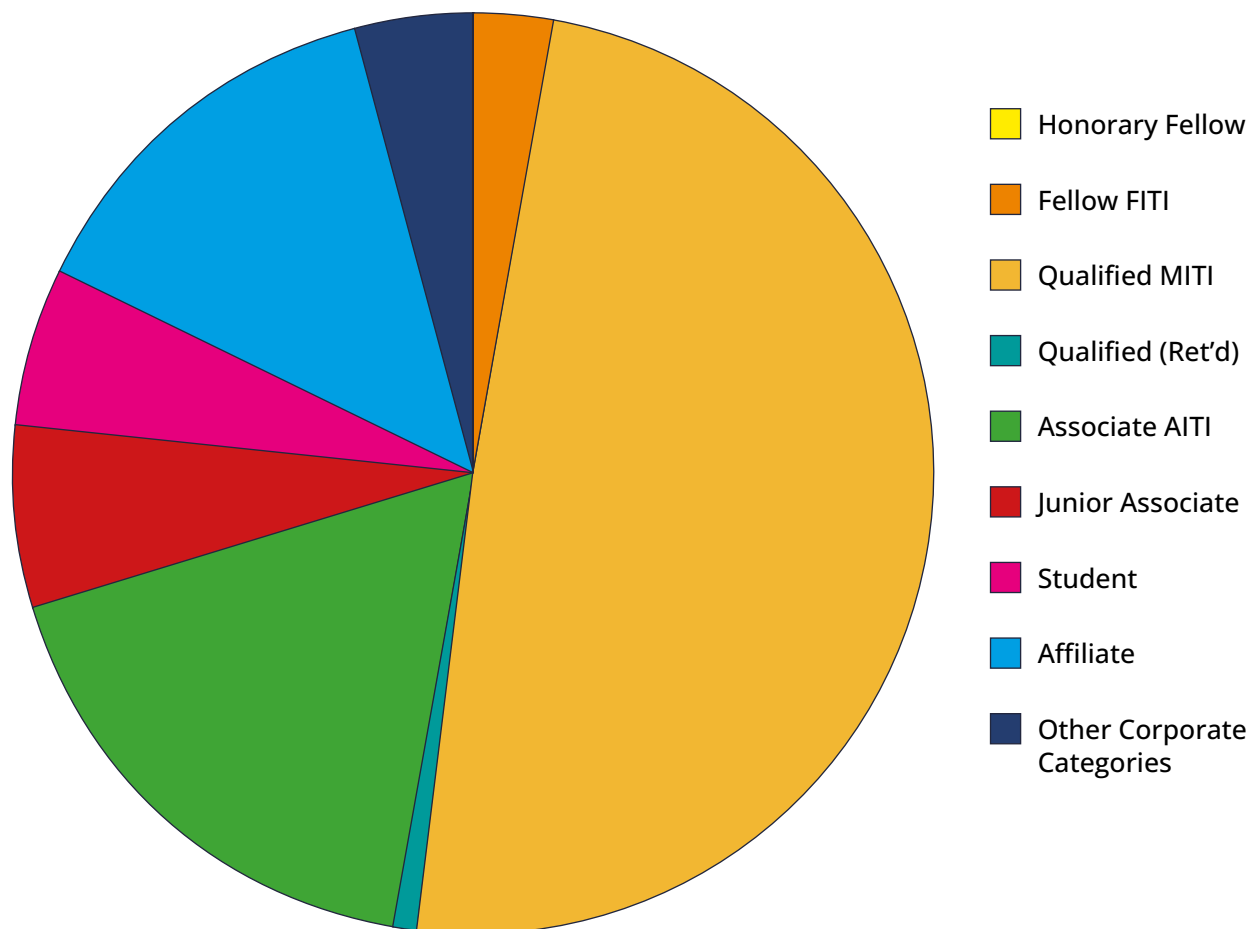


MEMBERSHIP

These were the membership figures at 30th April 2026.

MEMBERSHIP BREAKDOWN

Honorary Fellow	5
Fellow FITI	70
Qualified MITI	1298
Qualified (Ret'd)	22
Associate AITI	466
Junior Associate	167
Student	145
Affiliate	360
Other Corporate Categories	107
Total	2640



PROFESSIONAL DEVELOPMENT AND STANDARDS

We continued to invest in the quality and range of our CPD programme and made significant progress on articulating the professional standards that underpin ITI membership.

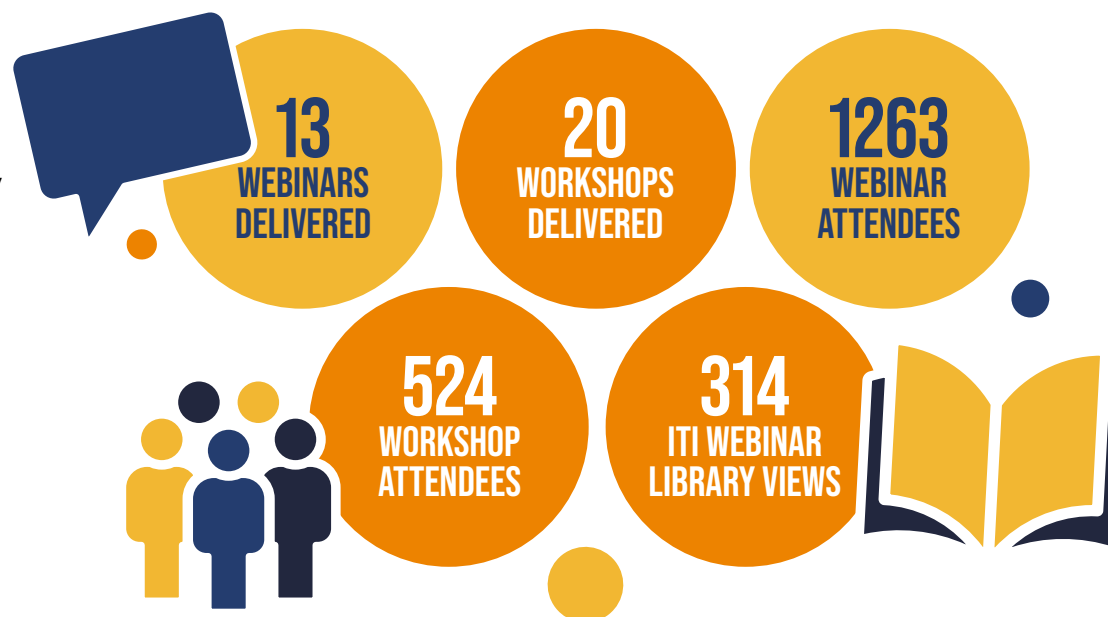
CPD PROGRAMME

Our Learning Management System (LMS) continued to grow, with new on-demand courses added throughout the year. In June we also began delivering an Interpreting and AI course in collaboration with the University of Surrey, building on the success of last year's Translation and AI course.

- **1,078** members logged CPD and **580** members logged 30 hours and more of CPD.
- Focus on key topic areas such as AI and emerging technologies, legal interpreting, subtitling, pricing strategies, well-being and essential business skills.
- Learning management system - two new on-demand courses published. **54** learners.
- Collaboration with the University of Surrey – continued to deliver Translation and AI course and introduced new Interpreting and AI course. **184** attendees across **5** cohorts.



DELIVERING AN ENGAGING CPD PROGRAMME



WELL-BEING AND SUPPORT

In June we launched a programme of peer-support and well-being workshops for members, alongside new well-being resources published on the ITI website, recognising the pressures many language professionals are navigating in a fast-changing market.

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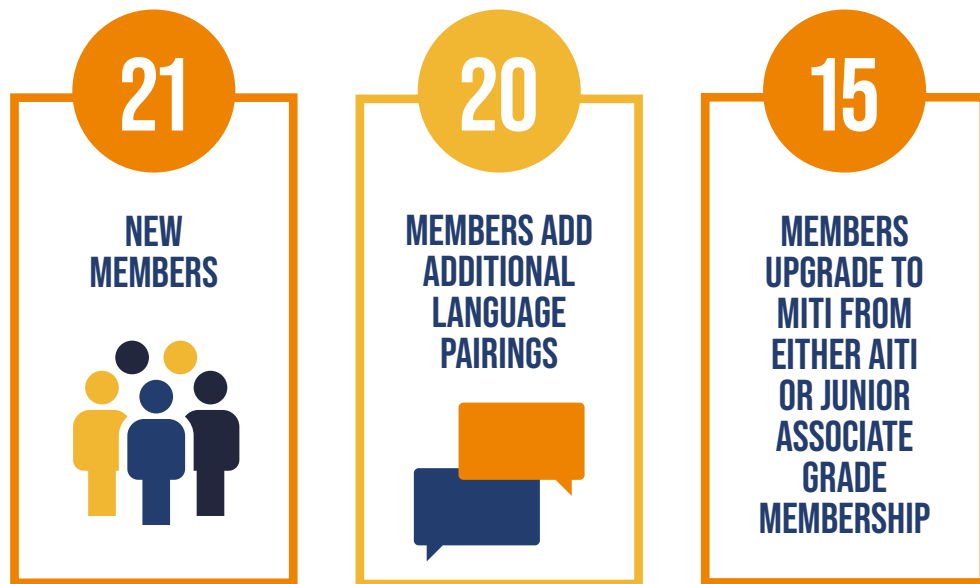
PROFESSIONAL DEVELOPMENT AND STANDARDS

TRANSLATION PORTFOLIO ASSESSMENT

In October 2025 we introduced the Translation Portfolio Assessment (TPA). The TPA replaced the Standard Translation Assessment, Qualification Support Assessment and New and Small Language Groups Assessment, meaning all candidates now take the same assessment.

The aim of changing the assessment process was not only to make it more inclusive and accessible to all applicants, as the TPA can be undertaken in all language pairings, but also to reduce the cost of accreditation for members.

Since introducing the TPA, we have had:



CODE OF PROFESSIONAL CONDUCT AND CODE OF ETHICS

Work on both codes progressed steadily through the year, and members approved the revised Code of Professional Conduct at the AGM in October 2025.

Revising the Code of Professional Conduct was a substantial undertaking, as much has changed in the decade since the previous version was written. A task and finish group, drawing on the expertise of practitioners and academics and the external perspective of Peter Hinton, former CEO of the Chartered Institute for Archaeologists, therefore accepted the challenge of rethinking the code from first principles.

Over a series of discussion sessions, the group made a strong case that the new code should be more accessible, less prescriptive, and more aligned with contemporary practice. They sought to achieve a revised code that incorporated established principles but also responded to emerging challenges. They also chose to place greater emphasis on the central role of professional judgement, rather than just asking practitioners to follow rigid rules.

Alongside this important work, our Coffee House series continued to explore the ethical questions underpinning the profession. Sara Robertson and Dr Joseph Lambert presented the interim results of the project at two academic conferences in late 2025 and a progress review report on the Coffee House programme was published in December. A proposal to set up an Ethics and Standards Committee to take over the project and complete the work to deliver a Code of Ethics was agreed by the Board and will be implemented in 2026.

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ADVOCACY AND OUTREACH

Advocacy remained a central part of our work this year, with sustained policy and outreach activity bringing us into contact with a wide variety of stakeholders including universities, Government, business, and the broader language services sector.

Members of the Board represented ITI at a varied range of events outside of the language services sector including the annual Memcom Conference, the Association of Association Executives World Congress (Hamburg), the Trade Association Forum's Best Practice Exchange, various events delivered by the Milton Keynes and Northampton Chambers of Commerce, and several meetings of the Professional Associations Research Network. Attending these events provides an excellent opportunity to talk to other professionals about the value of translators and interpreters and to make new connections that can lead to follow up activities aimed at raising the profile of our profession.

PUBLIC SERVICE INTERPRETING POLICY

We continued our ongoing collaboration with Professional Interpreters for Justice (PI4J) and also maintained our involvement in the Language Services External Stakeholder Forum hosted by the Ministry of Justice, which met regularly across the year.

On 9 September 2025, the Grand Committee of the House of Lords debated the Public Services Committee's report *Lost in translation? Interpreting services in the courts*, which included evidence and recommendations that ITI submitted to the original inquiry. The debate came as the Ministry of Justice was renegotiating its contract for court language services, due to expire in 2026, and covered concerns about data quality, interpreter pay and conditions, and the role of AI in future service delivery. We continue to advocate for better remuneration and working conditions for public service interpreters working in the court system.

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SUPPORTING LANGUAGE LEARNING IN UNIVERSITIES

We continued to speak up where language learning came under threat, writing to Leicester and Nottingham universities to express our concerns over proposed course closures, and to Heriot-Watt University over threatened cuts to its Department of Languages and Intercultural Studies.

In January we published *The strategic case for languages in UK higher education* jointly with the Association of Translation Companies (ATC) and the Chartered Institute of Linguists (CIOL), and shared it with the vice-chancellors of all UK universities offering language degrees.

We followed this up with meetings at several universities through February and March, working alongside CIOL and ATC to make the case for sustained investment in language teaching. This widely supported initiative also led to a new collaboration with the Scottish Arts and Humanities Alliance and the invitation to write a guest blog.

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ADVOCACY AND OUTREACH

GOVERNMENT AND POLICY ENGAGEMENT

Our regular engagement with the All-Party Parliamentary Group (APPG) on Modern Languages continued throughout the year.

We also sent two letters to Government in October in response to AI policy issues, and contributed to a letter to Government, co-signed by more than 60 professional bodies representing over a million members, on the value of professional bodies and the case for a more structured, strategic relationship with Government.

ITI board member Dean Evans represented ITI at the Trade Association Forum's parliamentary reception at the Houses of Parliament in January, where Chris Bryant, the Minister of State for Trade (Department for Business and Trade), spoke about the value of trade associations and professional bodies speaking with one voice to Government.

FREELANCE RATES AND WORKING CONDITIONS RESEARCH

In January we published Akiko Sakamoto's research report on Translator Work-Related Quality of Life (T-WRQoL) on the ITI website. The report examines workload, pay and career sustainability among members. The research found that 30 respondents were considering leaving the profession, most commonly citing insufficient workload and low rates, with many attributing declining work availability to the rise of AI. Encouragingly, 66% of respondents said they intend to stay in the profession for at least five years, though narrative responses pointed to growing anxiety about long-term viability.

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We followed this up with two roundtables for corporate members (Language Service Companies) to discuss the findings and their implications for the sector. This led to an ongoing commitment to collaborate with our corporate members to find ways to improve the working relationship between agencies and self-employed translators.

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COLLABORATION

We continued to work closely with our sister organisations and international partners this year. Our Chief Executive and Board members attended and actively participated in a number of events in the UK and beyond.

- Sara Robertson and Fiona Gray MITI took part in the FIT Statutory Congress and FIT World Congress held in Geneva. (FIT is the International Federation of Translators.)
- Sara Robertson joined the concluding plenary panel at ELIA Together 2026 discussing the power of co-creation with respect to the relationship between translators and language services companies.
- Sara Robertson delivered a webinar on entrepreneurship for the Association of Interpreters and Translators (AIT).
- JC Penet took part in a webinar hosted by the Saudi Arabia Translation Association (SATA).
- Dean Evans MITI represented ITI at CBTI-BKVT's 70th anniversary celebrations in Brussels.
- Sara Robertson and Lloyd Bingham MITI met with Teleri Haf, the new CEO of Cymdeithas Cyfieithwyr Cymru.
- We partnered with the Association of Translation Companies on a social media campaign aimed at increasing the awareness of both organisations.

To close out the year, Fiona Gray MITI and Sara Robertson joined ITI member David Stockings MITI for a special end-of-year episode of the Source2Target podcast, reflecting on the highlights of 2025.



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ACADEMIA

Strengthening and expanding the fruitful collaboration with our academic colleagues has been a valuable achievement over the last year.

Board member JC Penet played a key role in bringing together a wide network of members and others to form ITI Academy Connect, an initiative designed to build a stronger, more joined-up relationship between the translation and interpreting profession and the UK's university sector. The aim is to share knowledge, support students and career changers as they move into professional practice, and to connect academic research more directly to the needs of practitioners.

We also continued to build on our partnership with the Centre for Translation Studies at the University of Surrey, taking part in their 40th anniversary event: *Studying Translation in the Age of AI - Why and How?*

In addition, ITI became an affiliate member of the Association for Programmes in Translation and Interpreting Studies (APTIS) and took part in two APTIS conferences in November and April.

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