

Annual Report & Financial Statements 2020

A year like no other

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Reference and administrative details

Charity No:	1125949 SC040750	England & Wales Scotland
Principal and registered office:	John Snow House 59 Mansell Street London E1 8AN	
Trustees:	Members of the Council at 31 December 2020	
	Dr Nigel Carter	- Chair
	Professor Carol Wallace	- Treasurer
	Professor Lisa Ackerley	
	Ms Ahmina Akhtar	
	Mr Christopher Clarke	- from 15 September 2020
	Dr Tim Elwell-Sutton	- from 15 September 2020
	Ms Anne Heughan	
	Ms Dhavinder Jhamat	
	Mr James Morris	
	Dr Jonathan Pearson-Stuttard	
	Mr Vij Randeniya	- to 31 March 2020
	Ms Wilma Reid	
	Mr Joe Stringer	
	Ms Jill Turner	
	Mr Tony Vickers-Byrne	
	Professor Derek Ward	
	Mr Phillip Woodward	- to 10 September 2020
Bankers:	HSBC Bank Wimbledon Branch 5 Wimbledon Hill Road London SW19 7NF	
Auditors:	Moore Kingston Smith LLP Devonshire House 60 Goswell Road London EC1M 7AD	
Legal Advisors:	Hempsons 40 Villiers Street London WCN 6NJ	
Pension Advisors:	Foster Denovo Ruxley House 2 Hamm Moor Lane Addlestone, Surrey KT15 2SA	
Investment Advisors:	Rathbones Investment Management Ltd 1 Curzon Street London, W1J 5FB	



Chair's introduction

Dr Nigel Carter OBE

2020 has been an enormously challenging year for all. We have seen the largest public health crisis in our lifetimes and yet have seen immense support, compassion, responsiveness and skills within our wonderful public health systems and communities.

RSPH is very well placed to support with our insights, programmes and training but also with our role to bring people together and build networks which can help each other. The long term consequences of COVID-19 may not be seen for a number of years but RSPH will continue to work tirelessly to support the prevention of ill health and be the public's voice. I'm delighted to present our Annual Report and Financial Statements for 2020. This document demonstrates the valuable contribution RSPH makes towards optimising health and wellbeing for all.

Looking back at last year's annual report, when we were just entering the start of the COVID-19 pandemic, it strikes me just how far we've come in the last twelve months, both as an organisation and as a wider society.

Now more than ever the role of public health is in the spotlight with communities being more aware of their role within wider population health as well as how to keep themselves and their families protected. The importance of vaccination and robust hygiene measures are just two very striking examples of the way public health and protection have been at the forefront of the work to combat the pandemic. We've also been reminded only too often about the dangers of misinformation and have taken steps to challenge this to ensure messages are credible and accurate. RSPH has been a leading voice in this field over recent years, both in terms of growing understanding of the issue and building awareness.

Closer to home, it's been far from easy for our team who are skilled and passionate, but subject to the same effects of the pandemic as we all have been, and I'm proud to be part of an organisation that has adapted and survived the pandemic so well. There have been challenges, but we've come through them and for this I'd like to send my heartfelt thanks to all our staff and supporters.

Finally, I'd also like to welcome our new CEO, Christina Marriott, who joined us in May 2020, and Dr Jonathan Pearson-Stuttard, who was elected Vice Chair in June 2020. Starting new roles in the middle of a global health crisis can't have been easy, but we're very grateful for the way they've taken up the challenge so swiftly. I'd like to thank all of our members, supporters, partners, centres and staff for helping us to weather the storm of 2020 and to drive our mission forwards.

Introduction

Who we are

We're an independent health charity dedicated to improving and protecting the public's health. We want everyone to have the opportunity to optimise their health and wellbeing.

What we do

We use our position as the independent voice of the public's health to raise awareness of public health issues which matter to communities and to professionals, through our policy and campaigning. We offer specific special programmes and support and enable practice through a broad range of services, including qualifications, accreditation, elearning, partnerships, membership and our range of active interest groups and networks.

2020: A year like no other

The events of 2020 underlined the importance of public health around the world, and the value of our role in providing insights, expertise and support both to professionals and to the wider population at a time when it matters more than ever.

Like many organisations, we felt the impact of the pandemic on our activities, and so we reassessed, adjusted our plans and found innovative ways around the challenges we faced so we could meet the changing needs of our workforce, wider audience and social distancing measures. We continued our work using different mechanisms and heightened our focus on supporting people and amplifying the right voices.





“RSPH has been really proactive with their responses to the changes in the ways of working that we've all had to adopt and the organisation has got involved in interactive activity at such short notice. It is my privilege to be a Fellow of the Royal Society for Public Health.”

**Professor Vinay Kumar Bhardwaj,
Himachal Pradesh Government Dental College and Hospital**

Protecting and improving
the public's health by...

Responding to the pandemic

As the most serious pandemic we've seen in generations took hold in early 2020, a range of public health themes were put in the media spotlight. We focussed on using our unique position as the voice of the public's health to make the greatest impact.

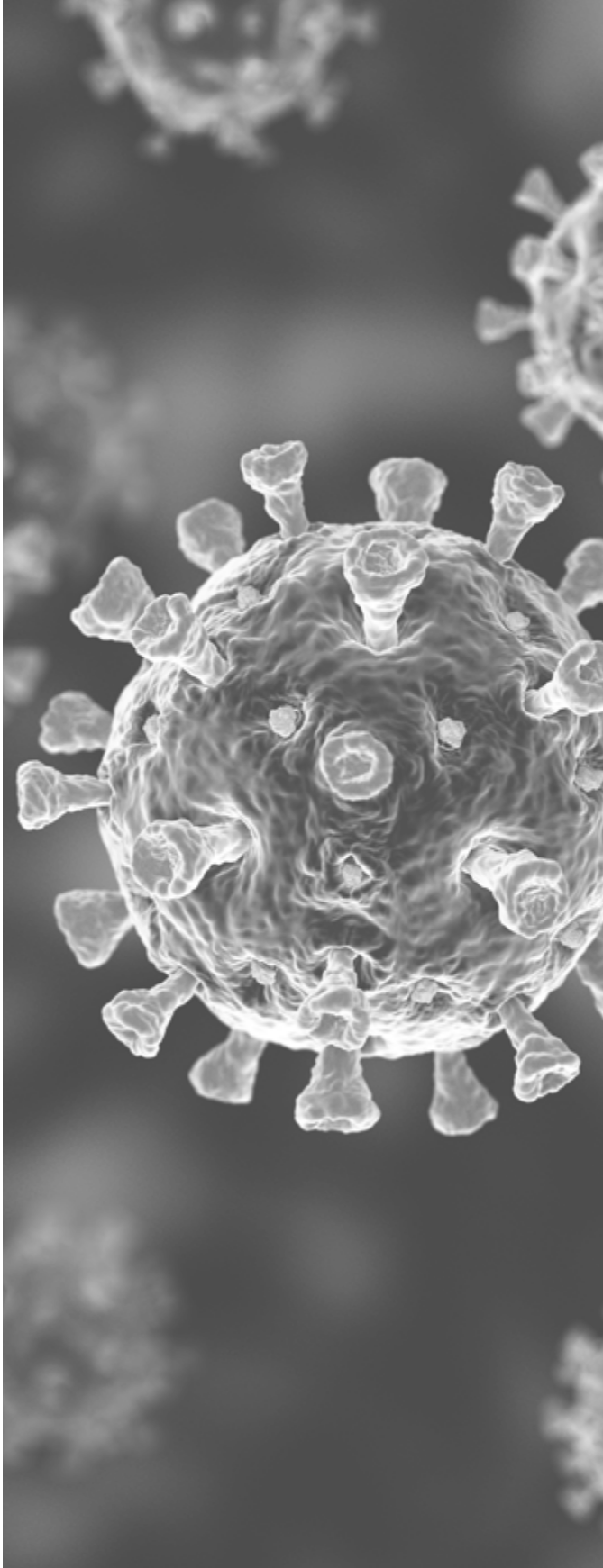
Sparking the debate around vaccine hesitancy and ethnicity

In December 2020 we were the first voice to raise the link between of vaccine hesitancy and ethnicity with the media, putting it firmly on the public agenda. This was a vital piece, not only to protect those people who may have not taken up the vaccine offer but also because of the importance of the vaccine to the population as a whole.

We'd identified the disparities around vaccine hesitancy among ethnic minority groups in a poll we conducted in early December. Having proven ourselves a strong voice on social media disinformation and vaccine hesitancy over recent years, we were ideally placed to champion the issue, raise its profile on the national stage and make sure it stayed there. Vaccines, vaccine hesitancy and dis/misinformation remain an area of interest for us and we will continue to champion and provide opportunities for authoritative and knowledgeable messages, shared from credible sources.

Our news item from 16 December gathered sustained media coverage which extended right through to late January 2021:

- [The Guardian, December 2020.](#)
- [BBC News, December 2020.](#)
- [BBC Radio Shropshire, January 2021.](#)
- [The Guardian, January 2021.](#)



Our poll identified that while 79% of white respondents would be willing to take up vaccination, only 57% of respondents from ethnic minorities felt the same.

We used the detail in our policy paper to spark the national debate around vaccine uptake, which improved the rollout of the vaccination programme. Changes to practice include targeted vaccination centres for specific ethnic minority communities where uptake is low, public information campaigns to reassure and encourage all people of all ethnicities to take up the vaccination, and the NHS starting to record ethnicity at vaccination centres, monitoring uptake as rollout continues.



Impressive 535,000 views for COVID-19 Christmas advice

This year RSPH built a partnership with YouTube to bring authoritative public health messages onto the UK's third largest broadcaster. As the festive season approached, we co-produced a short public information piece explaining how to enjoy the holidays in a COVID-19 safer way. The video ran on YouTube between 23 and 28 December, generating a staggering 535,000 views across just six days – by far our best performance on YouTube to date.



Also in 2020:

- We established our online COVID-19 Hub to provide a single, reliable source of information from RSPH and other trusted organisations. The hub received over 15,800 unique visits from its launch in early April to the end of the year. We continued to update the Hub as the pandemic developed, responding to changing information needs.
- We made sure that we were ready to meet the needs of the new COVID-19 landscape in 2021 by developing new qualifications behind the-scenes, adapting our awards categories and ensuring that ongoing learning from the pandemic is fed into everything we do.
- As anxieties rose early in the first lockdown, our sleep e-learning proved particularly popular. Across the year it received 21% more views than in 2019.

Protecting and improving
the public's health by...

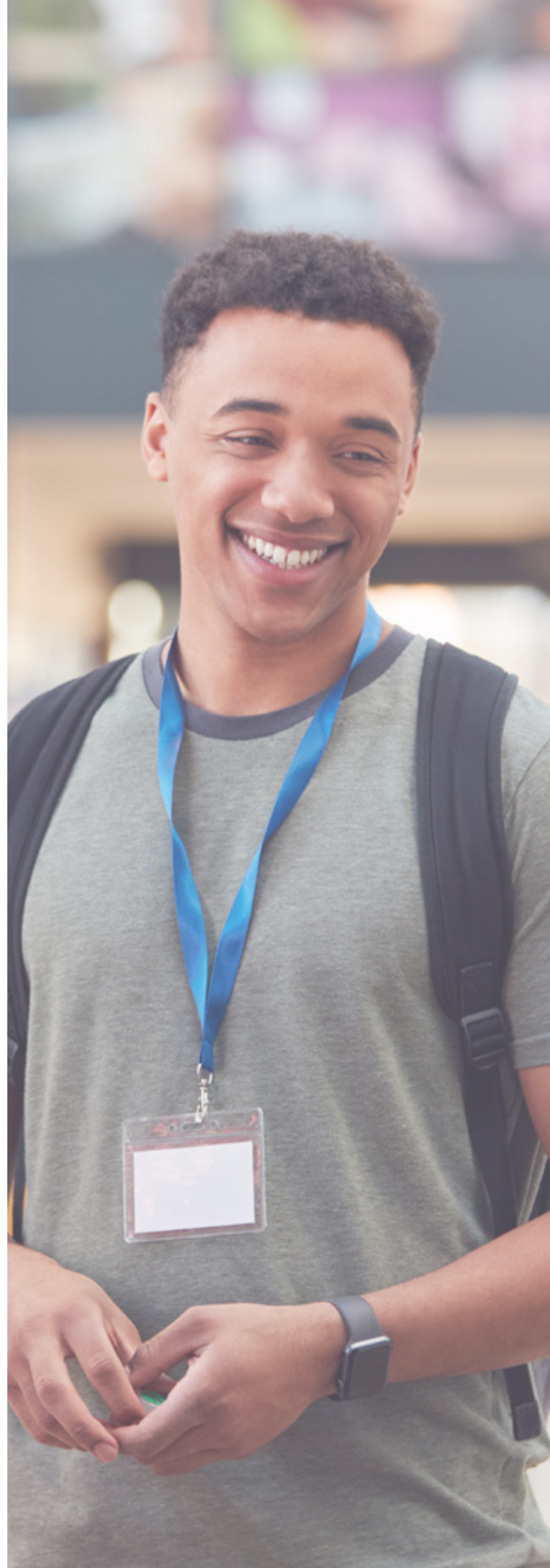
Influencing the future of public health

RSPH has a strong, well-established role as a respected and trusted voice in the world of public health improvement and protection. Our international membership and wider network takes in public health and wider workforce professionals at every stage in their careers.

Influencing the reorganisation of public health protection in England

Since the August 2020 announcement that public health in England would be reorganised, we have been at the heart of the debate. A member of the Department of Health and Social Care (DHSC) Population Health Improvement Stakeholder Advisory Group, we have particularly drawn attention to the breadth of public health functions and to the breadth of the relevant workforces.

CEO Christina Marriott also spoke to media outlets including [BBC Radio 4](#) and [Sky News](#) about the reforms, raising particular concerns over the timing of the changes amid the pandemic.





Inspiring the next generation of public health professionals

By engaging those studying for public health-related qualifications, we can influence and inspire the future generation and embed best practice early in their careers. In 2020 we welcomed new student members from institutions including London Metropolitan University, Wolverhampton University, Bradford University and the University of Essex Online, and acted as an active charity partner for the Healthy Universities Network.

Outstanding speakers attract record numbers of webinar attendees

Our programme of webinars attracted an amazing 8,816 attendees across the year, well over double the number we reached in 2019. They were drawn to our webinar series to hear outstanding speakers including Vicki Shotbolt, founder and CEO of Parent Zone who spoke at our gambling webinar in June; Dr Ginny Moore, Project Team Leader, Water Microbiology PHE Porton who spoke at our water sampling webinar in May; Dr Susanne Lee, Chair of our Water Special Interest Group who spoke at our opening up after COVID-19 webinar in April; and Graham Gardiner, Chief Executive at Age UK Lambeth, who spoke at our behaviour change webinar in June. Our webinars allow individuals to hear from experts, learn about a range of interesting and relevant topics and build their own networks.



Our programme of webinars attracted 8,816 attendees across the year

Protecting and improving
the public's health by...

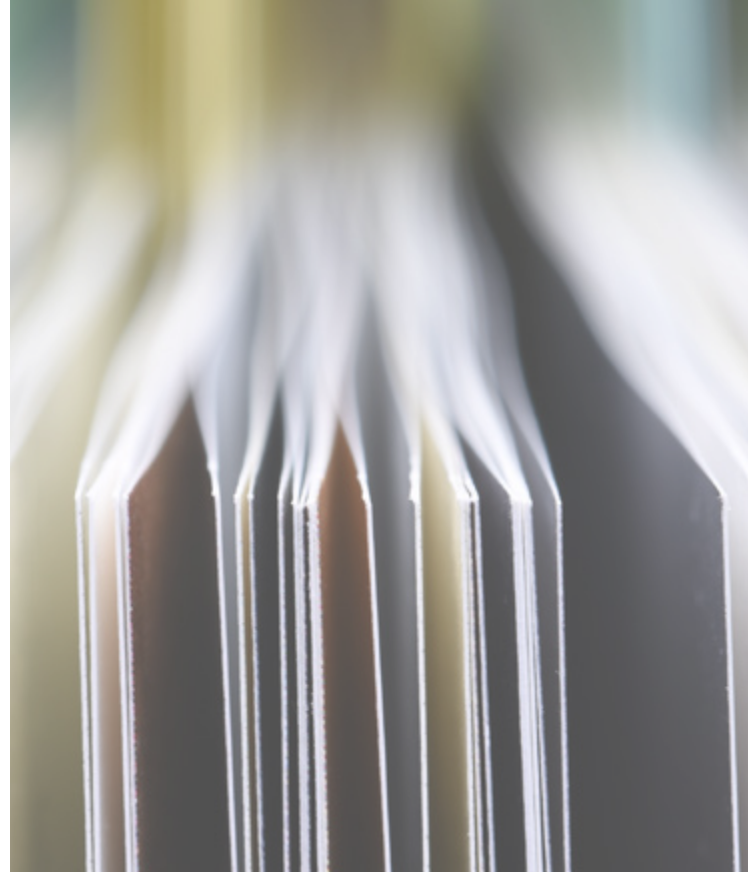
Supporting the workforce to grow stronger

RSPH enables public health professionals and the wider workforce to build their public health knowledge, confidence and skills – and we weren't about to let the pandemic compromise that. We ensured that there was a robust range of training, qualifications and resources to support the workforce throughout the pressures and challenges they faced over the year.

A record-breaking year for our journals

For the first time ever, readers downloaded over one million articles from Public Health over the course of 2020. Submissions to Perspectives in Public Health more than doubled (up by 153%), and the both Public Health and Perspectives in Public Health achieved their highest-ever Impact Factors. In 2020 we published articles on everything from COVID-19 to behaviour change and from physical activity to oral health.

Our journals are growing in the influence they have on research and on thinking in public health. The Impact Factors (the measures for academic influence for a journal) have increased for both Perspectives in Public Health and Public Health this year.



Readers
downloaded
over one million
articles from
Public Health

Article downloads

- **Public Health:** 1,038,238
- **Public Health in Practice:** 105,385 (first full year of publication)
- **Perspectives in Public Health:** 145,875

Impact Factors

Public Health: 1.774
Perspectives in Public Health: 4.073

Keeping assessments going through the pandemic

Running qualifications and assessments through the pandemic has been a challenge nationally and internationally, for all organisations however we successfully adapted our practices and found new ways to support. As a result, over 21,500 candidates took qualifications during the year, despite many centres being closed for a significant amount of that time which is a testament to the dedication of our candidates in furthering their professional development and to our centres in supporting them to do so.

The introduction of eAssessment is also transforming the way learners take qualifications and allowing them to be assessed and invigilated remotely. By investing in eAssessment, we're strengthening the ways we can support learners and centres both during and after the pandemic.



**21,500 candidates
took qualifications in
2020**

“I would just like to congratulate the team at RSPH... The pandemic has been very hard but the support from RSPH allowed me to continue and for learners to progress their knowledge and qualifications. Thank you.”

John Sage, Pest Control Training and Education Group

We've been supporting our centres however we can:

“My experience with RSPH has always been positive, easy and stress-free. I am simply writing to commend you on your excellent management and service culture. Your exam papers are also of a high standard and very much respected. Thank you for your support even at a difficult time. It is very much appreciated.”

**Harriet Simmons, Simmons Training Centre
(Food safety)**

“When the country went into lockdown in March 2020, RSPH responded rapidly to change their processes in order to ensure that we, as an organisation, were still able to deliver essential qualifications to the sector. The 10 system they put in place whereby examination papers could be scanned rather than posted has worked particularly well. We estimate that this new process has improved turnaround time by around 3 weeks which is remarkable....They have moved quickly to develop and introduce eAssessments for centres and we are looking forward to taking advantage of this going forward.”

**Karen Dawes, Training & Development Manager, British
Pest Control Association**

Working with industry: a case study

Our training for Bourne Leisure was built around their safety procedures and systems ensuring that the 4,000 learners could easily translate the training into the real world. The online learning supports them to work safely with food, including the importance of keeping food safe, keeping work areas clean and hygienic, and personal responsibility for food safety and has been rolled out across Bourne Leisure's portfolio, including Butlin's Resorts, Warner Leisure Hotels and Haven Holiday Parks.

“It's great to be working with one of the oldest public health charities in the world to deliver reliable e-learning for our team and we value the high quality food safety and hygiene training they provide for us.”

**Karen O'Dare, Health & Safety Manager,
Bourne Leisure**



Opening up public health placements to allied health professionals

We're embedding public health themes firmly within the training experience of the allied health professionals of the future by giving allied health professional students the opportunity to learn about public health through their training placements.

Harnessing our robust reputation for working with allied health professionals and working in collaboration with Public Health England, Health Education England and the University of Lincoln, the stakeholder insights we've gathered for this project in 2020 will inform the development of a prototype online tool to match students with placements. Watch this space!

Inspiring the health and social care workforce of tomorrow

Our Young Health Champions Programme, already well-established in England, extended its reach in 2020 to welcome organisations in Wales and Northern Ireland for the first time.

Young Health Champions deliver health awareness campaigns and support their peers to maintain and improve their wellbeing. In 2020, at a time when this work has never been more important, almost 200 new Champions took the qualification. The strength of our Young Health Champion model was recognised by the Department of Health and Social Care when they awarded funding to develop our exciting new Level 2 Award for COVID-19 Young Health Champions.

Friends, Families and Travellers: a case study

Friends, Families and Travellers is a national charity that works on behalf of Gypsies, Roma and Travellers, who face the worst health outcomes of any ethnic group in the country. As part of this work, they use the Level 2 Young Health Champions qualification. 2020 saw their second cohort working through the course.



“It has been particularly rewarding to see one of the existing Young Health Champions volunteer to come back and help deliver the qualification to his peers. It shows just how much he values the programme and it is the perfect example of the supportive culture that we need to improve health outcomes for the communities we serve.”

Samson Rattigan BEM, Project Coordinator,
Friends, Families and Travellers

Meet Jessica, Young Health Champion

RSPH's Council was pleased to welcome a Young Health Champion into its ranks this year. Jessica had completed the qualification in 2018 and was co-opted onto the RSPH Council in 2020.

As well as being welcomed by RSPH's council this year, Jessica took part in Public Health England's Every Mind Matters campaign, bringing her perspective to [news coverage](#). She also worked with a youth advisory panel that wrote to the Prime Minister as part of [BiteBack 2030's Feed Britain Better Coalition](#), and helped to launch the Feed Britain Better report nationally in October.

“I think it’s really important that any conversations about young people should include young people’s voices, and that’s why I’ve found my involvement with the RSPH so exciting. I joined as a co-opted member of the RSPH Council, and felt really welcomed by all the members. It’s been really interesting to gain so much insight into how the RSPH works, and to contribute some of my own thoughts in the conversation. I was also so grateful for the opportunity to take part in campaigns like Feed Britain Better and Every Mind Matters as helping to develop these ideas felt like an amazing way to use my voice for good.”

Jessica, Young Health Champion and RSPH Co-opted Council Member





Supporting the health and care workforce to deliver personalised care

We have supported the growing personalised care and social prescribing movements by developing new qualifications for social prescribing and health coaching. We have reports from Bolton NHS Foundation Trust's team of health coaches, who had been some of the first to complete the Level 3 Certificate in Health and Wellbeing Improvement, that this qualification has been core to their pandemic response. They told us that they found the skills they learnt come into their own during the pandemic, as the team was called on to support their local response by contacting patients on primary care vulnerable lists and signposting to local support.

Also in 2020:

- Our e-learning programmes grew their audience by 40% from 2019 to 2020, reaching 22,700 people 2020.
- We continue to expand the qualifications we offer, launching five new qualifications including our Level 4 qualification for oral health professionals

Protecting and improving
the public's health by...

Harnessing the importance of communities

Communities are at the heart of health, so we've been working alongside them to build a community-based approach that harnesses the potential for improving wellbeing.

Exploring Community Spirit

Our programme developed a toolkit to measure how Community Spirit can support wellbeing, how this can be measured and, most importantly, how it can be nurtured. This became even more important as communities became core to the wellbeing challenge of the pandemic.



“Our experience of the COVID-19 pandemic taught us that people are willing and able to act for the benefit of their community, and want to be actively involved in mutual support. Looking to the future we will use the toolkit produced by RSPH and Locality to shape our engagement with stakeholders at all levels, and would strongly encourage other organisations to adopt it for themselves.”

Gareth Johnstone, Chair of Darnall Well Being

“This toolkit from RSPH is a solid, practical framework for people to use to address the unequal way in which community spirit exists in the UK today and the health inequalities that stem from this. It is great to see this important social determinant of health being researched and understood more widely.”

John Hume, CEO of People's Health Trust

Pioneering social investment with the Catalyst Programme

Our pioneering social Catalyst programme has helped to build the resilience of the voluntary, community and social enterprise (VCSE) sector in the West Midlands by offering an alternative source of finance to help grow their services. The social investment programme was delivered in partnership with the Key Fund and was funded by the Esmée Fairbairn Foundation and Connect Fund.

The Catalyst Programme's innovative approach is now mainstreamed. It is embedded in the West Midlands Combined Authority programme for boosting social economy, with the model aligned with the mayor's manifesto for building inclusive communities.

Spotlight on the Key Fund

Our relationship with the Key Fund is set to endure, with the Key Fund planning to embed public health messages in their core activity, as well as prioritising future RSPH Health and Wellbeing Award winners for new and innovative funding opportunities.

“We are incredibly excited about this new partnership with RSPH and the potential of the programme to enable health focussed social enterprises to increase their trading activity, whilst also improving the sustainability of their wider social impacts”

Matt Smith CEO Key Fund







Putting Communities in Charge

Our pioneering Communities in Charge of Alcohol (CICA) approach is a community-centred approach to reducing alcohol harm through evidence based interventions. The programme recruits and trains networks of locally engaged and RSPH accredited 'Alcohol Health Champions' (AHCs) – local residents who learn skills to address issues around alcohol consumption in their communities. They are trained to provide individual level brief advice, information and support and champion local action on alcohol availability, such as through influencing licensing decisions.

The University of Salford has also explored the impact of the CICA programme, identifying and examining [eight themes which influenced the initial implementation phase of the work.](#)

In 2020 we built on this success. Working with local and national partner organisations, we've developed Communities in Charge of Gambling (CICG) and Communities in Charge of Obesity (CICO). Both will roll out in 2021 complete with Level 2 qualifications.

A unique view on financial insecurity

In 2020, our unique combination of data from the Money and Mental Health Institute, National Citizens Advice and local data brought new insights into the financial insecurity in Sheffield, Hull and Hertfordshire.

The project has enabled Hull City Council to galvanise support from 12 local stakeholders and their Health and Wellbeing Board to address financial insecurity in the context of their health inequalities strategy and COVID-19 recovery plans. This involves the development of a True Poverty Commission supported by an alliance of local stakeholders and the Council will be using the financial insecurity local data set in their local strategy.

In Sheffield, the Council and DPH are creating programmes of work around financial insecurity for individuals with psychosis, mental health problems, learning disabilities and those from ethnic minority communities. Led by Sheffield City Council, this work is already showing demonstrable outcomes in the commissioning of new services and partnership working in order to tackle the issue.

Protecting and improving
the public's health by...

Shining a spotlight on the harms of gambling

Our cross-organisational approach to address the harms of gambling reaches every corner of the organisation, from journals to training, policy to programmes. Through the Gambling Health Alliance (GHA), we also bring together organisations and individuals who are interested in taking a policy approach to reducing the damage to health and wellbeing from gambling.

[Michael Sheen speaks on behalf of the Gambling Health Alliance.](#)

Getting ready for the Gambling Act review

Through our leadership of the Gambling Health Alliance, we've built robust links with decision-makers which put us in a strong position to influence the upcoming review of the Gambling Act. As part of these preparations, we published a [position paper](#) late in 2020 summarising the viewpoints of members.

The Gambling Health Alliance also spearheaded the #LidOnLoots campaign to raise the issue of loot boxes in video games, calling for them to be formally recognised as a form of gambling.

[The Telegraph covers the #LidOnLoots campaign.](#)

Taking gambling awareness into communities

As we've already shared, we're designing a new Communities in Charge of Gambling programme which will use the proven community-based model. Designed and developed in 2020, Communities in Charge of Gambling has been commissioned by GambleAware and will pilot in North West England in 2021.

As part of this initiative, we've also worked with experts to develop a new qualification that will give people the skills to support those affected by gambling harms. This Level 2 Award will underpin the rollout of the CICG programme, as well as being added to our standalone qualifications.





Also in 2020:

- We spread knowledge about the harms of gambling through our elearning. 3,300 unique users accessed the Understanding Gambling Harms e-learning in 2020.
- We accredited the Citizen's Advice "Gambling Harms" training programme, which is designed to teach their front line staff and volunteers about the harms caused by problem gambling, as well as where to access help and advice.
- We focused academic interest and further raised the profile of a public health approach to gambling by publishing a special issue of Public Health (Gambling: An emerging public health challenge) in July 2020.

Protecting and improving the public's health by...

Helping partner organisations to spread public health messages

We drive awareness of crucial issues by helping both private and not-for-profit partners to share public health messages with their own audiences. We have a strong track record of working in this way with organisations who have national and global reach to promote important public health messaging.

Championing awareness of dementia and risk reduction

Nearly one million people in the UK live with dementia, but there is still a lot of misunderstanding around the condition. We are supporting Alzheimer's Research UK to change that by raising awareness around both dementia and risk reducing behaviours.

Think Brain Health is a brand new CPD accredited online training course which we developed in 2020. Alzheimer's Research UK is using it to educate both its own teams and its corporate partners.

Making Every Contact Count (MECC) for mental health

This cross-department project will upskill primary and community care professionals to have conversations about mental health. It will train 100 trainers and 1,000 participants across the North of England and is funded by Health Education England North.

Throughout 2020 we have engaged extensively with integrated care systems to understand how best to deliver the initiative and training in a time of COVID19 restrictions. The model has adapted to tap into wider partnerships which tie the health system with the community, third sector organisation services and local authorities with, for example, Link Workers in Greater Manchester being trained to cascade the training to staff within GP practices.

Adding authority to public health initiatives

We use our accreditation to endorse training programmes, campaigns and university modules which contribute to improvements in and maintenance of high standards of hygiene, public health and safety.

An initiative that we've long supported is Lifebuoy's global hand hygiene campaign, and it's a great example of how accreditation can work. Given how important it is to support primary school children to wash their hands well (particularly in 2020), we were really glad we could support [Soaper Heroes](#) as part of our ongoing accreditation of Lifebuoy's work.

LiveWell Dorset: a case study

LiveWell Dorset is a behaviour change service that provides information and advice for adults in Dorset who want to move more, lose weight, stop smoking or drink less alcohol. With the importance of improving our health being thrown into sharp focus by the pandemic, and at a time when frontline health and social care services have been so stretched, programmes like this are more important than ever.

Providing residents with advice and information, LiveWell Dorset signposts to a range of local activities and classes, including one-to-one telephone coaching from a Wellness Coach. More than 23,000 people have accessed LiveWell Dorset to date, and 75% of LiveWell survey respondents had reduced their alcohol consumption. We accredit the LiveWell Dorset workforce development training programmes for those working in the local authority, healthcare and voluntary sectors.



“It is a great accolade for LiveWell Dorset to receive the RSPH accreditation. We are very proud of our training programmes aimed at inspiring and facilitating healthy change to adults across the county. The endorsement assists in promoting the quality of our learning events whilst encouraging change to people across Dorset.”

Emma Rossi, Service Manager, Public Health Dorset

Educating future generations on vaccine hesitancy and misinformation

Recognising the critical relevance of fake news and vaccination hesitancy during the COVID-19 pandemic, we designed a set of educational resources to support secondary school pupils. Sponsored by corporate member MSD, the resources explore the importance of vaccination programmes throughout life, as well as the impact of fake news and how to recognise it.

Also in 2020:

- We recognised the issue of low flu vaccination uptake rates in London and, supported by Sanofi, have worked with experts and health leaders to discover the reasons why. We compared commissioning in high and low performing areas allowing health leaders to learn from best practice. In 2021 we are using what we learnt to inform our responses to, for example, the Health and Care White paper.
- We worked with 22 corporate members, including welcoming new member Pal International.
- We supported industry partners on qualifications, including in pest control, asbestos surveying testing and removal, food safety and hygiene. Despite the pandemic, over 3,800 individuals undertook one of our health protection qualifications in 2020.





Protecting and improving
the public's health by...

Building foundations for a stronger future

We are emerging from the last twelve months as an organisation that is more robust, more accessible to our members, and better able to deliver what our audiences need and want from us in the future.

Adapting and exploring new opportunities

As we had to adapt to the unfolding pandemic, we became ever more versatile and adaptable as an organisation.

We expanded our existing online delivery to include eAssessment, more webinars and an online AGM, as well as activities like the Catalyst Programme shifting their planned delivery online.

We're immensely proud that we've kept the impact of the pandemic on our work to a minimum, and that we've seized the opportunity to explore the wider potential offered by working online.

Online AGM welcomes a growing international audience

Moving the AGM online opened it up to a larger and more international audience and allowed greater engagement than ever before. Given the very clear benefits of online access to the meeting, we'll be continuing with this in the future.

The 2020 AGM saw 93 attendees
from 15 countries.





New systems unlock future potential

Three new systems were introduced in 2020 which will transform the way we engage, interact with and serve our communities:

- Our Learning Management System (LMS) makes it easy for learners to access courses, see their certificates, track their CPD points and book eAssessments.
- Our Customer Relationship Management (CRM) system is opening up new ways for us to engage, listen to, understand, work with and ultimately grow our membership community.
- eAssessment means learners can take qualifications online with remote invigilation and assessment. This was an important part of keeping qualifications available at times that would not have otherwise been possible during the pandemic, and it has been well received by learners and centres alike.

“I thought the system was fantastic and worked really well. I am totally assured and pleased that the system put in place upholds the robustness of invigilation and assessment with the online testing platform working brilliantly.”

RSPH Centre

“The eAssessment was very well organised and well presented... I think the service that you provide at RSPH is amazing. I couldn't praise you all enough for the communication and help you have given me to get started on the Health Improvement Courses. I have found the whole experience with you so enjoyable.”

RSPH Learn and eAssessment candidate

Looking forward to 2021 and beyond

Following the arrival of our new CEO Christina Marriott, 2021 will see the publication of our new strategy for the coming years. Alongside this, we will be focusing on:

Engagement and customer care

Our members, learners, stakeholders and corporate partners, as well as the wider public, are core to our work. We will continue to improve the way we engage and listen so that we continue to learn and improve.

A strong relationship with the evidence

We will be committed to being evidence-led, further developing our ways of balancing academic, professional and lived expertise.

A strategic sense of where we can make the biggest impact

We will target our work on activities to achieve the largest difference in the public's health.

Innovation

We will continually review our work and the way we deliver our services, looking at how we work and what could be done better.



Structure, governance, and management

The Trustees are pleased to present their report together with the financial statements of the Charity for the year ended 31 December 2020. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Royal Charter, applicable law and the requirements of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Structure, governance and management

RSPH is a registered charity in England & Wales (Reg. No. 1125949) and in Scotland (Reg. No. SC040750) and governed by a Royal Charter and Bye-Laws dated 30 September 2008 and as amended on 10 February 2016. The direction and management of RSPH and its affairs and business are vested in the RSPH Council. The Council members, as charity trustees are responsible for the RSPH and its property and funds. The Council of the RSPH consists of up to not less than 10 and not more than 15 members including the Chair, Vice Chair and Treasurer. Trustees are appointed by the Council to ensure an optimum match of expertise and experience to suit the strategic needs of the Charity that exists at any given time. All members of the Council act as trustees of RSPH and have a vote.

New trustees are appointed through a recruitment campaign and occasionally on the basis of recommendation depending on the experiences and skills needed. RSPH members are always notified of Council vacancies and encouraged to apply. New trustees complete an application form and letter and short listed candidates are interviewed by 2 or 3 members of the Nominations and Governance Committee. New trustees are given a formal induction process with senior staff and provided with all the appropriate governance materials including key guidance for trustees from the Charity Commission.

The normal term of office for trustees is three years, renewable for a further immediate term of three years. In order to provide both continuity and engagement of new trustees, up to one third of the Council is required to stand down each year. New Council members are offered induction meetings with the Chair, Chief Executive and senior staff of the RSPH and every trustee is offered training opportunities as appropriate.

RSPH reviews its long term strategy regularly with trustees and the executive management team. It operates three standing sub-committees, 'Audit and Risk', 'Nominations and Governance' and 'Qualifications Governance' to provide support to the Council on issues defined by terms of reference. It also creates task and finish groups to explore specific and timely issues when necessary. The trustees meet four times per year as a full trustee group as well as at the AGM.

RSPH is managed on a day-to-day basis by an Executive Management Team led by the Chief Executive. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the trustees, for all operational matters including finance and employment. *The current trustees are listed on page 2 of this report.*

Key management personnel

The Council of trustees and members of the Executive Management Team comprise the key management personnel of the Charity in charge of directing and controlling, running and operating the RSPH on a day to day basis. All trustees give of their time freely and no trustee received remuneration in the year for their responsibilities as part of the Council.

The Executive Management Team members are the Chief Executive, Director of Membership & Educational Services, Director of External Affairs and Marketing, Director of Finance & Corporate Resources, Director of National and Regional Programmes, and Director of Qualifications.

The pay of the executive management team is reviewed annually and normally increases in accordance with inflation. The Charity benchmarks salaries based on the market rates

Risk management

The Council has assessed the major risks to which the RSPH is exposed, in particular those related to the operations and finances of the RSPH, and is satisfied that systems are in place to mitigate the exposure to major risks. The trustees have set up an Audit and Risk Committee comprising eight trustees to oversee the risk issues. This Committee reports to Council on relevant matters and sets its own agenda for action and is free to consider any matters relating to the health of the RSPH, which could have serious deleterious effects or bring the RSPH or its work into disrepute. Where appropriate, risks are covered by insurance. A risk register has been set up and is reviewed quarterly by the Council at its meetings.

The following framework is central to ensuring adequate risk assurance:

- Regular identification and monitoring of major risks and development of action plans
- A clear structure of delegated authority and control

- Regular review of internal control systems
- Regular summary reports on risk management to the Council
- Regular reports on risk management to the Audit & Risk Committee.

Key risks

- Trustees have considered the potential impacts of Covid-19 including loss of income streams especially from Qualifications. In their opinion, the Charity has adequate resources to sustain any losses as a result of this pandemic.
- As an Awarding Organisation, the RSPH is regulated by the OfQual. It is important for RSPH to satisfy the regulatory requirements to maintain the accredited status of its qualifications. The Compliance Manager and other senior staff keep up to date with OfQual guidance on the Regulatory Conditions. This is overseen on a quarterly basis by the Qualification Governance Committee.
- As any organisation across the world, the RSPH is also exposed to threats caused by cyber-attack. To mitigate this risk, the RSPH updates regularly the 'anti-virus' software which is on every device on our network. In addition to this, RSPH maintains a 'SPAM filter' system which is hosted externally by our IT advisors. We also regularly review the access controls of the RSPH computer files by staff members. We have in place a disaster recovery system in which our files are backed up at a remote location as well as on tapes. In an event of data loss, our data can be re-stored within a short period of time.
- Over the last few years, the Charity has achieved unprecedented media coverage for its campaigns on key public health issues. This has exposed the RSPH to reputational risk. The RSPH has established good media relationships and engages in robust research on topics by our dedicated and trained staff. The RSPH also engages Trustees and other experts in special campaigns.

Reserves policy

The Executive Management Team has considered the RSPH's requirements and established a policy whereby the unrestricted general fund held by the RSPH should be approximately two thirds of the expenditure. The budgeted expenditure for the year is £2.9 million and therefore, the target reserve level is approximately £1.9 million and the management is confident that at this level they would be able to continue the current activities of the RSPH in the event of a significant drop in income. At the end of the year, the level of unrestricted general funds stood at just under £8.3 million, this level being impacted by the disposal of the leasehold building toward the end of the year.

It is the management policy to keep an appropriate sum set aside for any future refurbishment and maintenance works in relation to its freehold property at 59 Mansell Street. It was decided to increase the amount of the designated "Building Fund" to £600,000 which would be adequate for this purpose. It was agreed to review the need for any further designated funds in 2021. The Charity has a few restricted funds and at the end of the year total balance of the funds was £ 310,847. Please refer note 13 of the accounts.

Fundraising

Following the implementation of the Charities (Protection and Social Investment) Act 2016, the Charity has reviewed its fundraising activities and confirms that it complies with the regulation. The Charity did not make use of any external fundraisers. No complaints were received in respect of its fundraising activities.

Objects

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by the RSPH.

The objects of the RSPH as set out in the Royal Charter are "for the promotion and protection of public health in such ways as are charitable in law". Through advocacy, mediation, empowerment, knowledge and practice we advise on policy development, provide education and training services, encourage scientific research, disseminate information and good practice

Financial review

Funding for RSPH's work is generated by its core activities in education and training and also through the support of specific projects from charitable sources. It is also supported by income from the investment portfolio. Due to the COVID-19 pandemic and lockdown, some of the income areas suffered adversely. The total income from all sources has decreased by 19% to £2,299,971. (2019- £2,850,952).

Total expenditure for the year has also decreased by 18% to £2,570,253 (2019-£3,129,608) which includes an expenditure of £158,903 from restricted funds.

Total net expenditure before gains/ (loss) on investments amounted to £270,282 which was 3% better than the net expenditure of £278,656 in 2019. The Charity is pleased with this outcome despite the adverse effect of COVID19 pandemic on its finances.

Providing qualifications is one of the main activities of the Charity and this was adversely affected by the COVID-19 pandemic. This has generated an income of £538,140 which was significantly lower than its previous year's income of £933,980. The other main activities; membership and publishing have generated an income of £637,957 for the year, compared to the income of £642,812 in the previous year. Income from projects for the year is £281,869 which is 22% lower than the previous year income.

In addition to this, the Charity has also provided other activities such as courses & conferences, accreditations services, training, and sold resources, which have generated a combined income of £404,796 for the year.

The Charity disposed its long leasehold property during the year with a net gain of £2,153,615.

Overall, the Charity's net surplus after all the gains and depreciation is £2,130,237 compared to a net expenditure of £205,601 in the previous year.

Investment policy and performance

Investments are managed by external managers, Rathbones Investment Management Ltd who have many years' experience of investment management and are authorised persons within the Financial Services and Markets Act 2000.

RSPH delegates power to Rathbones Investment Management Ltd to use their best endeavours in managing the portfolio within clearly defined policy guidelines. Investments are with corporations who have produced audited accounts in the last five preceding years and trade within the ethical restraints imposed by RSPH.

The Investment Manager is required to report all transactions within fourteen days and submit a comprehensive performance report quarterly. The Manager is frequently invited to present his report to the Audit & Risk Committee. RSPH reviews the delegated arrangement with the Manager annually. RSPH also undertakes an annual review of its investment objectives which meet the requirements of the Financial Services Authority (FSA).

RSPH's priority is for capital growth with medium income. The portfolio is based on medium risk and may include government and other fixed interest investments and equities. Indirect exposure through UK companies trading internationally is permitted.

During the year, the RSPH transferred £4.7 million cash to the Investment managers for further investment and acquired stocks with a value of £3,038,722 and disposed stocks with the market value of £229,337. The market value of the RSPH investment portfolio at the end of the year stood at £3,454,405 (2019-£548,117).

Thomas Latimer Cleave Memorial Trust

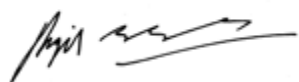
The RSPH administers the above charitable fund which has been registered with the Charity Commission under the number 296180. The RSPH is the only trustee of the fund.

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations. Charity law in England and Wales and the Royal Charter require the Trustees to prepare financial statements for each financial year. Under the law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Charity and of the surplus or deficit for that period. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- follow applicable accounting standards, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



Dr Nigel Carter
Chair of Council

17 June 2021

Independent auditor's report to the trustees of the Royal Society for Public Health

Opinion

We have audited the financial statements of the Royal Society for Public Health for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 33, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

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

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees 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 any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP
Statutory auditor Devonshire House
60 Goswell Road
London
EC1M 7AD

Moore Kingston Smith LLP

24 August 2021

Signature/Date:

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

Statement of financial activities

Royal Society for Public Health

Statement of Financial Activities for the year ended 31 December 2020

			2020	2019
	Unrestricted Funds £	Restricted Funds Total £	Total £	£
Income from:				
Donations and Sponsorship	83,386	-	83,386	46,095
Charitable activities 3(a)	1,780,822	81,940	1,862,762	2,433,082
Other trading activities: Rental, room hire and other income	338,879	-	338,879	352,638
Investments	11,836	3,108	14,944	19,137
Total	2,214,923	85,048	2,299,971	2,850,952
Expenditure on:				
Raising funds				
Trading operations	215,128	-	215,128	326,779
Charitable activities	2,196,222	158,903	2,355,125	2,802,829
Total (3b)	2,411,350	158,903	2,570,253	3,129,608
Net expenditure before gains/(loss) on investments & disposals	(196,427)	(73,855)	(270,282)	(278,656)
Gain on disposal of leasehold property	2,153,615	-	2,153,615	-
Gain on revaluation of freehold property	150,000	-	150,000	-
Net gain on investments	96,904	-	96,904	73,055
Net surplus/(expenditure)	2,204,092	(73,855)	2,130,237	(205,601)
Net movement in funds	2,204,092	(73,855)	2,130,237	(205,601)
Reconciliation of funds				
Funds brought forward	11,047,266	384,702	11,431,968	11,637,569
Funds carried forward 12	13,251,358	310,847	13,562,205	11,431,968

The statement of financial activities includes all gains and losses recognised in the year.

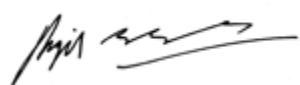
Balance sheet

Royal Society for Public Health

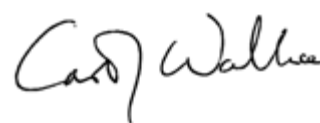
Balance sheet as at 31 December 2020

		2020	2019
Fixed Assets	Note	£	£
Tangible Assets	6	4,734,070	9,017,799
Intangible Assets	7	91,774	-
Investments	8	6,228,198	6,086,100
		11,054,042	15,103,899
Current Assets			
Stock		162	767
Debtors	9	294,299	449,572
Cash at bank and in hand		2,752,304	21,040
		3,046,765	471,379
Creditors: amounts falling due within one year	10	(538,602)	(1,161,215)
Net current assets/(liabilities)		2,508,163	(689,836)
Total assets less current liabilities		13,562,205	14,414,063
Creditors: amounts falling due after more than one year	11	-	(2,982,095)
Net assets		13,562,205	11,431,968
Funds	13		
Restricted funds		310,847	384,702
Unrestricted funds			
General		8,295,583	2,050,612
Designated and revaluation reserve		4,955,775	8,996,654
		13,562,205	11,431,968

These financial statements were approved and authorised for issue by the Council on 17 June 2021 and were signed below on its behalf by;



Dr Nigel Carter
Chair



Professor Carol Wallace
Treasurer

Statement of cash flows

Royal Society for Public Health

Statement of Cash Flows for the year ended 31 December 2020

	2020	2019
	£	£
Cash flows from operating activities (see note below)	(23,511)	(452,519)
Cash flows from investing activities		
Dividends received	14,944	19,137
Net Sale proceeds on disposal of property	9,322,782	-
Proceeds from sale of other Investments	229,337	230,915
Purchase of investments	(3,038,722)	(62,273)
Purchase of fixed assets	(110,920)	(1,112)
Net cash provided/(used) by investing activities	6,417,421	186,667
Cash flows from financing activities		
Repayments of borrowing	(3,178,802)	(200,323)
Net cash used in financing activities	(3,178,802)	(200,323)
Cash and cash equivalents at the beginning of the year	(462,804)	3,371
Cash and cash equivalents at the end of the year	2,752,304	(462,804)
Notes to the Cash Flow Statement	2020	2019
Reconciliation of Net Movement in Funds to Net cashflow from operating activities	£	£
Net income/(expenditure) for the year	2,130,237	(205,601)
Depreciation	35,790	67,121
Amortisation	12,110	-
Increase in revaluation reserve	(150,000)	-
Dividends and interest	(14,944)	(19,137)
Net loss/(gain) on disposal of leasehold property	(2,153,615)	-
Net loss/(gain) on investments	(96,904)	(73,055)
(Increase)/decrease in Debtors	155,273	(40,312)
Decrease in stock	605	2,972
(Decrease)/increase in Creditors	57,937	(184,507)
	(23,511)	(452,519)
	2020	2019
Analysis of Cash and Cash Equivalents	£	£
Cash at Bank and in hand	2,752,304	21,040
Bank overdraft	-	(483,844)
	2,752,304	(462,804)

Notes to the accounts

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Functional currency and level of rounding

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

Going concern

The financial statements are prepared on a going concern basis which assumes the charitable company will continue in operational existence for the foreseeable future. During the year the charity disposed of its leasehold premises realising a cash surplus of £5,255,372 and the value of its investment portfolio was £3,454,405 at the balance sheet date. This can be drawn down to support operating activities if necessary. The trustees have reviewed the impact of the ongoing Covid-19 pandemic on the charity's projections and forecasts for a period of at least twelve months from the date of approval of these financial statements and are satisfied that it has sufficient free reserves to meet its liabilities as they fall due during this period.

Accordingly the financial statements have been prepared on a going concern basis.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are funds subject to specific restrictive conditions imposed by donors or by the purpose of the appeal.

Income

All income is included in the SOFA when the charity is legally entitled to the income, it is probable that income will be received and the amount of income receivable can be measured reliably. Income is accounted for on an accruals basis. Part of the income from investments is allocated to the restricted funds and this is calculated at the rate of 1% above the Bank of England's base rate on the average balance of the funds during the year.

Grants relating to revenue are recognised in income on a systematic basis over the periods in which the entity recognises the associated costs for which the grant is intended to compensate. This includes £38,896 of Government assistance under the Coronavirus Job Retention Scheme (CJRS) relating to staff who were furloughed due to Covid-19.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregated all costs related to the category.

Support costs, which include the central office functions such as general management, budgeting and accounting, information technology, marketing and financing are allocated across the categories of charitable expenditure, governance costs and the costs of generating funds. The basis of costs allocation has been explained in the note 3 (c).

Governance costs comprise all costs identified as wholly or mainly attributable to ensuring the public accountability of the charity and its compliance with regulation. These costs include external audit and trustee costs. Governance costs are now apportioned on the same basis as support costs.

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable activities

Costs of charitable activities comprise all costs identified as wholly or mainly attributable to achieving charitable objects of the charity. These costs include staff costs, wholly or mainly attributable support costs and apportionment of general overheads.

Operating leases

All the operating lease rentals are charged to the income and expenditure account on a straight line basis over the terms of the lease.

Pensions

The RSPH operates a group personal pension scheme with AEGON Scottish Equitable for its employees and this scheme complies with the employer pension duties applicable under Part 1 of the Pensions Act 2008. This is a contributory scheme and the RSPH contributes 10% to Senior Managers and up to 7.5% to all the other employees. The assets of the scheme are held separately from those of the charity in independently administered funds. The pension cost charge represents contributions payable under this arrangement by the RSPH to the funds. The RSPH has no liability other than for the payment of those contributions.

Tangible fixed assets

Tangible fixed assets, except freehold property, are stated at cost less accumulated depreciation. Depreciation is provided so as to write off the cost of tangible fixed assets over their estimated useful lives of:

- Computer hardware - 3 years
- Office equipment - 3 years
- Office furniture - 3 years
- Long leasehold property - disposed during the year

The lease on the property at 28 Portland Place expires in the year 2131. Historic cost of the property is £2,619,065 and the property was revalued at £6.5 million at 31 December 2014. The property is mixed-use, with a portion deemed to be tangible fixed assets and a portion deemed to be investment property. The Trustees decided to keep the element of the £6.5 million valuation at 31 December 2014 that related to tangible fixed assets, being £4,570,756, as the deemed cost of the building as permitted on transition to FRS102 for depreciation purposes. This property was disposed during the year.

The freehold property at 59 Mansell Street, London E1 was acquired by Charity on 27 January 2011 for £3.35million. The Charity decided to adopt the policy of revaluation and the premises was valued at £7.5 million at 31 December 2020. This property is also split between tangible fixed assets (£4,726,207) and investment properties (£2,773,293) as per the mixed use of the building. The trustees believe that the current valuation reflects the realisable value of the premises under current market conditions.

Intangible fixed assets

Intangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided so as to write off the cost of intangible fixed assets over their estimated useful lives of:

- Software - 3 years

RSPH's policy is to capitalise any of the above items with the value over £500.

Investments

Investments are valued and carried at market value. Realised and unrealised gains or losses on revaluation are disclosed in the Statement of Financial Activities.

Fixed asset investment properties are revalued annually at open market value.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and Cash Equivalents

Cash and Cash Equivalents includes cash and overdraft balances.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any

trade discounts due.

Employee benefits

- Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

- Employee termination benefits

Termination benefits are accounted for on an accruals basis and in line with FRS 102.

2 Taxation

As a registered charity, the Society is potentially exempt from taxation on its income and gains falling within s505 Income & Corporation Taxes Act 1988 and s256 Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable purposes. No tax charge has arisen in the year.

3(a) Income

Income - Charitable activities - 2020	Un-restricted General funds £	Restricted funds £	2020 Total £
Qualifications	538,140	-	538,140
Membership and publishing	637,957	-	637,957
Courses & conferences	98,317	-	98,317
Educational services	300,887	-	300,887
Projects	199,929	81,940	281,869
Bookshop	5,592	-	5,592
	1,780,822	81,940	1,862,762
Income - Charitable activities - 2019	Un-restricted General funds £	Restricted funds £	2019 Total £
Qualifications	933,980	-	933,980
Membership and publishing	642,812	-	642,812
Courses & conferences	286,098	-	286,098
Educational services	189,893	-	189,893
Projects	273,545	89,640	363,185
Bookshop	17,114	-	17,114
	2,343,442	89,640	2,433,082

3(b) Total expenditure

Total Expenditure - 2020	Direct costs £	Indirect costs £	2020 Total £
Cost of generating funds			
Rental and room hire costs	120,972	83,547	204,519
Investment managers fees	10,609	-	10,609
	131,581	83,547	215,128
Charitable activities			
Qualifications	452,130	303,690	755,820
Membership and publishing	362,600	214,663	577,264
Courses & conferences	109,868	86,533	196,401
Educational services	160,131	91,993	252,125
Projects	283,950	156,531	440,481
Bookshop	2,926	5,419	8,345
Policy and communications	124,691	-	124,691
	1,496,296	858,829	2,355,125
	1,627,877	942,376	2,570,253
Total Expenditure - 2019	Direct costs £	Indirect costs £	2020 Total £
Cost of generating funds			
Rental and room hire costs	221,829	98,355	320,184
Investment managers fees	6,595	-	6,595
	228,424	98,355	326,779
Charitable activities			
Qualifications	574,165	353,614	927,779
Membership and publishing	350,613	210,612	561,225
Courses & conferences	243,173	100,949	344,122
Educational services	140,947	88,132	229,079
Projects	285,388	232,093	517,481
Bookshop	12,025	7,827	19,852
Policy and communications	203,291	-	203,291
	1,809,602	993,227	2,802,829
	2,038,026	1,091,582	3,129,608

3(c) Support costs

Support costs - 2020	Premises £	Other Overheads £	2020 Total £
Cost of generating funds			
Rental and room hire income	13,579	69,968	83,547
	13,579	69,968	83,547
Charitable activities			
Qualifications	38,798	264,892	303,690
Membership and publishing	29,098	185,565	214,663
Courses & conferences	2,182	84,351	86,533
Educational services	14,549	77,444	91,993
Projects	15,761	140,770	156,531
Bookshop	1,212	4,207	5,419
	101,600	757,229	858,829
	115,179	827,197	942,376
Support costs - 2019	Premises £	Other Overheads £	2019 Total £
Cost of generating funds			
Rental and room hire income	11,386	86,969	98,354
	11,386	86,969	98,354
Charitable activities			
Qualifications	45,545	308,069	353,614
Membership and publishing	27,833	182,779	210,612
Courses & conferences	7,591	93,359	100,949
Educational services	25,303	62,829	88,132
Projects	22,772	209,320	232,093
Bookshop	1,265	6,562	7,827
	130,309	862,918	993,228
	141,695	949,887	1,091,582
Other overheads		2020 £	2019 £
Overhead staff costs		361,078	427,077
Marketing and communications		82,944	65,506
Administrative expenses		315,244	343,002
Governance		15,396	18,954
Loan interest and charges		52,535	95,347
		827,197	949,887

Support costs have been allocated on the following basis;

- Premises costs - allocated based on the floor space basis occupied by each department.
- Overheads - allocated based on turn over basis.

3(d) Governance costs

Governance costs	2020 £	2019 £
Audit fees	15,045	13,050
Council meeting expenses	351	5,904
	15,396	18,954

3(e) Staff costs

Staff costs	2020 £	2019 £
Salaries	1,189,511	1,257,346
Social security costs	124,212	129,755
Pension and other benefits	156,706	168,188
Redundancy costs	14,695	-
	1,485,124	1,555,289

The average number of employees during the year was:

	2020 Number	2019 Number
Royal Society for Public Health	34	38
	34	38

The number of employees whose salary and benefit in kind fell within the following scales is as follows:

	2020 Number	2019 Number
£90,001 - £100,000	1	1
£70,001 - £80,000	1	1
£60,001 - £70,000	1	1

Key management personnel

Key Management Personnel are the Trustees and members of the Executive Management Team. Trustees are not paid any remuneration for their role as members of the Council(Board). The Executive management team members are the Chief Executive, Director of Membership & Education, Director of External Affairs & Marketing, Director of Finance & Corporate Resources, Director of Qualifications and Director of National & Regional Programs. The total employee benefits paid to the Executive Management Team were £ 545,889. (2019 - £530,495)

3(f) Related parties

Professor Lisa Ackerley, Chairing and speaking at RSPH's courses and conferences, received an Honorarium of £650 (2019 - £1,344) in accordance with Article 4.3 of the Royal Charter. Travelling expenses totalling £441 (2019: £3,938) were reimbursed to 4 (2019: 8) trustees during the year to 31 December 2020.

Trustees liability insurance premium of £7,056 (2019-£7,056) was paid in the period.

4 Operating costs

The deficit is stated after charging:	2020 £	2019 £
Depreciation charge	35,790	67,121
Amortisation charge	12,110	-
Auditors' remuneration	15,045	13,050
Finance costs	<u>52,535</u>	<u>95,347</u>

5 Commitments under operating leases

At 31 December 2020 the charity had annual commitments under non-cancellable operating leases as follows:

Operating leases - Equipment	2020 £	2019 £
Due within one year	5,981	7,214
Due within 2 to 5 years	2,283	5,981
	<u>8,263</u>	<u>13,195</u>

6 Tangible fixed assets

Cost	Freehold property £	Long leasehold property £	Computer hardware £	Furniture and Office equipment £	Total £
At 1 January 2020	4,631,682	4,570,756	97,347	239,166	9,538,951
Additions in the period	-	-	5,541	1,495	7,037
Revaluation	94,525	-	-	-	94,525
Disposal	-	(4,570,756)	-	(3,500)	(4,574,256)
At 31 December 2020	4,726,207	-	102,888	237,161	5,066,256
Depreciation					
At 1 January 2020	-	195,330	88,971	236,851	521,152
Charge for the period	-	25,926	8,071	1,793	35,790
Disposal	-	(221,256)	-	(3,500)	(224,756)
At 31 December 2020	-	-	97,042	235,144	332,186
Net book value					
At 31 December 2020	4,726,207	-	5,846	2,017	4,734,070
At 31 December 2019	4,631,682	4,375,426	8,376	2,315	9,017,799

At 31 December 2020 there were authorised capital commitments of £Nil (2019: £Nil).

Historic cost and the revaluation of freehold property

Historic cost of the freehold property, 59 Mansell Street, was £3.35 million. At 31 December 2020, this property was valued at £7.5 million by Richard Moss of Cluttons, a registered RICS valuer, split between tangible fixed assets (£4,726,207 as above) and investment properties (£2,773,793 as per note 8). The Trustees believe that this valuation reflects the realisable value of the premises under current market conditions.

Historic cost and the revaluation of leasehold property

Historic cost of the leasehold property, 28 Portland Place, was £2,619,065. At 31 December 2014, this property was valued at £6.5 million by Anthony Martin of Cluttons, a registered RICS value. The charity decided to keep the portion of this valuation relating to tangible fixed assets (£4,570,756) as the deemed cost for depreciation purposes as permitted upon transition to FRS 102. The remaining portion of the property is treated as an investment property. This building was disposed at £9.5 million on 3 September 2020.

7 Intangible fixed assets

Cost	Software £	Total £
At 1 January 2020	92,520	92,520
Additions in the period	103,884	103,884
Disposal	(65,700)	(65,700)
At 31 December 2020	130,704	130,704
Depreciation		
At 1 January 2020	92,520	92,520
Charge for the period	12,110	12,110
Disposal	(65,700)	(65,700)
At 31 December 2020	38,930	38,930
Net book value		
At 31 December 2020	91,774	91,774
At 31 December 2019	-	-

At 31 December 2020 there were authorised capital commitments of £Nil (2019: £Nil).

8 Investments

RSPH investment portfolio	2020 £	2019 £
Market Value of investments on 1 January 2020	6,086,100	6,181,687
Additions	3,038,722	62,273
Disposal proceeds	(2,993,528)	(230,915)
Net investment (Loss)/Gains	96,904	73,055
Balance at 31 December 2020	6,228,198	6,086,100
Historic cost of investments	3,275,631	1,677,821

All investments are quoted on a registered UK stock exchange.

Market value as at 31 December:		
Investment properties	2,773,793	5,537,983
UK listed investments	3,454,405	548,117
	6,228,198	6,086,100

Investment properties

59 Mansell Street was valued at £7.5 million by Richard Moss of Cluttons, a registered RICS valuer, in December 2020, split between tangible fixed assets (£4,726,207 as per note 6) and investment properties (£2,773,793). The Trustees believe that this valuation reflects the realisable value of the premises under current market conditions.

As per note 15 the charity sold the leasehold property at 28 Portland Place for £9.5 million on 3 September 2020.

9 Debtors

	2020 £	2019 £
Trade debtors	178,439	269,758
Other debtors	31,789	47,647
Prepayments	84,070	132,167
	294,299	449,572

10 Creditors: amounts falling due within one year

	2020 £	2019 £
Other taxes and social security costs	51,419	35,938
Trade and other creditors	177,719	274,523
Bank loans	-	680,551
Accruals	65,701	27,866
Deferred income	243,763	142,337
	538,602	1,161,215

Included within other creditors is an amount of £14,832 (2019: £15,234) of pension contributions to be paid across to scheme.

Deferred income - movements during the year:	2020 £	2019 £
Balance at 1 January	142,337	162,768
Amounts released to income in the year	(142,337)	(162,768)
New deferred income in the year	243,763	142,337
Balance at 31 December	243,763	142,337

11 Creditors: amounts falling due after more than one year

	2020 £	2019 £
Bank loans	-	3,177,730
	-	3,177,730

On 27 January 2011, the RSPH obtained a loan of £4.4 million, mainly to facilitate the freehold acquisition of John Snow House and to repay the RSPH's existing loan of £500,000. This loan is secured by charges over the freehold and long leasehold properties. Term of the loan is 22 years from 27 January 2011 and the capital repayments have commenced from January 2013. This loan was fully repaid on 3 September 2020.

The loan repaid;	£
Balance at 3 September 2020	3,036,220
Repaid on 3 September 2020	(3,036,220)
	-

12 Analysis of net assets – 2020

	General fund £	Designated Fund £	Revaluation reserve £	Restricted fund £	2020 total £
Tangible fixed assets	639,545	-	4,094,525	-	4,734,070
Intangible fixed assets	91,774	-	-	-	91,774
Investments	5,966,948	-	261,250	-	6,228,198
Current assets	2,135,918	600,000	-	310,847	3,046,765
Liabilities	(538,602)	-	-	-	(538,602)
	8,295,583	600,000	4,355,775	310,847	13,562,205

Analysis of net assets – 2019

	General fund £	Designated Fund £	Revaluation reserve £	Restricted fund £	2020 total £
Tangible fixed assets	1,236,362	-	7,781,437	-	9,017,799
Investments	5,004,364	-	1,081,736	-	6,086,100
Current assets	(46,804)	133,481	-	384,702	471,379
Liabilities	(4,143,310)	-	-	-	(4,143,310)
	2,050,613	133,481	8,863,173	384,702	11,431,968

13 Funds – 2020

	1 Jan 20 £	Income £	Expenditure £	Gains, losses & transfers £	31 Dec 20 £
General fund	2,050,612	2,214,923	(2,395,931)	6,425,979	8,295,583
Designated funds and revaluation reserve					
Building fund	133,481	-	(15,420)	481,939	600,000
Revaluation reserve	8,863,173	-	-	(4,507,398)	4,355,775
	8,996,654	-	(15,420)	(4,025,459)	4,955,775
Restricted funds					
Nigel Symonds	1,124	11	-	-	1,135
Harben Trust	81,615	824	-	-	82,439
Heggie fund	59,591	602	-	-	60,193
Thomas Latimer Cleave Memorial Trust	7,995	81	-	-	8,075
Awards fund	12,507	126	-	-	12,633
EMC Wilson Bequest Fund	892	9	-	-	901
GambleAware	76,884	82,266	(126,594)	-	32,555
Robert Wood Johnson	144,095	1,129	(32,309)	-	112,915
	384,702	85,048	(158,903)	-	310,847
Total funds - 2020	11,431,968	2,299,971	(2,570,253)	2,400,520	13,562,205

Funds – 2019

	1 Jan 19 £	Income £	Expenditure £	Gains, losses & transfers £	31 Dec 19 £
General fund	2,201,001	2,757,034	(2,971,623)	64,200	2,050,612
Designated funds and revaluation reserve					
Building fund	175,231	-	(41,750)	-	133,481
Revaluation reserve	8,854,318	-	-	8,855	8,863,173
	9,029,549	-	(41,750)	8,855	8,996,654
Restricted funds					
Nigel Symonds	1,110	14	-	-	1,124
Harben Trust	80,607	1,008	-	-	81,615
Heggie fund	58,856	735	-	-	59,591
Thomas Latimer Cleave Memorial Trust	7,896	99	-	-	7,995
Awards fund	22,353	154	(10,000)	-	12,507
EMC Wilson Bequest Fund	881	11	-	-	892
Gambling Health Alliance	-	90,118	(13,235)	-	76,884
Robert Wood Johnson	235,316	1,779	(93,000)	-	144,095
	407,019	93,918	(116,235)	-	384,702
Total funds - 2019	11,637,569	2,850,952	(3,129,608)	73,055	11,431,968

14 Funds continued...

RSPH has designated certain funds as follows:

Building fund

Represents amounts set aside for property repairs and maintenance over the next three years.

Major restricted funds RSPH as follows:

Harben Trust fund

Represents amounts restricted for the purpose of an annual lectureship "dealing with some subject embodying the results of original research in conjunction with the science of public health".

Heggie fund

Represents amounts restricted for the specific purposes of

- (a) the refurbishment and maintenance in perpetuity of 'James Heggie Room' in 28 Portland Place.
- (b) the development of courses and examinations for anatomical pathology technicians.

Thomas Latimer Cleave Memorial fund

Represents amounts restricted for the purpose for the advancement of education and in furtherance thereof to provide prizes, awards, scholarships and grants to students of food science subjects.

Awards fund

Represents all the individual restricted award funds from the predecessor organisations Royal Institute of Public Health and the Royal Society for the Promotion of Health.

GambleAware

Represents to establish and run Gambling Health Alliance.

Robert Wood Johnson

To support the Health on the High Street Campaign in the USA.

15 Disposal of the leasehold property

The leasehold property at 28 Portland Place, London W1 is on the market for sale from April 2018. The Trustees took the decision to dispose this property at the Council meeting on 12 December 2017. The charity completed the sale of 28 Portland Place on 3 September 2020 at £9.5 million.

16 Net debt

	2019 £'000	Cash flow movements £'000	Other Movements £'000	2020 £'000
Cash at bank and in hand	21,040	2,731,264	-	2,752,304
Bank overdraft	(483,844)	483,844	-	-
Loans	(3,178,802)	3,178,802	-	-
Net debt	(3,641,606)	6,393,910	-	2,752,304