



The Royal College of **Pathologists**  
Pathology: the science behind the cure

# **Annual report and financial statements**

## **For the year ended 30 June 2023**

Registered charity number 261035



The Royal College of Pathologists  
6 Alie Street, London, E1 8QT, UK  
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# **The Royal College of Pathologists**

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# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

The Trustee Board are pleased to present their report together with the financial statements of the College for the year ended 30 June 2023.

### **Objectives & activities**

The College's mission is to promote excellence in the practice of pathology and maintain standards through training, assessments, examinations and professional development, to the benefit of the public. The trustees have complied with the duty in the Charities Act 2011 to have due regard to guidance published by the Charity Commission, including public benefit guidance.

Pathology is the science at the heart of modern medicine, vital for the understanding, diagnosis and planning clinical management of disease. 95% of patients will have a pathologist involved in their healthcare journey. (<https://www.england.nhs.uk/wp-content/uploads/2014/02/pathol-dig-first.pdf>)

Pathologists study the causes of disease and the ways in which disease processes affect our bodies. Recognising the patterns that disease takes allows us to understand what's at the root of a problem, enabling accurate diagnosis. Following up this understanding helps treatments to be devised and preventative measures to be put in place.

Much of pathology goes on behind the scenes which may account for the fact that many people are almost unaware of its ongoing and vital contributions to modern medicine. Without the work of pathologists there would be no evidence to support the diagnosis and clinical management of disease, and improving or even maintaining the quality of medical care would be impossible.

The College's unique role ensures that high quality standards of knowledge and expertise are maintained in all areas relating to pathology. The College ensures that pathologists are qualified and up to date in their practice by:

- Setting standards for education and training in pathology.
- Examining against these standards.
- Providing a leading continuing professional development programme.
- Running scientific seminars, webinars and expert workshops on a national and regional basis.

The College looks after the interests of patients by:

- Producing guidelines and other documents that set standards of best practice.
- Making our case to parliamentarians through the Health Committee, All Party Health Groups, individual ministers and civil servants to raise awareness of the role pathology plays in providing safe patient care.
- Ensuring lay representation on all designated College committees.
- Working with organisations such as Lab Tests On-Line and Labs Are Vital as a resource for patients to provide information about the range of clinical tests that are used in their diagnosis and treatment.

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Objectives & activities (continued)**

The College helps in the search for cures to disease by committing to strengthening the research base of the specialty. This is achieved through:

- Supporting fellows and trainees who undertake research activities as part of their day-to-day work.
- Awarding bursaries and prizes for research.

The College has a public engagement programme whose aims include inspiring secondary school students to learn about science through an innovative and creative programme focusing on health and disease. The goals of this programme are to:

- Increase interest in pathology as a career option.
- Raise awareness of pathology and its crucial role in treating and curing disease.
- Contribute to the wider initiative of engaging the public in contemporary science.
- Support the teaching of science in secondary schools.
- Change attitudes towards science, in particular pathology.

### **Activities**

To achieve our objectives the College has undertaken significant activities during the year under review:

#### **Training, examinations and assessments:**

- Setting the standards for training in pathology through the provision of medical, clinical science and veterinary pathology curricula.
- Administering medical pathology training through College Specialist Training Committees, who advise and provide guidance on all major issues relating to specialist training in pathology.
- Managing the development, implementation and evaluation of workplace-based assessments for medical trainees and advising on the development of workplace-based assessments for clinical science trainees.
- Registering and monitoring Specialty Registrars for the duration of their training and recommending them for the award of a Certificate of Completion of Training (CCT) to the General Medical Council (GMC).
- Providing electronic training portfolios to allow registered trainees to record their progress in training.
- Development, implementation and delivery of the FRCPATH Part 1 and Part 2 examinations in the 17 pathology specialties, as well as the Certificate and Diploma examinations and the Stage A and Stage C BMS examinations.
- Ensuring that curricula, assessments and examinations are approved by the appropriate regulator, and that transitional arrangements are in place where these change significantly.

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Activities (continued)**

- Recommending to the GMC whether or not the training and/or qualifications and experience of pathologists applying to the Specialist Register under the Certificate of Equivalence of Specialist Registration (CESR) rules is equivalent in content and duration to that required for a Certificate of Completion of Training.
- Management of the review and approval of applications for Fellowship by published works.
- Supporting training and continuing professional development through the provision of the Pathology Portal.
- Supporting the provision and promotion of pathology in undergraduate and foundation training.

### **Patient safety**

- Support pathologists and their teams to improve safety and quality of care.
- Encourage shared learning to advance patient safety and quality improvement.

### **Professional guidelines and practice**

- Deliver a leading continuing professional development scheme and user friendly online CPD and revalidation portfolio for members.
- Supporting the Professional Conduct Committee to deal with revalidation queries and concerns about professional performance in all disciplines of pathology.
- Delivering invited reviews of pathology services for healthcare organisations and providing formal advice on professional performance in pathology.
- Supporting the ongoing oversight of, and governance for, external quality assessment stakeholders.
- Providing guidance and support to members and trainees on patient safety and quality improvement methodologies including clinical audit and delivering continuous quality improvement awareness months.
- Ensuring pathology input into guidelines and standards produced by national bodies.
- Continued membership of the International Collaboration on Cancer Reporting to support the production of common and internationally validated and evidence-based pathology datasets for cancer reporting for use throughout the world.
- The production of high-quality evidence based clinical guidelines in pathology to accredited standards.
- Hosting webinars for new guidance documents to support pathologist understanding and apply them in practice.

### **Commercial fundraising**

- The provision of consultancy services to providers or commissioners where an authoritative independent review is required on the provision of high-quality pathology services, under the trading name RCPath Consulting.
- The provision of high quality conference and meeting facilities and catering services to external clients utilising College rooms when not used for our own purposes, under the trading name Events@No6.

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Activities (continued)**

#### **Workforce**

- Maintaining standards in pathology by reviewing and approving consultant level job descriptions and overseeing the College's statutory role in consultant advisory appointment committees (AAC's).
- Collecting data from direct surveys and the outcomes of appointments to enable the College to define the workforce required to deliver high quality patient centred pathology services throughout the UK.
- Providing data to enable the College to have a clear voice on pathology workforce planning.

#### **Conferences and academic activities**

- Management and development of the programme of in-house symposia and online webinars designed to keep participants up to date with current thinking and practice in the pathology disciplines.

#### **Advisory committees**

- Much of the work of the College is achieved through the College's committee structure reporting to Council. These activities provide professional advice and guidance through specialty advisory committees, intercollegiate and joint committees.
- Committees deal with generic matters crossing all pathology specialties whilst the specialty advisory committees advise on specialty specific matters such as histopathology and microbiology, etc.
- Establishment of a network of lay advisors to input into specific committees.
- Regional councils for Northern Ireland, Scotland and Wales maintain valuable regional and local influence and insight.
- Committees that report to the Trustee Board include Council, Nominations Committee, Governance Committee and the Remuneration Committee.

#### **Communications**

- Production of the quarterly publication "*The Bulletin*" distributed to members and subscribers.
- Production of a range of publications and guidelines on best practice in pathology.
- Production of the monthly President's e-newsletter for members.
- Development and maintenance of the College's web site, including the members' area.
- Engagement with politicians, civil servants and other key stakeholders across the UK to raise awareness and understanding of the value of pathology and the role of the College.
- Responding to parliamentary questions and consultations.
- Identifying opportunities to promote the work of the College via the media and improve the understanding of pathology.
- Providing a professional point of contact for all media enquiries.
- Delivering the College's public engagement programme, including National Pathology Week.
- Managing grant schemes and awards.

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Activities (continued)**

#### **International development**

- Providing support for the work of the International Committee, chaired by the Clinical Director of International Activities, and the International Regional Advisors and Country Advisors.
- Supporting current international medical graduates through provision of the College sponsorship scheme and Medical Training Initiative, and the International Trainee Support Scheme.
- Supporting future international pathologists throughout their careers through the provision of the International Pathology School.
- Providing support for examinations and candidates based outside of the UK.
- Providing support for refugee pathologists in the UK.
- Providing resources for members and healthcare workers in regions affected by challenge and conflict.
- Fostering international strategic partnerships, collaborations and alliances through the development of Memorandums of Understanding and delivering the work agreed.
- Delivering International Pathology Day annually.
- Advocating and promoting the role of the College internationally, including through the delivery of projects.
- Supporting the professional development of international members and trainees.
- Raising awareness and understanding about the role and contribution of pathology to global health.

#### **Equality, diversity and inclusion (EDI)**

- Hosting regular meetings of the EDI Network to ensure EDI is embedded in all the College does.
- Developing an action plan to increase diversity and ensure inclusion.
- Progressing work to initiate a survey of member characteristics and barriers to engagement to better inform the College's policies and procedures.
- Hosting events to raise awareness of EDI matters and generate discussion.

### **Volunteers**

Many members give their time freely to help the College achieve its objects by attending committee meetings, sitting on working parties, acting as examiners, commenting on reports, acting in a local liaison capacity, assisting with the public engagement programme, or undertaking some other task or function on behalf of the College. The Trustee Board is greatly indebted to these individuals for their commitment and support.

### **Achievements & performance**

The College produces a full Annual Report, which should be consulted for an analysis of the achievements and performance of the College for the year to 30<sup>th</sup> June 2023.

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Investment performance**

During the year the College tendered its investment management arrangements which resulted in switching the portfolio from Canaccord to CCLA Investment Management. The switch took place in December 2022.

UK markets had a mixed performance from July to December. The market started the year strongly, but then declined in the latter part due to a number of factors, including concerns about the global economic slowdown and geopolitical uncertainty. Inflation has remained high during the year with the Bank of England raising interest rates in an effort to combat inflationary pressures.

The total return from the COIF Charities Ethical Investment Fund over the six-month period ended on 30 June 2023 was +1.7%. Within equities, which make up the majority of the portfolio, the Fund's returns were strong in absolute terms but lagged the equity market as a whole. This reflected the fact that as a diversified portfolio, the Fund's allocation to the handful of technology stocks which accounted for almost all of the market's total returns is lower than the dominant share these companies represent in the market as a whole. Elsewhere, some of the Fund's healthcare stocks had a weak period, although those focusing on medical technology and surgical devices continued to perform well. Conversely, the Fund's avoidance of traditional energy companies was supportive of relative returns at a time when that sector underperformed the rest of the market.

Bond markets delivered negative returns over the period, so it was helpful to relative performance that the Fund has a lower allocation to fixed interest than the comparator benchmark. The Fund's fixed interest holdings also performed better than the bond market as a whole. In other asset classes, rising bond yields continued to depress valuations for some holdings in infrastructure, contractual income and other alternative assets although not on the damaging scale seen in the second half of 2022.

### **Financial review**

The income of the College amounted to £9.44Mn, with expenditure of £9.41Mn. Subscriptions continue to be the largest source of income amounting to £4Mn. Income from postgraduate education and examinations has increased to £2.4 million, with expenditure on this activity of £2.7 million. The number of candidates sitting College examinations has increased generating both the increased revenue and increased costs.

The income from trading, undertaken through the wholly owned subsidiary company, has been remarkable. The Events@No6 conference centre has experienced a significant increase in turnover as demand for meeting space has exceeded all expectations. Income from RCPATH Consulting has also performed well, and the combination of these has meant a healthy surplus for this activity.

During the year we secured a tenant for the 5<sup>th</sup> floor of the Alie Street premises which is generating much needed rental income, and the income from bank deposits and the College's investment portfolio have improved over the prior year with the increase in interest rates.



# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Financial review (continued)**

Whilst the foregoing is good news, our costs have increased over the prior year. Inflationary pressures have meant that the running costs associated with all College activities have gone up. The interest payable on the mortgage loan has increased as UK base rates have moved from their historic lows last year. To counter this the trustee board will be looking at ways to reduce costs and generating additional income in the new financial year.

As stated in this report, the College raises funds by subscriptions, examination fees, grants and trading through the College's subsidiary. The College does not seek donations from the general public, and so no fundraiser or commercial participator is employed or engaged by the College. No voluntary schemes for fundraising have been joined and no fundraising complaints have been received.

The College's subsidiary incurred deficits in commencing to trade, and was further hit by Covid disruption which severely restricted holding events over an extended period. The subsidiary started the year with a deficit of £420k and due to exceptional trading a profit of £230k reduced the deficit to £190k. The company is expected to reverse the remaining deficit over the next 1-2 years.

### **Reserves**

The Trustee Board has established a reserves policy, whereby the unrestricted funds not committed or invested in tangible fixed assets or designated for specific purposes (the 'free reserves') held by the College, should normally be sufficient to allow the College to operate without income for up to 15 months. This level of reserves is essential, because our income is not guaranteed and can be subject to significant fluctuations year on year.

The College's reserves ensure that short term changes in revenue will not materially affect the College's activities, secures the long term funding of the College and enables the College to meet its duties under statute and its Royal Charter to promote standards of education and practice of pathology. This level of reserves would also enable the College to address any unforeseeable ad-hoc expenditure arising from topical issues in pathology, which the College feels should be addressed. At 30th June 2023 the level of free reserves of £6.63 million equated to 8.7 months of unrestricted expenditure. The total amount of restricted funds at 30 June 2023 amounted to £1.99 million. Total College funds amounted to £38.2 million.

### **Going concern**

The trustees have reviewed the financial position and financial forecasts, taking into account the levels of investment reserves and cash, and the systems of financial control and risk management. As a result of this review, the trustees believe that they are well placed to manage operational and financial risks successfully.

Accordingly, the trustees consider that the College has adequate resources to continue in operational existence for the foreseeable future. They continue to support the going concern basis in accounting and in preparing the annual financial accounts.

# The Royal College of Pathologists

## Report of the trustees for the year ended 30 June 2023

The Trustee Board has adopted an ethical investment policy precluding investment in fossil fuel, tobacco, mining or armament companies. The portfolio is managed by an investment management company. The total return approach where income and capital gains are considered in aggregate is adopted, including for those investments relating to restricted funds.

### Risk management

The principal risks faced by the College are detailed below, together with the steps taken to mitigate against them.

Risk	Mitigation
<p>NHS Trusts and other employers of pathologists may not release them to devote to College duties. A wide range of work, ultimately for the benefit of the NHS, is undertaken by pathologists for the College.</p> <p>Additionally, members may not feel that the College is relevant to their practice and may not volunteer for College roles or stand for election to College posts.</p>	<p>Trustee review of the volunteer model.</p> <p>Member engagement proposition is being drawn up explaining the value of the College and encouraging people to become involved.</p> <p>Encouraging meetings to take place electronically or in hybrid style using available technologies.</p>
<p>General economic conditions, including high rates of general cost inflation, higher bank base rates and utility costs increasing faster than inflation will lead to significant financial pressures on the College, with a deficit projected for the next few years.</p>	<p>Monthly management accounts produced comparing actual against budget to inform trustees of the up to date position.</p> <p>Review of College activities to see if additional income can be generated from sources other than subscriptions and examination fees. Review of activities to see if some could be paused whilst cost pressures are experienced.</p>
<p>Technology risks, including reliance on the College database, which is used by many departments across several different functions.</p>	<p>A technology transformation project is under way for the database and website systems, which is incorporating a review of all business processes.</p> <p>A review of IT infrastructure took place in early 2022, and new cloud hosting arrangements have been put in place. We have implemented recommendations relating to cyber risks.</p>

### Auditors

A resolution will be proposed at the Annual General Meeting that Begbies be re-appointed as auditors to the College for the ensuing year.

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Investment policy and objectives**

The Trustee Board's investment policy is to maximise the return on investments taking the medium to long-term view with a moderate level of risk. The capital value of the portfolio should be protected in line with the objective of generating an annual rate of return of inflation, as defined by the Consumer Price Index (CPI), plus 4% over a 5-year basis after expenses.

The Trustee Board may invest funds of the College in such stocks, funds, shares, or securities and other investments within the United Kingdom or elsewhere as the Board sees fit, provided that the Board is satisfied that such investment is not speculative and will not expose such monies and other investments to undue risk.

### **Designated funds**

Designated funds are funds set aside by the Trustee Board out of unrestricted general funds for specific future purposes or projects and are excluded from the value of the College's free reserves. An explanation of the College's designated funds is given in note 20 to these accounts. The total of designated funds at 30 June 2023 amounted to £29.5 million.

### **Plans for future periods**

Trustees have agreed a strategy for 2021-24 that has 5 aims. In addition to these aims the College will be working on a carbon reduction plan and on producing a net zero strategy for consideration by trustees.

Strategic aim 1 – to support all members through the delivery of high-quality member services.

This will be achieved by:

- Supporting current members in their continuing education by offering guidance and support.
- Encouraging future members by fostering their interest in a career in pathology and supporting career development.
- Promoting and encouraging inclusivity and diversity throughout our membership, the wider profession and our work.
- Advancing knowledge in pathology through the delivery of a range of resources to support continuing professional development for all our members.
- Implementing the use of technology that widens and improves consistency of access to services for members.

Strategic aim 2 – develop and maintain high standards of education, training and research across all pathology specialties.

This will be achieved by:

- Providing curricula, assessments and examinations for professional groups, ensuring that they meet the future requirements for the profession.

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Plans for future periods (continued)**

- Optimising the efficiency of the examination process by developing centralised systems and providing enhanced support to examiners.
- Increasing international participation in College examinations.
- Encouraging and supporting our members and trainees to undertake and publish high-quality research to advance the practice of pathology.

Strategic aim 3 – promote excellence and advance knowledge in pathology practice across all specialties.

This will be achieved by:

- Advocating for a properly resourced, supported and sustainable pathology workforce.
- Continuing to develop excellent continuous professional development recording and support services.
- Delivering high-quality resources to benefit pathology practice.
- Developing a robust framework for governance and oversight of external quality assurance to ensure high standards.
- Promoting environmental sustainability in pathology and the ways in which we work.
- Supporting future innovation and delivery of digital resources in pathology.

Strategic aim 4 – increase the College's influence through a clear, coherent, professional voice.

This will be achieved by:

- Promoting the College as a vital contributor to health policy and decision making.
- Influencing policy to advance patient care and safety.
- Championing the College as the leading medical royal college in genomics services.
- Promoting pathology to the wider health professionals and the public to enhance our capacity and influence policy.

Strategic aim 5 – resource the future development of the College.

We will achieve this by:

- Increasing and developing new sources of income to support the work of the College.
- Delivering effective management of member services and providing an excellent place to work.
- Building corporate membership that benefits the College and its member partners.

### **Structure, Governance & Management**

The College of Pathologists was founded on 21 June 1962 and was incorporated under Royal Charter on 28 February 1970 and registered as a Charitable Trust on 28 April 1970. The College is governed by its Royal Charter, Ordinances and By-laws, the "governing documents".

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Structure, Governance & Management (continued)**

The Trustee Board is responsible for the structure, governance and management of the College, including financial matters. Members of the Board are the trustees of the College. Committees reporting to the Trustee Board include the Council, Governance Committee, Nominations Committee and Remuneration Committee. Council is responsible for the clinical, educational and professional functions of the College. Council has sub committees, including specialty and standing advisory committees, examinations and training committees, and regional councils.

The trustees who served during the year are set out below. They comprise the 7 honorary officers, the chairs of each of the regional councils for Northern Ireland, Scotland and Wales, and 3 lay trustees. Trustees are elected or appointed for a three-year term of office after which they may serve again only after a one-year gap, unless elected to another honorary officer role. The Treasurer, Registrar and lay trustees can serve for two consecutive three-year terms of office.

The honorary officers are elected by the fellows and diplomate members as a whole from amongst the fellows. The chairs of the regional councils are elected by the fellows and diplomate members in that region from amongst the fellows resident within the particular region. The three lay trustees are appointed following a process which includes advertising these positions, completion of an application form, shortlisting against the requirements contained in the role description and person specification, and a panel interview.

Trustees take decisions in the best interests of the College as a whole. They operate in accordance with a code of conduct that makes explicit reference to objectivity in decision-making. A register of interests is maintained in respect of each member of the Trustee Board and Council. On appointment to office trustees receive an induction pack and are invited to attend the annual induction training meeting.

The Trustee Board approves the College's annual budget and forward plan. Once approved, the implementation of the plan is delegated to the staff, who have the authority to work within the parameters set by the Board. Decisions of a strategic nature, or items out with the agreed budget and plan, must be referred to the Board.

The College wholly owns a subsidiary company, RCPATH Trading Limited, which undertakes certain trading activities. The directors of the company are the College's President, Treasurer, Chief Executive, and an independent director appointed by the College's Trustee Board. The Trustee Board requires that the taxable profits of the company be paid to the College under gift aid.

### **Responsibilities of the trustees**

The trustees are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and of the incoming resources and application of resources of the College for that period. In preparing these financial statements, the trustees are required to:

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Structure, Governance & Management (continued)**

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principals of the Statement of Recommended Practice (Charities SORP);
- Made judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the College 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 College and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities SORP (FRS 102) and the provisions of the Royal Charter, Ordinances and By-Laws. They are also responsible for safeguarding the assets of the College 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 College and financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### **Key management personnel remuneration**

The trustees consider the Trustee Board and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the College on a day to day basis. All trustees give of their time freely and no trustee received remuneration in the year. Details of trustees' expenses are disclosed in note 6 to the accounts.

The pay of all staff, including the senior staff, is reviewed annually by the remuneration committee. Pay is benchmarked against the median of the range for similar roles in similar sized organisations in the London not for profit sector. Remuneration is based upon eight pay bands each with five pay points. Staff progress up the pay scale on successful completion of an annual performance review. The senior management team meet annually to review and agree performance review summaries for all staff, and the remuneration committee reviews and ratifies this decision. The remuneration committee reviews the performance reviews for all of the members of the senior management team and agrees their progression up the pay scale. No employee of the College or of its contractors is paid below the London living wage.

### **Statement of disclosure to auditor**

So far as the trustees are aware, there is no relevant audit information of which the College's auditors are unaware. Additionally, the trustees have taken all the steps they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the College's auditors are aware of that information.

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Reference & administrative details**

#### **Trustees**

Those who served as trustees during the year were as follows:

Dr John Ashcroft	Treasurer (appointed 17 November 2022)
Dr Andy Boon	Treasurer (demitted office 17 November 2022)
Prof Sarah Coupland	Vice President
Dr Bernie Croal	Chair, Scotland regional council
Prof Angharad Davies	Vice President
Ms Jill Gauntlett	Lay Trustee (demitted office 31 December 2022)
Dr Anu Gunavardhan	Chair, Wales regional council (appointed 17 November 2022)
Dr Anita Hill	Co-opted Trustee
Prof Peter Johnston	Vice President
Dr Jonathan Kell	Chair, Wales regional council (demitted office 17 November 2022)
Dr Elijah Matovu	Co-opted Trustee
Dr Gareth McKeeman	Chair, Northern Ireland regional council
Dr Stephen Morley	Assistant Registrar
Prof Mike Osborn	President
Dr Lance Sandle	Registrar
Mr Robert Smith	Lay Trustee & Chair of Trustee Board
Mr Vincent Voon	Lay Trustee

#### **Senior Staff**

Daniel Ross	Chief Executive
Joanne Brinklow	Director of Learning
Diane Gaston	Director of Communications
Nigel Pollard	Director of Corporate Services
Katherine Timms	Director of Professional Practice

#### **Principal Office**

The Royal College of Pathologists, 6 Alie Street, London E1 8QT.  
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Website: [www.rcpath.org](http://www.rcpath.org)

Registered charity number 261035 in England & Wales  
Company registration number RC000127

# **The Royal College of Pathologists**

## **Report of the trustees for the year ended 30 June 2023**

### **Reference & administrative details (continued)**

#### **Professional advisors to the College**

<b>Auditors</b>	Begbies, 9 Bonhill Street, London EC2A 4DJ.
<b>Taxation advisors</b>	Crowe, 55 Ludgate Hill, London EC4M 7JW.
<b>Property advisors</b>	CBRE, Henrietta House, Henrietta Place, London W1G 0NB.
<b>Solicitors</b>	Womble Bond Dickinson, 4 More London Riverside, London SE1 2AU.
<b>Investment managers</b>	Canaccord Genuity, 41 Lothbury, London EC2R 7AE. (to 9 December 2022) CCLA, One Angel Lane, London EC4R 3AB (from 9 December 2022)
<b>Bankers</b>	HSBC, 69 Pall Mall, St. James's, London SW1Y 5EY.

Approved by the Trustee Board and signed on their behalf by:



**Professor Mike Osborn**  
**President**  
3 August 2023



# **Independent auditor's report to the trustees of The Royal College of Pathologists**

## **Opinion**

We have audited the financial statements of The Royal College of Pathologists (the 'charity') for the year ended 30 June 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Statement of Cash Flows 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 Financial Reporting Standard 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 parent charity and its subsidiary undertaking's affairs as at 30 June 2023 and of their incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 discussed in the auditor's responsibilities for 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 directors' 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 company'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 directors with respect to going concern are described in the relevant sections of this report.

## **Other information**

The trustees are responsible for the other information. The other information comprises the report of the trustees. 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.

# **Independent auditor's report to the trustees of The Royal College of Pathologists**

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**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the report of the trustees.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- The information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records; or
- We have not received all the information and explanations we require for our audit.

## **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, 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 relating to going concern and using the going concern basis of accounting unless the trustees either intend 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 auditors under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

# **Independent auditor's report to the trustees of The Royal College of Pathologists**

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

## **Extent to which the audit was capable of detecting irregularities, including fraud**

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:

- Agreement of the financial statement disclosures to underlying supporting documentation;
- Enquiries and confirmation of management and the trustees as to their identification of any non-compliance with laws or regulations, or any actual or potential claims;
- Review of minutes of Board meetings throughout the period;
- Incorporating unpredictability into the nature, timing and/or extent of testing;
- Evaluation of the selection and application of the accounting policies chosen by the charity;
- In relation to the risk of management override of internal controls, by undertaking procedures to review journal entries and evaluating whether there was evidence of bias that represented a risk of material misstatement due to fraud; and
- We assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

# **Independent auditor's report to the trustees of The Royal College of Pathologists**

## **Use of our report**

This report is made solely to the College's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the College'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 anyone other than the College and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Begbies  
Chartered Accountants  
Statutory Auditors

9 Bonhill Street  
London  
EC2A 4DJ

5/1/21

Begbies is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

**The Royal College of Pathologists**  
**Consolidated Statement of Financial Activities for the year ended 30 June 2023**

		Unrestricted General Funds £	Unrestricted Designated Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
<b>Income from:</b>	<b>Note</b>					
Donations & legacies	5	588	-	-	588	588
Charitable activities						
Subscriptions		4,047,750	-	-	4,047,750	3,974,297
Postgraduate education & examinations		2,413,610	-	15,000	2,428,610	1,994,594
Pathology portal		-	-	500,000	500,000	500,000
International development		44,290	-	12,294	56,584	45,239
Conferences & academic activities		207,090	-	-	207,090	190,467
Professional practice		64,777	-	-	64,777	57,844
Research		-	-	-	-	40,000
Communications & public engagement		-	-	-	-	115
Trading activities		1,713,200	-	-	1,713,200	901,377
Investments	4	153,171	-	14,746	167,917	79,477
Other		253,690	-	-	253,690	65,253
<b>Total income</b>		<b>8,898,166</b>	<b>-</b>	<b>542,040</b>	<b>9,440,206</b>	<b>7,849,251</b>
<b>Expenditure on:</b>						
Raising funds						
Trading activities & education centre		1,777,035	2,207	-	1,779,242	1,402,186
Investment management		16,876	-	-	16,876	41,682
Other		192,190	36,440	-	228,630	-
Charitable activities						
Postgraduate education & examinations		2,674,685	18,834	10,527	2,704,046	2,202,566
Pathology portal		-	-	164,162	164,162	160,987
International development		413,675	5,738	7,166	426,579	359,539
Conferences & academic activities		501,518	4,930	-	506,448	415,176
Professional practice		1,042,478	16,309	-	1,058,787	734,713
Workforce		420,516	4,344	-	424,860	378,239
Communications & public engagement		1,468,333	20,286	19,836	1,508,455	1,218,610
Advisory committees		592,100	5,152	-	597,252	436,080
<b>Total expenditure</b>	8	<b>9,099,406</b>	<b>114,240</b>	<b>201,691</b>	<b>9,415,337</b>	<b>7,349,778</b>
Included in the above expenditure for the prior year is £121,623 which was reimbursed in the current financial year by way of an insurance claim.						
<b>Net income / (expenditure) before net gains on investments</b>		<b>(201,240)</b>	<b>(114,240)</b>	<b>340,349</b>	<b>24,869</b>	<b>499,473</b>
Net (losses) / gains on investments	14	198,611	-	33,493	232,104	(1,035,948)
<b>Net income / (expenditure)</b>		<b>(2,629)</b>	<b>(114,240)</b>	<b>373,842</b>	<b>256,973</b>	<b>(536,475)</b>
Transfers between funds	19	(78,997)	77,997	1,000	-	-
<b>Net movement in funds</b>		<b>(81,626)</b>	<b>(36,243)</b>	<b>374,842</b>	<b>256,973</b>	<b>(536,475)</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		6,787,507	29,556,648	1,610,919	37,955,074	38,491,549
<b>Total funds carried forward</b>	19	<b>6,705,881</b>	<b>29,520,405</b>	<b>1,985,761</b>	<b>38,212,047</b>	<b>37,955,074</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

The notes on pages 22 to 36 form part of these accounts.

**The Royal College of Pathologists**  
**Consolidated and College Balance Sheets as at 30 June 2023**

		Consolidated		College	
	Note	2023	2022	2023	2022
		£	£	£	£
<b>Fixed Assets:</b>					
Tangible assets	13	37,096,288	37,777,416	37,096,288	37,777,416
Investments	14	5,387,986	5,233,165	5,388,086	5,233,265
<b>Total fixed assets</b>		<b>42,484,274</b>	<b>43,010,581</b>	<b>42,484,374</b>	<b>43,010,681</b>
<b>Current assets:</b>					
Stocks	15	2,886	4,489	2,886	4,489
Debtors	16	958,743	803,693	784,189	1,137,333
Cash at bank and in hand		7,207,779	7,066,834	7,146,393	6,822,340
<b>Total current assets</b>		<b>8,169,408</b>	<b>7,875,016</b>	<b>7,933,468</b>	<b>7,964,162</b>
<b>Liabilities:</b>					
Creditors: Amounts falling due within one year	17	(4,484,144)	(4,607,566)	(4,058,404)	(4,277,229)
<b>Net current assets</b>		<b>3,685,264</b>	<b>3,267,450</b>	<b>3,875,064</b>	<b>3,686,933</b>
<b>Total assets less current liabilities</b>		<b>46,169,538</b>	<b>46,278,031</b>	<b>46,359,438</b>	<b>46,697,614</b>
Creditors: Amounts falling due after more than one year	17	(7,957,491)	(8,322,957)	(7,957,491)	(8,322,957)
<b>Total net assets</b>		<b>38,212,047</b>	<b>37,955,074</b>	<b>38,401,947</b>	<b>38,374,657</b>
<b>The funds of the College:</b>					
Unrestricted funds - general funds	21	6,705,881	6,787,507	6,895,781	7,207,090
Unrestricted funds - designated funds	21	29,520,405	29,556,648	29,520,405	29,556,648
Restricted funds	21	1,985,761	1,610,919	1,985,761	1,610,919
<b>Total College funds</b>		<b>38,212,047</b>	<b>37,955,074</b>	<b>38,401,947</b>	<b>38,374,657</b>

The notes on pages 22 to 36 form part of these accounts.

The financial statements were approved by the Trustee Board on 3rd August 2023 and signed on behalf of the Trustee Board by

  
 Professor Mike Osborn  
 President

  
 Dr John Ashcroft  
 Treasurer

**The Royal College of Pathologists**  
**Consolidated statement of cash flows for the year ended 30 June 2023**

	2023 £	2022 £
<b>Cash flows from operating activities:</b>		
Net cash provided by / (used in) operating activities (note 1 below)	373,371	1,375,059
<b>Cash flows from investing activities:</b>		
Dividends and interest received	167,917	79,477
Purchase of property, plant and equipment	(16,823)	(61,466)
Proceeds from the sale of investments	4,682,091	1,536,205
Purchase of investments	(4,737,135)	(1,382,352)
<b>Net cash provided by / (used in) investing activities</b>	96,050	171,864
<b>Cash flows from financing activities</b>		
Repayment of borrowing	(460,804)	(495,979)
Cash inflows from new borrowing	-	-
<b>Net cash provided by / (used in) financing activities</b>	(460,804)	(495,979)
Change in cash and cash equivalents in the year	8,617	1,050,942
Cash and cash equivalents at the beginning of the year	7,199,162	6,148,220
<b>Cash and cash equivalents at the end of the year (note 2 below)</b>	7,207,779	7,199,162

**Notes to the statement of cash flows**

**1. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	2023 £	2022 £
<b>Net income/(expenditure) for the year (as per the statement of financial activities)</b>	256,973	(536,475)
<b>Adjustments for:</b>		
Depreciation charges	697,950	687,635
(Gains)/losses on investments	(232,104)	1,035,948
Dividends and interest	(167,917)	(79,477)
(Increase)/decrease in stocks	1,603	(411)
(Increase)/decrease in debtors	(155,050)	(326,228)
Increase/(decrease) in creditors	(28,084)	594,067
<b>Net cash provided by / (used in) operating activities</b>	373,371	1,375,059

**2. Analysis of cash and cash equivalents**

	2023 £	2022 £	Change in year £
Cash at bank	3,207,779	7,066,834	(3,859,055)
COIF Charity Deposit Fund	4,000,000	-	4,000,000
Cash at broker	-	132,328	(132,328)
<b>Total cash and cash equivalents</b>	7,207,779	7,199,162	8,617

**Analysis of changes in net debt**

	2023 £	Cash flows £	2022 £
Cash	3,207,779	(3,859,055)	7,066,834
COIF Charity Deposit Fund	4,000,000	4,000,000	-
Cash at broker	-	(132,328)	132,328
Loans falling due within one year	(195,912)	95,338	(291,250)
Loans falling due more than one year	(7,957,491)	365,466	(8,322,957)
	(945,624)	469,421	(1,415,045)

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**1. Accounting policies**

**(a) Basis of preparation**

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice.

**(b) Public benefit entity**

The College meets the definition of a public benefit entity under FRS 102.

**(c) Going concern**

The trustees consider that there are no material uncertainties about the College's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**(d) Group financial statements**

The financial statements consolidate the results of the College and its wholly owned subsidiary, RCPATH Trading Limited, on a line by line basis.

**(e) Income**

Income is included on a receivable basis. Income from subscriptions, trainee registration and fees for participation in the continuing professional development scheme are recognised in the accounting period to which the services covered by those fees relate. Fees received in advance are accounted for as deferred income within creditors.

Income from examinations and conferences & academic activities are included in the accounting period in which the examination or conference takes place.

**(f) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes the costs of delivering examinations, training and educational activities undertaken to further the purposes of the College and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**(g) Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned, based on staff numbers engaged in each activity. Governance costs are apportioned on the same basis.

**(h) Foreign currencies**

Transactions denominated in foreign currencies are translated into sterling at the rate of exchange prevailing at the time of the transaction.

**(i) Operating leases**

Instalments under operating lease commitments arising in the year are included in the Statement of Financial Activities for the year in which they arise.



**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**(j) Tangible fixed assets and depreciation**

Tangible fixed assets costing more than £2,500 are capitalised. Depreciation is charged on fixed assets at rates calculated to write off their cost evenly as follows:

Freehold buildings	over 50 years to residual value
Land	not depreciated
Fixtures, fittings and office equipment	over 3 to 5 years
Computer systems and software	over 2 to 5 years

The College has adopted an accounting policy of capitalising borrowing costs that are directly attributable to the construction of the new building. From the date of occupation of the premises in November 2019 interest has been charged to the Statement of Financial Activities.

As explained in note 14, heritage assets have not been capitalised or depreciated as no reliable value can be attributed.

**(k) Stocks**

These are stated at the lower of cost and net realisable value.

**(l) Funds accounting**

Funds held by the College are:

*Unrestricted general funds* - these are funds which can be used in accordance with the charitable objects at the discretion of the Trustee Board.

*Unrestricted Designated funds* - these are funds set aside by the Trustee Board out of unrestricted general funds for specific future purposes or projects.

*Restricted funds* - these are funds that can only be used for particular restricted purposes within the objects of the College. Restrictions arise when specified by the donor or where funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

**(m) Pension schemes**

The College participates in 2 pension schemes: the defined benefit scheme, operated by SAUL (Superannuation Arrangements of the University of London) and the defined contribution scheme operated by Royal London.

For SAUL, the actuarial valuation applies to SAUL as a whole and does not identify surpluses or deficits applicable to individual employers. As a whole, the market value of SAUL's assets at 31 March 2020 was £3,612 million representing 94% of the liabilities. The market value of SAUL's assets at 30 April 2021 was £4,369 million representing 109% of the estimated liabilities. It is not possible to identify an individual Employer's share of the underlying assets and liabilities of SAUL. The College accounts for its participation in SAUL as if it were a defined contribution scheme and pension costs are based on the amounts actually paid (i.e. cash amounts) in accordance with paragraphs 28.11 of FRS 102. Although there was a Technical Provisions deficit at 31 March 2020, allowing for post valuation experience to 30 April 2020, SAUL had a Technical Provisions surplus. Therefore no deficit contributions were required following the 2020 valuation and there is no defined benefit liability (i.e. the present value of any deficit contributions due to SAUL) to be recognised by the College.

For the Royal London scheme, the pension charge represents the contributions payable by the College.

**(n) Research grants**

Grants payable and receivable are recognised in the statement of financial activities in the period to which the grant relates and where conditions relating to the grant have been fulfilled.

**(o) Termination payments**

Termination payments are recognised in the Statement of Financial Activities when incurred.

**(p) Fixed asset investments**

Fixed asset investments are included at their fair values (market value) at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activities.

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**(q) 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.

**(r) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances include amounts held by way of rent deposits from tenants.

**(s) 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.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

**2. Trading income and expenditure**

**RCPATH Trading Limited**

The College owns 100% of RCPATH Trading Limited (Company number 04535296). The main activities of the company are to undertake various trading activities of the College. The company supplies consultancy services under the trading name of RCPATH consulting, and operates a commercial conference centre called Events@No6 at the College's Alie Street premises. The latter operation commenced in January 2019 and has made some losses to date in its start-up situation. It will donate future taxable profits to the College under gift aid. Trading results extracted from its audited accounts are as follows:

	2023 £	2022 £
<b>Profit &amp; Loss account</b>		
Turnover	1,799,202	934,310
Cost of sales and administrative expenses	(1,569,520)	(910,501)
Net profit	229,682	23,809
Payable under gift aid to The Royal College of Pathologists	-	-
Profit retained in RCPATH Trading Limited	229,682	23,809
<b>Balance sheet</b>		
	2023 £	2022 £
Debtors	266,923	259,550
Cash at bank	61,386	244,495
	328,309	504,045
Creditors: amounts falling due within one year	(425,740)	(330,337)
Net current assets	(97,431)	173,708
Creditors: amounts falling due after more than one year	(92,369)	(593,190)
Net assets / (liabilities)	(189,800)	(419,482)
Share capital	100	100
Profit and loss account	(189,900)	(419,582)
Capital and reserves at 30 June	(189,800)	(419,482)

The College has agreed a formal loan to financially support its trading subsidiary company's losses during the start-up phase of its conference centre operations. The loan is for a period of up to 10 years.

The College purchased £86,002 (2022 - £32,933) of services from its wholly owned subsidiary during the year and received a payment of £234,442 (2022 - £17,500) towards the cost of shared overheads. Interest on the loan amounting to £10,266 (2022 - £10,419) was payable by the subsidiary company to the College. In accordance with the SORP, these transactions have been removed on consolidation. In addition, the College paid £57,282 (2022 - £116,626) of salaries relating to staff employed by the subsidiary company that were recharged in full.

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**3. Detailed comparatives for the statement of financial activities in 2022**

	Unrestricted General Funds £	Unrestricted Designated Funds £	Restricted Funds £	Total Funds 30 June 2022 £
<b>Income from:</b>				
Donations & legacies	588	-	-	588
Charitable activities				
Subscriptions	3,974,297	-	-	3,974,297
Postgraduate education & examinations	1,981,094	-	13,500	1,994,594
Pathology portal	-	-	500,000	500,000
International development	35,218	-	10,021	45,239
Conferences & academic activities	190,467	-	-	190,467
Professional standards	57,844	-	-	57,844
Research	-	-	40,000	40,000
Communications & public engagement	115	-	-	115
Trading activities	901,377	-	-	901,377
Investments	77,614	-	1,863	79,477
Other	65,253	-	-	65,253
<b>Total income</b>	<b>7,283,867</b>	<b>-</b>	<b>565,384</b>	<b>7,849,251</b>
<b>Expenditure on:</b>				
Raising funds				
Trading activities	1,350,735	1,154	50,297	1,402,186
Investment management fees	41,682	-	-	41,682
Charitable activities				
Postgraduate education & examinations	2,202,566	-	-	2,202,566
Pathology portal	-	-	160,987	160,987
International development	343,197	-	16,342	359,539
Conferences & academic activities	390,508	-	24,668	415,176
Professional practice	726,945	7,768	-	734,713
Workforce	378,239	-	-	378,239
Communications & public engagement	1,217,789	-	821	1,218,610
Advisory committees	436,080	-	-	436,080
<b>Total expenditure</b>	<b>7,087,741</b>	<b>8,922</b>	<b>253,115</b>	<b>7,349,778</b>
Included in the above expenditure is £121,623 relating to non-recurrent IT costs.				
<b>Net income / (expenditure) before net gains on investments</b>	<b>196,126</b>	<b>(8,922)</b>	<b>312,269</b>	<b>499,473</b>
Net gains on investments	(874,964)	-	(160,984)	(1,035,948)
<b>Net income / (expenditure)</b>	<b>(678,838)</b>	<b>(8,922)</b>	<b>151,285</b>	<b>(536,475)</b>
<b>Transfers between funds</b>	<b>(129,753)</b>	<b>128,753</b>	<b>1,000</b>	<b>-</b>
<b>Net movement in funds</b>	<b>(808,591)</b>	<b>119,831</b>	<b>152,285</b>	<b>(536,475)</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward	7,596,098	29,436,817	1,458,634	38,491,549
<b>Total funds carried forward</b>	<b>6,787,507</b>	<b>29,556,648</b>	<b>1,610,919</b>	<b>37,955,074</b>

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**4. Income from investments**

	2023 £	2022 £
Bank deposit interest	31,351	5,633
Income from listed investments	106,483	55,209
Income from investment properties	30,083	18,635
	<u>167,917</u>	<u>79,477</u>

**5. Donations & Legacies**

	2023 £	2022 £
College members	588	588
	<u>588</u>	<u>588</u>

**6. Staff costs, trustee remuneration and expenses, and the cost of key management personnel**

	2023 £	2022 £
The total cost of salaries and wages were		
Salaries and wages	3,121,715	2,644,301
Redundancy and termination costs	15,131	21,500
Social security costs	343,794	280,500
Pension contributions	416,538	337,846
	<u>3,897,178</u>	<u>3,284,147</u>

The redundancy and termination costs were settled and paid at the balance sheet date.

The number of employees whose emoluments exceeded £60,000 in the year was as follows:

	2023 No.	2022 No.
£60,001 - £70,000	3	-
£70,001 - £80,000	1	2
£80,001 - £90,000	3	2
£130,001 - £140,000	1	1

Contributions were made to a defined benefit pension scheme amounting to £122,098 (2022 - £74,969) in respect of the staff noted above.

The key management personnel of the charity comprise the trustees, the Chief Executive and the 4 (2022 - 4) other senior managers. The total employee remuneration of the key management personnel amounted to £617,880 (2022 - £578,761).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022 - £Nil). No charity trustee received payment for professional or other services supplied to the charity (2022 - £Nil).

Travel, subsistence and accommodation costs incurred amounting to £45,532 (2022 - £20,719) were reimbursed to 14 (2022 - 13) members of the Trustee Board.

Details of the transactions with the trading subsidiary are included in note 2.

During the year there were no other related party transactions (2022 - £Nil).

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**7. Staff numbers**

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 No.	2022 No.
Postgraduate education & examinations	23.3	19.9
Conferences & academic activities	6.3	5.0
Professional practice	11.8	8.8
Advisory committees	6.3	4.9
Communications & public relations	17.5	15.4
Workforce	4.5	4.5
Education centre	1.8	2.0
International development	3.6	3.4
	<b>75.1</b>	<b>63.9</b>

The average number of full time equivalent employees during the year was

<b>69.5</b>	<b>58.8</b>
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**8. Total expenditure**  
(Current year)

	Direct Costs £	Staff Costs £	Support Costs £	Total 2023 £	Total 2022 £
Trading activities & education centre	1,048,402	57,282	673,558	1,779,242	1,402,186
Investment management	16,876	-	-	16,876	41,682
Other	46,193	-	182,437	228,630	-
Postgraduate education & examinations	773,375	1,143,588	787,083	2,704,046	2,202,566
Pathology Portal	89,106	75,056	-	164,162	160,987
International development	31,097	190,340	205,142	426,579	359,539
Conferences & academic activities	14,366	279,562	212,520	506,448	415,176
Professional practice	59,432	694,038	305,317	1,058,787	734,713
Workforce	2,065	258,795	164,000	424,860	378,239
Communications & public engagement	190,657	877,006	440,792	1,508,455	1,218,610
Advisory committees	82,614	321,511	193,127	597,252	436,080
<b>Total for the year ended 30 June 2023</b>	<b>2,354,183</b>	<b>3,897,178</b>	<b>3,163,976</b>	<b>9,415,337</b>	<b>7,349,778</b>

**8. Total expenditure**  
(Prior year)

	Direct Costs £	Staff Costs £	Support Costs £	Total 2022 £
Trading activities & education centre	777,538	116,626	508,022	1,402,186
Investment management	41,682	-	-	41,682
Postgraduate education & examinations	541,110	981,890	679,566	2,202,566
Pathology Portal	124,248	36,739	-	160,987
International development	16,346	179,417	163,776	359,539
Conferences & academic activities	8,350	258,415	148,411	415,176
Professional practice	25,373	479,587	229,753	734,713
Workforce	(20)	242,108	136,151	378,239
Communications & public engagement	104,024	749,401	365,185	1,218,610
Advisory committees	17,559	239,964	178,557	436,080
<b>Total for the year ended 30 June 2022</b>	<b>1,656,210</b>	<b>3,284,147</b>	<b>2,409,421</b>	<b>7,349,778</b>

Governance costs are contained within support costs and are not shown separately. They comprise the expenditure in relation to the trustee board of £12,757 (2022 - £12,437), trustee recruitment costs of £34,872 (2022 - £Nil), legal and professional costs of £12,269 (2022 - £21,453) and the auditors remuneration as detailed in note 9.

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**9. Net incoming resources for the year**

	2023	2022
	£	£
This is stated after charging:		
Depreciation	697,950	687,635
Auditor's remuneration - external audit	8,604	7,993
Auditor's remuneration - subsidiary company	2,308	1,250
Auditor's remuneration - payroll bureau services	8,833	5,912
Trustee liability indemnity insurance	1,000	752

**10. Pensions**

The College participates in 2 pension schemes: the defined benefit scheme, operated by SAUL (Superannuation Arrangements of the University of London) and the defined contribution scheme, operated by Royal London.

***SAUL scheme***

The College participates in the Superannuation Arrangements of the University of London ("SAUL"), which is a centralised defined benefit scheme within the United Kingdom and was contracted-out of the Second State Pension (prior to April 2016)

SAUL is an independently-managed pension scheme for the non-academic staff of over 50 colleges and institutions with links to higher education.

Pension benefits accrued within SAUL currently build up on a Career Average Revalued Earnings ("CARE") basis.

The College is not expected to be liable to SAUL for any other current participating employer's obligations under the Rules of SAUL, but in the event of an insolvency of any participating employer within SAUL, an amount of any pension shortfall (which cannot otherwise be recovered) in respect of that employer, may be spread across the remaining participating employers and reflected in the next actuarial valuation.

**Funding Policy**

SAUL's statutory funding objective is to have sufficient and appropriate assets to meet the costs incurred by the Trustee in paying SAUL's benefits as they fall due (the "Technical Provisions"). The Trustee adopts assumptions which, taken as a whole, are intended to be sufficiently prudent for pensions and benefits already in payment to continue to be paid and for the commitments which arise from Members' accrued pension rights to be met.

The Technical Provisions assumptions include appropriate margins to allow for the possibility of events turning out worse than expected. However, the funding method and assumptions do not completely remove the risk that the Technical Provisions could be insufficient to provide benefits in the future.

A formal actuarial valuation of SAUL is carried out every three years by a professionally qualified and independent actuary. The last actuarial valuation was carried out with an effective date of 31 March 2020. Informal reviews of SAUL's position, reflecting changes in market conditions, cash flow information and new accrual of benefits, are carried out between formal valuations.

The funding principles were agreed by the Trustee and Employers in June 2021 and are due to be reviewed again at SAUL's next formal valuation in 2023.

At the 31 March 2020 valuation SAUL was 94% funded on its Technical Provisions basis. However, market movements following the valuation date were positive and the Trustees and the Employers agreed to allow for post-valuation experience up to 30 April 2021. As SAUL was in surplus on its Technical Provisions basis at that date, no deficit contributions were required. However, the The Trustee and Employers have agreed that the ongoing Employers' contributions will increase from a rate of 16% of CARE salaries to 19% of CARE salaries from 1 April 2022 and to 21% of CARE salaries from 1 January 2023.

Should the College leave the SAUL scheme this could trigger a debt.

***Royal London scheme***

The College operates a defined contribution scheme for staff other than senior managers who joined the College after 1 April 2021. The assets of the scheme are held separately from those of the College in an independently administered fund with Royal London. The pension cost charged represents the contributions payable under the scheme by the College to the fund. The College has no liability under the scheme other than for payment of these contributions.

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**11. Allocation of costs**

Support costs as per note 8 above, can be broken down by activity, as follows:

(Current year)	Information technology £	Finance & HR £	Secretariat £	Premises £	Total £
Postgraduate education & examinations	138,455	285,675	51,968	310,985	787,083
International development	42,186	84,552	15,381	63,023	205,142
Conferences & academic activities	36,236	72,544	13,197	90,543	212,520
Professional practice	58,411	117,072	21,297	108,537	305,317
Workforce	31,910	64,540	11,741	55,809	164,000
Communications & public engagement	90,437	181,111	32,947	136,297	440,792
Trading activities & education centre	16,225	32,520	5,916	618,897	673,558
Advisory committees	37,859	67,574	12,287	75,407	193,127
Other	-	-	-	182,437	182,437
Total support costs year ended 30 June 2023					<u><u>3,163,976</u></u>

(Prior year)	Information technology £	Finance & HR £	Secretariat £	Premises £	Total £
Postgraduate education & examinations	164,891	70,617	34,846	409,212	679,566
International development	50,210	21,503	10,611	81,452	163,776
Conferences & academic activities	43,080	18,449	9,104	77,778	148,411
Professional practice	69,521	29,774	14,692	115,766	229,753
Workforce	38,326	16,414	8,099	73,312	136,151
Communications & public engagement	107,551	46,060	22,728	188,846	365,185
Trading activities & education centre	19,312	8,270	4,081	476,359	508,022
Advisory committees	44,862	19,213	9,481	105,001	178,557
Total support costs year ended 30 June 2022					<u><u>2,409,421</u></u>

Included in information technology costs above, as allocated across the various departments, is an amount of £121,623 in relation to non-recurrent IT costs.

The basis of allocation of support costs is as follows:

Information technology costs have been allocated on the basis of the number of computers used by each department.

Finance costs and secretariat costs have been allocated on the basis of the headcount.

Premises costs have been allocated on the basis of the usage of floor areas.

Salary costs as per note 8 above can be further analysed as follows:

(Current year)	Directly Attributable £	HR, Payroll & IT £	Finance £	Secretariat £	Premises £	Total £
Postgraduate education & examinations	754,982	148,121	132,150	69,302	39,033	1,143,588
Digital education project	75,056	-	-	-	-	75,056
International development	112,151	29,402	26,786	14,079	7,922	190,340
Conferences & academic activities	200,934	30,458	26,503	13,860	7,807	279,562
Professional practice	499,584	75,352	65,530	34,269	19,303	694,038
Workforce	179,378	30,525	26,884	14,079	7,929	258,795
Communications & public engagement	605,067	104,430	92,100	48,239	27,170	877,006
Trading activities & education centre	35,385	8,274	7,481	3,929	2,213	57,282
Advisory committees	205,024	44,184	39,717	20,845	11,741	321,511
Total salary costs year ended 30 June 2023						<u><u>3,897,178</u></u>

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**11. Allocation of costs (continued)**

(Prior year)	Directly Attributable £	HR, Payroll & IT £	Finance £	Secretariat £	Premises £	Total £
Postgraduate education & examination	659,724	118,107	111,987	72,385	19,687	981,890
Digital education project	36,739	-	-	-	-	36,739
International development	106,112	25,972	25,935	16,825	4,573	179,417
Conferences & academic activities	174,455	30,643	29,261	18,911	5,145	258,415
Professional practice	342,374	51,050	47,342	30,519	8,302	479,587
Workforce	167,078	27,574	26,056	16,825	4,575	242,108
Communications & public engagement	536,927	79,167	73,254	47,213	12,840	749,401
Trading activities & education centre	89,568	10,441	9,151	5,869	1,597	116,626
Advisory committees	153,332	31,167	30,416	19,694	5,355	239,964
Total salary costs year ended 30 June 2022						<u>3,284,147</u>

The basis of allocation of salary costs is as follows:

Information technology costs have been allocated on the basis of the number of computers used by each department.

Finance costs, secretariat costs, premises costs and HR & payroll costs have been allocated on the basis of the headcount.

**12. Taxation**

As a registered charity the College is exempt from corporation tax since all income is applied for charitable purposes.

**13. Tangible fixed assets**

Consolidated and College	Freehold Property £	Computer Systems & Software £	Fixtures, Fittings & Equipment £	Total £
Cost or valuation				
At 1 July 2022	38,641,116	1,270,168	917,607	40,828,891
Additions	(35,698)	8,222	44,298	16,822
Disposals	-	(97,401)	(51,377)	(148,778)
At 30 June 2023	<u>38,605,418</u>	<u>1,180,989</u>	<u>910,528</u>	<u>40,696,935</u>
Depreciation				
At 1 July 2022	1,205,417	1,097,676	748,382	3,051,475
Provided in year	372,108	158,298	167,544	697,950
Disposals	-	(97,401)	(51,377)	(148,778)
At 30 June 2023	<u>1,577,525</u>	<u>1,158,573</u>	<u>864,549</u>	<u>3,600,647</u>
Net book value at 30 June 2023	<u>37,027,893</u>	<u>22,416</u>	<u>45,979</u>	<u>37,096,288</u>
Net book value at 30 June 2022	<u>37,435,699</u>	<u>172,492</u>	<u>169,225</u>	<u>37,777,416</u>

In addition to the capitalised fixed assets held for the Charity's own use, the College also has a number of assets on trust for retention in perpetuity as a permanent record of the College's history. These comprise a unique collection of paintings depicting the College's 20 Presidents since its founding in 1962, together with a library collection and other artefacts whose intrinsic value is also bound up with the College's history. These are irreplaceable originals to which no reliable cost or value can be attributed and accordingly these assets have not been capitalised in the financial statements.



**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**14. Investments**

	Consolidated		College	
	2023	2022	2023	2022
	£	£	£	£
Market value at 1 July 2022	5,233,165	6,294,112	5,233,265	6,294,212
Additions at cost	4,737,135	1,382,358	4,737,135	1,382,358
Disposals at market value	(4,814,418)	(1,407,357)	(4,814,418)	(1,407,357)
Net gain on revaluation	232,104	(1,035,948)	232,104	(1,035,948)
Market value at 30 June 2023	<u>5,387,986</u>	<u>5,233,165</u>	<u>5,388,086</u>	<u>5,233,265</u>
Historical cost at 30 June 2023	<u>5,360,425</u>	<u>4,671,934</u>	<u>5,360,525</u>	<u>4,672,034</u>

Investments at market value comprised:

Listed investment trusts and unit trusts	4,702,165	3,915,142	4,702,165	3,915,142
Investment property	685,821	698,112	685,821	698,112
Listed equity shares	-	280,594	-	280,594
Fixed interest securities	-	206,989	-	206,989
Cash held by investment manager awaiting reinvestment	-	132,328	-	132,328
Unlisted investments	-	-	100	100
Market value as at 30 June 2023	<u>5,387,986</u>	<u>5,233,165</u>	<u>5,388,086</u>	<u>5,233,265</u>

During the year the College tendered its investment management arrangements. The result of this is that with effect from December 2022 CCLA Investment Management were appointed. The College now has a single investment holding in the CCLA COIF Ethical Investment Fund. The investment in this fund gives the College greater access to diversification rather than direct holdings.

The investment property is valued by reference to the market value of similar properties in the development, which, in the opinion of the Trustees, is the fair value at 30 June 2023.

Unlisted investments at cost comprise:

	2023	2022
	£	£
RCPATH Trading Limited - 100 ordinary shares of £1 each	100	100
	<u>100</u>	<u>100</u>

The College owns 100% of the ordinary share capital of RCPATH Trading Limited, company number 4535296, which has been consolidated as a subsidiary undertaking throughout. The registered address of the company is 6 Alie Street, London E1 8QT.

Further details of the investment policy and objectives are contained in the investment policy section of the report of the Trustees.

**15. Stocks**

Consolidated and College	2023	2022
	£	£
Memorabilia for resale	2,886	4,489
	<u>2,886</u>	<u>4,489</u>

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2022**

**16. Debtors**

	Consolidated		College	
	2023	2022	2023	2022
	£	£	£	£
Trade debtors	284,365	294,458	24,442	34,909
Prepayments and accrued income	99,702	175,928	99,702	175,928
Other debtors	574,676	333,307	567,676	333,307
Amounts due from subsidiary undertaking	-	-	92,369	593,189
	<b>958,743</b>	<b>803,693</b>	<b>784,189</b>	<b>1,137,333</b>

The amount due from the subsidiary undertaking of £92,369 is due after more than one year.

**17. Creditors**

	Consolidated		College	
	2023	2022	2023	2022
	£	£	£	£
Amounts falling due within one year				
Deferred income (note 18)	3,124,839	3,378,715	3,006,192	3,244,738
Trade Creditors	365,693	319,435	61,001	126,789
Other creditors	202,572	129,804	202,571	129,804
Taxation and social security	91,687	81,780	91,687	81,780
Accruals	503,441	406,582	501,041	402,868
Bank Loan	195,912	291,250	195,912	291,250
	<b>4,484,144</b>	<b>4,607,566</b>	<b>4,058,404</b>	<b>4,277,229</b>

Amounts falling due after more than one year	2023	2022
Consolidated and College	£	£
Bank loan - amount due between 2 and 5 years	912,166	1,240,642
Bank loan - amount due after 5 years	7,045,325	7,082,315
	<b>7,957,491</b>	<b>8,322,957</b>

The loan is a commercial mortgage loan secured by a first legal charge over the land and building owned by the College at 6 Alie Street. Interest is charged at 1.5% above base rate.

**18. Deferred income**

	Consolidated		College	
	2023	2022	2023	2022
	£	£	£	£
Balance at 1 July 2022	3,378,715	2,777,290	3,244,738	2,746,855
Amount released to incoming resources	(3,341,155)	(2,765,730)	(3,244,738)	(2,746,855)
Amount deferred in the year	3,087,279	3,367,155	3,006,192	3,244,738
Balance as at 30 June 2023	<b>3,124,839</b>	<b>3,378,715</b>	<b>3,006,192</b>	<b>3,244,738</b>

Deferred income comprises income from subscriptions, trainee registration, examinations, conferences and continuing professional development, received in advance, that will form part of incoming resources during the following financial year.

The College was in receipt of £500,000 of statutory funding for the year (2022 - £500,000) by way of grants for specific projects. All conditions relating to these grants have been met in full.

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

<b>19. Movements in Funds</b> (Current year)	Balance at 1 July 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Gains and Losses £	Balance at 30 June 2023 £
<b>Restricted funds</b>						
Research Pool Fund	22,289	98	-	-	-	22,387
Oliver Memorial Fund	121,978	3,217	(7,025)	-	14,160	132,330
Bhagwan Singh Fund	62,912	1,162	(2)	-	4,793	68,865
Flynn Fund	165,655	2,302	(12,081)	-	8,028	163,904
Kohn Memorial Fund	29,831	588	(25)	-	4,127	34,521
Developmental Pathology Fund	19,462	319	-	-	2,385	22,166
International Challenge Events Fund	22,733	99	-	-	-	22,832
Public Engagement Fund	2,531	11	(293)	-	-	2,249
Furness Prize Fund	159	-	(159)	-	-	-
Summer School Fund	35,040	15,127	(10,527)	1,000	-	40,640
William Tong Memorial Fund	2,689	11	(250)	-	-	2,450
Pathology Portal Fund	941,899	506,012	(164,162)	-	-	1,283,749
MTI Fund	50,297	220	-	-	-	50,517
Arise Project Fund	51,391	222	(2,509)	-	-	49,104
Galea Prize Fund	5,006	22	-	-	-	5,028
Undergraduate Pathology Fund	37,047	162	-	-	-	37,209
Covid Portal Fund	40,000	175	-	-	-	40,175
Ghana Project Fund	-	12,293	(4,658)	-	-	7,635
	<b>1,610,919</b>	<b>542,040</b>	<b>(201,691)</b>	<b>1,000</b>	<b>33,493</b>	<b>1,985,761</b>
<b>Unrestricted Funds</b>						
Designated funds						
Property Fund	28,821,494	-	-	52,997	-	28,874,491
Cancer Reporting Fund	31,298	-	(8,363)	-	-	22,935
EQA Fund	50,000	-	-	(50,000)	-	-
Sustainability Fund	-	-	(3,369)	50,000	-	46,631
Premises Marketing Fund	36,440	-	(36,440)	-	-	-
60th Anniversary Fund	10,000	-	(8,000)	-	-	2,000
Examinations Development Fund	100,000	-	-	-	-	100,000
Technology Transformation Fund	400,000	-	(58,068)	-	-	341,932
Major Repairs Fund	100,000	-	-	25,000	-	125,000
Corporate Membership Fund	7,416	-	-	-	-	7,416
General unrestricted fund	6,787,507	8,898,166	(9,099,406)	(78,997)	198,611	6,705,881
<b>Total Funds</b>	<b>37,955,074</b>	<b>9,440,206</b>	<b>(9,415,337)</b>	<b>-</b>	<b>232,104</b>	<b>38,212,047</b>

The transfer from the designated property fund is so as to maintain the balance on the fund being equal to the net book value of the land and buildings less the capital outstanding on the mortgage loan.

The transfer to the summer schools fund represents the College's share of the funding for this activity to match that made by other individual pathology associations who jointly run this event.

During the year the trustees resolved to re-designate the balance on the EQA fund to establish the sustainability fund.

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

<b>19. Movements in Funds</b> (Prior period)	Balance at 1 July 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Gains and Losses £	Balance at 30 June 2022 £
<b>Restricted funds</b>						
Research Pool Fund	22,278	11	-	-	-	22,289
Oliver Memorial Fund	164,215	543	(621)	-	(42,159)	121,978
Bhagwan Singh Fund	88,486	157	-	-	(25,731)	62,912
Flynn Fund	240,056	643	-	-	(75,044)	165,655
Kohn Memorial Fund	41,290	1	-	-	(11,460)	29,831
Developmental Pathology Fund	26,050	2	-	-	(6,590)	19,462
Medical Examiner Training Fund	24,617	51	(24,668)	-	-	-
E-learning Project Fund	50,271	26	(50,297)	-	-	-
International Challenge Events Fund	22,721	12	-	-	-	22,733
Public Engagement Fund	2,530	1	-	-	-	2,531
Furness Prize Fund	359	-	(200)	-	-	159
Summer School Fund	20,529	13,511	-	1,000	-	35,040
William Tong Memorial Fund	2,688	1	-	-	-	2,689
Pathology Portal Fund	602,560	500,326	(160,987)	-	-	941,899
MTI Fund	50,271	26	-	-	-	50,297
Arise Project Fund	57,682	30	(6,321)	-	-	51,391
Galea Prize Fund	5,003	3	-	-	-	5,006
Undergraduate Pathology Fund	37,028	19	-	-	-	37,047
Covid Portal Fund	-	40,000	-	-	-	40,000
Ghana Project Fund	-	10,021	(10,021)	-	-	-
	<b>1,458,634</b>	<b>565,384</b>	<b>(253,115)</b>	<b>1,000</b>	<b>(160,984)</b>	<b>1,610,919</b>
<b>Unrestricted Funds</b>						
Property Fund	28,692,741	-	-	128,753	-	28,821,494
Cancer Reporting Fund	39,066	-	(7,768)	-	-	31,298
EQA Fund	50,000	-	-	-	-	50,000
Premises Marketing Fund	37,594	-	(1,154)	-	-	36,440
60th Anniversary Fund	10,000	-	-	-	-	10,000
Examinations Development Fund	100,000	-	-	-	-	100,000
Technology Transformation Fund	400,000	-	-	-	-	400,000
Major Repairs Fund	100,000	-	-	-	-	100,000
Corporate Membership Fund	7,416	-	-	-	-	7,416
General unrestricted fund	7,596,098	7,283,867	(7,087,741)	(129,753)	(874,964)	6,787,507
<b>Total Funds</b>	<b>38,491,549</b>	<b>7,849,251</b>	<b>(7,349,778)</b>	<b>-</b>	<b>(1,035,948)</b>	<b>37,955,074</b>

**20. Restricted and designated funds**

The Research Pool Fund was established in 1995 to promote research in pathology.

The Oliver Memorial Fund was established to perpetuate the name of Percy Lane Oliver, by providing an annual national award for service to blood transfusion, and for the furtherance of knowledge relating to the principles and practices of blood transfusion.

The Bhagwan Singh Fund was established in 1982 to sponsor occasional visits between the UK and Malaysia, to promote Malaysian pathology.

The Flynn Fund was established in 1998 to fund an annual lecture in clinical biochemistry. A number of bursaries are awarded to trainees to attend the scientific meeting where the lecture is delivered. In the College's 60th anniversary year a Flynn Lecture is being held in each nation of the UK, supported by the fund.

The Kohn Memorial Fund was established in 1987 to fund an annual lecture mainly in clinical biochemistry.

The Developmental Pathology Fund was established in July 2004 as a gift from the Developmental Pathology Society to fund an occasional named "Emery" lecture in paediatric pathology.

The Medical Examiner Training Fund was established by grant in aid from the Department of Health (England) to support the development of e-learning materials and face to face training for medical examiners of the cause of death.

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**20. Restricted and designated funds (continued)**

The E-learning Project Fund was established to fund the provision of electronic learning for pathology consultants and trainees, and was supported by grant in aid from e-Learning for Healthcare, formerly part of Health Education England.

The Pathology Portal Fund was established by grant in aid from Health Education England to develop and implement a competence based model of learning support on a digital platform for pathology which would include digitisation of examinations.

The International Challenge Events Fund was established to raise funds for the College's international development projects.

The Public Engagement fund was established by way of a prize awarded by The Royal Society to Dr Suzy Lishman for her work on behalf of the College on public engagement and is available for the College's public engagement work.

The Furness Prize fund was established in 2010 to fund an annual prize in science communication in relation to pathology.

The Summer School Fund was established to collect and administer the funds to run the annual pathology summer school, which is funded and run in association with a number of pathology specialist societies.

The William Tong Memorial Fund was established by way of donations from the family and friends of the late William Tong to provide an annual prize to a trainee in virology on the basis of a piece of work submitted as a poster.

The MTI Fund was established by grant in aid from the West London Cancer Alliance to deliver training opportunities across London for international medical graduates in histopathology as part of the medical training initiative.

The Arise Project Fund was established by Grant in Aid from the European Union to fund the College's involvement in a multi-partner research project to share and spread best practice in newborn screening, diagnosis and treatment of Sickle Cell Disease, leading to improvements in overall disease outcome.

The undergraduate pathology fund was established to create undergraduate and foundation taster events and materials to support recruitment in pathology, and to provide bursaries under the medical elective scheme.

The Galea Prize Fund was established by way of gift from Metabolic Support UK to fund an annual prize to encourage research into a therapy that will ameliorate and in future help find a cure for metabolic disorders and inherited rare conditions.

The Covid Portal Fund was established to fund a research project to interrogate the Covid post-mortem portal to provide learning from the pandemic which will be disseminated by way of leaning materials, webinars or scientific papers.

The Ghana Project Fund was established by Grant in Aid from The Tropical Health and Education Trust to produce webinars to support the new pathology curricula of the Faculty of Pathology of the College of Physicians of Ghana.

The designated property fund was established to hold the net book value of the College's functional premises at Alie Street less the amount of the capital sum outstanding on the mortgage loan.

The designated cancer reporting fund was established to fund the College's share of the commitment to the International Collaboration on Cancer Reporting, whose aims are to pursue global harmonisation of cancer datasets for pathology reporting. The ICCR has been incorporated as a not for profit organisation and the College is a foundation member.

The designated EQA fund was established to fund initial expenditure on interpretive EQA and technical EQA monitoring systems.

The designated sustainability fund was established to support the College's project to deliver and implement a carbon reduction roadmap and net zero strategy, and to be available for general sustainability initiatives.

The designated premises marketing fund was established for expenditure on the marketing of the facilities at Alie Street that will generate revenue for the College in subsequent years.

The designated 60th anniversary fund was established to fund activities associated with the 60th anniversary of the founding of the College, which will be on 21st June 2022.

The designated examinations development fund was established to fund the development of the digitisation of College examinations.

The designated technology transformation fund was established to fund the replacement of the College's central database system, which is an enterprise wide system incorporating membership, finance, examinations, training, CPD, academic symposia, and a dynamic link that integrates to the College website.

The designated major repairs fund was established to create a sinking fund for the repair and replacement of major pieces of plant and equipment within the College's premises at Alie Street.

The designated corporate membership fund was established to fund the development and expansion of the College's corporate membership scheme.

**The Royal College of Pathologists**  
**Notes to the Financial Statements as at 30 June 2023**

**21. Analysis of group net assets between funds  
(Current year) - Consolidated**

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities £	Total £
General unrestricted	68,394	5,018,236	1,619,251	-	6,705,881
Designated	37,027,894	-	450,002	(7,957,491)	29,520,405
Restricted	-	369,750	1,616,011	-	1,985,761
Net assets as at 30 June 2023	37,096,288	5,387,986	3,685,264	(7,957,491)	38,212,047

**21. Analysis of group net assets between funds  
(Current year) - College**

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities £	Total £
General unrestricted	68,394	5,018,336	1,809,051	-	6,895,781
Designated	37,027,894	-	450,002	(7,957,491)	29,520,405
Restricted	-	369,750	1,616,011	-	1,985,761
Net assets as at 30 June 2023	37,096,288	5,388,086	3,875,064	(7,957,491)	38,401,947

**21. Analysis of group net assets between funds  
(Prior year) - Consolidated**

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities £	Total £
General unrestricted	341,716	4,836,767	1,609,024	-	6,787,507
Designated	37,435,700	-	443,905	(8,322,957)	29,556,648
Restricted	-	396,398	1,214,521	-	1,610,919
Net assets as at 30 June 2022	37,777,416	5,233,165	3,267,450	(8,322,957)	37,955,074

**21. Analysis of group net assets between funds  
(Prior year) - College**

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities £	Total £
General unrestricted	341,716	4,836,867	2,028,507	0	7,207,090
Designated	37,435,700	-	443,905	(8,322,957)	29,556,648
Restricted	-	396,398	1,214,521	-	1,610,919
Net assets as at 30 June 2022	37,777,416	5,233,265	3,686,933	(8,322,957)	38,374,657

**22. Presentational currency**

The presentational currency is Sterling.



The Royal College of Pathologists  
Pathology: the science behind the cure



# Annual report

2022–2023



# Annual report 2022–2023

## Section 1

1. Introduction: Supported pathologists. A stronger profession. Better care.
2. Welcome from the President.
3. Message from the Registrar.



## Introduction

### **Supported pathologists. A stronger profession. Better care.**

The Royal College of Pathologists is proud to support pathologists at every stage of their career. Over 125 trainees attended our 2022 New Trainees' Welcome Day webinars where they were given information on all the ways we can support them through their training. The webinar included practical advice on how to use our Learning Environment for Pathology Trainees (LEPT) system and our exams process.

We provided 29 educational events to support our members' continuing professional development. This included webinars on how to implement our updated datasets and study days to discuss clinical cases. We increased the number of hybrid events to ensure members have equal opportunity to access learning opportunities regardless of where they live. 7 events were recorded and made available to watch on our website, providing greater flexibility for our members.

We are committed to building a supportive and inclusive membership framework and shaping equitable and inclusive pathology practice. The College has formed a working group to examine the impact of gender-affirming hormone therapies on laboratory reference ranges and provide guidance on the interpretation of results, ensuring safe and equitable healthcare provision for transgender individuals.

The clinical guidance we create, endorse and publish provides care standards and recommendations for healthcare professionals to optimise patient care. In late 2022, we published 2 multi-agency guidelines on ethical issues in prenatal genetic testing and genetic testing in childhood. The guidelines include examples of difficult ethical issues faced by patients. They aid decision-making by suggesting possible approaches to these challenges and key points both professionals and patients should consider.

These represent just some of our work and initiatives from this year. Below you can read more about how we have worked this year to deliver for our members.



## **Welcome from the President**

Welcome to this year's annual report. It has been a busy and productive year for us, and this report will give you a sense of what we have achieved for you as well as our future direction.

This is the last annual report of my presidency. My presidency was marked by the COVID pandemic. We were also saddened by the death of Her Majesty Queen Elizabeth II, our patron. Coming out of the pandemic, the College renewed its focus on our members, with our highly successful 'Your College, Your Profession' national member engagement tour. The outcomes from this tour are shaping the future work of the College and how we meet the needs of our members.

Our commitment to advocating for pathology, our members and their patients can be seen through the formation of our All-Party Parliamentary Group for Diagnostics this year, working with the Royal College of Radiologists. Diagnostic services are changing and are more in demand than ever. This group gives us a voice at the heart of debates, it provides a link between parliament, our members and their patients.

None of our achievements, nor any of our work, would be possible without the effort and support of College staff, lay people and the huge number of members who work tirelessly to facilitate all we do. I would like to personally thank everyone involved in the College, in whatever function, for all your help and support. Without you, the College would not exist. Thank you.

**Professor Mike Osborn**  
**President**



## **Message from the Registrar**

Over the last year, we have concentrated our efforts on delivering core activities that support pathology, our members and patients, at local, national and international levels.

We worked with the Institute of Biomedical Science and the Association for Clinical Biochemistry and Laboratory Medicine to establish new guidance around tests that are delivered outside of laboratories. As a coalition, we also raised concerns about direct patient access to test results. There is a real risk that patients will access test results that are non-standardised, unexplained and uninterpreted. This work will improve the quality of data and information given to patients.

The Pathology Portal, our online learning resource hosted by Health Education England, continues to grow in all specialties, with access being extended to our international members. The launch of our second virtual resources series in collaboration with the Ghana College of Physicians and Surgeons provides opportunities for continued professional development. This educational series will benefit both members and patients.

We have trained nearly 2,500 medical examiners and over 600 medical examiner officers. This is an important step towards improving patient care and safety. It helps families where the cause of death of loved ones or post-operative care raises questions which can now be answered.

Reflecting society at large, we work increasingly on equality, diversity and inclusion issues. We look to not only improve our diversity in all aspects with members, staff and the public, but also to improve workplace experiences and aspirations.

Our strategy will evolve in response to the changes our members and healthcare faces. We look forward to working with you.

**Dr Lance Sandle**  
**Registrar**





The Royal College of **Pathologists**  
Pathology: the science behind the cure

## Section 2

1. Our progress in numbers
2. What we've achieved for our members



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**INVESTORS IN PEOPLE®**  
**We invest in people** Standard

## Our progress in numbers

218 new fellows welcomed across the College's admission ceremonies in September 2022 and February 2023

149 new specialty registrars registered with the College

73 Certificate of Completion of Training (CCT) recommendations to the GMC

25 Certificate of Eligibility for Specialist Registration (CESR) evaluations

### **Guidelines and audits**

12 NICE-accredited guidelines were published

19 audits were published

27 audits were submitted to the audit certification scheme

167 NICE consultations were responded to

351 job descriptions were reviewed and approved

222 College assessors attended advisory appointment committees in England, Wales and Northern Ireland

### **Continuing professional development**

2,092 CPD returns were processed

5,303 people used our CPD portfolio

172 events were accredited for CPD

29,000 hours of CPD logged

### **Learning Environment for Pathology Trainees (LEPT)**

421 Multi-source feedback assessments were created

551 Annual review of competence progression (ARCPs) were created



12,941 Workplace-based assessments were used in those ARCPs

219 Specialty ARCP outcome forms were created

### **What we've achieved for our members**

#### Key achievement 1: Pension reform success

With others, we successfully campaigned for NHS pension reform. We took every opportunity to show how flaws in the scheme were contributing to the pathology workforce crisis. The changes will help retain experienced pathologists.

#### Key achievement 2: 46% increase in exam candidates

We ran 58 exams for 2,277 FRCPPath, Diploma, Certificate and Biomedical Scientist examination candidates.

#### Key achievement 3: Progress in digital services

We moved to a fully online experience for trainees tracking their annual review and competence progression through the LEPT system. The launch of this functionality will eradicate the need for paper copies.



## Section 3: Supported pathologists

From launching new educational platforms and resources to setting up international exam centres, we invest in you.

### Investing in your career

The College continued to focus on making exams accessible for candidates globally. We collaborated with the Faculty of Pathology at the Royal College of Physicians of Ireland to set up exam centres in Ireland for FRCPath Part 2 exams in histopathology and haematology. This has made it easier for Irish candidates to sit exams as they no longer need to travel to the UK with their microscopes. We have also been able to accommodate more overseas candidates in the exam centres in Ireland as there are more options for obtaining visas.

### Making opportunity fairer

The Medical and Dental Recruitment and Selection (MDRS) Recruitment Group changed their 2023 recruitment process after we made them aware of how changes to their recruitment timeline would be detrimental to diagnostic neurology and paediatric pathology recruitment. Following our intervention, we published advice to specialty trainees around exam timings and we now have a seat on the MDRS Recruitment Group so we will be part of any future discussions and decisions about postgraduate medical recruitment.

We launched a range of LEPT instructional videos – both for trainees and those who support trainees. The videos help users to use the LEPT system to its full potential and functionality updates have improved users' experiences and almost eliminated the need for paper copies.

## Stronger connections

We recruited 35 new country advisors across all 6 international regions. Country advisors are the link between our international members and the College. They reach out to members to get their views on regional issues and challenges, which drive the direction of our work and our priorities for that region. This has resulted in the launch of international pathology school events across various regions and the signing of 8 Memorandums of Understanding (MoUs). Outcomes from these MoUs include exams being hosted in Egypt, United Arab Emirates and Jordan, the revision of curricula and train-the-trainer and examiner training events in Nigeria.

“It is a pleasure and a privilege to be the Lead Examiner of the Cairo FRCPATH Examination Centre on behalf of the College, facilitating the opportunity for overseas students to take the exam in a location and environment closer to home. In addition, candidates get to visit lands that have a lot to offer in terms of culture and history, further enriching the candidates’ experience at personal and professional levels.

I received an email from one of the candidates from Malaysia who sat the Exam in Cairo in January 2023, which reflects the multitude of benefits of overseas centres. The candidate wrote “I wandered off from a small country of mine to Cairo alone, and was initially slightly worried of how things will turn out. But everything was very well taken care of, from the delivery of pre-examination guidance, microscope checks, concise briefings, to the rotations chaperoned by the examination invigilators. No matter how the results turn out to be, I am glad that I had the opportunity to come to Cairo for this examination.”

- Professor Mona El-Bahrawy, President of the Egyptian Committee for Pathology Training and Past-Immediate Country Advisor for Egypt

## Making ourselves heard

Regional surgeries took place across the UK, providing opportunities for members in those regions to discuss areas of concerns that they wanted their representatives to bring to the attention of College Council. This surgery approach enables Council to be made aware of the issues our front-line members are facing. Members told us of their challenges, such as difficulties in filling vacancies in remote and rural areas, and current shortage of expert





neonatal pathologists in Bristol. The College has used its workforce data to show regional gaps in particular pathology specialties, responding to numerous consultations and appearing on various media channels, such as BBC 4's File on Four and Sky News. We are now working with NHS England on the shortages in perinatal and paediatric pathologists. The College President and Vice President for Learning have approached the Medical Schools Council about the lack of pathology in undergraduate curricula and its effect on pathology recruitment.

## Pathology Portal – innovation in knowledge-sharing

We launched the Pathology Portal in August 2022 – the culmination of a project that involved international pathologists, colleagues from other professional bodies and the Technology Enhanced Learning Team from NHS England.

“I wish the Pathology Portal had been available when I was preparing for exams. There's an abundance of well-annotated images, scanned slides, and helpful Q&As. It's brilliant to see integration of different pathology specialties, with the common goal of teaching the next wave of pathologists. I have recommended it to every trainee I've meet, and consultants as well.”

Dr Nataliya Piletska, ST5 Histopathologist

The Portal is free for all to use and focuses on delivering engaging and quality-assured learning resources. Its development and testing involved trainers and learners who would be using the Portal to create simple ways to upload content and access a wide range of media including video, audio, text, data, image and whole slide images, with annotation functions.

- Our content includes nearly 5,000 cases and tutorials along with quizzes, podcasts and assessments.
- 90% of Pathology Portal content is 5/5 star rated by users.



- The content has been accessed on average 7,000 times per month since the launch in August 2022.

In response to feedback from the Portal community, we streamlined access through our website and produced demos and how-to guides. Access to the Portal has been expanded to our international members, and we worked with international regional advisors to promote the Portal and provide additional support.

We collaborated with the Trainees' Advisory Committee to spread awareness among trainees in different specialties. The Portal saw a spike in use and new users during the recent examination period, with the number of launches doubling and the number of people requesting access increasing by 45% on the previous month.

“The neuropathology content provided is top-notch, covering a wide range of topics with clarity and depth. Self-assessment tools are available to track progress and identify areas that need further review. The broad range of content and user-friendly interface make it a valuable asset for all aspiring neuropathologists.”

Dr Joseph Yates, Diagnostic Neuropathology SpR

We review all feedback and requests for new content, working with a team of editors and international faculties to ensure content is available for everyone regardless of their career stage. We are delighted by the success of the Portal so far and continue to add new content and cover more specialties to better support the pathology workforce.

– By the Pathology Portal team



## Section 3: A stronger profession

Through our work in parliament, the devolved nations and through the media, we have campaigned for change and raised pathology's profile.

### Campaigning for change

Following our campaign work highlighting chronic workforce shortages, in April 2023, NHS England announced a new drive to ensure cancer patients received test results within 10 days of referral. We have long lobbied for improvements in digital pathology and infrastructure. Our response to this initiative and the additional support announced for pathology services was quoted across various news outlets, including the Independent, Daily Mail and The Herald.

"We welcome the announcement of support for pathology services which will help our members provide the quicker diagnoses that patients need. Pathologists have long asked for improvements in digital pathology and infrastructure to help them provide better patient care. We fully support this initiative and the fresh focus on pathology it will provide which, we hope, make a real difference to patients."

The long-awaited long-term NHS workforce plan was published at the end of June by NHS England and the Department of Health and Social Care. We campaigned and lobbied for its publication following continued delays, joining with other royal colleges and healthcare organisations.

College President Professor Mike Osborn was interviewed by Sky News on the day of publication to give our initial response to the plan. We have campaigned for the removal of the cap on medical school training places for several years and we were pleased to see an increase in training places has been included in the plan.

We welcome the 3-pronged approach of training, retention and reform. All these elements are vital, as is a long-term commitment to the plan if the real promise of this announcement is to be fulfilled.



## Planning for the future

The 8% increase in excess deaths in 2022 meant pathologists were unable to keep up with demand for post mortems. Our President was interviewed by Sky News where he used our workforce data to show shortages of pathologists to perform post mortems. He highlighted the issue of post mortems falling outside of NHS work, with pathologists having to prioritise them between their NHS work.

Using workforce data from our members that showed the ongoing shortages in allergy consultants, we created briefings for MPs, other parliamentarians and policymakers prior to a debate on allergy services. Evidence from our report into shortages in allergy consultants was cited by Karin Smyth MP in a Houses of Parliament debate during Allergy Awareness Week, with a call for a fully funded workplace plan for the NHS that will meet increasing demand on allergy services.

In Northern Ireland, the President and members of the regional council provided input into the BluePrint Programme workstreams that will see management of laboratory services move into a single regional pathology management structure. They attended a stakeholder meeting with other professional bodies, such as the Institute of Biomedical Science and Association for Clinical Biochemistry and Laboratory Medicine, to discuss possible options for this restructuring programme. They raised numerous queries including how different levels of staffing across trusts would be managed and the regional council continues to engage at every opportunity.

In Scotland, a new diagnostic strategic network was launched to oversee the transformation of diagnostic services. It is vital that pathology services are considered for any changes to be realised and to ensure a sustainable service. The Scotland Regional Council has campaigned for pathology and College input into the framework.

The Wales Regional Council contributed to reports on cancer services in Wales, highlighting the importance of integration of diagnostic services. NHS Wales launched its 3-year cancer improvement plan, which recognised the need for support for pathology services to deliver advances in genomic testing.



## Inspiring the next generation

We need to ensure that the pipeline for pathology recruitment is strong. With exposure to pathology limited in the undergraduate curriculum, our events with undergraduates and sixth-form students are vital opportunities to educate students and promote pathology careers.

We hosted events in both the UK and internationally to offer medical students the chance to discover more about pathology, learn about the diverse range of pathology specialties and develop a greater understanding about the knowledge and skills required to pursue a career in pathology. The International Pathology School event in May drew undergraduates from across the Sub-Saharan Africa region and the Pathology Summer School welcomed 70 medical students for a 2-day event.

We collaborate with the Social Mobility Foundation (SMF) on their national scheme that supports aspiring medics from under-represented groups. This year we worked with the SMF team and our members to deliver online workshops for sixth-form students on medical ethics and patient journeys. These events attracted over 150 students from around the UK. We are also supporting the SMF's 'Transitions Through Medical School' programme. Our members are involved in mentoring and providing information about pathology careers.

## Launching the All-Party Parliamentary Group for Diagnostics – championing our workforce

There has never been a more important time to establish an All-Party Parliamentary Group (APPG) to discuss and provide solutions to optimising diagnostic services, given the size of the diagnostic backlog. At the end of February 2023 there were [1.6 million patients](#) waiting for a diagnostic test. Pathology results are vital to patients' diagnostic pathways, ensuring that the patient receives the correct healthcare services at the correct time and in the correct place.



We run the APPG secretariat alongside the Royal College of Radiologists. Maggie Throup MP was recruited as chair and is joined by APPG officers from different political parties. The APPG will raise awareness of the diagnostic workforce and the challenges and barriers faced by them and patients through debates and discussions in parliament. It will influence policy by recommending and advocating for evidence-led solutions to improve diagnostic services. Members of the APPG heard from Professor Peter Johnson, NHS England's National Clinical Director for Cancer. He answered questions from attendees, which included parliamentarians, charity and industry representatives. They raised issues around workforce capacity, genetic testing, quality assurance within screening programmes and NHS leadership.

“...never has there been a more important time for diagnostics within the NHS. With the advent of the community diagnostic centres and the need to have an effective recovery plan for the NHS post-pandemic, this aspect of healthcare is high on everyone's agenda.

I am delighted that we have a range of MPs and Lords from across Parliament within the group. I am excited to work with them and I look forward to seeing what we can achieve together.”

#### Maggie Throup, Chair of the APPG

The APPG's work programme has focused on the roll-out of community diagnostic centres (CDCs) and the planned expansion of this programme. We held 2 roundtables in parliament to gather evidence on the successes and challenges faced by CDCs. These sessions were attended by MPs, peers and senior policymakers. We discussed how the CDC programme is progressing in terms of the number, location and the services provided, as well plans for further roll-out.

It is vital that patient's voices are heard in debates around diagnostic services. The second roundtable focused on patient experience and regional case studies. We heard from colleagues with experience of setting up and running CDCs and discussed the most effective delivery of diagnostic services to patients and how CDCs fitted into that picture. Patients need services that are easy to reach and close to their homes. To deliver this,



there needs to be adequate staffing and resources. This was at the centre of the discussion.

The APPG will continue its review of CDCs to provide a plan for how these centres should operate in the future, to improve outcomes for patients. Recommendations from the roundtables will be presented to the Secretary of State for Health, and the Health and Social Care Select Committee.

## **Our work to address shortages in paediatric pathology – fighting for pathology services**

The acute shortage of perinatal and paediatric pathologists across the UK has become a crisis after decades of under-funding and under-staffing. Over the last year, we have worked with NHS England, healthcare organisations, parliamentary groups and the media to raise awareness of the impact of shortages and to provide solutions.

These pathologists provide vital services to young people and bereaved families. They diagnose and treat illnesses including genetic disorders, congenital diseases and cancers in children up to 18, and investigate and diagnose illnesses that affect unborn babies, newborns and infants. They investigate causes of pregnancy loss, miscarriage, stillbirth and neonatal disease. Their findings can aid decision-making and treatment in subsequent pregnancies and lead to improvements in care. However, around [30% of perinatal and paediatric pathology vacancies](#) remain unfilled. There are regional disparities in the workforce, leaving Northern Ireland and Wales with either no one or a single person in post.

Our workforce data was included in the [joint report](#) on safe maternity staffing levels published by the Baby Loss and Maternity All-Party Parliamentary Groups in October 2022. We highlighted that the current number of trainees is [insufficient](#) to fill vacant consultant posts. These need to be filled for safe staffing levels. There is also a postcode lottery in terms of how long bereaved families are waiting for post-mortem results compounded by uneven distribution of perinatal pathologists across the UK.



Dr Srinivas Annavarapu, Chair of our Perinatal, Prenatal and Paediatric Pathology Specialty Advisory Committee, was interviewed by [BBC Radio 4's File on Four](#) as part of their programme 'How did my child die? The crisis in paediatric pathology'. Dr Annavarapu highlighted the effect shortages have on bereaved families, particularly in the coronial system, and why recruitment is difficult.

[“Only 55 of the 80 full-time equivalents perinatal and paediatric pathology posts in the UK are filled, leaving 25 vacancies...”](#)

We are working with NHS England on the issues facing the workforce and have joined their Perinatal Pathology National Group as a key partner. This group will oversee all work and action areas linked to perinatal pathology services. We are asking for retention salary premiums to retain the current workforce, funding for additional training posts to address the disparity between current vacancies and the number of trainees coming through, and online delivery of the paediatric and perinatal pathology curriculum to address the postcode lottery in training places. There is an opportunity to look at new approaches, such as 1-year bridging courses for general pathologists and upskilling of biomedical scientists to undertake a 2-year diploma course in placenta reporting.

We will continue to advocate to increase the number of perinatal and paediatric pathologists across the UK to improve the service offered to patients and bereaved families.





## Section 3: Better care

We work with members and the public to showcase service excellence and improve health outcomes worldwide.

### Raising pathology standards

We published 12 NICE-accredited clinical guidelines over the past year and work started on a further 19. 4 webinars to support pathologists with the implementation of new and revised clinical guidelines were delivered. Over 130 people attended the webinars and the recordings have had over 950 views.

“Clinical guidelines are one of the most important outputs of the College and frequently represent the most visited pages on the website. They are expert-led guidelines that incorporate valuable feedback from the wider College and pathology community and are very influential in improving pathology quality nationally and internationally. The guidelines are frequently cited by other healthcare quality organisations as providing the benchmark for pathology practice. I feel very privileged to have played a small part in guideline production and to have worked with the numerous expert pathologists we have as members.”

Dr Brian Rous has worked on College guidelines since 2012

Our clinical guidelines continue to improve both patient care and patient outcomes. A number of our guidelines covering placental examination, perinatal post mortems, and staffing and workload for paediatric and perinatal pathology departments were cited in the interim policy statement from NHS England, and the Scottish and Welsh governments that set out criteria for perinatal post-mortem investigation of fetal and neonatal deaths in England, Scotland and Wales. The new guidance was published to support greater standardisation in access to services and to make the most of the limited capacity and resources of perinatal pathology departments.

None of this work would be possible without members and volunteers who give their time to author and provide expert input into the guidelines.



“The work that goes into the production of clinical guidelines is significant. It is an opportunity to update oneself, and review literature and guidelines of other societies, thus constituting a vital aspect of assuring standards and providing a quality framework. It is an opportunity for senior authors to include relatively junior consultants in the writing of the guidelines. Being part of the College’s guideline programme and its role in supporting and guiding quality assurance is important and worthwhile.”

Raji Ganesan has been authoring guidelines for 10 years

We jointly published the ISO 15189:2022 position paper that sets standards for quality and competence in laboratories with the Institute of Biomedical Science and Association for Clinical Biochemistry and Laboratory Medicine and in collaboration with the United Kingdom Accreditation Service. The paper provides an overview of the key changes to the standard, which is patient focused and promotes continuous improvement in laboratories, to help healthcare professionals implement new requirements and recommendations for laboratories to perform gap analysis.

### **Delivering high-quality training resources and opportunities**

Our International team works alongside international members to improve health outcomes of people and communities around the world. In May, we launched phase 1 of our second series of Ghana College of Physicians and Surgeons (GCPS) virtual resources. This is a continued collaboration with the GCPS and the Tropical Health and Education Trust made possible by funding secured from the UK Department of Health and Social Care.

So far, 14 video lectures have been released and there were over 600 views in the first week of launch. The lectures are part of a programme by GCPS to ensure the training of their residents meets international standards. They highlight new knowledge and insights, enabling better practice, patient management and care and improve outcomes, helping to tackle some of the shared challenges facing pathology services in Ghana and the UK.



## **Educating people about their care**

This year's National Pathology Week was centred on the theme 'Pathologists and Patients', inspiring a vast range of public events around the UK. National Pathology Week provides a focal point for educating the public on the vital role of pathology teams in their care and contributes to our mission to further public education in the field of pathology.

The College held several online events aimed at medical and veterinary undergraduates, Foundation doctors and families. Through our continued partnership with the Social Mobility Foundation, our members delivered events for sixth-form students interested in pursuing medical careers. We also collaborated with Lab Tests Online UK to promote patient information pages that help people understand the different clinical laboratory tests used to prevent, diagnose and treat disease.

Our Public Engagement team also supported members to run events. In Cardiff, Dr Jonathan Kell was joined by colleagues to raise awareness about inherited blood disorders, offering free screening. During the day, they screened 83 people for disorders such as sickle cell. Biomedical and clinical scientists in Belfast City Hospital held a lab open day for their nursing colleagues, highlighting the multidisciplinary effort to deliver pathology services. An interactive stand at Great Ormond Street Hospital gave patients and visitors the chance to examine slides from different parts of the body under a microscope and to speak to the scientists and laboratory staff who are involved in their care. The Lord Mayor of Northampton, Councillor Stephen Hibbert, attended Care Fertility's event, which involved Scientist Training Programme students talking with patients about fertility screening tests.

## **Recognising and celebrating service excellence**

For International Pathology Day 2022 we hosted a hybrid conference exploring how laboratory medicine has adapted to global health developments and challenges. International Pathology Day continues to grow. It is an opportunity to recognise and celebrate the achievements of pathology services in addressing global health challenges and find solutions to improving patient outcomes.



We were delighted to welcome our keynote speaker Dr Michael Ryan, Executive Director of the WHO Health Emergencies Programme, who spoke of the vital role and innovation of pathologists in supporting the WHO's response to disease outbreaks. Other speakers discussed issues affecting patients in their countries and the solutions that are in place, important partnership programmes and their outcomes, and improvements to laboratory services in low- and middle-income countries over the last 20 years.

The roundtable discussion reflected on how the College's international activities have evolved since it was founded. All panellists had contributed to and shaped the international work of the College and they shared their highlights. The international reach and membership of the College has grown thanks to the work of the panellists, our International team and committee, international and regional advisors, and many more.

At this year's RCPATH Achievement Awards, we celebrated excellence in pathology services through teamwork and 5 teams received awards. The 5 teams represented a range of specialties, including medical microbiology and virology, reproductive science and haematology, and provide services across the UK and in Sri Lanka. The services recognised have made a difference to the care patients receive. This includes reducing the number of times cancer patients have to attend hospital for treatment, improving the accuracy of embryo selection during IVF, and introducing molecular testing in state hospitals across Sri Lanka ensuring equal access.

## Cervical screening – Each sample represents a person

*“I'd assisted in many speculum exams and smear tests ... Despite this, I found myself worrying and apologising for the same things when on the other side”,* says Dr Lydia Billington, a volunteer for [Jo's Cervical Cancer Trust](#), who attended her first smear test in 2020.

In February 2023, we endorsed a report by Jo's Cervical Cancer Trust that set out recommendations on how to eliminate cervical cancer in the UK and included contributions from pathology specialty experts. Read more about Lydia's experience and how the



cervical screening programme has changed over the years from Dr Paul Cross, a consultant cellular pathologist.

*“I went for my first smear test as soon as I was invited in January 2020. There is anxiety surrounding a stranger seeing very private parts of yourself. It’s exposing and embarrassment comes naturally. I was also worried it would be painful. I’d worked on a ward and assisted in many speculum exams and smear tests. You naturally provide reassurance, helping to ease people’s concerns when they apologise for their body hair or for how they may look or smell. Despite this, I found myself worrying and apologising for the same things when on the other side.*

*My smear went very smoothly. Quick and painless. It was my first smear and I was young, so I thought that it had to be normal. My results letter came through – I had HPV and cell changes, along with a pre-booked appointment for colposcopy. It was a massive shock and I broke down. I wanted to know everything. What type did I have? Who did I get it from? How long have I had it? Will I put my partner at risk? What does it mean for me and the future?*

*You do feel like it’s your fault. I felt very emotional and, even though I know the science and the facts, you can’t help but blame yourself. The stigma surrounding HPV and its links to promiscuity play into this. It was scary to know that without my smear test, I would not have known I had HPV. Waiting for my colposcopy was horrible. I was anxious that during this time it might have got worse and I couldn’t stop worrying that I could be a 25-year-old with cervical cancer.”*

The cervical screening programme (often referred to as a smear test) involves multiple healthcare professionals and pathology plays a key role. The cervical screening programme has undergone changes that have altered the laboratory landscape, moving to a human papillomavirus (HPV) primary screening test. Certain types of HPV are associated with nearly all cervical cancer and up to [99.8% of cervical cancer cases](#) are preventable.

HPV primary screening tests for so-called high-risk HPV types. If a high-risk HPV type is identified, a cytology test is prepared from the same sample for examination under a



microscope. Cytology staff look at these prepared samples for cell changes, which may indicate pre-cancerous or cancerous cervical change.

HPV awareness is still low and being told you have HPV can be a shock.\* For the 15% or so of women and other people with a cervix\*\* who are positive for high-risk HPV, about 1 in 3 will show cellular abnormalities that require referral for colposcopy. A colposcopy is a test that takes a closer look at your cervix and can reveal features suggestive of pre-cancerous changes, and rarely cervical cancer itself.

*“I attended my colposcopy and the staff were very kind and put me at ease. We had an initial conversation about what we knew so far. They explained the screening process; they test for HPV first and look for cell changes only if you are HPV positive. They showed me pictures of the different levels of changes and what each would mean in terms of needing a biopsy or treatment, depending on what they saw that day. It was very informative and I felt like I was in knowledgeable and safe hands. They used a speculum, applied some liquids to my cervix to highlight any changes and then looked closer with a microscope. They are sat within a few inches of you. Feelings of embarrassment started to creep in. I could see what they were seeing on a screen. There was an adrenaline rush as it came into focus and waiting to hear what they’d seen and what might be next. The nurse said my cervix looked healthy and normal and didn’t require treatment, but that I was to attend a further smear test in a year.”*

5.1 million women were invited for cervical screening in England between 2021 and 2022, with around 3.5 million attending for testing. This resulted in 235,223 women being referred for colposcopy. These are staggering numbers, and each sample, each screening test, represents a real woman. This must never be forgotten by laboratory staff, where it can be so easy to do so under the weight of such a large volume of tests.

*“I was glad to not need a biopsy or treatment and I also felt reassured that I didn’t have to wait 3 years for my next test. I had my repeat smear test, this time during the pandemic, at the beginning of 2021 and the results were fine. I was HPV negative. Despite this, I will never forget that I once had HPV. I know that it’s something I might get again. It’s*



*something I'm learning not to be ashamed of and I'm almost there. I wish it wasn't seen as such a dirty word."*

Despite the UK cervical screening programmes being among the largest in the world, about 3,200 cases of cervical cancer are still identified each year across the UK, with around 850 women dying. Women must be encouraged to attend when invited. Efforts are underway to do this. This includes trials of at home self-testing and publicity campaigns. All of those working in laboratories are working hard to improve and deliver the screening programme and help reduce, and hopefully one day, eliminate cervical cancer.

### **Further information**

\*The work of Jo's Cervical Cancer Trust is key in providing support to women with cervical cancer, as well as undertaking research and providing information for healthcare professionals on patient experience. Detailed information is given in the leaflets provided to all women at screening and organisations such as Jo's Cervical Cancer Trust run helplines to answer any questions women may have.

\*\*In this story, the term women is used to cover women born with a cervix, a trans man and/or other non-binary person who was assigned female at birth, or a man who has a difference in sex development or is intersex.

## **The fight against antibiotic resistance**

What happens when bacteria and viruses stop responding to medicines? Antimicrobial resistance is one of the most pressing health threats facing the world. It is estimated that by 2050, [10 million a year](#) could die from antibiotic-resistant bacterial infections. Action is needed now to reduce inappropriate use of antimicrobials in humans and animals and develop new antimicrobials and alternative treatments.

We responded to calls for evidence on the government's new 5-year antimicrobial resistance national action plan. We asked for greater investment in diagnostic testing capacity and strategies to better support antimicrobial prescribing.



Our Vice President for Learning, Professor Angharad Davies, attended the 'Race against resistance' roundtable hosted by Malaria No More UK and the APPG for Malaria & Neglected Tropical Diseases, giving our perspective on the crisis. Effective diagnostic tools are vital to understanding resistance patterns and our international work in this area was highlighted as an example of good practice.

## **Stewarding antibiotic use in Nigeria**

### **By Dr Kenneth C Iregbu and Professor Samuel S Taiwo**

Antimicrobial stewardship (AMS) is a major strategy to combat the challenge of antimicrobial resistance. However, awareness levels of AMS in Nigeria are [low](#), especially among [physicians](#), and AMS implementation is even lower. Only 10% of healthcare institutions [surveyed](#) in 2021 had some form of AMS activity. A major reason for this is poor education and lack of understanding of AMS strategies among key stakeholders.

The National Postgraduate Medical College of Nigeria (NPMCN) and the Royal College of Pathologists collaborated to provide AMS training to Nigerian healthcare professionals. The [online lecture series](#) included speakers from both Nigeria and the UK, offering different perspectives from varied backgrounds.

#### **Impact of the series**

Feedback from the series highlighted the importance of these collaborations, with many attendees detailing how they would implement the strategies discussed.

*“As a result of this training, I will introduce infection prevention and control in the Ministries of Health, Agriculture and Environment.”*

*“I will implement AMS interventions such as antibiotic guidelines, starting with start and then focus, antibiotic ordering and review.”*

*“Date, audit, prescribing apps and games are some of the AMS intervention strategies that I hope to introduce into my facility.”*





*“Having speakers from the UK and Nigeria was a great idea because participants were able to have access to the experiences of the speakers from different countries, thereby giving them a broader perspective to AMS.”*

*“Alternating the presenters made a valuable mix, allowing for the interface of experiences from different backgrounds.”*

Building from this training, the Clinical Microbiology and Infectious Diseases Society of Nigeria (CLIMIDSON) is developing national guidance documents for implementing sustainable AMS across all levels of healthcare facilities in Nigeria.

Following the lecture series, attendees have reported:

- improved AMS knowledge among healthcare workers – evident by the high number of healthcare facilities in Nigeria participating in the 2022 World Antibiotic Awareness Week
- a more cautious approach to antimicrobial prescribing by doctors, and dispensing by pharmacists
- increased efforts to engage stakeholders from primary and secondary healthcare settings, and animal, veterinary and environment sectors
- increased partnership support by internal bodies, resulting in the launch of AMS committees to implement new AMS activities and quality improvement projects.

AMS advocacy work must continue. We encourage facilities to implement evidence-based AMS interventions and monitor the performance of their AMS programmes with quality indicators. This is a global fight and we must all do our part.



## Section 4: Our governance

### Our new strategy and path to value for our members

As I reach the end of my term as Chair of Trustee Board I can reflect on how it has matured in ensuring effective governance of the College. While medical and professional matters are overseen by Council, it is the trustees who ensure the integrity and viability of the College.

Over the past year, we have reviewed the College strategy and we now have a clear path that will enable the new Trustee Board to continue to build on the success of the College. Throughout this review we kept in mind that the College is its members, you, and the Board regularly challenges itself to ensure we are providing value for members and able to support you.

With a new membership manager and specific strategic intent, member engagement will have greater focus. During 2023, the College started its ambitious digital transformation project that will provide new and improved services to our members. We also began developing our Net Zero strategy and carbon reduction roadmap. Climate change is inextricably linked to the development and spread of diseases across communities. It is important that we take steps to reduce our carbon impact to be consistent with our aims, values and purpose.

It has been an honour to be part of the College and to see the strength, governance and focus of the Board grow, providing continued strong foundations for the development of the College.

Robert Smith, Chair of Trustee Board

## Trustee Board and College Council (as at 30 June 2023)

### Trustee Board

Mr Robert Smith, Chair and Lay Trustee

Professor Michael Osborn, President

Professor Sarah Coupland, Vice President for Communications

Professor Angharad Davies, Vice President for Learning

Professor Peter Johnston, Vice President for Professionalism

Dr John Ashcroft, Treasurer and Chair, Intercollegiate Committee on Haematology

Dr Lance Sandle, Registrar

Dr Stephen Morley, Assistant Registrar

Dr Gareth McKeeman, Chair, Northern Ireland Regional Council

Dr Bernard Croal, President Elect and Chair, Scotland Regional Council

Dr Anu Gunavardhan, Chair, Wales Regional Council

Dr Anita Hill, Co-opted Trustee

Dr Elijah Matovu, Co-opted Trustee

Mr Vincent Voon, Incoming Chair and Lay Trustee

### Council Members

Professor Michael Osborn, President (Chair)

Professor Sarah Coupland, Vice President for Communications

Professor Angharad Davies, Vice President for Learning

Professor Peter Johnston, Vice President for Professionalism

Dr John Ashcroft, Treasurer and Chair, Intercollegiate Committee on Haematology



Dr Lance Sandle, Registrar

Dr Stephen Morley, Assistant Registrar

Dr Gareth McKeeman, Chair, Northern Ireland Regional Council

Dr Bernard Croal, President Elect and Chair, Scotland Regional Council

Dr Anu Gunavardhan, Chair, Wales Regional Council

Mr Robert Smith, Chair, Trustee Board

Professor Ismail Mataloka, Chair, International Committee

### **Nationally Elected Council Members**

Professor Simon Cross, Elected

Professor Roger Feakins, Elected

Dr Giovanni Satta, Elected

Dr Ravinder Sodi, Elected

### **Regionally Elected Council Members**

Dr Laszlo Igali, Elected Member (England, Midlands and East)

Dr Rachael Liebmann, Elected Member (England, London)

Dr Negar Maghsoodi, Elected Member (England, South)

Dr Alison Robb, Elected Member (England, North)

### **Co-opted Council Members**

Dr Lisa Ayers, Chair, Healthcare Science Committee

Professor Neil Anderson, Chair, Clinical Biochemistry SAC

Dr Sian Morgan, Chair, Genomics and Reproductive Science SAC

Dr Darren Treanor, Chair, Digital Pathology Committee



## **Observers to Council By Invitation**

Dr Shubha Allard, Clinical Director of Publishing and Engagement

Dr Srinivas Annavarapu, Chair, Prenatal, Perinatal and Paediatric Pathology SAC

Dr Adrian Bateman, Chair, Cellular Pathology SAC

Ms Joanne Brinklow, Director of Learning

Dr Sophie Roberts, Chair, Trainees Advisory Committee

Professor Nicki Cohen, Clinical Director of Examinations

Dr Nigel Cooper, Chair, Forensic Pathology SAC

Dr Paul Craig, Chair, Dermatopathology Sub-Committee

Professor Paul Cross, Chair, Cytopathology Sub-Committee

Ms Diane Gaston, Director of Communications

Dr Anita Hill, Co-opted Trustee

Lt Col Dr Emma Hutley, Military Observer

Dr Jan Kalpwijk, Chair, Toxicology SAC

Professor Mary Keogan, Dean, Faculty of Pathology, Royal College of Physicians of Ireland

Professor Roberto La Ragione, Chair, Veterinary Pathology SAC

Dr Suzy Lishman, Chair, Medical Examiners Committee

Dr Mike Eden, Clinical Director for Safety & Quality, and Chair, Quality Assurance in Pathology Committee

Dr Sanjiv Manek, Clinical Director of Examinations

Professor Jo Martin, National Specialty Advisor for Pathology, NHS England/Improvement

Dr Elijah Matovu, Co-opted Trustee



Professor Ronan McMullan, Clinical Director of Training & Assessment

Dr Shruthi Narayan, Chair, Transfusion Medicine SAC

Ms Joanna Andrew, Institute of Biomedical Science Representative

Mr Nigel Pollard, Director of Corporate Services

Dr Natasha Ratnaraja, Chair, Joint Medical Microbiology and Medical Virology SAC

Professor David Roberts, Chair, Research Committee

Mr Daniel Ross, Chief Executive

Professor Sebastian Brandner, Chair, Neuropathology SAC

Ms Katherine Timms, Director of Professional Practice

Dr David Turner, Chair, Histocompatibility and Immunogenetics SAC

Mr Vincent Voon, Incoming Board Chair and Lay Trustee

Dr Patrick Yong, Chair, Immunology SAC

Dr Esther Youd, Chair, Death Investigations Committee

