

FACULTY OF PUBLIC HEALTH OF THE ROYAL COLLEGES OF PHYSICIANS OF THE UNITED KINGDOM

England & Wales · Charity number 263894

Details

Other names	FACULTY OF COMMUNITY MEDICINE, JOINT FACULTY OF PUBLIC HEALTH MEDICINE OF THE ROYAL COLLEGES OF PHYSICIANS OF THE UNITED KINGDOM, JOINT FACULTY OF PUBLIC HEALTH OF THE ROYAL COLLEGES OF PHYSICIANS OF THE UNITED KINGDOM
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Register	View on the Charity Commission register

Contact

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Activities

Objects: A) TO PROMOTE FOR THE PUBLIC BENEFIT THE ADVANCEMENT OF EDUCATION IN THE FIELD OF PUBLIC HEALTH MEDICINE. B) TO DEVELOP PUBLIC HEALTH MEDICINE WITH A VIEW TO MAINTAINING THE HIGHEST POSSIBLE STANDARDS OF PROFESSIONAL COMPETENCE AND PRACTICE AND TO ACT AS AN AUTHORITATIVE BODY FOR THE PURPOSE OF CONSULTATION IN MATTERS OF EDUCATIONAL OR PUBLIC INTEREST CONCERNING PUBLIC HEALTH MEDICINE.

Activities: To promote the advancement of education in public health, to develop public health with a view to maintaining the highest possible standards of professional competence and practice and to act as an authoritative body for the purpose of consultation in matters of educational or public interest concerning public health

Classification

- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£2,275,645	£2,129,937	£2,883,092	19
2023-12-31	£2,339,784	£2,090,728	£2,635,930	19
2022-12-31	£2,118,293	£1,964,667	£2,300,933	17
2021-12-31	£2,069,957	£1,672,685	£2,416,858	16
2020-12-31	£1,745,652	£1,533,310	£1,852,023	17

Trustees

Name	Role	Appointed
Aimee Stimpson FFPH		2023-06-27
Christina Anne Gray FFPH		2022-06-30
Claire Sullivan		2020-06-25
Corinne Harvey MFPH		2022-06-30
Dr Abhijit Chandrakant Bagade FFPH		2025-07-04
Dr Ana-Catarina Pinho-Gomes FFPH		2025-07-04
Dr Andrew Simon Furber FFPH		2025-07-04
Dr Elizabeth Mary Mason FFPH		2024-07-03
Dr Ellis Friedman		2016-06-15
Dr Emily Broadis FFPH		2025-11-01
Dr Fu-Meng Khaw FFPH		2022-06-30
Dr Gerard John Waldron FFPH		2022-06-30
Dr Irfan Ghani FFPH		2024-06-25
Dr Joanne Mary McClean MFPH		2023-06-27
Dr Nicole Luise Klynman FFPH		2025-07-04
Dr Samia Latif		2018-09-27
Dr Xueying Zheng MFPH		2025-08-01
Dr Zafar Iqbal FFPH		2022-06-30
Eleanor Roaf FFPH		2025-07-04
Helene Gweneth Claire Denness		2021-05-04
Karen Lesley Saunders FFPH		2025-07-04
Katie Dee FFPH		2022-06-30
Philip Daniels FFPH		2023-06-27
Professor Anjum Memon FFPH		2022-06-30
Professor Christopher John Packham		2016-06-15
Professor Eleanor Jane Hothersall FFPH		2025-11-13
Professor Linda Bauld		2021-09-30

Name	Role	Appointed
Tracy Daszkiewicz FFPH		2022-06-30

Linked charities

- THE ST ANDREWS PLACE APPEAL (263894-1)

Accounts



FACULTY OF PUBLIC HEALTH

UK Faculty of Public Health
2024 Annual Report

fph.org.uk

With your support in 2024, we...



Membership

- Further developed the FPH Members' Portal to increase security and give members more control over their data.
- Continued our work on Membership Wellbeing including appointing regional wellbeing champions.



Advocacy

- Published our Vision for the Public's Health outlining key priorities for the next Government to advance public health, reduce inequalities, and boost economic productivity.
- Launched Good Food for Children in Parliament, a major joint report on childhood nutrition.



Standards

- Published Good Public Health Practice 2024: revised standards of practice for all registered public health professionals in the UK.
- New resources on Best Practice in Integrated Care Boards, including work on the wider determinants of health and health inequalities.
- Published an independent review of the FPH Revalidation and Appraisal service.

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Introduction from the President and CEO

During 2024 the public health workforce grappled with an ever-uncertain landscape both domestically and abroad, with challenges such as an ongoing cost-of-living crisis, an intensifying climate emergency, and some concerning global trends towards misinformation and away from evidence-based policies designed to protect and improve health. We have also seen a new Government installed in Westminster, presenting the usual challenges of administrative change, but also some distinct opportunities with health and wellbeing placing high on the Government's agenda.

Throughout these turbulent times, our members have remained steadfast in their commitment to delivering essential work to protect and improve health across the UK and globally. We are deeply grateful to our members across the Four Nations and overseas for their unwavering dedication to public health, particularly those who volunteer their time and expertise to support our work. Whether serving as examiners, advisors, committee members, assessors, special interest group members or regional representatives through the Faculty Board, your contributions have been vital in delivering the work outlined in this report.

Guided by our Organisational Strategy 2020-25 and Strategic Focus Areas 2022-25, we have continued to champion excellence in public health practice, advocate for policies that foster the best conditions for health, and support the public health workforce in meeting today's challenges while preparing for the future.

In 2024, the public health training programme continued to expand, with 115 new registrars enrolling and 76 individuals recommended for their Certificate of Completion of Training (CCT). We continue to advocate for further expansion and additional training places, working closely with system partners to highlight the critical role of the specialist public health workforce.

In our ongoing efforts to address disparities in recruitment and attainment, the Faculty published the first output of the second phase of our Fair Training Culture Workstream, a comprehensive report on differential attainment in FPH examinations. A new Fair Exams Task and Finish Group has been established to oversee the implementation of the 27 recommendations from this report.

October 2024 also saw the publication of the revised edition of Good Public Health Practice following extensive consultation with external stakeholders across the public health system, reinforcing the Faculty's role in ensuring the highest standard of practice in public health. Recognising the increasing pressures on our members, the Faculty maintained a strong focus on workforce wellbeing during 2024, with Regional Wellbeing Champions now appointed across the UK. These champions are playing a crucial role in raising awareness of systemic factors affecting wellbeing, promoting relevant resources, and gathering intelligence on the key challenges impacting the public health workforce.

In our work on policy and advocacy, ahead of the 2024 UK General Election the Faculty published our Vision for the Public's Health, which outlines over 50 evidence-informed recommendations aimed at improving health and reducing inequalities across the UK. This national call to action has shaped our engagement with government, particularly in discussions surrounding the future of the public health system, including our contributions to the consultation on the 10-Year Health Plan and the NHS Change Agenda.

The Faculty also offered evidence to the COVID-19 Inquiry Module 1 report, which highlighted that emergency planning policy had failed to account for pre-existing health and social inequalities, leading to significant disparities in outcomes for ethnic minority and other vulnerable groups, an issue central to our evidence submission.

We have also continued work to advocate for public health across a variety of other areas, refreshing our discussion paper on NHS prevention, launching a major report on childhood nutrition in Parliament, strengthening our focus on climate and health, and expanding our 'What is Public Health?' campaign.

Our members are at the heart of all that we do at the Faculty, and we remain dedicated to enhancing the support and services we provide to our members. In 2024, we successfully launched the final two phases of the members' portal, introducing new functionalities that allow members to book examinations and events, as well as join Faculty Special Interest Groups directly through the portal.

The achievements outlined in this report reflect the collective efforts of our members, partners, and staff. We extend our sincere thanks to all who have contributed to the Faculty's work this year, with particular gratitude to the Faculty Board for its invaluable guidance.

We look forward to working together in the year ahead to support better health for all.



Professor Kevin Fenton PrFFPH CBE
FPH President



Dr. James Gore HonFFPH
Chief Executive

Our Vision, Mission and Charitable Objects

About FPH

The UK Faculty of Public Health is the professional standards body for public health specialists and practitioners. We have around 6,000 members in the four nations of the United Kingdom and overseas.

We define public health as the science and art of preventing disease, prolonging life and promoting health and wellbeing, through the organised efforts of society.

Our Charitable Objects



To promote for the public benefit the advancement of knowledge in the field of public health



To develop public health with a view to maintaining the highest possible standards of professional competence and practice



To act as an authoritative body for the purpose of consultation and advocacy in matters of educational or public interest concerning public health

Our Vision



Our Mission

As the professional membership body for public health we will work to promote and protect human health and its wider determinants for everyone in society by:



Playing a leading role in assuring an effective public health workforce



Promoting public health knowledge



Advocating for the reduction of inequalities and for the very best conditions for health and wellbeing to flourish

Trustees Report: Achievements and the year ahead

Education and Training



Education and Training ambitions for 2024

√ *Develop and launch a new ePortfolio system for registrars and trainers*

The new ePortfolio was launched in September 2024 and additional functionality is being developed on the system.

√ *Publish a report on equality issues in examinations and the training pathway*

A report was published in November 2024 and a working group established to implement the recommendations from the report.

√ *Review the delivery of the Diplomate (DFPH) Examination*

The delivery of the DFPH was reviewed in late 2024 and significant changes were made for the March 2025 sitting, moving away from remote invigilation to a model of distributed test centres for the sittings in 2025.

Education and Training

During 2024, the Education and Training team delivered on core areas of work to ensure that public health registrars continued to be supported by the Faculty throughout their training.

The team also supported several related processes including Out of Programme Training requests, the FPH registrar project scheme, and the portfolio route (formerly called CESR) for those seeking entry onto the Specialist Register with the GMC.

The team engages with a range of bodies including the General Medical Council, the UK Public Health Register, Medical Royal Colleges, and statutory education bodies to do its work.

In 2024, there were 115 new registrars enrolled onto the public health training programme and 76 recommended for CCT. The Faculty received and assessed six GMC portfolio pathway applications.

Exams

The Faculty manages two separate exams for public health registrars and other candidates.

The Diplomate (DFPH) Exam is usually taken in the first half of the training pathway. It has been delivered remotely since the start of the COVID-19 pandemic with online invigilation delivered by TestReach, a specialist exam provider. In 2024, 191 candidates sat the exam over

two sittings. In light of feedback from candidates and the regional training programmes following the October 2024 sitting, and after extensive consultation, the Faculty has decided to move the delivery of this exam to distributed test centres across the UK (and one in Hong Kong) from March 2025. This process will be evaluated during 2025.

The Final Membership (MFPH) Exam – usually taken in the second half of the training programme – returned to a face-to-face format in 2022 as COVID-19 restrictions eased and continues to run successfully. There were four sittings held in 2024 in London and Liverpool with 89 candidates sitting this exam.

In total, 35 examiners were involved in the preparation, marking and standard-setting for the DFPH exam and 18 examiners were involved in the MFPH exam. We are immensely grateful to these members for their contribution to the Faculty and the public health profession.

A fair training culture in public health

Following the first phase of the Faculty's work to address disparities in recruitment to public health specialty training, the Faculty has now published the first output of the second phase of the Fair Training Culture Workstream, a [new report on differential attainment in FPH exams](#). This report analysed ten years of national performance data for all DFPH and MFPH first attempts and found that some demographic groups are significantly less likely to pass Faculty examinations on their first attempt.

The Faculty has established a Fair Exams Task and Finish Group to lead on the 27 recommendations identified in the report and support work to close gaps in attainment. Through our Fair Training Culture workstream we are committed to working transparently and in partnership with the wider public health system to address inequalities throughout the training pathway, and we will provide further updates as work on the second phase of the workstream continues.

Workforce and Standards



Workforce and Standards ambitions for 2024

✓ *Revise the Faculty's workforce strategy with system partners*

The new workforce strategy was developed throughout 2024 and was approved by the Board and published in early 2025.

✓ *Develop a network of wellbeing champions across the UK to support members*

FPH developed a national network of wellbeing champions during 2024

✓ *Revise and update Good Public Health Practice*

The revised edition of Good Public Health Practice was published in October 2024 following consultation with external stakeholders across the public health system.

Senior appointments

FPH works to maintain standards in public health by reviewing and approving consultant-level job descriptions and by providing external assessors for interview panels.

2024 was another busy year for senior public health appointments. The Faculty approved 222 job descriptions across the Four Nations of the UK throughout 2024, compared to 223 in 2023, 204 in 2022, 286 in 2021 and 244 in 2020 (previous years' figures did not include Scotland). During the year, 78 different FPH Members and Fellows sat on 228 Advisory Appointment Committee (AAC) interview panels in their role as Faculty Assessors. The Faculty held three training days for Faculty Assessors to ensure continued capacity for this vital role, with 39 Members and Fellows attending this training.

CPD

In 2022 the Faculty introduced a major change to the CPD requirements for members, emphasising the role of reflection in public health practice. In 2023 we successfully launched a new online CPD diary within the members' portal to complement the new policy; for the 2023/24 CPD year, 1655 members made a submission via the online diary.

Revalidation

During 2024, the Faculty acted as the Designated Body for 115 members, made 25 positive revalidation recommendations to the GMC, and held 101 appraisals.

In 2023 the Faculty commissioned an external review of the revalidation service we offer to members, the last external review having been completed prior to the COVID-19 pandemic. The latest external review was finalised and agreed in early 2024 and received overwhelmingly positive feedback regarding the service provided by the Faculty. The recommendations from the review are being implemented.

Workforce and wellbeing

In 2023 the Faculty launched a new initiative focused on members' wellbeing, with regional wellbeing champions – appointed for all but one region of the UK – leading this work locally. These champions will raise awareness of the systemic factors affecting wellbeing, promote relevant resources, and collate intelligence on issues that impact on the wellbeing of the public health workforce. The Faculty will work collaboratively with partners across the Four Nations to influence and promote awareness of the factors that impact on wellbeing at work, and advocate for the reduction of work stressors and improvements in job quality through lobbying and influencing national policies and promoting self-care.

Workforce capacity

The expansion of the public health training programme continued in 2024 with 115 enrolments on the programme. The Faculty continues to advocate for further expansion and additional public health training places. We will work with system partners to promote the role of public health specialists as they work with a range of employers, notably the NHS in England where public health specialists are increasingly supporting Integrated Care Systems (ICSs). In 2024 the Faculty held several workshops focused on the future public health workforce and will continue to work with partners to improve capacity.

Public Health Accredited Practitioner Masterclasses

The Public Health Accredited Practitioner Masterclasses are an introduction to the basic concepts of public health for those who are new to the topic, as well as serving as a refresher course for experienced practitioners.

In response to the pandemic, the masterclasses were successfully moved to an online environment during 2020, and online delivery has continued since then. The programme continues to be popular, and during 2024 the Faculty delivered 74 modular workshops for nine commissioners in England and Wales with 1,850 public health practitioners attending.

Advocacy and Policy



Advocacy and Policy ambitions for 2024

✓ *Develop a focussed programme of advocacy in consultation with the Faculty's Board and members*

In 2024 The Faculty published its 'Vision for the Public's Health' which guided Faculty advocacy delivered in consultation and collaboration with our members.

✓ *Advocate on health inequalities, including around the cost-of-living crisis and other key policy areas such as climate change*

Held a joint conference on poverty in the UK and developed our advocacy for a public health approach to health inequalities and climate change.

✓ *Hold Government to account on proper arrangements for the public health system*

Guided by our 'Vision for the Public's Health' the Faculty has engaged with Government on proper arrangement for the public health system including through consultation on the 10-Year Health Plan.

Vision for the public's health and UK elections

Ahead of the 2024 UK General Election the Faculty issued its [Vision for the Public's Health](#) representing the interests of our members across the four nations of the UK. This report was a national call to action, setting out over 50 pragmatic, evidence-informed recommendations to improve health and tackle inequalities in the UK.

Darzi review of NHS performance and NHS Change consultation

In September 2024, Lord Darzi's Independent Investigation [published its report](#) on the current performance of the NHS in England and the challenges facing the wider healthcare system. The FPH, led by our [Health Services Committee \(HSC\)](#), submitted evidence to the independent investigation, and FPH President Professor Kevin Fenton was invited to join the investigation's Expert Reference Group.

Following [Lord Darzi's review of NHS performance](#), the UK Government launched a [consultation on NHS Change](#). The [FPH response](#) to this consultation outlines what FPH wants to see included in the 10-year plan, as well as forthcoming challenges and opportunities for the NHS. The Faculty will continue to advise and hold the new Government to account as it outlines its plan to shift to more effective prevention and reform the NHS and wider health and care system.

Contributing to the UK Covid-19 Inquiry Module 1 report

In July 2024, the UK Covid-19 Inquiry published the [final report of Module 1](#), which examines the state of the UK's central structures and procedures for pandemic emergency preparedness, resilience and response.

The report recognised that emergency planning policy failed to account sufficiently for pre-existing health and social inequalities in society, leading to stark disparities in outcomes from Covid-19 amongst ethnic minority and other vulnerable groups – a central pillar of the Faculty's evidence submitted to the inquiry.

Following publication of an [initial statement on the report](#), FPH continues to work on a more detailed analysis and response to advocate for proper implementation of the most important report findings.

What is Public Health

The [‘What is Public Health?’ campaign](#) defines and celebrates the public health profession and explores the vital and varied contributions of the public health workforce across the UK and overseas.

As part of this campaign, FPH partnered with the [Training in Public Health podcast](#) to produce a series of episodes asking senior public health leaders the question ‘What is Public Health?’ Further resources developed as part of this campaign cover the [public health workforce](#), [key areas of work in public health](#), a video series on what [a day in the life of a public health professional](#) may look like, and a video blog which defines and discusses the role of healthcare public health.

Consultation responses

Throughout 2024, the Faculty worked with our members in SIGs and Committees to provide informed, authoritative responses to government consultations across the Four Nations. We responded to formal consultations on a range of topics, including [transport](#), [online misinformation](#), [food systems](#), and the [rights of older people](#). Many of the responses are available to view online [here](#).

Special Interest Groups

The Faculty's 37 [Special Interest Groups](#) (SIGs) cover a vast range of public health topics, delivering outstanding public health advocacy, with an increased focus on cross-SIG collaboration and joined-up working. Key areas of work during 2024 included [drug policy reform](#), [climate and health](#), [food](#), [poverty](#), [transport](#), [smoking and vaping](#), and [sexual and reproductive health](#). SIGs continue to be a critical way for the Faculty to develop public health advocacy and for members to utilise their expertise to contribute to policy areas they are interested in.

Climate and Health

The Faculty's commitment to supporting public health action on climate and health continued in 2024, with key work including a COP29 debrief event, new guidance on low-carbon advertising and sponsorship policies for local authorities, and a position statement on fossil fuels. In March 2024, FPH was ranked joint first in the [Climate and Health Scorecard](#) alongside the Royal College of General Practitioners. The FPH also achieved carbon-neutral status in 2024.

Major policy and advocacy outputs during 2024

- **The Role of the NHS in Prevention**

This discussion paper explores the role of the NHS in preventing ill-health, including early disease detection, intervention and treatment, and actions to diminish adverse consequences from existing health problems.

- **Good Food for Children report**

This [report](#), launched in Parliament in January 2024, calls on Government to protect the health and productivity of our next generation by expanding access to the Free School Meals Programme, National School Breakfast Programme, and the Healthy Start Voucher Scheme.

- **Low-carbon advertising and sponsorship policies**

This [public health brief](#) for local authorities sets out the public health case for introducing low-carbon advertising and sponsorship policies, with a focus on local authorities.

- **Fossil fuels and the fossil fuel industry**

This [position statement](#) sets out a platform for advocacy and action by the FPH relating to fossil fuel (oil, gas and coal) expansion in the UK, and the fossil fuel industry's impacts on health, aiming to inform proactive and reactive advocacy activities.

- **Housing, poverty and public health**

This [briefing](#) provides a concise overview of the interactions between housing, poverty, and health in the UK, and the importance of a public health approach in these areas.

Membership and Organisation



Membership and Organisation ambitions for 2024

✓ *Launch all remaining phases of the members portal, including the examinations applications process and Special Interest Groups membership*

All remaining phases of the Members Portal were successfully launched in 2024.

✓ *Deliver on our financial strategy with a balanced budget and maintain our ethical investment policy*

We continued to deliver on our financial strategy, ensuring a balanced budget and ethical investments.

✓ *Launch the new ePortfolio platform*

The new ePortfolio was launched in September 2024, with further development due to be completed in 2025.

✓ *Release updated standing orders for the Faculty*

Changes to the Standing Orders were reviewed and released in October 2024.

✓ *Review of organisation-wide policies and procedures*

A review of organisation-wide policies and procedures was conducted and a forward plan was put in place.

✓ *Implement our new Anti-Racism Framework and Action Plan*

An Anti-Racism Framework and Action Plan was developed and agreed.

✓ *Deliver Board elections*

All Board posts were successfully filled in 2024.

✓ *Develop engagement with FPH overseas members*

A series of open and regional meetings were held with overseas members during the year.

Elections

Elections were held during 2024 for a new Academic Registrar, Assistant Academic Registrar and a number of Faculty Advisers, Deputy Faculty Advisers, and Regional CPD Advisers across the UK. The majority of these posts were successfully recruited to.

Members who volunteered their time to do FPH work

All members who volunteer their time and expertise to deliver Faculty roles are essential to the continued successes of the Faculty and the development of the public health profession. We thank them for their dedication, commitment, and support. Without them, the Faculty could not deliver such excellent and essential work.

Over 25 committees report directly and indirectly to the Board of Trustees, and

approximately 350 members take an active role in at least one or more of these committees.

Work to update IT infrastructure; Membership Portal

In 2024 we successfully launched the final two phases of the members portal which included new functionality allowing members to book examinations and events via the portal, as well as join Faculty Special Interest Groups.

Awards and Prizes

In 2024 we awarded:

- 10 Honorary Fellows
- 15 Honorary Members
- 48 Fellows through Distinction
- 16 Members through Distinction

Our awards and prizes promote and celebrate the contributions and achievements of our members and the impact they have on improving the public's health. We were delighted to have been able to award so many people and we thank all award sponsors, as well as everyone who submitted nominations.

Sarah Stewart-Brown Award for Public Mental Health to encourage and promote leadership and innovation in public mental health in the UK went to the Public Mental Health Team, Leeds City Council.

Sir John Brotherston Prize for the best essay or research on a public health topic written by a student or young graduate went to Steina Xijie Yang.

Michael O'Brien Prize for the highest score in the FPH diplomate exam went to Alexander Thompson (March 2024 sitting) and Anna Goulding (October 2023 sitting).

The McEwen Award for the highest score in the FPH final membership examination went to Mary Stewart.

Ann Thomas Prize for the highest score in the Faculty's final membership exam by a specialty registrar based in Wales to Jason Sarfo-Annin.

FPH Trainer Award for exceptional educational supervisors to Edward Kunonga and Thomas Hall.

Sian Griffiths Global Public Health Award in recognition of the unique contribution of public health professionals working in global public health to Osman Dar.

FPH Staff Award in recognition of outstanding work by FPH staff to Aline Oshima.

Sam Ramaiah Award for work on a public health topic that seeks to improve the health of black and minority ethnic communities or reduce health inequalities in the UK to Leonora Weil and Teresa Cullip.

Synergy Award in recognition of a strong commitment to, or success in, collaborative working with other organisations on shared public health objectives to Kristin Bash.

Alwyn Smith Prize for outstanding contribution to public health research or practice to John Newton.

Cochrane Prize to support an educational activity in the field of public health to Harry Dunn.

Deborah Turbitt Memorial Award for excellence in health protection leadership and management to Thomas Addey.

June and Sidney Crown Award for members of FPH starting out their public health career and doing further training outside of the UK to Samuel Tweed.

Wilfrid Harding Prize to recognise members who have made a significant contribution to the Faculty's education services to David Chappel.

We hosted a well-attended face to face event to celebrate the achievements of those individuals awarded Honorary and Distinction Grades of membership as well as the prizes and awards detailed above. We are looking forward to celebrating again in 2025.

Scotland Public Health Conference

The Faculty held a sold-out Public Health Conference 'Inspiring Change' in Glasgow, together with Public Health Scotland and the Scottish Directors of Public Health Group to bring colleagues together to discuss the leadership role for public health in Scotland on issues including poverty, obesity, drug-related deaths, and tobacco.

Global public health achievements

Through the work of its Global Health Committee and international-facing Special Interest Groups the Faculty has continued to support development of the global public health workforce, in particular through engagement with the World Health Organisation on delivery of its roadmap on public health. A number of SIGs have also been working in partnership with Peoples-Praxis on developing mentoring for health professionals.

The SIGs continue to provide a crucial resource for delivering the Faculty's global health agenda, providing tailored region or country-based support and shared learning on global health-related topics.

During 2024, the Global Health Committee hosted a series of open and regional meetings for overseas members, which were widely welcomed and will continue into 2025.



Our plans for 2025

Education and training ambitions for 2025

- Monitor and review the new arrangements for the Diplomate Examination.
- Roll out additional training for the new ePortfolio system.
- Deliver a major conference for public health registrars.

Workforce and standards ambitions for 2025

- Publish the Faculty's workforce strategy and start early actions.
- Build an advocacy case for salary equity across the public health system.
- Revise FPH revalidation and appraisal guidance.

Advocacy and policy ambitions for 2025

- Continue to make the case for robust public health policies and systems and support the Government's aim to shift resources towards preventing ill-health, as well as reforming the NHS and wider health and care system.
- Build and strengthen relationships with key public health partners to further advance our advocacy of better health for all.
- Continue to be recognised as a leader on climate change and sustainability.

Membership and Organisation ambitions for 2025

- Develop and launch the new Organisational Strategy 2025-30
- Deliver on our financial strategy with a balanced budget and maintain our ethical investment policy
- Review on Data Protection Policies and obtain cyber essentials accreditation
- Develop a membership strategy

Trustees Report: Financial Review and Governance

Treasurer's Report 2024

I am pleased to present my third report as the FPH Treasurer and report that the Faculty achieved an unrestricted surplus of £181,587 in 2024 before investment gains.

Income was up in 2024 mainly due to increased membership subscription income as well as increased income from the Diplomate Exam.

Overall, unrestricted costs were very similar in 2024, due to the increase in Staff costs being offset by a general decline in overhead costs specifically, Trustee and Other staff costs.

Total investment gains on unrestricted funds were £101,452. These gains were in line with expectations and continued the better performance in 2023.

In 2021 the trustees agreed a programme of improvements to our systems and transferred £485,000 from unrestricted reserves to a designated Systems Development Fund. In 2024, a further £32,000 was transferred from unrestricted reserves and the remaining £23,997 from the Business development fund, these funds will be used for internal systems development. £123,610 was used in 2022, £156,829 in 2023 and a further £115,322 was used in 2024.

Key objectives set out in the Faculty Financial Strategy have been achieved. A prudent budget has been set for 2025, and I have confidence that the improvement of the financial health of the Faculty will continue.

Financial summary

In looking at our financial statements, the most important figures to consider are those in the columns headed 'unrestricted funds'. These are the sums that are fully available for FPH to use for our operational activities. The other types of funds we report in our accounts have various restrictions placed on them, and they cannot be used for everyday activity. Some of these funds, resource our prizes whilst others relate directly to grant-based projects.

The unrestricted surplus before investment gains (see below) was £181,587 this compares with an unrestricted surplus in 2023 before investment gains of £195,442.

The total surplus for the year before investment gains was £145,709 compared with a surplus of £249,052 in 2023. The overall surplus after investment returns amounted to £247,161 compared with £334,997 in 2023.

Investments

Our investments are managed by Evelyn Partners (formerly Smith and Williamson) Investment Managers. The key objectives of the FPH investment policy are:

1. Achieve an annual unrestricted income of at least £30,000 from dividends and interest (but it is recognized that this is ambitious in the current climate and revised our forecasts accordingly.)
2. Achieve a return on investment at least in line with inflation within an acceptable level of risk.
3. To channel investments into sectors that promote and support public health objectives whilst maintaining acceptable returns where feasible.

Unrestricted investment income in 2024 was £25,312 down from £28,336 in 2023 and the Capital return on the portfolio was 5% compared to 4% in 2023.

Unrestricted reserves

Unrestricted funds at 31 December 2024 (excluding designated funds) totalled £2,425,290 representing 14 months of normal operational expenditure and 111% of yearly unrestricted turnover.

We continue to aim to maintain reserves of at least 6 months normal operational expenditure.

Other reserves

The following amounts were held at 31 December 2024:

- Designated funds £263,470
- Restricted funds £147,641
- Endowment funds £46,640

Designated funds

A designated fund is the “ring fencing” of funds, by the trustees, of existing unrestricted funds for a particular project or use by the Faculty.

Details of funds are shown in Note 15 to the accounts.

We have prepared a cash flow forecast to 31 December 2025 and we are confident that we can maintain our financial solvency whilst continuing to invest in IT system improvements.

Approach to fundraising

The Faculty does not undertake active fundraising activities.

Committee issues

The RMAFC has developed a comprehensive work plan which is RAG rated. A Remuneration Committee set up in 2016 has operated satisfactorily.

VAT

From 2016, FPH has been VAT registered.

Audit

I am pleased to report that we received an unqualified audit report for the year.

Risk management

The Faculty has a risk register which is updated on a regular basis by managers at FPH. The registers are also reviewed at relevant committee meetings and is then reviewed quarterly at the Risk Management, Audit & Finance Committee (RMAFC) who pay particular attention to all high-risk items. Our risk management process complies with the best practice as set out in the latest guidance from the Charity Commission. Significant risks to the Faculty include:

1. **Reputational and Financial:** The Faculty stores and processes personal and sensitive data of their members. We strive to protect data by complying with the General Data Protection Regulations.

Mitigation: Any new processes and services are required to have robust security as standard. The Faculty holds cyber security insurance and is working towards cyber essentials accreditation. We also mitigate against noncompliance by having a data management strategy including annual mandatory training for staff. We have appointed a data protection expert, and their support and guidance is utilised as and when needed.

2. **Operational and Financial:** The Faculty recognises that there are risks associated with some IT functions and has processes in place as well as designated funds for necessary upgrades.

Mitigation: A Programme Board has been appointed by the trustees to have oversight of all major projects, including the budget and timelines.

3. **Reputational, Operational and Financial:** Unexpected problems with Exam providers and/or venues. The Faculty has mitigated the impact of this by ensuring certain processes are in place and are reviewed regularly.

Mitigation: We continue to monitor delivery mechanisms to ensure a high-quality service and a good candidate experience.

The Risk Management Audit and Finance Committee is satisfied with the level of risk and the management controls in place to reduce the risks. In financial terms the risks to the organisation are not significant and the future of the Faculty is closely linked to the future development of the Public Health Specialty over time.

Thanks

In the final year of my first term as Treasurer, I remain very grateful for all the help received from my colleagues in the Faculty. I am particularly grateful to my colleagues for electing me as Treasurer for a final two-year term.

Firstly, to our President Kevin Fenton, whose term comes to an end in June, and the other Faculty Officers, Executive and Board Members. You constantly provide the appropriate level of both support and challenge, and it is a pleasure to work with you. A special mention once again to my predecessor Ellis Friedman whose wisdom and guidance I still rely on. Kajol Kochar remains a constant source of support and wise counsel. Colin Money has continued to grow in his role and is a valued team member. Julian Ryder and James Gore continue to give invaluable advice. James in particular is the Faculty's corporate memory bank, ensuring that lessons are learned from the past.

My colleagues on RMAFC continue to impress with their dedication to keeping the Faculty's finances on track and our investments in line with the FPH's high ethical standards. Our lay members Cathy Knowles and Shelagh Kirkland have continued as vital committee members during the relatively short time they have been with us. I would also like to thank Christina Gray who has grown and developed the role of Faculty Risk Advisor and is a very able Deputy Chair of RMAFC.

Finally, a huge thanks to Caroline Wren, for her invaluable support of RMAFC. I am very much looking forward to working with the new FPH President during the next two years.

Gerry Waldron

Faculty Treasurer, March 2025

Governance

The Faculty of Public Health (FPH) is a faculty of the Royal Colleges of Physicians of the UK, the latter consisting of the Royal College of Physicians of Edinburgh, the Royal College of Physicians and Surgeons of Glasgow and the Royal College of Physicians of London. The FPH is a registered charity (charity number 263894) and its governing instrument is its Standing Orders. The Standing Orders were updated in 2024.

The Faculty has given due consideration to Charity Commission published guidance on the operation of the Public Benefit requirement.

The trustees are the voting members of the FPH Board and comprise:

- FPH Officers
- Ordinary Board Members, comprising Local and General Board Members
- Co-opted members
- A representative of each of the three Royal Colleges of Physicians

The President and Vice President are elected by the membership through a ballot of all FPH voting members. Other officers are elected by the trustees. All officers are elected for a term of three years and, with the exception of the President, can stand for a further two-year term.

Ordinary Board Members are elected in accordance with the terms of Standing Orders 38-43. Co-opted members are elected by the trustees.

The trustees who served during 2024 are listed in appendix 1.

Before taking office, new trustees are presented with the FPH trustee handbook and provided with an induction programme, including a briefing by the President and other officers as appropriate. The trustees are also invited to spend time with FPH staff so they can gain an understanding of how the organisation works.

The Board meets five times a year, once after the Annual General Meeting in accordance with Standing Order 49, three times to discuss general items of business and a fifth time as an away day. The functions and powers of the Board are detailed in Standing Orders 50 and 51.

The vision and mission of the charity were updated in 2019 as part of the development of the FPH strategy for 2020-2025.

The Executive Committee carries out the functions set out in Standing Order 61.3, which include the power to act on behalf of the Board at the request of the President on matters of urgency.

A number of other standing committees are appointed by the Board to provide the structure to support the principal purposes of the organisation and are, in general, chaired by the officer with responsibility for that function.

Sub-committees and special committees with a limited lifespan may be appointed by the Board to assist it in any matter. All committees report to the Board via the Executive Committee. The committee structure in 2024 is set out in appendix 2.

FPH relies heavily on its members who work voluntarily on committees and are appointed into posts to take forward the work programme.

The Chief Executive is appointed and removed by the Board and is responsible for the day-to-day management of the staff and FPH headquarters in accordance with guidelines agreed by the Board.

Objects

The charitable objects of FPH are:

- To promote for the public benefit the advancement of knowledge in the field of public health
- To develop public health with a view to maintaining the highest possible standards of professional competency and practice
- To act as an authoritative body for the purpose of consultation in matters of education or public interest concerning public health.

Resources

Our financial resources are described in the financial statements. In addition to its paid staff, FPH relies heavily on the voluntary work of its honorary officers, Board and committee members.

Key management personnel

Chief Executive – James Gore

Deputy Chief Executive and Director of Education, Standards and Advocacy – Julian Ryder

Director of Operations and Membership Systems – Kajol Kochar

Remuneration policy

Remuneration for the Chief Executive is set by the FPH Remuneration Committee.

Remuneration for other key management personnel is set by the Chief Executive, in accordance with FPH pay and management performance policies.

Principal advisers

Bankers

National Westminster Bank Plc

125 Great Portland Street, London W1N 6AX

Solicitors

Bates Wells and Braithwaite London LLP

10 Queen Street Place, London EC4R 1BE

Auditors

Sayer Vincent

110 Golden Lane, London EC1Y 0TG

Investment Managers

Evelyn Partners

45 Gresham Street, London EC2V 7BG

Statement of Trustees' Responsibilities

Status

The Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom is a registered charity. Its charity number is 263894.

The trustees are responsible for the preparation of the Annual Report and Financial Statements in accordance with the applicable laws and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under charity law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its net outgoing resources for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgments 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
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2022. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Kevin Fenton
President

21 May 2025

Auditors' Report

Opinion

We have audited the financial statements of The Faculty of Public Health (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Faculty of Public Health's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial

statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Risk Management, Audit and Finance Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - ◊ Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - ◊ Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - ◊ The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

18 June 2025

Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

UK Faculty of Public Health 2024 Annual Report

Statement of financial activities

For the year ended 31 December 2024

	Note	Unrestricted £	Designated £	Restricted £	Endowment £	2024 Total £	Unrestricted	Designated	Restricted	Endowment	2023 Total £
Income from:											
Donations and legacies		141	-	-	-	141	-	-	-	-	-
Charitable activities											
Membership fees and subscriptions		1,426,237	-	-	-	1,426,237	1,408,683	-	-	-	1,408,683
Maintaining professional standards		151,320	289	-	-	151,610	151,757	-	-	-	151,757
Examination and training fees		364,252	-	-	-	364,252	350,069	-	-	-	350,069
International		-	-	108,292	-	108,292	-	-	170,955	-	170,955
Journal of Public Health		157,064	-	-	-	157,064	190,616	-	-	-	190,616
Other trading activities		42,737	-	-	-	42,737	39,365	-	-	-	39,365
Investments		24,382	-	-	930	25,312	27,554	-	-	782	28,336
Total income		2,166,134	289	108,292	930	2,275,646	2,168,043	-	170,955	782	2,339,780
Expenditure on:											
Investment management fees		13,297	-	-	-	13,297	13,141	-	-	-	13,141
Charitable activities											
Grants and prizes		500	6,991	9,248	-	16,739	500	6,116	3,838	-	10,454
Professional standards and		927,968	-	-	-	927,968	959,628	5,607	4,412	-	969,646
Examinations and training		596,462	-	-	-	596,462	571,278	-	-	-	571,278
Public health policy and advocacy		314,915	-	-	-	314,915	300,656	1,125	-	-	301,781
International		41,698	-	129,151	-	170,849	41,951	-	97,028	-	138,979
Journal of Public Health		89,707	-	-	-	89,707	85,448	-	-	-	85,448
Total expenditure	3	1,984,547	6,991	138,399	-	2,129,937	1,972,602	12,848	105,278	-	2,090,728
Net income / (expenditure) before net gains / (losses) on investments		181,587	(6,702)	(30,106)	930	145,709	195,442	(12,848)	65,676	782	249,052
Net gains / (losses) on investments	11	101,452	-	-	-	101,452	85,945	-	-	-	85,945
Net (Income) for the year	4	283,039	(6,702)	(30,106)	930	247,161	281,387	(12,848)	65,676	782	334,997
Transfers between funds	15c	50,181	(50,181)	-	-	-	151,222	(151,222)	-	-	-
Net movement in funds	4	333,220	(56,883)	(30,106)	930	247,161	432,609	(164,070)	65,676	782	334,997
Reconciliation of funds:											
Total funds brought forward		2,092,069	320,354	177,797	45,710	2,635,930	1,659,459	484,425	112,121	44,928	2,300,933
Total funds carried forward		2,425,290	263,470	147,691	46,640	2,883,091	2,092,069	320,354	177,797	45,710	2,635,930

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

UK Faculty of Public Health 2024 Annual

Report Balance sheet

As at 31 December 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	9		7,253		7,253
Intangible assets	10		171,955		151,222
Investments	11		1,749,509		1,661,354
			<u>1,928,717</u>		<u>1,819,828</u>
Current assets:					
Debtors	12	278,542		357,226	
Cash at bank and in hand		1,289,711		1,094,366	
		<u>1,568,253</u>		<u>1,451,592</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	(613,878)		(635,490)	
		<u>(613,878)</u>		<u>(635,490)</u>	
Net current assets			<u>954,375</u>		<u>816,102</u>
Total net assets	14		<u><u>2,883,091</u></u>		<u><u>2,635,930</u></u>
The funds of the charity:	15				
Restricted income funds			147,691		177,797
Endowment funds			46,640		45,710
Unrestricted income funds:					
Designated funds		263,470		320,354	
General funds		2,425,290		2,092,069	
		<u>2,688,760</u>		<u>2,412,423</u>	
Total unrestricted funds			<u>2,688,760</u>		<u>2,412,423</u>
Total charity funds			<u><u>2,883,091</u></u>		<u><u>2,635,930</u></u>

Approved by the trustees on 21 May 2025 and signed on their behalf by

Dr Gerry Waldron Treasurer

Professor Kevin Fenton
President

Statement of cash flows

For the year ended 31 December 2024

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

	2024 £	2023 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	247,161	334,997
Depreciation charges	29,447	-
(Gains)/losses on investments	(101,452)	(85,945)
Dividends, interest and rent from investments	(25,312)	(28,336)
(Increase)/decrease in debtors	78,684	(112,592)
Increase/(decrease) in creditors	(21,612)	125,182
Net cash provided by / (used in) operating activities	206,916	233,306

	2024 £	2023 £
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	206,916	233,306
Cash flows from investing activities:		
Dividends, interest and rents from investments	25,312	28,336
Cash held for reinvestment in investment portfolio	23,861	72,231
Proceeds from sale of investments	142,323	179,340
Purchase of intangible assets	(50,181)	(151,222)
Purchase of investments	(152,888)	(239,298)
Net cash provided by / (used in) investing activities	(11,573)	(110,613)
Change in cash and cash equivalents in the year	195,343	122,693
Cash and cash equivalents at the beginning of the year	1,094,366	971,673
Cash and cash equivalents at the end of the year	1,289,711	1,094,366

Notes to the financial statements

For the year ended 31 December 2024

1 Accounting policies

a) Statutory information

The Faculty of Public Health is an unincorporated charity registered with the Charity Commission in England & Wales.

The registered office address is 4 St. Andrews Place, London, NW1 4LB.

b) Basis of preparation

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

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This is on the basis of the level of cash and investments held by the Faculty, in addition to an anticipated surplus in the year to 31 December 2024.

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.

e) Income

Incoming resources are included in the Statement of Financial Activities (SoFA) on the following basis:

Membership subscriptions - amounts received in the current year and relating to the current year's subscriptions.

Examination and training fees - amounts received in the current year and relating to examinations and courses held in the current year.

Revalidation fees, donations and legacies, gift aid and investment income - amounts received in the current year.

Journal of Public Health and other income - amounts receivable where the Faculty is legally entitled to the income and the amounts can be reasonably quantified and the transfer of funds is probable.

Subscriptions, examination fees and other income received in advance of the related activity are deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Notes to the financial statements

For the year ended 31 December 2024

1 Accounting policies (continued)

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Endowment funds are perpetual funds where only the income generated from them is used for operational purposes. Capital growth / loss is adjusted to the value of the funds. Authority to change their nature and status lies with the donors.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

h) 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 is classified under the following activity headings:

Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs

Other expenditure represents those items not falling into any other heading

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

i) 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 on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

Professional standards and membership	45%
Examination and training fees	23%
Public health policy and advocacy	26%
International	5%
Journal of Public Health	1%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Fixed assets and depreciation

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. System development costs are not capitalised and written off in the year in which they are incurred.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The straight line depreciation rates in use are as follows:

Intangible assets	5 years
Office and IT furniture and equipment	3 years
No depreciation has been provided on donated items as their NBV is considered a fair estimate of their value.	

Notes to the financial statements

For the year ended 31 December 2024

1 Accounting policies (continued)

l) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

m) 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.

n) 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.

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

The charity contributes 12.5% of employees basic salaries to an auto-enrolment pension scheme. Alternatively staff may opt to have contributions made to authorised pension schemes of their choice.

Notes to the financial statements

For the year ended 31 December 2024

2 Detailed comparatives for the statements of financial activities

	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £
Income from:					
Donations and legacies	-	-	-	-	-
Charitable activities					
Membership fees and subscriptions	1,408,683	-	-	-	1,408,683
Maintaining professional standards	151,757	-	-	-	151,757
Examination and training fees	350,069	-	-	-	350,069
Public health policy and advocacy	-	-	-	-	-
International	-	-	170,955	-	170,955
Journal of Public Health	190,616	-	-	-	190,616
Other trading activities	39,365	-	-	-	39,365
Investments	27,554	-	-	782	28,336
Total income	2,168,043	-	170,955	782	2,339,780
Expenditure on:					
Investment management fees	13,141	-	-	-	13,141
Charitable activities					
Grants and prizes	500	6,116	3,838	-	10,454
Professional standards and membership	959,628	5,607	4,412	-	969,646
Examinations and training	571,278	-	-	-	571,278
Public health policy and advocacy	300,656	1,125	-	-	301,781
International	41,951	-	97,028	-	65,235
Journal of Public Health	85,448	-	-	-	85,448
Total expenditure	1,972,602	12,848	105,278	-	2,090,728
Net income / expenditure before gains /	195,442	(129,465)	65,676	782	249,052
Net gains / (losses) on investments	85,945	-	-	-	85,945
Net income for the year	281,387	(129,465)	65,676	782	334,997
Transfers between funds	151,222	(151,222)	-	-	-
Net movement in funds	432,609	(280,687)	65,676	782	334,997
Reconciliation of funds:					
Total funds brought forward	1,659,459	484,425	112,121	44,928	2,300,933
Total funds carried forward	2,092,069	320,354	177,797	45,710	2,635,930

Notes to the financial statements

For the year ended 31 December 2024

3a Analysis of expenditure (current year)

	Charitable activities									2024 Total £	2023 Total £
	Costs of raising funds £	Grants and prizes £	Professional standards and membership £	Examination and training fees £	Public health policy and advocacy £	International £	Journal of Public Health £	Governance costs £	Support costs £		
Direct staff costs (Note 5)	-	-	438,553	276,981	92,327	-	-	-	346,226	1,154,088	1,093,047
Direct costs	-	16,739	137,583	139,656	19,308	131,756	81,889	-	-	526,930	541,616
Other staff costs	-	-	-	-	-	-	-	-	23,120	23,120	43,689
Premise expenses	-	-	-	-	-	-	-	-	62,908	62,908	58,008
Communication and IT costs	-	-	-	-	-	-	-	-	206,073	206,073	208,962
Subscriptions and partnerships	-	-	-	-	-	-	-	-	25,141	25,141	23,249
Bank charges and other	-	-	-	-	-	-	-	-	28,067	28,067	29,712
Depreciation and loss on disposal	-	-	-	-	-	-	-	-	29,447	29,447	-
Trustees meetings and expenses	-	-	-	-	-	-	-	44,489	-	44,489	61,625
Investment management fees	13,297	-	-	-	-	-	-	-	-	13,297	13,141
Audit fees	-	-	-	-	-	-	-	16,375	-	16,375	17,680
	13,297	16,739	576,136	416,637	111,635	131,756	81,889	60,864	720,984	2,129,937	2,090,728
Support costs	-	-	324,443	165,826	187,456	36,049	7,210	-	(720,984)	-	-
Governance costs	-	-	27,389	13,999	15,825	3,043	609	(60,864)	-	-	-
Total expenditure 2024	13,297	16,739	927,968	596,462	314,915	170,849	89,707	-	-	2,129,937	2,090,728
Total expenditure 2023	13,141	10,454	969,646	571,278	301,781	138,979	85,448	-	-	2,090,728	

Notes to the financial statements

For the year ended 31 December 2024

3b Analysis of expenditure (previous year)

	Charitable activities									
	Costs of raising funds £	Grants and prizes £	Professional standards and membership £	Examination and training fees £	Public health policy and advocacy £	International £	Journal of Public Health £	Governance costs £	Support costs £	2024 Total £
Direct staff costs (Note 5)	-	-	413,657	257,138	89,439	-	-	-	332,812	1,093,047
Direct costs	-	10,454	206,908	135,721	10,650	100,192	77,691	-	-	541,616
Other staff costs	-	-	-	-	-	-	-	-	43,689	43,689
Premise expenses	-	-	-	-	-	-	-	-	58,008	58,008
Communication and IT costs	-	-	-	-	-	-	-	-	208,962	208,962
Subscriptions and partnerships	-	-	-	-	-	-	-	-	23,249	23,249
Bank charges and other	-	-	-	-	-	-	-	-	29,712	29,712
Depreciation and loss on disposal	-	-	-	-	-	-	-	-	-	-
Trustees meetings and expenses	-	-	-	-	-	-	-	61,625	-	61,625
Investment management fees	13,141	-	-	-	-	-	-	-	-	13,141
Audit fees	-	-	-	-	-	-	-	17,680	-	17,680
	13,141	10,454	620,565	392,859	100,089	100,192	77,691	79,305	696,432	2,090,728
Support costs	-	-	313,394	160,179	181,072	34,822	6,964	-	(696,432)	-
Governance costs	-	-	35,687	18,240	20,619	3,965	793	(79,305)		-
Total expenditure 2023	13,141	10,454	969,646	571,278	301,781	138,979	85,448	-	-	2,090,728

Notes to the financial statements

For the year ended 31 December 2024

4 Net income for the year

This is stated after charging / (crediting):

	2024 £	2023 £
Depreciation	29,447	14,642
Auditor's remuneration (excluding VAT): Audit	16,375	12,750

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	934,227	883,870
Redundancy and termination costs	-	17,391
Social security costs	107,167	99,432
Employer's contribution to defined contribution pension schemes	112,694	92,353
	1,154,088	1,093,047

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024 No.	2023 No.
£60,000 - £69,999	-	1
£70,000 - £79,999	1	1
£80,000- £89,999	1	-
£90,000 - £99,999	-	-
£100,000 - £109,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £330,368 (2023: £305,209).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £3,706 (2023: £3,859) incurred by 17 (2023: 12) members relating to attendance at meetings of the trustees.

6 Staff numbers

The average number of employees during the year was 19.08 (FTE 18.33). In 2023 it was 18.83 (FTE 18.25).

7 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

Aggregate donations from related parties were £nil (2022: £nil).

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31 December 2024

9 Tangible fixed assets

	Office Furniture and equipment £	Donated items £	Total £
Cost			
At the start of the year	25,871	4,912	30,783
Additions	-	-	-
Disposals			-
At the end of the year	<u>25,871</u>	<u>4,912</u>	<u>30,783</u>
Depreciation			
At the start of the year	23,531	-	23,531
Disposals			-
Charge for the year	-	-	-
At the end of the year	<u>23,531</u>	<u>-</u>	<u>23,531</u>
Net book value			
At the end of the year	<u>2,340</u>	<u>4,912</u>	<u>7,253</u>
At the start of the year	<u>2,340</u>	<u>4,912</u>	<u>7,253</u>

All of the above assets are used for charitable purposes.

10 Intangible assets

	E-Portfolio software £	CRM Software £	Website development £	Total £
Cost				
At the start of the year	64,613	175,503	136,546	376,662
Additions in year	18,910	31,271	-	50,181
At the end of the year	<u>83,523</u>	<u>206,774</u>	<u>136,546</u>	<u>426,843</u>
Depreciation				
At the start of the year	51,389	100,820	73,232	225,441
Charge for the year	5,260	7,830	16,357	29,447
At the end of the year	<u>56,649</u>	<u>108,650</u>	<u>89,589</u>	<u>254,888</u>
Net book value				
At the end of the year	<u>26,874</u>	<u>98,124</u>	<u>46,957</u>	<u>171,955</u>
At the start of the year	<u>13,224</u>	<u>74,683</u>	<u>63,314</u>	<u>151,222</u>

11 Listed investments

	2024 £	2023 £
Fair value at the start of the year	1,618,387	1,472,483
Additions at cost	152,888	239,298
Disposal proceeds	(142,323)	(179,340)
Net gain / (loss) on change in fair value	101,452	85,945
	<u>1,730,403</u>	<u>1,618,387</u>
Cash held by investment broker pending reinvestment	19,106	42,967
Fair value at the end of the year	<u>1,749,509</u>	<u>1,661,354</u>

Notes to the financial statements

For the year ended 31 December 2024

12 Debtors

	2024 £	2023 £
Trade debtors	55,454	92,589
Other debtors	168,871	202,014
VAT debtor	1,881	300
Prepayments	52,336	62,323
	278,542	357,226

With the exception of listed investments, all of the charity's financial instruments, both assets and liabilities, are measured at amortised cost. The carrying values of these are shown above and also in note 13 below.

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	131,632	144,344
Deferred income and grants repayable	41,413	50,000
Taxation and social security	24,266	43,709
Subscriptions paid in advance	188,067	139,761
Examinations and other fees paid in advance	141,789	155,378
Pension reserve	26,101	34,364
Accruals	60,610	39,180
	613,878	606,735

Deferred income and grants repayable comprises grant income received during the year for use in 2024/25

14a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Endowment £	Total funds £
Tangible fixed assets	7,253	-	-	-	7,253
Intangible assets	-	171,955	-	-	171,955
Investments	1,643,883	31,387	-	74,240	1,749,509
Current assets	1,360,434	60,128	147,691	-	1,568,253
Current liabilities	(586,278)	-	-	(27,600)	(613,878)
Net assets at 31 December 2024	2,425,290	263,470	147,691	46,640	2,883,091

14b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Endowment £	Total funds £
Tangible fixed assets	7,253	-	-	-	7,253
Intangible assets	-	151,222	-	-	151,222
Investments	1,597,208	2,131	-	62,015	1,661,354
Current assets	955,572	318,223	177,797	-	1,451,592
Current liabilities	(619,185)	-	-	(16,305)	(635,490)
Net assets at 31 December 2023	2,092,069	320,354	177,797	45,710	2,635,930

Notes to the financial statements

For the year ended 31 December 2024

15a Movements in funds (current year)

		At 1 January 2024 £	Income & gains £	Expenditure & losses £	Transfers- Note 15c £	At 31 December 2024 £
Restricted funds:	Note					
Sian Griffith Prize Fund	1	1,800	-	(1,200)	-	600
Sam Ramaiah Prize Fund	2	7,500	-	(3,142)	-	4,358
Elizabeth Russell Prize Fund	3	32,089	-	(1,571)	-	30,518
Lindsey Davies Synergy Fund	4	2,692	-	-	-	2,692
Dr Stewart-Brown Prize fund	5	3,500	-	(3,334)	-	166
Education and training						
Public Health Training in Clinical Specialities	6	46,101	-	-	-	46,101
Professional standards						
Revalidation Prog. - multidisciplinary	7	3,446	-	-	-	3,446
International						
THET DHSC Foundation for Health Care, Inovation and Development	8	2,254	20,288	(13,925)	-	8,617
Nursing Now Challenge Fellowship Program - Phase 2	9	-	9,443	(9,443)	-	-
Mental Health Project PHE		12,168	-	-	-	12,168
FPH Development Work on OHID		26,384	-	-	-	26,384
THET Nigeria Microbial College of Medicine	10	-	38,859	(38,725)	-	133
THET Ghana Public Health Association	11	39,863	39,703	(67,058)	-	12,508
Total restricted funds		177,797	108,292	(138,399)	-	147,691
Endowment funds:						
DARE Lecture Fund	12	45,710	930	-	-	46,640
Total endowment funds		45,710	930	-	-	46,640
Unrestricted funds:						
Designated funds:						
Welsh Affairs Committee Fund	13	895	-	-	-	895
Scottish Affairs Committee Fund	14	57,042	-	-	-	57,042
UK Public Health Association	15	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	16	4,051	-	(825)	-	3,226
Alwyn Smith Prize Fund	17	944	-	-	(944)	-
Wilfrid Harding Faculty Prize Fund	18	1,952	-	-	(1,952)	-
Cochrane Prize Fund	19	13,736	-	(2,248)	-	11,488
BACP Travelling Fellowship	20	2,124	-	-	(2,124)	-
June & Sidney Crown Award	21	6,408	-	(1,622)	2,124	6,910
Ann Thomas Prize Fund	22	(100)	-	-	100	-
The McEwen Award	23	2,322	-	-	(2,322)	-
Prize Funds Trading Account	24	30,543	289	(2,296)	10,824	39,360
Business Development Fund	25	23,997	-	-	(23,997)	-
Clifford Hamer Shaw Memorial Fund	26	2,706	-	-	(2,706)	-
Tijou Charitable Trust	27	3,000	-	-	(3,000)	-
Systems Development Fund	28	165,011	-	-	(26,184)	138,827
Total designated funds		320,355	289	(6,991)	(50,181)	263,471
General funds		2,092,069	2,267,586	(1,984,547)	50,181	2,425,289
Total unrestricted funds		2,412,424	2,267,875	(1,991,538)	-	2,688,760
Total funds		2,635,931	2,377,097	(2,129,937)	-	2,883,091

Notes to the financial statements

For the year ended 31 December 2024

15b Movements in funds (prior year)

	At 1 January 2023 £	Income & gains £	Expenditure & losses £	Transfers £	December 2023 £
Restricted funds:					
Sian Griffith Prize Fund	1,800	-	-	-	1,800
Trainer of the Year Award	-	-	-	-	-
Sam Ramaiah Prize Fund	7,500	-	-	-	7,500
Elizabeth Russell Prize Fund	32,089	-	-	-	32,089
Lindsey Davies Synergy Fund	2,692	-	-	-	2,692
Dr Stewart-Brown Prize fund	3,500	-	-	-	3,500
Education and training					
Public Health Training in Clinical Specialities	46,101	-	-	-	46,101
Professional standards					
Revalidation Prog. - multidisciplinary	11,696	-	(8,250)	-	3,446
International					
DHSC- THET	4	34,005	(31,755)	-	2,254
Festival Medical Services	6,382	-	(6,382)	-	-
Mental Health Project PHE	-	12,168	-	-	12,168
FPH Development Work on OHID	-	30,000	(3,616)	-	26,384
THET Nigeria	357	20,552	(20,909)	-	-
THET Ghana	-	74,229	(34,366)	-	39,863
Total restricted funds	112,121	170,955	(105,278)	-	177,797
Endowment funds:					
DARE Lecture Fund	44,928	782	-	-	45,710
Total endowment funds	44,928	782	-	-	45,710
Unrestricted funds:					
Designated funds:					
Welsh Affairs Committee Fund	895	-	-	-	895
Scottish Affairs Committee Fund	58,167	-	(1,125)	-	57,042
UK Public Health Association	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	5,076	-	(1,025)	-	4,051
Alwyn Smith Prize Fund	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	1,952	-	-	-	1,952
Cochrane Prize Fund	15,984	-	(2,248)	-	13,736
BACP Travelling Fellowship	2,124	-	-	-	2,124
June & Sidney Crown Award	8,179	-	(1,771)	-	6,408
Ann Thomas Prize Fund	872	-	(972)	-	(100)
The McEwen Award	2,422	-	(100)	-	2,322
Prize Funds Trading Account	30,543	-	-	-	30,543
Business Development Fund	23,997	-	-	-	23,997
Clifford Hamer Shaw Memorial Fund	2,706	-	-	-	2,706
Tijou Charitable Trust	3,000	-	-	-	3,000
Systems Development Fund	321,840	-	(5,607)	(151,222)	165,011
Total designated funds	484,425	-	(12,848)	(151,222)	320,355
General funds	1,659,460	2,253,989	(1,972,602)	151,222	2,092,069
Total unrestricted funds	2,143,884	2,253,989	(1,985,450)	-	2,412,423
Total funds	2,300,933	2,425,725	(2,090,728)	-	2,635,930

Notes to the financial statements

For the year ended 31 December 2024

15c Transfers between funds

The trustees undertook a review of the Prize funds. The five restricted funds were identified and the designated funds not specifically used were consolidated into the Prize fund general account (£10,824 and three named prize funds which still support prizes. There was a transfer of £23,997 from business development fund to the System Development fund during the year approved by the Trustees.

Purposes of restricted funds

- 1 Award to assist FPH members gain international experience, particularly in low and middle income countries
- 2 Award for excellence in FPH examinations
- 3 Award created by the Scottish committee
- 4 Award recognising success in or commitment to developing synergistic relationship with other organisations
- 5 Award recognising contributions towards mental health research
- 6 DoH grant to set up a programme of work around public health training in clinical specialities
- 7 Grant to cover work on developing FPH revalidation systems to ensure applicability to all PH specialists
- 8 Grant to support Antimicrobial Stewardship scheme
- 9 Grant for the dissemination of public health information to prevent diarrhoeal disease in Yemen
- 10 Grant to support Antimicrobial Stewardship scheme
- 11 Grant to support Antimicrobial Stewardship scheme

Purposes of endowment fund

- 12 Set up to fund lectures. No lecture was given this year so there was no movement in the fund.

Purposes of designated funds

- 13 Funds held on behalf of the Welsh affairs committee
- 14 Funds held on behalf of the Scottish affairs committee
- 15 Funds held on behalf of the UK Public Health Association
- 16 Award for excellence in examinations held by FPH
- 17 The Alwyn Smith Fund has been transferred into the General Prize fund
- 18 The Wilfred Harding Fund has been transferred into the General Prize fund
- 19 Awarded to undergraduate students to support educational activities in public health medicine
- 20 The BACP Travelling Fellowship has been transferred into the General Prize fund
- 21 Awarded biennially to assist FPH trainees gain experience of training outside the UK
- 22 The Ann Thomas Fund has been transferred into the General Prize fund
- 23 The McEwan Award has been transferred into the General Prize fund
- 24 General fund comprising investment income
- 25 Business development fund has been transferred to the System development fund
- 26 The Clifford Hamer Shaw Memorial Fund has been transferred into the General Prize fund
- 27 The Tijou Charitable Trust Fund has been transferred into the General Prize fund
- 28 The System Development fund was further drawn down and £50,181 of the expenditure capitalised during the year and £23,997 transferred into the fund from the Business Development fund.

16 Operating lease

FPH has a lease on 4 St Andrews Place, on a peppercorn rate, expiring on 25 August 2084. The trustees of this lease are:

- a) Professor Margaret Rae
- b) Professor John Newton
- c) Dr Ellis Friedman

Thank you

We would like to record our sincere thanks to all members and staff who have led and contributed to the work of the Faculty during 2024, including:

Officers and Board Members	
Kevin Fenton	President
Tracy Daszkiewicz	Vice President
Ellis Friedman	Registrar
Aimee Stimpson	Assistant Registrar
Gerry Waldron	Treasurer
David Chappel	Academic Registrar
Meng Khaw	Academic Registrar
Samia Latif	Assistant Academic Registrar
Irfan Ghani	Assistant Academic Registrar
Local Board Members	
Katie Dee	Scotland
Philip Daniels	Wales
Joanne McClean	Northern Ireland
Claire Sullivan	North East
Helen Bromley	North West
Corinne Harvey	Yorkshire & the Humber
Helene Denness	East Midlands
Zafar Iqbal	West Midlands
John Battersby	East of England
Catherine Mbema	London
Anjum Memon	South East
Christina Gray	South West
General Board Members	
Rachel Flowers	General Board Member
Paul Johnstone	General Board Member
Meng Khaw	General Board Member
Samia Latif	General Board Member
Co-opted Members	
Cat Pinho-Gomes	Chair, Specialty Registrars Committee
Samuel Tweed	Chair, Specialty Registrars Committee
Harry Rutter	Chair, Academic & Research Committee
Farhang Tahzib	Chair, Ethics Committee
Elizabeth Mason	Chair, Global Health Committee
Representatives of the Royal College of Physicians	
Chris Packham	RCP London
Lorna Willocks	RCP Edinburgh
Linda Bauld	Royal College of Physicians & Surgeons of Glasgow

Observers and Lay Members	
John Woodhouse	FPH Responsible Officer
Steven Bow	Chair, Ethics Committee
Clare Oliver-Williams	Co-chair, Specialty Registrars Committee
Alison Challenger	Association of Directors of Public Health
Alex Shilkoff	Lay Member
Amanjit Jhund	Lay Member
Kate Frazer	Lay Member
FPH Staff Team	
Aline Oshima	Executive Assistant to President & CEO
Caroline Wren	Senior Administrator, Business Services
Catarina Joele	Communications Coordinator
Colin Archer	Senior Membership Systems Officer
Colin Money	Finance Manager
David Parkinson	Head of Communications
Gareth Cooke	Education & Training Manager
Georgia Harris	Policy Coordinator
Heather Kay Whatley	Office & Workforce Administrator
James Gore	Chief Executive
Julian Ryder	Deputy CEO and Director of Education, Standards & Advocacy
Kajol Kochar	Director of Operations & Membership Systems
Laura Bland	Exams & Courses Manager
Marijana Curic	Specialty Training Coordinator
Renja Salonen	Senior Revalidation & Workforce Coordinator
Simi Shah	Membership Coordinator
Suweeni Panagoda	Examinations & Courses Coordinator
Valerie MacDonald	Finance Administrator
Victoria Strode	Exams Coordinator

- All members of our committees and working groups, details of which can be found in appendix 2
- All those involved in our special interest groups
- Our faculty advisers, deputy faculty advisers, CPD advisers and assessors on senior appointment interview panels
- All those involved in the successful delivery of our examinations
- All those who contributed to the successful delivery of our events, workshops and courses
- Registrars who worked with us on our FPH projects scheme
- Partner agencies, other organisations and government departments with which we worked in 2024

Annexes

Annex 1: Board Members

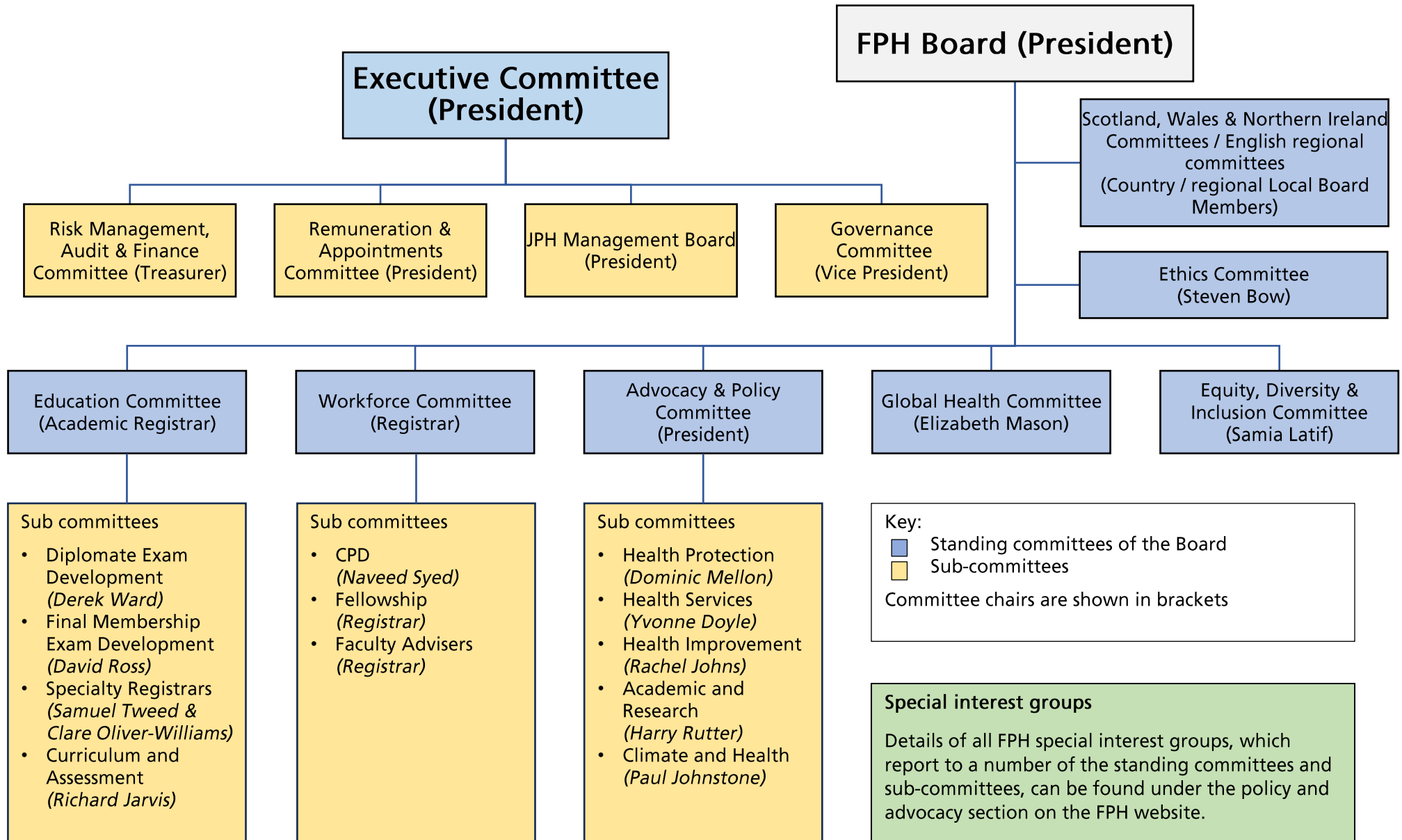
Board Members from 1 January to 31 December 2024

Officers	
President	Kevin Fenton
Vice President	Tracy Daszkiewicz
Registrar	Ellis Friedman
Assistant Registrar	Aimee Stimpson
Academic Registrar	David Chappel (to 25 June 2024)
Academic Registrar	Meng Khaw (from 25 June 2024)
Assistant Academic Registrar	Samia Latif (to 25 June 2024)
Assistant Academic Registrar	Irfan Ghani (from 25 June 2024)
Treasurer	Gerry Waldron
Elected Members	
General Board Member	Meng Khaw (to 25 June 2024)
General Board Member	Samia Latif (from 25 June 2024)
General Board Member	Paul Johnstone
General Board Member	Rachel Flowers
Local Board Member, North West	Helen Bromley
Local Board Member, North East	Claire Sullivan
Local Board Member, Yorkshire & the Humber	Corinne Harvey
Local Board Member, East Midlands	Helene Denness
Local Board Member, West Midlands	Zafar Iqbal
Local Board Member, London	Catherine Mbema
Local Board Member, South East	Anjum Memon
Local Board Member, East of England	John Battersby
Local Board Member, South West	Christina Gray
Local Board Member, Scotland	Katie Dee
Local Board Member, Wales	Philip Daniels
Local Board Member, Northern Ireland	Joanne McClean
Representatives of RCPs	
RCP London	Chris Packham
RCP&S Glasgow	Linda Bauld
RCP Edinburgh	Lorna Willocks
Co-opted Members	
Chair, Specialty Registrars Committee	Cat Pinho-Gomes (to 31 July 2024)
Chair, Specialty Registrars Committee	Samuel Tweed (from 1 August 2024)
Chair, Academic & Research Committee	Harry Rutter
Chair, Ethics Committee	Farhang Tahzib (to 25 June 2024)

Chair, Global Health Committee	Elizabeth Mason (co-opted member from 25 June 2024; previously observer)
Observers and Lay Members	
FPH Responsible Officer	John Woodhouse
Chair, FPH Ethics Committee	Steven Bow (from 19 August 2024)
Co-chair, Specialty Registrars Committee	Clare Oliver-Williams
Representative, Association of Directors of Public Health	Alison Challenger
Lay Member	Alex Shilkoff
Lay Member	Amanjit Jhund
Lay Member	Kate Frazer

* Observers and lay members are not FPH trustees.

Annex 2: FPH Committee Structure





FACULTY OF PUBLIC HEALTH

Faculty of Public Health
4 St Andrews Place
London
NW1 4LB

Registered charity 263894

Accounts



FACULTY OF
PUBLIC HEALTH

UK Faculty of Public Health 2023 Annual Report

www.fph.org.uk

During 2023...



131 SPECIALIST REGISTRARS

ENROLLED ONTO THE PUBLIC HEALTH TRAINING PROGRAMME



1,800

DELEGATES ATTENDED OUR PUBLIC HEALTH ACCREDITED PRACTITIONER MASTERCLASSES



261

CANDIDATES
SAT OUR EXAMINATIONS



22

CONSULTATION RESPONSES
ON A RANGE OF
CRITICAL TOPICS



36 FACULTY SPECIAL
INTEREST GROUPS
SHARING KNOWLEDGE AND
DELIVERING ADVOCACY



1,522

CPD SUBMISSIONS VIA
OUR NEW ONLINE DIARY

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Foreword from the President and Chief Executive

With 2023 bringing many new challenges and opportunities for the public health workforce, it has been a typically busy year for the Faculty and our members.

During the year, we were delighted to visit members in Scotland, Wales, Northern Ireland, and across the UK regions to better understand the challenges our members face on the ground, and how best the Faculty can support them as they work to tackle the health impacts of the cost-of-living crisis, respond to new and returning threats to health including measles, manage the next stage of the COVID-19 pandemic, and deliver many other outstanding programmes of work within an ever-shifting domestic and global political climate.

Delivering this work amidst an increasingly complex landscape has placed huge pressures on the public health workforce, and we would like to thank and congratulate every Faculty member for the work you have delivered during the past 12 months.

We would also like to particularly thank those members who have volunteered their time and expertise to work with the Faculty during 2023 – whether as examiners, advisors, assessors, special interest group or committee members, or representing members working regionally through the Faculty Board. The achievements outlined in the following report would not have been possible without your generosity and committed leadership.

Led by our [Strategic Focus Areas 2022 – 25](#), over the past year the Faculty has delivered on our principles of working in partnership with our members and system collaborators to promote excellence in public health practice, advocate for the best conditions for health to flourish, and advocating the public health workforce as we meet the challenges of today and prepare for the future.

In our core business of Education and Training we have continued work to support a high quality, resilient, diverse, and inclusive public health workforce. The past year saw a record intake to the public health specialty training programme, with 131 registrars joining the scheme. Nearly 300 candidates sat our exams, and 70 different FPH Members and Fellows supported 200 Advisory Appointment Committee panels. In supporting our members and the wider public health workforce we have also worked through our Education and Training Committee to ensure improved clarity, equity, and experience for public health practitioners across their career pathway, including major work to support a [Fair Training Culture in Public Health](#).

In recognition of the pressures faced by our members in responding to the COVID-19 pandemic and mounting challenges across the entire public health system, during 2023 the Faculty launched a new initiative focussed on workforce wellbeing. This work has included recruitment of Regional Wellbeing Champions to raise awareness, promote resources, and collate intelligence on the wellbeing of the public health workforce as well as our wellbeing-focussed 2023 membership survey.

Delivering on our role as an unequivocal and effective advocate for health and equity, we have leveraged our partnerships and influence as a system leader to lead impactful work on key areas of policy including [child food nutrition](#), [climate change](#), [drug policy](#), and supporting better NHS prevention. All of this work is framed by the public health principles of equity and justice, and this past year we have continued our relentless focus on anti-racism, setting out our commitments and strategies in our recently published [Anti-racism Framework](#).

We also continued to drive forward public health knowledge and awareness through our programmes of work on the 'Future of Public Health' and '[What is Public Health?](#)'. Launched during 2023, our highly successful new Distinguished Lecture series on the future of public health practice has featured presentations from Professor Camara Jones and Professor Chris Whitty, whilst our new 'What is Public Health?' resources have shone a spotlight on our profession and the contributions of the diverse public health workforce.

Partnership working is at the foundation of all that we do at the Faculty, and during 2023 we deepened our formal and informal relationships with cross-system partners and allied professions. We launched a new collaborative membership offer with the [Chartered Institute of Environmental Health](#), led work with the Royal College of General Practitioners on a new Dual Accreditation Programme, and delivered a stream at [this year's UKHSA Conference](#) in collaboration with the Association of Directors of Public Health, the Royal Society for Public Health, and other key partners.

We also drove forward our global agenda, working with the World Health Organisation and other international partners to [support global public health workforce capacity and preparedness](#). We agreed a new [Memorandum of Understanding with the International Academy of Public Health](#) to establish a framework for collaboration to promote global population health, and our newly formed [Disasters and Humanitarian Response Special Interest Group](#) now provides a platform for the Faculty and our members to lead necessary work to disseminate public health knowledge and best practice to colleagues and populations in urgent need.

These achievements, and others noted in the following report, represent the collective efforts of hundreds of Faculty members and other external partners, supported by a small but dedicated staff team. We again offer our thanks to those members who have worked with the Faculty during 2023 – and particularly the Faculty Board who have guided us so successfully through the past year.

We hope you enjoy reading this report, and we look forward to another year of working together to support better health for all.



Professor Kevin Fenton PrFPH CBE
President



Dr James Gore HonMFPH
Chief Executive

Our Vision, Mission and Charitable Objects

About FPH

The UK Faculty of Public Health (FPH) is the professional standards body for public health specialists and practitioners. We have around 4000 members, in the four nations of the United Kingdom and overseas.

We define public health as the science and art of preventing disease, prolonging life and promoting health and wellbeing, through the organised efforts of society.

Our Charitable Objects

1

To promote for the public benefit the advancement of knowledge in the field of public health



2

To develop public health with a view to maintaining the highest possible standards of professional competence and practice



3

To act as an authoritative body for the purpose of consultation and advocacy in matters of educational or public interest concerning public health



Our Vision

*Better health for all –
leaving no one behind*

Our Mission

As the professional membership body for public health we will work to promote and protect human health and its wider determinants for everyone in society by:



Playing a leading role in assuring an effective public health workforce



Promoting public health knowledge



Advocating for the reduction of inequalities and for the very best conditions for health and wellbeing to flourish

Trustees' Report:

Achievements and the year ahead

Education and Training

Education and training ambitions for 2023

- Start to develop a new ePortfolio system for registrars and trainers
Procurement process completed and development work started.
- Publish a report on equality issues in examinations and the training pathway
Report drafted and scheduled for publication in early 2024.
- Work with the General Medical Council (GMC) on changes to assessment criteria and potential new routes to registration
New GMC routes launched in late 2023 and FPH guidance and support updated.

Education and training

During 2023, the Education and Training team delivered on core areas of work to ensure that public health registrars continued to be supported by the Faculty throughout their training.

The team also administered several related processes including Out of Programme Training requests, the FPH project scheme, and the portfolio route for those seeking entry onto the Specialist Register with the GMC.

The team engages with a range of bodies including the General Medical Council, the UK Public Health Register, Medical Royal Colleges, and statutory education bodies to do its work.

In 2023, there were 131 registrars enrolled onto the public health training programme and 79 recommended for Certificate of Completion of Training (CCT). The Faculty assessed three GMC portfolio pathway – formerly Certificate for Eligibility for Specialist Registration (CESR) – applications.

Public health training curriculum

In August 2022, the Faculty launched the revised public health training curriculum and provided a series of resources and drop-in sessions to support the implementation of the new curriculum.

In 2023, we submitted our evaluation to the GMC regarding the implementation process and this was accepted by the regulators. In 2024, we will consider the next major curriculum review and develop a plan to manage this project.

Exams

After extensive consultation with public health registrars, regulators, and those involved in the delivery of the training programme, the Faculty decided in 2021 to keep the Diplomate Exam (DFPH) online and return to a face-to-face format for the Final Membership Exam (MFPH).

For the Diplomate Exam, we continued our partnership with TestReach to deliver the exam, and during 2023, 182 candidates sat the exam over two online sittings.

Four successful sittings of the Final Membership exam were delivered during 2023, with a total of 81 candidates sitting the exam.

32 examiners were involved in the marking process for the DFPH exam and 19 examiners were involved in the MFPH exam, a total of 51 examiners supporting our exams. The Faculty is immensely grateful to all these members for their contribution to maintaining the highest standards of public health practice.

A fair training culture in public health

In 2022 the Faculty published a ground-breaking report looking at inequalities in the recruitment process to the public health training programme.

During 2023, a number of actions were taken in response to that report including making the recruitment resources more accessible on a single NHS site, starting to review the numerical reasoning and critical reasoning tests for the assessment centre stage, and trainee-led development of targeted support to disadvantaged groups.

The Faculty has revised its process of assessing requests for reasonable adjustments from examination candidates and improved the accessibility of our exams through revision of the information on the Faculty website and the application process.

Work on the next stage of this programme of work, looking at exam and training outcomes was conducted throughout 2023, and will report in 2024

Workforce and Standards

Workforce and standards ambitions for 2023

- Launch a new Continuing Professional Development (CPD) diary within the FPH members' portal to complement the revised policy introduced in April 2022
New CPD diary successfully launched in March 2023.
- Revise the Faculty workforce strategy
Work on revising the strategy started in 2023 and will be published in 2024.
- Advocate for additional registrar places on the public health training programme
2023 was the highest ever intake of public health registrars on the training programme.

Senior appointments

FPH works to maintain standards in public health by reviewing and approving consultant-level job descriptions and by providing external assessors for interview panels.

2023 has been another busy year of senior public health appointments. During the year, 70 different FPH Members and Fellows sat on 199 Advisory Appointment Committee (AAC) interview panels in their role as Assessors. The Faculty approved 223 job descriptions throughout 2023, compared to 204 in 2022, 286 in 2021 and 244 in 2020.

FPH held three training days for Faculty Assessors to ensure continued capacity for this vital role, with 24 Members and Fellows attending the training.

CPD

In 2022 the Faculty introduced a major change to the CPD requirements for members, emphasising the role of reflection in public health practice. In 2023 we successfully launched a new online CPD diary within the members' portal to complement the new policy; 1522 members made a submission via the new diary in the first year of operation.

Revalidation

During 2023, the Faculty acted as the designated revalidation body for 115 members, made 22 positive revalidation recommendations to the GMC, and held 104 appraisals.

During 2023, FPH commissioned an external review of the revalidation service we offer to members. The last external review was conducted in 2019, with the normal cycle having been disrupted by the COVID-19 pandemic. The report of the review was finalised and agreed in early 2024.

Workforce

The public health training programme expanded significantly in 2023 with a record 131 enrolments and we continue to advocate for additional public health training places. We will work with system partners to promote the role of public health specialists as they work with a range of employers, notably the NHS in England where public health specialists are increasingly supporting Integrated Care Systems (ICSs).

In 2023 the Faculty held a number of workshops focused on the future public health workforce and will continue to work with partners to improve capacity. We also began work on revising the FPH workforce strategy, which will be launched in 2024.

In recognition of the pressures faced by our members in responding to the COVID-19 pandemic, during 2023 the Faculty also launched a new initiative focused on wellbeing. The key aims of this initiative is to better support the wellbeing of FPH members across all four UK nations and overseas, as well as their wider multi-disciplinary teams, and to create supportive working environments essential to delivering high quality work to protect the public's health. This work has included opening recruitment for new Regional Wellbeing Champions who will raise awareness of the systemic factors affecting wellbeing, promote relevant resources, and collate intelligence on issues that impact on the wellbeing of the public health workforce.

Public Health Accredited Practitioner Masterclasses

The Public Health Accredited Practitioner Masterclasses are an introduction to the basic concepts of public health for those who are new to the topic, as well as serving as a refresher course for experienced practitioners.

In response to the pandemic, the masterclasses were successfully moved to an online environment during 2020, and online delivery continued throughout 2023. The programme continues to be popular, and during 2023 the Faculty delivered 73 modular workshops for nine commissioners in England, Wales and Northern Ireland with 1,800 public health practitioners attending.

Advocacy and Policy

Advocacy and policy ambitions for 2023

- Continue to deliver on our strategic objectives in support of the Faculty's mission; Better Health For All - Leaving No-one Behind
During 2023 FPH has delivered a range of advocacy work to support better health for all, including launching a series of high-profile Distinguished Lectures led by global thought leaders in public health.
- Support policy work targeted at reducing health inequalities
A focus on health inequalities has underpinned FPH's advocacy work during 2023, including work on alcohol, drugs, migration, poverty and sexual and women's health.
- Support our Special Interest Groups to promote their work to the wider Faculty membership
Work of Faculty SIGs is regularly promoted through the bulletins, social media and website; with five new SIGs set up in 2023.
- Expand our work on climate and health
FPH held a number of member-focussed events on climate and health knowledge, provided a range of CPD resources, and developed a number of position statements and policy responses.

COVID-19

Three years on from the beginning of the COVID-19 pandemic, during 2023 the Faculty continued to monitor members' wellbeing and take forward learning and legacies from the pandemic.

In June 2023, the independent public inquiry into COVID-19 started public hearings. The inquiry, chaired by Baroness Heather Hallett, is looking at the United Kingdom's response to, and the impact of, the pandemic and lessons for the future.

The Faculty's President, Professor Kevin Fenton, provided [oral evidence](#) in July 2023 as part of module 1 of the inquiry and the Faculty has worked with other colleges and faculties, along with the Academy of Medical Royal Colleges, to support and inform the inquiry's work.

Health inequalities

During 2023, health inequalities remained at the foundation of the Faculty's advocacy work. We continued our work on poverty and the cost of living crisis, jointly holding a conference in 2023 with public health partner bodies and publishing a [statement on public health and poverty](#). A follow-up event will be held in 2024.

The Faculty contributed to – and supported the development of – the Smoke-free generation proposals, started a major piece of advocacy work on children's food poverty and free school meals, and hosted a round table meeting on migration health in 2023. We also published a [range of policy briefings](#) on a number of key public health topics.

The FPH also ran one of the four workstreams at the UK Health Security Agency conference in Leeds in November, focusing on health inequalities.

Climate and health

The Faculty's work on climate and health, and the public health role in responding to and addressing these challenges, was further developed in 2023. Working through our Climate and Health Committee and Sustainable Development Special Interest Group, the Faculty held a major conference on climate and health in June 2023, and further events on air quality, communicating climate change messages, embedding climate into the training curriculum, and a [post-COP28 stock take](#).

Consultation responses

Throughout 2023, the Faculty worked with our members to [provide informed, authoritative responses to consultation documents](#). We responded to 22 formal consultations in 2023 including antimicrobial resistance, prevention in health and social care, health protection regulations, tobacco control, air quality and men's health.

Special Interest Groups

The Faculty's Special Interest Groups went from strength to strength during 2023. There are currently 36 different SIGs covering a vast range of public health topics and policy areas, all driven by the commitment and expertise of Faculty members.

Five new SIGs were formed in 2023, looking at artificial intelligence, disasters and humanitarian response, emergency services, non-communicable diseases in low and middle-income countries, and women's health.

Outstanding public health advocacy was delivered by many SIGs, including on drug policy reform, climate change and sustainability, food, poverty, and sexual and reproductive health.

SIGs continue to be a critical way for the Faculty to develop public health advocacy and for members to explore and contribute to policy areas they are interested in.

Membership and Organisation

Membership and organisation ambitions for 2023

- Launch all remaining phases of the members portal, including the new CPD diary
Launched the new joining functionality for all members, the new AACs function, and the new CPD diary. Further work was also done on the new exam booking system and SIGs/committees function, these will be launched in 2024.
- Continue work on improved digital services and start the development work for a new ePortfolio platform and upgrade the FPH website
The new ePortfolio is under development and will be launched in Summer 2024. The FPH website was upgraded and launched successfully in November 2023.
- Review the membership subscription fee structure
In 2023, for the fifth year in a row membership and examination fees remained the same. The fee structure was reviewed during 2023, and an increase of 5% for membership fees has been implemented for 2024. Exam fee structure changes will also be implemented in 2024/2025.
- Update our standing orders
The standing orders were reviewed by the Governance Committee and FPH Board, and following a legal review they are being updated. This work will be completed in 2024.
- Review the awards and prize's structure
The structure and financial arrangements of the Faculty Awards and Prizes was reviewed and updated during 2023.
- Continue to deliver on our financial strategy with a balanced budget and maintain our ethical investment policy
The Faculty continues to deliver on our financial strategy, ensuring a balanced budget and ethical investments.

FPH membership survey

The Faculty launched its membership survey in late 2023 with a new focus on wellbeing issues. The survey closed in January 2024 and the results will be analysed in early 2024

CIEH membership offer

During 2023 the Faculty joined with the Chartered Institute of Environmental Health (CIEH) to offer reciprocal membership at no extra cost to members. Existing members of FPH are offered the opportunity to opt-in to CIEH Affiliate membership and receive access to all of the associated membership benefits. In reciprocity, all existing members of CIEH are offered the opportunity to opt-in to FPH Associate membership, which has resulted in significant increases to the total FPH membership.

New Faculty website

Over the summer months, we started the process of upgrading the FPH website to refresh the design and introduce some new functionality. The website launched in November 2023 and we have received overwhelmingly positive feedback.

Elections

Elections were held during 2023 for a new Assistant Registrar, five Local Board Members, five Faculty Advisers, ten Deputy Faculty Advisers and five Regional CPD Advisers, with the majority of posts successfully recruited to. A number of Deputy Faculty Adviser and CPD Adviser posts remain vacant due to a lack of nominations.

Members volunteering their time to work with the Faculty

Over 25 committees report directly and indirectly to the Board of Trustees, and approximately 350 members take an active role in at least one or more of these committees.

All of the Faculty members who volunteer their time and expertise to deliver roles such as Faculty Adviser, Committee or SIG Member, Assessor, CPD Adviser, Examiner, or Board Member are essential to the continued successes of the Faculty. We thank them for their dedication, commitment, and support.

Work to update IT infrastructure; Membership Portal & Customer Relationship Management (CRM) systems

In 2023 we successfully launched a further four phases of the members' portal, including updates to our internal systems to facilitate this work:

1. New CPD diary – now linked and within the members profile and portal account.
2. Enrolment process for Specialist Registrars (StRs) – enabling seamless enrolment of new StRs including uploading documents and making payments.
3. Joining and full profile function – enabling individuals to join and apply for membership, pay and download their certificates, invoices and receipts, and upgrade membership where relevant.
4. AACs function – enabling assessors to review and provide feedback to AAC's via the members portal.

The remaining three phases will be launched in 2024.

Awards and Prizes

In 2023 we awarded:

- 9 Honorary Fellows
- 15 Honorary Members
- 37 Fellows through Distinction
- 13 Members through Distinction

Our awards and prizes promote and celebrate the contributions and achievements of our members and the impact they have on improving the public's health. We were delighted to have been able to award so many people and we thank all award sponsors, as well as everyone who submitted nominations.

Sarah Stewart Brown Award for Public Mental

Health Award to encourage and promote leadership and innovation in public mental health in the UK among members of the public health community to Chantelle Fatania.

Sir John Brotherston Prize for the best essay or research on a public health topic written by a student or young graduate to Roshan Karthikappallil.

Michael O'Brien Prize for the highest score in the FPH diplomate exam to Beattie Sturrock (March 2023 sitting) and Matthew Quinn (October 2022 sitting).

The McEwen Award for the highest score in the FPH final membership examination to Joseph Jasperse.

Ann Thomas Prize for the highest score in the Faculty's final membership exam by a specialty registrar based in Wales to Penelope Cresswell-Jones.

FPH Trainer Award for exceptional educational supervisors to Kate Bailey and Sara Godward.

Sian Griffiths Global Public Health Award in recognition of the unique contribution of public health professionals working in global public health to Delanjathan Devakumar.

FPH Staff Award in recognition of outstanding work by FPH staff to James Elliott and Marijana Curic.

Sam Ramaiah Award for work on a public health topic that seeks to improve the health of black and minority ethnic communities or reduce health inequalities in the UK to Fatima Wurie and Hadjer Nacer.

Synergy Award in recognition of a strong commitment to, or success in, collaborative working with other organisations on shared public health objectives to Adam Holland.

Alwyn Smith Prize for outstanding contribution to public health research or practice to Yvonne Doyle.

Bazalgette Professorship Champion of Evidence

Award in recognition of the public good that results from the translation of public health research into services, infrastructure and the environment to Laura Shallcross.

Cochrane Prize to support an educational activity in the field of public health to Annabel Follows.

Deborah Turbitt Memorial Award for excellence in health protection leadership and management to Hannah Jary.

We hosted a well-attended face to face event to celebrate the achievements of those individuals awarded Honorary and Distinction Grades of membership as well as the prizes and awards detailed above. We are looking forward to celebrating again in 2024.

Global health

In June 2023, we were pleased to welcome Elizabeth Mason as new chair of the Faculty's Global Health Committee. We would like to record our sincere thanks to Neil Squires for his excellent leadership of the committee over many years.

The Faculty continued to support delivery of the World Health Organisation (WHO) roadmap on building the public health and emergency workforce and is represented on the steering group by Professor Squires and Fatai Ogunalyi, former chair of the FPH Specialty Registrars Committee (now a consultant in public health). The Global Health Committee and its SIGs also continued to foster collaboration with other agencies, including the International Association of National Public Health Institutes (IANPHI), the Association of Schools of Public Health in the European Region (ASPHER), and the Association of Public Health Schools in Africa (ASPHA).

Led by Nicole Klynman, our global health advocacy lead, a project was undertaken on 'resettlement schemes for newly arrived migrants to the UK and key public health concerns: a focus on Afghan and Ukrainian refugees'. A final report will be available in 2024.

During the year, we were pleased to welcome the establishment of a new Disasters and Humanitarian Response SIG led by Kanza Ahmed and the reestablishment of the Non-communicable Diseases in Low-and Middle-Income Countries SIG, co-chaired by Allison Beattie and Jay Bagaria. The committee was also pleased to support work undertaken by specialty registrars on achieving equitable access to global health training placements.

Our global health SIGs remain highly active and delivered excellent work during 2023. Activities included:

- A series of webinars hosted by the Africa SIG on strengthening the public health workforce, which attracted audiences from across Africa and beyond.
- The launch of Yemen Public Health Praxis by the Yemen SIG in partnership with Health Professional for Yemen – UK (HPY-UK) and Peoples-Praxis, which offers mentoring for health professionals in Yemen.
- Partnership working between the Sudan SIG and the Sudan Doctors Union to support humanitarian efforts following the outbreak of war, including the amplification of fundraising and social media campaigns to raise awareness of the conflict.
- Supporting the response to the devastating floods in Pakistan through the Pakistan SIG, including preparing a publication for early 2024.
- Publication of a blog by the Global Violence Prevention SIG on the Ukraine War.
- Publication of statements on the crisis in Israel and Palestine, led by the Global Violence Prevention SIG and the Disasters and Humanitarian Response SIG.

Our plans for 2024

Education and training ambitions for 2024:

- Develop and launch a new ePortfolio system for registrars and trainers
- Publish a report on equality issues in examinations and the training pathway
- Review the delivery of the Diplomate Examination

Workforce and standards ambitions for 2024

- Revise the Faculty's workforce strategy with system partners
- Develop a network of wellbeing champions across the UK to support members
- Revise and update Good Public Health Practice

Advocacy and policy ambitions for 2024

- Develop a focussed programme of advocacy in consultation with the Faculty's Board and members
- Advocate on health inequalities, including around the cost-of-living crisis and other key policy areas such as climate change
- Hold Government to account on proper arrangements for the public health system

Membership and Organisation ambitions for 2024

- Launch all remaining phases of the members portal, including the examinations applications process and Special Interest Groups membership
- Deliver on our financial strategy with a balanced budget and maintain our ethical investment policy
- Launch the new ePortfolio platform
- Release updated standing orders for the Faculty
- Review of organisation-wide policies and procedures
- Implement our new Anti-Racism Framework and Action Plan
- Deliver Board elections
- Develop engagement with FPH overseas members

Trustees' Report:

Financial review and governance

Treasurer's Report 2023

I am pleased to present my second report as the FPH Treasurer, and to report that the Faculty achieved an unrestricted surplus of £195,442 in 2023 before investment Gains.

Income was up in 2023 mainly due to increased membership subscription income – despite membership fees being frozen for the fifth year.

Overall, unrestricted costs were up by 8% in 2023, due to the increase in staff costs being offset by a general decline in exam and overhead costs specifically governance, insurance and IT costs.

Total investment gains on unrestricted funds were £85,945. These Gains were positive when compared to last year's performance and showed a recovery in the last quarter.

In 2021 the trustees agreed a programme of improvements to our systems and transferred £485,000 from unrestricted reserves to a designated Systems Development Fund. £123,610 was used in 2022, and a further £156,829 in 2023.

Key objectives set out in the Faculty Financial Strategy have been achieved. A prudent budget has been set for 2024 and I have confidence that the improvement of the financial health of the Faculty will continue.

Financial summary

In looking at our financial statements, the most important figures to consider are those in the columns headed 'unrestricted funds'. These are the sums that are fully available for FPH to use for our operational activities. The other types of funds we report in our accounts have various restrictions placed on them, and they cannot be used for everyday activity. Some of these funds, resource our prizes whilst others relate directly to grant-based projects.

The unrestricted surplus before investment gains (see below) was £195,442, this compares with an unrestricted surplus in 2022 before investment gains of £307,483.

The total surplus for the year before investment gains was £249,052 compared with a surplus of £153,627 in 2022. The overall surplus after investment returns amounted to £334,997 compared with an overall deficit of £115,924 in 2022.

Investments

Our investments are managed by Evelyn Partners (formerly Smith and Williamson) Investment Managers. The key objectives of the FPH investment policy are:

1. Achieve an annual unrestricted income of at least £30,000 from dividends and interest (but it is recognised that this is ambitious in the current climate and revised our forecasts accordingly.)
2. Achieve a return on investment at least in line with inflation within an acceptable level of risk.
3. To channel investments into sectors (where possible) that promote and support public health objectives whilst maintaining acceptable returns where feasible.

Unrestricted investment income in 2023 was £28,336 up from £21,932 in 2022 and the total gain on investments was 4% compared to a loss of 16% in 2022.

Unrestricted reserves

Unrestricted funds at 31 December (excluding designated funds) totalled £2,092,069 currently representing 12 months of normal operational expenditure and 90% of yearly unrestricted turnover.

We continue to aim to maintain reserves of at least 6 months normal operational expenditure.

Other reserves

The following amounts were held at 31 December 2023:

Designated funds	£320,354
Restricted funds	£177,797
Endowment funds	£45,710

Designated Funds

A designated fund is the “ring fencing” of funds, by the trustees, of existing unrestricted funds for a particular project or use by the Faculty.

Details of funds are shown in Note 15 to the accounts.

Impact of COVID-19 and Financial sustainability

The financial impact of the COVID-19 pandemic on the Faculty in 2023 was well-mitigated, which contrasted well with the adverse effects on many health organisations.

We have prepared a cash flow forecast to 31 December 2024 and we are confident that we can maintain our financial solvency whilst continuing to invest in IT system improvements.

Approach to fundraising

The Faculty does not undertake active fundraising activities.

Committee issues

The RMAFC has developed a comprehensive work plan which is Red-Amber-Green (RAG) rated. A Remuneration Committee set up in 2016 has operated satisfactorily.

VAT

From 2016, FPH has been VAT registered.

Audit

I am pleased to report that we received an unqualified audit report for the year.

Thanks

In my second year as Treasurer, I remain very grateful for all the help received from my colleagues in the Faculty.

Firstly, to our President Kevin Fenton and the other Faculty Officers, Executive and Board Members. You constantly provide the appropriate level of both support and challenge, and it is a pleasure to work with you. A special mention once again to my predecessor Ellis Friedman with whom I worked closely on the significant changes to the Membership and Fellowship categories introduced this year. Kajol Kochar remains a constant source of support and wise counsel. George Sabaratnam left for another position shortly after the 2023 Annual General Meeting (AGM) and has been ably followed by Colin Money. Julian Ryder and James Gore continue to give invaluable advice. James in particular is the Faculty's corporate memory bank, ensuring that lessons are learned from the past.

My colleagues on RMAFC continue to impress with their dedication to keeping the Faculty's finances on track and our investments in line with the FPH's high ethical standards. Our lay members Cathy Knowles and Shelagh Kirkland have established themselves as vital committee members during the relatively short time they have been with us. I would also like to thank Christina Gray who, despite a very busy day job, recently took up the role of Faculty Risk Advisor, which I had been temporarily covering.

Finally, a huge thanks to Caroline Wren, for her invaluable support of RMAFC. I am very much looking forward to continuing this important work during the final year of my current term.

Gerry Waldron

Faculty Treasurer, 03 June 2024

Risk management

The Faculty has a risk register which is updated on a regular basis by managers. The register is then reviewed quarterly at the Risk Management, Audit & Finance Committee (RMAFC) who pay particular attention to all high-risk items. Our risk management process complies with the best practice as set out in the latest guidance from the Charity Commission. Significant risks to the Faculty include:

1. **Operation:** Membership unhappy with the way FPH is seen to be responding to COVID related matters. The Faculty has mitigated the impact of this by continuing to deliver services to our membership and the specialty whilst working in a hybrid format.
Mitigation: We have developed our digital offering, as well as our membership and committee engagement.
2. **Operation:** The Faculty recognises that there are risks associated with our IT functions and has designated funds for necessary upgrades. There will be additional demand on internal resources while the development takes place.
Mitigation: A Programme Board has been appointed by the trustees to have oversight of all major projects, including the budget and timelines.
3. **Reputation/Operation:** There is a reputational and operational risk to the Faculty that the required development of a new ePortfolio platform, will result in an inferior experience for users and/or loss of functionality/access to data.
Mitigation: This project is being closely managed through the Programme Board and numerous exploratory meetings will be carried out to ensure experiences, functionality and access is considered and minimised before implementation.
4. **Reputation and Financial:** The Faculty stores and processes personal and sensitive data of their members. We strive to protect data by complying with the General Data Protection Regulations.
Mitigation: Any new processes and services are required to have robust security as standard. The Faculty holds cyber security insurance and is working towards cyber essentials accreditation. We also mitigate against noncompliance by having a data management strategy including annual mandatory training for staff. We have appointed a data protection expert, and their support and guidance is utilised as and when needed.

The Risk Management Audit and Finance Committee is satisfied with the level of risk and the management controls in place to reduce the risks. In financial terms the risks to the organisation are not significant and the future of the Faculty is closely linked to the future development of the Public Health Specialty over time.

Governance

The Faculty of Public Health is a faculty of the Royal Colleges of Physicians of the UK, the latter consisting of the Royal College of Physicians of Edinburgh, the Royal College of Physicians and Surgeons of Glasgow and the Royal College of Physicians of London. FPH is a registered charity (charity number 263894) and its governing instrument is its Standing Orders.

The Faculty has given due consideration to Charity Commission published guidance on the operation of the Public Benefit requirement.

The trustees are the voting members of the FPH Board and comprise:

- A representative of each of the three Royal Colleges of Physicians
- FPH Officers
- Ordinary Board Members, comprising Local and General Board Members
- Co-opted members

The President and Vice President are elected by the membership through a single transferable vote system. Other officers are elected by the trustees. All officers are elected for a term of three years and, with the exception of the President, can stand for a further two-year term.

Ordinary Board Members are elected in accordance with the terms of Standing Orders 37-42 and the detailed procedures for the timetable and the single transferable vote system as agreed by the Board. Co-opted members are elected by the trustees.

The Board members who served during 2023 are listed in appendix 1.

Before taking office, new trustees are presented with the FPH trustee handbook and provided with an induction programme, including a briefing by the President and other officers as appropriate. The trustees are also invited to spend time with FPH staff so they can gain an understanding of how the organisation works.

The Board meets five times a year, once after the Annual General Meeting in accordance with Standing Order 49, three times to discuss general items of business and a fifth time as an away day. The functions and powers of the Board are detailed in Standing Orders 50 and 52.

The vision and mission of the charity were updated in 2019 as part of the development of the FPH strategy for 2020-2025.

The Executive Committee carries out the functions set out in Standing Order 63, which include the power to act on behalf of the Board at the request of the President on matters of urgency.

A number of other standing committees are appointed by the Board to provide the structure to support the principal purposes of the organisation and are, in general, chaired by the officer with responsibility for that function.

Sub-committees and special committees with a limited lifespan may be appointed by the Board to assist it in any matter. All committees report to the Board via the Executive Committee. The committee structure in 2023 is set out in appendix 2.

FPH relies heavily on its members who work voluntarily on committees and are appointed into posts to take forward the work programme.

The Chief Executive is appointed and removed by the Board and is responsible for the day-to-day management of the staff and FPH headquarters in accordance with guidelines agreed by the Board.

Objects

The charitable objects of FPH are:

- To promote for the public benefit the advancement of knowledge in the field of public health
- To develop public health with a view to maintaining the highest possible standards of professional competency and practice
- To act as an authoritative body for the purpose of consultation in matters of education or public interest concerning public health.

Resources

Our financial resources are described in the financial statements. In addition to its paid staff, FPH relies heavily on the voluntary work of its honorary officers, Board and committee members.

Key management personnel

Chief Executive – **James Gore**

Deputy Chief Executive and Director of Education, Standards and Advocacy – **Julian Ryder**

Director of Operations and Membership Systems – **Kajol Kochar**

Remuneration policy

Remuneration for the Chief Executive is set by the FPH Remuneration Committee. Remuneration for other key management personnel is set by the Chief Executive, in accordance with FPH pay and management performance policies, and in discussion with the FPH Remuneration Committee.

Principal advisers

Bankers

National Westminster Bank Plc
125 Great Portland Street
London W1N 6AX

Solicitors

Bates Wells and Braithwaite London LLP
10 Queen Street Place
London EC4R 1BE

Auditors

Sayer Vincent LLP
110 Golden Lane
London EC1Y 0TG

Investment Managers

Evelyn Partners
45 Gresham Street
London
EC2V 7BG

Statement of Trustees' Responsibilities

Status

The Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom is a registered charity. Its charity number is 263894.

The trustees are responsible for the preparation of the Annual Report and Financial Statements in accordance with the applicable laws and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under charity law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its net outgoing resources for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- Make judgments 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
- Prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Professor Kevin Fenton CBE
President

Independent Auditor's Report

Opinion

We have audited the financial statements of The Faculty of Public Health (the 'charity') for the year ended 31 December 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Faculty of Public Health's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Risk Management, Audit and Finance Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 03 June 2024

Sayer Vincent LLP Statutory Auditor

Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities

For the year ended 31 December 2023

	Note	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
Income from:							
Donations and legacies		-	-	-	-	-	-
Charitable activities							
Membership fees and subscriptions		1,408,683	-	-	-	1,408,683	1,328,408
Maintaining professional standards		151,757	-	-	-	151,757	131,438
Examination and training fees		350,069	-	-	-	350,069	433,427
International		-	-	170,955	-	170,955	1,499
Journal of Public Health		190,616	-	-	-	190,616	180,446
Other trading activities		39,365	-	-	-	39,365	21,143
Investments		27,554	-	-	782	28,336	21,932
Total income		2,168,043	-	170,955	782	2,339,780	2,118,294
Expenditure on:							
Investment management fees		13,141	-	-	-	13,141	12,543
Charitable activities							
Grants and prizes		500	6,116	3,838	-	10,454	6,990
Professional standards and membership		959,628	5,607	4,412	-	969,646	971,799
Examinations and training		571,278	-	-	-	571,278	524,214
Public health policy and advocacy		300,656	1,125	-	-	301,781	302,185
International		41,951	-	97,028	-	138,979	65,235
Journal of Public Health		85,448	-	-	-	85,448	81,702
Total expenditure	3	1,972,602	12,848	105,278	-	2,090,728	1,964,666
Net income / (expenditure) before net gains / (losses) on investments		195,442	(12,848)	65,676	782	249,052	153,628
Net gains / (losses) on investments	11	85,945	-	-	-	85,945	(269,551)
Net (expenditure) for the year	4	281,387	(12,848)	65,676	782	334,997	(115,924)
Transfers between funds	15c	151,222	(151,222)	-	-	-	-
Net movement in funds	4	432,609	(164,070)	65,676	782	334,997	(115,924)
Reconciliation of funds:							
Total funds brought forward		1,659,459	484,425	112,121	44,928	2,300,933	2,416,858
Total funds carried forward		2,092,069	320,354	177,797	45,710	2,635,930	2,300,933

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

Balance sheet

As at 31 December 2023

	Note	2023 £	2022 £
Fixed assets:			
Tangible assets	9	7,253	7,253
Intangible assets	10	151,222	-
Investments	11	1,661,354	1,587,681
		1,819,828	1,594,934
Current assets:			
Debtors	12	357,226	244,635
Cash at bank and in hand		1,094,366	971,673
		1,451,592	1,216,309
Liabilities:			
Creditors: amounts falling due within one year	13	(635,490)	(510,308)
Net current assets		816,102	706,000
Total net assets	14	2,635,930	2,300,934
The funds of the charity:	15		
Restricted income funds		177,797	112,121
Endowment funds		45,710	44,928
Unrestricted income funds:			
Designated funds		320,354	484,424
General funds		2,092,069	1,659,460
Total unrestricted funds		2,412,423	2,143,885
Total charity funds		2,635,930	2,300,934

Approved by the trustees on 13 May 2024 and signed on their behalf by

Dr Gerry Waldron
Treasurer

Professor Kevin Fenton
President

Statement of cash flows

For the year ended 31st December 2023

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

	2023	2022
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	334,997	(115,924)
Depreciation charges	-	14,642
(Gains)/losses on investments	(85,945)	269,551
Dividends, interest and rent from investments	(28,336)	(21,932)
(Increase)/decrease in debtors	(112,592)	27,403
Increase/(decrease) in creditors	125,182	(53,935)
Net cash provided by / (used in) operating activities	233,306	119,805

	2023	2022
	£	£
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	233,306	119,805
Cash flows from investing activities:		
Dividends, interest and rents from investments	28,336	21,972
Cash held for reinvestment in investment portfolio	72,231	(1,871)
Proceeds from sale of investments	179,340	160,230
Purchase of intangible assets	(151,222)	-
Purchase of investments	(239,298)	(145,742)
Net cash provided by / (used in) investing activities	(110,613)	(262,691)
Change in cash and cash equivalents in the year	122,693	(142,886)
Cash and cash equivalents at the beginning of the year	971,673	1,114,559
Cash and cash equivalents at the end of the year	1,094,366	971,673

Notes to the financial statements

For the year ended 31 December 2023

1 Accounting policies

a) Statutory information

The Faculty of Public Health is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 4 St. Andrews Place, London, NW1 4LB.

b) Basis of preparation

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

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This is on the basis of the level of cash and investments held by the Faculty, in addition to an anticipated surplus in the year to 31 December 2024.

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.

e) Income

Incoming resources are included in the Statement of Financial Activities (SoFA) on the following basis:

- Membership subscriptions - amounts received in the current year and relating to the current year's subscriptions.
- Examination and training fees - amounts received in the current year and relating to examinations and courses held in the current year.
- Revalidation fees, donations and legacies, gift aid and investment income - amounts received in the current year.
- Journal of Public Health and other income - amounts receivable where the Faculty is legally entitled to the income and the amounts can be reasonably quantified and the transfer of funds is probable.

Subscriptions, examination fees and other income received in advance of the related activity are deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Endowment funds are perpetual funds where only the income generated from them is used for operational purposes. Capital growth / loss is adjusted to the value of the funds. Authority to change their nature and status lies with the donors.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 December 2023

h) 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 is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

i) 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 on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

– Professional standards and membership	45%
– Examination and training fees	23%
– Public health policy and advocacy	26%
– International	5%
– Journal of Public Health	1%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The straight line depreciation rates in use are as follows:

– Intangible assets- website and IT system development	5 years
– Office and IT furniture and equipment	3 years

No depreciation has been provided on donated items as their NBV is considered a fair estimate of their value.

l) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

m) 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.

n) 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.

Notes to the financial statements

For the year ended 31 December 2023

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

The charity contributes 12.5% of employees basic salaries to an auto-enrolment pension scheme. Alternatively staff may opt to have contributions made to authorised pension schemes of their choice.

2 Detailed comparatives for the statements of financial activities

	Unrestricted	Designated	Restricted	Endowment	2022 Total
	£	£	£	£	£
Income from:					
Donations and legacies	-	-	-	-	-
Charitable activities					
Membership fees and subscriptions	1,328,408	-	-	-	1,328,408
Examination and training fees	125,242	2,196	4,000	-	131,438
Maintaining professional standards	433,427	-	-	-	433,427
Public health policy and advocacy	-	-	-	-	-
International	-	-	1,499	-	1,499
Journal of Public Health	180,446	-	-	-	180,446
Other trading activities	21,143	-	-	-	21,143
Investments	21,932	-	-	-	21,932
Total income	2,110,599	2,196	5,499	-	2,118,293
Expenditure on:					
Investment management fees	12,543	-	-	-	12,543
Charitable activities					
Grants and prizes	-	1,450	5,540	-	6,990
Examinations and training	848,189	123,610	-	-	971,799
Maintaining professional standards	524,214	-	-	-	524,214
Public health policy and advocacy	295,585	6,600	-	-	302,185
International	40,523	-	15,472	9,239	65,235
Journal of Public Health	81,702	-	-	-	81,702
Total expenditure	1,802,755	131,660	21,012	9,239	1,964,667
Net income / expenditure before gains / losses	307,844	(129,465)	(15,513)	(9,239)	153,627
Net gains / (losses) on investments	38,292	(129,465)	(15,513)	(9,239)	(115,924)
Net income for the year	10,649	(40,506)	(6,633)	10,422	564,835
Transfers between funds	10,649	-	(10,649)	-	-
Net movement in funds	48,941	(129,465)	(26,162)	(9,239)	(115,924)
Reconciliation of funds:					
Total funds brought forward	1,610,519	613,889	138,282	54,167	2,416,858
Total funds carried forward	1,659,460	484,424	112,121	44,928	2,300,934

Notes to the financial statements

For the year ended 31 December 2023

3a Analysis of expenditure (current year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	413,657	257,138
Direct costs	-	10,454	206,908	135,721
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Investment management fees	13,141	-	-	-
Audit fees	-	-	-	-
	13,141	10,454	620,565	392,859
Support costs	-	-	313,394	160,179
Governance costs	-	-	35,687	18,240
Total expenditure 2023	13,141	10,454	969,646	571,278
Total expenditure 2022	12,543	6,990	971,799	524,214

Notes to the financial statements

For the year ended 31st December 2023

Charitable activities			Governance costs	Support costs	2023 Total	2022 Total
Public health policy and advocacy	International	Journal of Public Health				
£	£	£	£	£	£	£
89,439	-	-	-	332,812	1,093,047	963,422
10,650	100,192	77,691	-	-	541,616	565,971
-	-	-	-	43,689	43,689	51,469
-	-	-	-	58,008	58,008	61,150
-	-	-	-	208,962	208,962	149,412
-	-	-	-	23,249	23,249	22,164
-	-	-	-	29,712	29,712	28,494
-	-	-	-	-	-	14,642
-	-	-	61,625	-	61,625	81,699
-	-	-	-	-	13,141	12,543
-	-	-	17,680	-	17,680	13,700
100,089	100,192	77,691	79,305	696,432	2,090,728	1,964,667
181,072	34,822	6,964	-	(696,432)	-	-
20,619	3,965	793	(79,305)	-	-	-
301,781	138,979	85,448	-	-	2,090,728	1,964,667
302,185	65,235	81,702	-	-	1,964,667	

Notes to the financial statements

For the year ended 31st December 2023

3b Analysis of expenditure (prior year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	359,846	202,704
Direct costs	-	6,990	283,369	153,567
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Investment management fees	12,543	-	-	-
Audit fees	-	-	-	-
	12,543	6,990	643,215	356,271
Support costs	-	-	285,655	146,001
Governance costs	-	-	42,930	21,942
Total expenditure 2022	12,543	6,990	971,800	524,214

Notes to the financial statements

For the year ended 31st December 2023

Charitable activities			Governance costs	Support costs	2022 Total
Public health policy and advocacy	International	Journal of Public Health			
£	£	£	£	£	£
93,415	-	-	-	307,457	963,422
18,921	28,724	74,400	-	-	565,971
-	-	-	-	51,469	51,469
-	-	-	-	61,150	61,150
-	-	-	-	149,412	149,412
-	-	-	-	22,164	22,164
-	-	-	-	28,494	28,494
-	-	-	-	14,642	14,642
-	-	-	81,699	-	81,699
-	-	-	-	-	12,543
-	-	-	13,700	-	13,700
112,336	28,724	74,400	95,399	634,789	1,964,667
165,045	31,739	6,348	-	(634,789)	-
24,804	4,770	954	(95,399)	-	-
302,185	65,233	81,702	-	-	1,964,667

Notes to the financial statements

For the year ended 31st December 2023

4 Net income for the year

This is stated after charging / (crediting):

	2023	2022
	£	£
Depreciation	-	14,642
Auditor's remuneration (excluding VAT):		
Audit	12,750	11,900

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	883,870	779,582
Redundancy and termination costs	17,391	-
Social security costs	99,432	92,756
Employer's contribution to defined contribution pension schemes	92,353	91,085
	1,093,047	963,422

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023	2022
	No.	No.
£60,000 - £69,999	1	1
£70,000 - £79,999	1	-
£80,000 - £89,999	-	-
£90,000 - £99,999	-	-
£100,000 - £109,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £305,209 (2022: £299,475).

The charity trustees were neither paid nor 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).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £3,859 (2022: £3,485) incurred by 12 (2022: 11) members relating to attendance at meetings of the trustees.

6 Staff numbers

The average number of employees (FTE) during the year was 18.25 (2022: 16.6).

7 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

Aggregate donations from related parties were £nil (2022: £nil).

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31st December 2023

9 Tangible fixed assets

	Office Furniture and equipment £	Donated items £	Total £
Cost			
At the start of the year	25,871	4,912	30,783
Additions	-	-	-
Disposals	-	-	-
At the end of the year	25,871	4,912	30,783
Depreciation			
At the start of the year	23,531	-	23,531
Disposals	-	-	-
Charge for the year	-	-	-
At the end of the year	23,531	-	23,531
Net book value			
At the end of the year	2,340	4,912	7,253
At the start of the year	2,340	4,912	7,253

All of the above assets are used for charitable purposes.

10 Intangible assets

	E-Portfolio software £	CRM Software £	Website development £	Total £
Cost				
At the start of the year	51,389	100,820	73,232	225,441
Additions in year	13,224	74,683	63,314	151,222
At the end of the year	64,613	175,503	136,546	376,663
Depreciation				
At the start of the year	51,389	100,820	73,232	225,441
Charge for the year	-	-	-	-
At the end of the year	51,389	100,820	73,232	225,441
Net book value				
At the end of the year	-	-	-	-
At the start of the year	-	-	-	-

11 Listed investments

	2023 £	2022 £
Fair value at the start of the year	1,472,483	1,506,760
Additions at cost	239,298	311,591
Disposal proceeds	(179,340)	(76,317)
Net gain / (loss) on change in fair value	85,945	(269,551)
	1,618,387	1,472,483
Cash held by investment broker pending reinvestment	42,967	115,198
Fair value at the end of the year	1,661,354	1,587,681

Notes to the financial statements

For the year ended 31st December 2023

12 Debtors

	2023	2022
	£	£
Trade debtors	92,589	4,604
Other debtors	202,014	192,510
VAT debtor	300	300
Prepayments	62,323	47,221
	357,226	244,635

With the exception of listed investments, all of the charity's financial instruments, both assets and liabilities, are measured at amortised cost. The carrying values of these are shown above and also in note 13 below.

13 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	144,344	125,640
Deferred income and grants repayable	50,000	57,096
Taxation and social security	43,709	5,586
Subscriptions paid in advance	139,761	120,543
Examinations and other fees paid in advance	155,378	99,280
Pension reserve	34,364	32,560
Accruals	39,180	69,605
	606,735	510,308

14a Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,253	-	-	-	7,253
Intangible assets	-	151,222	-	-	151,222
Investments	1,597,208	2,131	-	62,015	1,661,354
Current assets	955,572	318,223	177,797	-	1,451,592
Current liabilities	(619,185)	-	-	(16,305)	(635,490)
Net assets at 31 December 2023	2,092,069	320,354	177,797	45,710	2,635,930

14b Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,253	-	-	-	7,253
Intangible assets	-	-	-	-	-
Investments	1,523,535	2,131	-	62,015	1,587,681
Current assets	621,893	482,294	112,121	-	1,216,308
Current liabilities	(493,221)	-	-	(17,087)	(510,308)
Net assets at 31 December 2022	1,659,459	484,425	112,121	44,928	2,300,933

Notes to the financial statements

For the year ended 31st December 2023

15a Movements in funds (current year)

		At 31 December 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2023 £
Restricted funds:	Note					
Sian Griffith Prize Fund	1	1,800	-	(600)	-	1,200
Sam Ramaiah Prize Fund	2	7,500	-	(1,571)	-	5,929
Elizabeth Russell Prize Fund	3	32,089	-	-	-	32,089
Lindsey Davies Synergy Fund	4	2,692	-	-	-	2,692
Dr Stewart-Brown Prize fund	5	3,500	-	(1,667)	-	1,833
Education and training						
Public Health Training in Clinical Specialities	6	46,101	-	(8,250)	-	46,101
Professional standards						
Revalidation Prog. - multidisciplinary	7	11,696	-	-	-	11,696
International						
DHSC- THET	8	4	34,005	(31,755)	-	2,254
Festival Medical Services	9	6,382	-	(6,382)	-	-
Mental Health Project PHE		-	12,168			
FPH Development Work on OHID		-	30,000	(3,616)		
THET Nigeria	10	357	20,552	(20,909)	-	-
THET Ghana	11	-	74,229	(34,366)	-	39,863
Total restricted funds		112,121	170,955	(105,278)	-	177,797
Endowment funds:						
DARE Lecture Fund	12	44,928	782	-	-	45,710
Total endowment funds		44,928	782	-	-	45,710

Notes to the financial statements

For the year ended 31st December 2023

15a Movements in funds (current year) cont.

		At 31 December 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2023 £
Unrestricted funds:	Note					
Designated funds:						
Welsh Affairs Committee Fund	13	895	-	-	-	895
Scottish Affairs Committee Fund	14	58,167	-	(1,125)	-	57,042
UK Public Health Association	15	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	16	5,076	-	(1,025)	-	4,051
Alwyn Smith Prize Fund	17	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	18	1,952	-	-	-	1,952
Cochrane Prize Fund	19	15,984	-	(2,248)	-	13,736
BACP Travelling Fellowship	20	2,124	-	-	-	2,124
June & Sidney Crown Award	21	8,179	-	(1,771)	-	6,408
Ann Thomas Prize Fund	22	872	-	(972)	-	(100)
The McEwen Award	23	2,422	-	(100)	-	2,322
Prize Funds Trading Account	24	30,543	-	-	-	30,543
Business Development Fund	25	23,997	-	-	-	23,997
Clifford Hamer Shaw Memorial Fund	26	2,706	-	-	-	2,706
Tijou Charitable Trust	27	3,000	-	-	-	3,000
Systems Development Fund	28	321,840	-	(5,607)	(151,222)	165,011
Total designated funds		484,425	-	(12,848)	(151,222)	320,354
General funds		1,659,459	2,253,989	(1,972,602)	151,222	2,092,069
Total unrestricted funds		2,143,884	2,253,989	(1,985,450)	-	2,412,423
Total funds including pension fund		2,300,933	2,425,725	(2,090,728)	-	2,635,930

15b Movements in funds (prior year)

		At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2022 £
Restricted funds:						
Sian Griffith Prize Fund		1,800	-	-	-	1,800
Trainer of the Year Award	22	-	-	(27)	5	-
Sam Ramaiah Prize Fund		8,000	-	(500)	-	7,500
Elizabeth Russell Prize Fund		32,089	-	-	-	32,089
Lindsey Davies Synergy Fund		3,205	4,000	(4,513)	-	2,692
Dr Stewart-Brown Prize fund		4,000	-	(500)	-	3,500
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)		-	-	-	-	-
Mental Health - PHE collaboration		-	-	-	-	-
Health Foundation		-	-	-	-	-

Notes to the financial statements

For the year ended 31st December 2023

15b Movements in funds (prior year) cont.

	At 1 January 2021	Income & gains	Expenditure & losses	Transfers	At 31 December 2022
Education and training					
Public Health Training in Clinical Specialities	46,101	-	-	-	46,101
Metacompetencies	5,131	-	-	(5,131)	-
Speciality Training	1,994	-	-	(1,994)	-
Health Education England	-	-	-	-	-
Professional standards					
CPD Fund	-	-	-	-	-
Revalidation Prog. - multidisciplinary	11,696	-	-	-	11,696
Corporate					
Royal College Fund	3,529	-	-	(3,529)	-
International					
DHSC- THET	1160	0	(1,156)	-	4
Festival Medical Services	7271	-	(889)	-	6,382
THET Nigeria	9,282	959	(9,884)	-	357
THET Ghana	3,003	540	(3,543)	-	-
Total restricted funds	138,283	5,499	(21,012)	(10,649)	112,121
Endowment funds:					
DARE Lecture Fund	54,167	-	(9,239)	-	44,928
Total endowment funds	54,167	-	(9,239)	-	44,928
Unrestricted funds:					
Designated funds:					
Welsh Affairs Committee Fund	895	-	-	-	895
Scottish Affairs Committee Fund	64,767	-	(6,600)	-	58,167
UK Public Health Association	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	5,576	-	(500)	-	5,076
Alwyn Smith Prize Fund	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	2,102	-	(150)	-	1,952
Cochrane Prize Fund	15,984	-	-	-	15,984
BACP Travelling Fellowship	2,124	-	-	-	2,124
June & Sidney Crown Award	8,679	-	(500)	-	8,179
Ann Thomas Prize Fund	1,072	-	(200)	-	872
The McEwen Award	2,522	-	(100)	-	2,422
Prize Funds Trading Account	28,347	2,196	-	-	30,543
Business Development Fund	23,997	-	-	-	23,997
Clifford Hamer Shaw Memorial Fund	2,706	-	-	-	2,706
Tijou Charitable Trust	3,000	-	-	-	3,000
Systems Development Fund	445,450	-	(123,610)	-	321,840
Total designated funds	613,890	2,196	(131,660)	-	484,425
General funds	1,610,519	2,110,599	(2,072,306)	10,649	1,659,460
Total unrestricted funds	2,224,409	2,112,794	(2,203,966)	10,649	2,143,885
Total funds	2,416,859	2,118,293	(2,234,217)	-	2,300,934

Notes to the financial statements

For the year ended 31st December 2023

15c Transfers between funds

The trustees undertook a review of the restricted funds held by the charity during the year. Four of these funds totalling £10,649 have been transferred out of restricted funds into unrestricted funds. This has been done on the basis that these funds were spent in previous years, but were never accounted for against the restricted funds. In addition, the trustees approved expenditure of £485,000 on future development of the organisations systems (of which £156,829 was spent in 2023). This amount has been transferred to a designated fund.

Purposes of restricted funds

- 1 Award to assist FPH members gain international experience, particularly in low and middle income countries
- 2 Award for excellence in FPH examinations
- 3 Award created by the Scottish committee
- 4 Award recognising success in or commitment to developing synergistic relationship with other organisations
- 5 Award recognising contributions towards mental health research
- 6 DoH grant to set up a programme of work around public health training in clinical specialities
- 7 Grant to cover work on developing FPH revalidation systems to ensure applicability to all PH specialists
- 8 Grant to support Antimicrobial Stewardship scheme
- 9 Grant for the dissemination of public health information to prevent diarrhoeal disease in Yemen
- 10 Grant to support Antimicrobial Stewardship scheme
- 11 Grant to support Antimicrobial Stewardship scheme

Purposes of endowment fund

- 12 Set up to fund annual lectures

Purposes of designated funds

- 13 Funds held on behalf of the Welsh affairs committee
- 14 Funds held on behalf of the Scottish affairs committee
- 15 Funds held on behalf of the UK Public Health Association
- 16 Award for excellence in examinations held by FPH
- 17 Award for outstanding contributions to research or practice in community medicine
- 18 Awarded biennially to a member judged to have made an outstanding contribution to FPH
- 19 Awarded to undergraduate students to support educational activities in public health medicine
- 20 Awarded biennially to assist FPH trainees undertake educational travel, normally outside the UK
- 21 Awarded biennially to assist FPH trainees gain experience of training outside the UK
- 22 Award for excellence in examinations held by FPH
- 23 Award for excellence in examinations held by FPH
- 24 General fund comprising investment income
- 25 Moneys released from past funding agreements to be used for future projects at the discretion of the Trustees
- 26 Part of a legacy received to be used for the production of public health films
- 27 Grant towards FPH's Public Health funding campaign
- 28 The trustees have agreed to designate a total of £485,000 towards system development projects of which £39,550 was spent in 2021, and a further £123,610 was spent in 2022 and £156,829 in 2023, reducing the total to £165,011. £151,222 was capitalised at the end of the year on completion of the projects.

16 Operating lease

FPH has a lease on 4 St Andrews Place, on a peppercorn rate, expiring on 25 August 2084. The trustees of this lease are:

- a) Professor Margaret Rae
- b) Professor John Newton
- c) Dr Ellis Friedman

Thank You

We would like to record our sincere thanks to all members and staff who have led and contributed to the work of the Faculty during 2023, including:

Officers and Board Members	
Kevin Fenton	President
Tracy Daszkiewicz	Vice President
Ellis Friedman	Registrar
Sally Pearson and Aimee Stimpson	Assistant Registrar
Gerry Waldron	Treasurer
David Chappel	Academic Registrar
Samia Latif	Assistant Academic Registrar
Local Board Members	
Katie Dee	Scotland
Angela Jones and Philip Daniels	Wales
Brid Farrell and Joanne McClean	Northern Ireland
Claire Sullivan	North East
Helen Bromley	North West
Corinne Harvey	Yorkshire & the Humber
Helene Denness	East Midlands
Zafar Iqbal	West Midlands
John Battersby	East of England
Catherine Mbema	London
Anjum Memon	South East
Christina Gray	South West
General Board Members	
Rachel Flowers	
Paul Johnstone	
Meng Khaw	
Co-opted Members	
Fatai Ogunlayi and Cat Pinho-Gomes	Chair, Specialty Registrars Committee
Carol Brayne and Harry Rutter	Chair, Academic & Research Committee
Farhang Tahzib	Chair, Ethics Committee
Representatives of the Royal College of Physicians	
Chris Packham	RCP London
Lorna Willocks	RCP Edinburgh
Linda Bauld	Royal College of Physicians & Surgeons of Glasgow

Observers and lay members

John Woodhouse	FPH Responsible Officer
Neil Squires and Elizabeth Mason	Chair, Global Health Committee
Alison Challenger	Association of Directors of Public Health
Alex Shilkoff	Lay member
Amanjit Jhund	Lay member
Kate Frazer	Lay member

FPH Staff Team

Aline Oshima	Executive Assistant to President & CEO
Audrey Haydock	Workforce Manager (to July 2023)
Caroline Wren	Senior Administrator, Business Services
Catarina Joele	Communications Co-ordinator (from May 2023)
Colin Archer	Senior Membership Systems Officer
Colin Money	Finance Manager (from June 2023)
David Parkinson	Head of Communications
Gareth Cooke	Education & Training Manager
George Sabaratnam	Finance Manager (to June 2023)
Georgia Harris	Policy Co-ordinator
Heather Kay Whatley	Office & Workforce Administrator (from June 2023)
James Elliott	Communications Assistant (to April 2023)
James Gore	Chief Executive
Julian Ryder	Deputy CEO and Director of Education, Standards & Advocacy
Kajol Kochar	Director of Operations & Membership Systems
Keith Carter	Business Services & Facilities (to April 2023)
Laura Bland	Exams & Courses Manager
Marijana Curic	Specialty Training Coordinator
Renja Salonen	Senior Revalidation & Workforce Coordinator
Simi Shah	Membership Coordinator
Suweeni Panagoda	Examinations & Courses Coordinator (from June 2023)
Valerie MacDonald	Finance Administrator
Victoria Strode	Exams Coordinator

- All members of our committees and working groups, details of which can be found in appendix 2
- All those involved in our special interest groups
- Our faculty advisers, deputy faculty advisers, CPD advisers and assessors on senior appointment interview panels
- All those involved in the successful delivery of our examinations
- All those who contributed to the successful delivery of our events, workshops and courses
- Registrars who worked with us on our FPH projects scheme
- Partner agencies, other organisations and government departments with which we worked in 2023

Appendix 1:

Board Members

Board Members

1 January to 31 December 2023

Officers	
President	Kevin Fenton
Vice President	Tracy Daszkiewicz
Registrar	Ellis Friedman
Assistant Registrar	Sally Pearson (to 27 June 2023) Aimee Stimpson (from 27 June 2023)
Academic Registrar	David Chappel
Assistant Academic Registrar	Samia Latif
Treasurer	Gerry Waldron
Elected Members	
General Board Member	Meng Khaw
General Board Member	Paul Johnstone
General Board Member	Rachel Flowers
Local Board Member, North West	Helen Bromley
Local Board Member, North East	Claire Sullivan
Local Board Member, North East	Claire Sullivan
Local Board Member, Yorkshire & the Humber	Corinne Harvey
Local Board Member, East Midlands	Helene Denness
Local Board Member, West Midlands	Zafar Iqbal
Local Board Member, London	Catherine Mbema
Local Board Member, South East	Anjum Memon
Local Board Member, East of England	John Battersby
Local Board Member, South West	Christina Gray
Local Board Member, Scotland	Katie Dee
Local Board Member, Wales	Angela Jones (to 27 June 2023) Philip Daniels (from 27 June 2023)
Local Board Member, Northern Ireland	Brid Farrell (to 27 June 2023) Joanne McClean (from 27 June 2023)

Representatives of RCPs

RCP London	Chris Packham
RCP&S Glasgow	Linda Bauld
RCP Edinburgh	Lorna Willocks

Co-opted Members

Chair, Specialty Registrars Committee	Fatai Ogunlayi (to 31 July 2023)
	Cat Pinho-Gomes (from 1 August 2023)
Chair, Academic & Research Committee	Carol Brayne (to March 2023)
	Harry Rutter (from April 2023)
Chair, Public Health Ethics Committee	Farhang Tahzib

Observers and Lay Members*

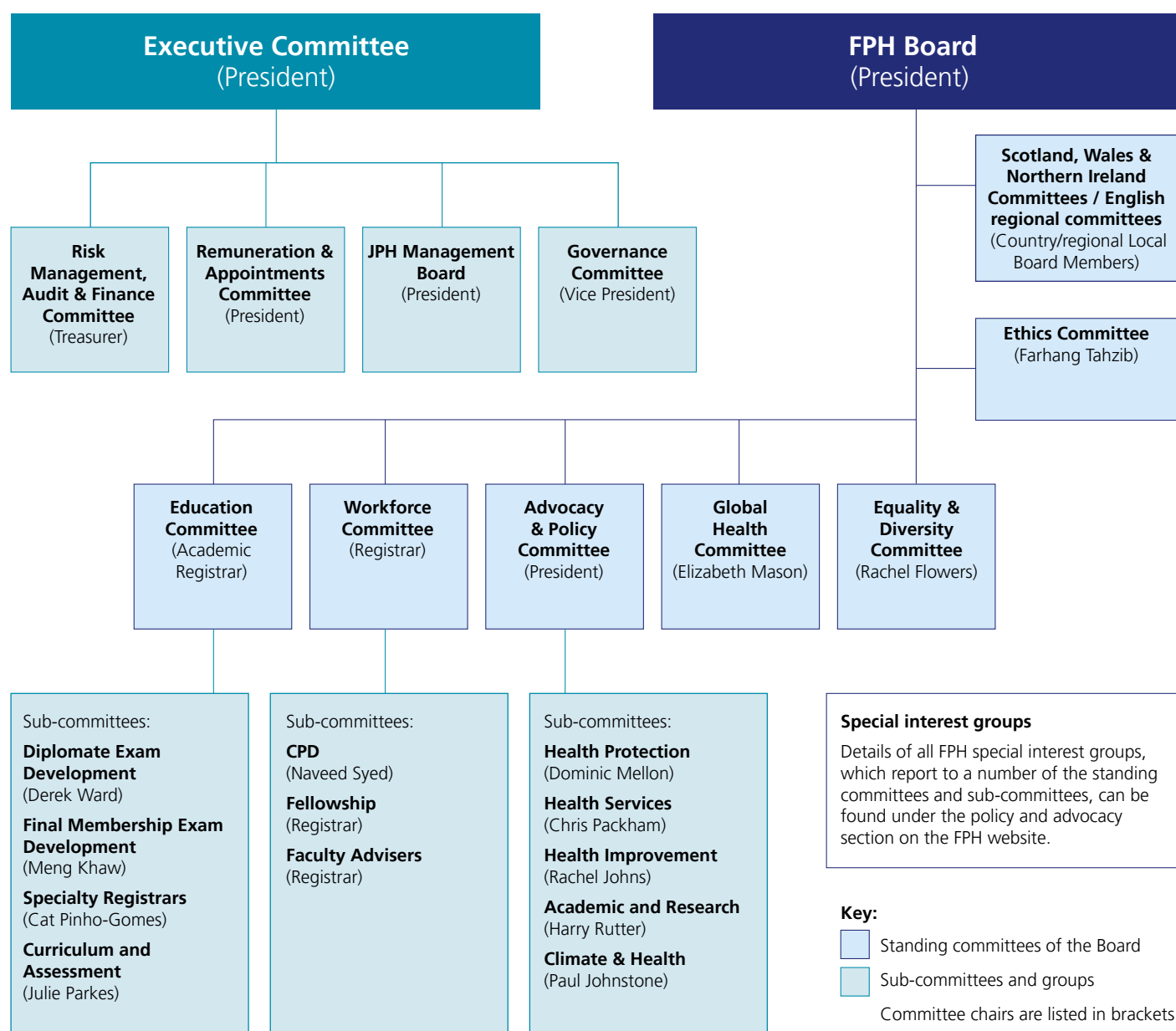
FPH Responsible Officer	John Woodhouse
Chair, FPH Global Health Committee	Neil Squires (to 27 June 2023)
	Elizabeth Mason (from 27 June 2023)
Representative, Association of Directors of Public Health	Alison Challenger
Lay Member	Alex Shilkoff
Lay Member	Amanjit Jhund
Lay Member	Kate Frazer

* Observers and lay members are not FPH trustees.

Appendix 2:

FPH Committee Structure

FPH committee structure – December 2022





**FACULTY OF
PUBLIC HEALTH**

Faculty of Public Health
4 St Andrews Place
London
NW1 4LB

Accounts



FACULTY OF
PUBLIC HEALTH

UK Faculty of Public Health 2022 Annual Report

www.fph.org.uk

During 2022...

LAUNCHED OUR NEW
BOARD-LED FOCUS
AREAS **2022–2025**



**IMPLEMENTED OUR NEW
CPD POLICY**



254

CANDIDATES

SAT FPH EXAMINATIONS



7

NEW POLICY
BRIEFINGS ON
KEY PUBLIC
HEALTH TOPICS

2,500

PEOPLE ATTENDED OUR PRACTITIONER MASTERCLASSES



**LAUNCHED OUR NEW
MEMBERSHIP PORTAL**

ADVOCACY ON CLIMATE,
COST-OF-LIVING, INEQUALITIES,
AND FUNDING FOR PUBLIC
HEALTH



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Introduction from the President and CEO

2022 saw much change in the public health landscape across the UK and internationally, with our priorities shifting to meet new challenges, having been dominated by the ongoing COVID-19 pandemic for the past two years. It has been a transitional year for the Faculty as well, with Maggie Rae's term of office coming to an end, and the Presidential handover taking place at our June Annual General Meeting.

We open this year's report by thanking Maggie for her exceptional leadership as Faculty President during such a challenging time. When Maggie began her role in June of 2019 none of us could have predicted that COVID-19 would dominate the next three years of public health, her Presidency, and the public's consciousness. Maggie guided the Faculty with dedication and skillful leadership, and we are both truly thankful for her outstanding contribution to the Faculty, to our members, and to the public health profession.

We also thank our Board and Officer group for their guidance during this period, including our past Vice President John Newton and past Registrar Giri Rajaratnam, both of whom stood down during 2022. We welcomed new Officers, Tracy Daszkiewicz as Vice President and Gerry Waldron as Treasurer and thank David Chappel, Samia Latif, Ellis Friedman and Sally Pearson for their continuing contributions.

This collaborative leadership group, supported by our members and the Faculty staff team, has assured an organisation in solid financial health, that has been delivering on its commitments to support the highest possible standards in public health practice, and that has positioned itself as a key voice on public health matters – working with cross-sector partners to advocate for the best conditions for health to flourish.

The pressures on our members have evolved alongside the COVID-19 pandemic, with 2022 bringing many new, and some old, challenges. We have seen widening health inequalities as the cost-of-living crisis impacts communities across the UK, new infectious disease outbreaks including Monkeypox and Polio, global conflict impacting populations around the world, and a worsening climate crisis threatening the health of local and global populations.

Responding to these threats amidst an ever-changing and increasingly complex landscape has placed huge pressures on the public health workforce. The efforts of our members, often delivered out of the public spotlight, all too regularly go without the recognition they deserve – so let us congratulate each and every one of you for the heroic work you have delivered to protect and improve the health of the populations you serve.

At the Faculty, we have continued our work to support a high quality, resilient, diverse and inclusive public health workforce. In August, we launched our revised Training Curriculum to ensure our public health leaders of the future are equipped with the tools they need to tackle the big challenges in public health. After consultation with our Specialty Registrars, we successfully returned to face-to-face sittings of the MFPH examination, having adapted the exam to an online environment in response to COVID-19 restrictions. During 2022, we also consulted widely on our new CPD Policy to be launched in 2023, and delivered the first phase of our critical work into Fair Training Culture and equality and diversity in the public health workforce.

We were also pleased to be able to build on our membership services this year. Having delivered major infrastructure updates to our internal systems, we were able to launch a new Membership Portal, and work is ongoing to deliver additional functionality through this new service. We also launched a new Membership Wellbeing working group, operating at Board-level to investigate how the Faculty can best support members' wellbeing after our 2021 membership survey reflected a workforce delivering under immense pressure. Recognising the outstanding work of our members, and the current financial strains faced by everyone across the UK, we were pleased to be able to freeze our membership and examination fees for a fourth consecutive year.

2022 was another busy year for the Faculty as a vocal advocate for sustainable, health-focussed policy to support the health of populations across the UK and internationally. In responding to the cost-of-living crisis and widening health inequalities, we launched our new Poverty Special Interest Group (SIG), which joined our Sustainable Development SIG, Food SIG, Drugs SIG and Alcohol SIG in publishing policy briefings ahead of 2022's Political Party Conference season. We continued our vital work on climate change and sustainable development, updating our Climate and Health Strategy and hosting several major events bringing together cross-system stakeholders to drive forward action on this most important agenda. We responded to consultations on Minimum Unit Pricing for alcohol, windfall tax for energy companies, the Scottish Government's Drug Deaths Bill, healthcare regulations, and many other issues. We also delivered on our global role, leading work with the World Health Organisation to develop an international roadmap for the public health and emergency workforce, and our Global Violence Prevention SIG issued an unequivocal statement on the Russian invasion of Ukraine and its consequences for health.

During the latter half of 2022, in agreement with the Faculty Board and in support of our Organisational Strategy 2020 - 25, we launched our 11 new Focus Areas, which will guide our work to 2025. These new focus areas represent our principles of working in partnership with our members and system collaborators to promote excellence in public health, advocate for the best conditions for health to flourish, and support the public health workforce as we meet the challenges of today and prepare for the future. There are opportunities for members to input into all of these workstreams as we come together to deliver on the Faculty's mission of promoting better health for all - leaving no one behind.

Finally, we thank each and every one of our members for the outstanding work they have delivered in response to the challenges we faced during 2022. The year has placed significant demands on our public health leadership and our resilience, but we remain committed to protecting and improving health for populations across the UK and internationally. We particularly thank the 400 members who worked with the Faculty during 2022 as Examiners, Committee Members, Faculty Advisors and in so many other roles, without them the achievements contained in the following report would not be possible - thank you.



Professor Kevin Fenton CBE
President



Dr James Gore HonMFP
Chief Executive

Our Vision, Mission and Charitable Objects

About FPH

The UK Faculty of Public Health is the professional standards body for public health specialists and practitioners. We have around 4000 members, in the four nations of the United Kingdom and overseas.

We define public health as the science and art of preventing disease, prolonging life and promoting health and wellbeing, through the organised efforts of society.

Our Charitable Objects

1

To promote for the public benefit the advancement of knowledge in the field of public health



2

To develop public health with a view to maintaining the highest possible standards of professional competence and practice



3

To act as an authoritative body for the purpose of consultation and advocacy in matters of educational or public interest concerning public health



Our Vision

*Better health for all –
leaving no one behind*

Our Mission

As the professional membership body for public health we will work to promote and protect human health and its wider determinants for everyone in society by:



Playing a leading role in assuring an effective public health workforce



Promoting public health knowledge



Advocating for the reduction of inequalities and for the very best conditions for health and wellbeing to flourish

Trustees' Report:

Achievements and the year ahead

Education and Training

Education and training ambitions for 2022

- Implement our revised specialty training curriculum in August 2022
 - **Curriculum launched in August 2022**
- Migrate the delivery of the MFPH (Final Membership) exam back to an in-person exam
 - **MFPH exam moved back to face-to-face in September 2022**
- Publish a report on equality issues in recruitment into public health speciality training
 - **Report published in November 2022**

Education and training

During 2022, the Education and Training team delivered on core areas of work to ensure that public health registrars continued to be supported by the Faculty throughout their training.

The team also supported several related processes including Out of Programme Training requests, the FPH project scheme, and the portfolio route (CESR) for those seeking entry onto the Specialist Register with the GMC.

The team engages with a range of bodies including the General Medical Council, the UK Public Health Register, Medical Royal Colleges, and statutory education bodies to do its work.

In 2022, there were 95 registrars enrolled, 72 recommended for CCT and 5 CESR applications assessed.

Public health training curriculum

In August 2022, the Faculty launched the revised 2022 public health training curriculum. To support the launch and implementation of the curriculum, a number of resources were made available on the Faculty website for registrars, supervisors, and training programme directors, with the ePortfolio updated to reflect the revised curriculum.

The Faculty also ran drop-in sessions, giving registrars and other stakeholders the opportunity to put queries to the Faculty. In 2023, the Curriculum and Assessment Committee will be reviewing the new curriculum and ensuring it has been successfully implemented.

Exams

As we emerged from our immediate response to the COVID-19 pandemic, the Faculty exams team worked with registrars and the development committees for both Faculty exams (DFPH and MFPH) to decide how future sittings would be delivered.

In consultation with registrars, the Faculty decided in 2021 to keep the Diplomate (DFPH) exam online. As a result of feedback from the registrars' group on the physical and mental demands of sitting four papers over two consecutive days, in 2022 this exam was split to allow a day's rest between the two exam days. In 2022, 171 candidates sat the Faculty's Diplomate exam.

After discussion with registrars, examiners, and regulators, it was agreed that the Final Membership Exam (MFPH) should return to face-to-face delivery, and the final online sitting took place in April 2022. The sittings in September and November 2022 saw a successful return to an in-person format, including the use of a new venue in Liverpool. In 2022, 83 candidates sat the MFPH exam (41 online, 42 in-person).

A fair training culture in public health

Public health is a clinical specialty committed to reducing inequalities, and our workforce must represent and reflect the diversity of the communities that we serve.

In 2022 the Faculty embarked on a programme of work looking at equalities across the public health career pathway. The first part of this work was to analyse recruitment into the public health training programme to identify gaps in fair training culture, identify where support or interventions might be needed and identify areas of good practice.

The results of this work were published in a report in the autumn of 2022 and the next stage of the work, reporting in 2023, will look at registrars' progress through training and examinations.

Workforce and Standards

Workforce and standards ambitions for 2022

- Launch a new CPD policy to better support members in recording and reflecting on CPD
 - **New CPD policy implemented in April 2022, with excellent feedback from members**
- Further expand the number of Faculty Assessors available to support recruitment into senior public health posts
 - **Two training days held, and the pool of approved, trained assessors available for this work increased**

Senior appointments

FPH works to maintain standards in public health by reviewing and approving consultant-level job descriptions and by providing external assessors for interview panels.

FPH has continued to see a surge in senior public health appointments this year. During 2022, 62 different FPH Fellows sat on 174 Advisory Appoint Committee (AAC) interview panels in their role as Assessors. The Faculty approved 204 job descriptions throughout 2022, compared to 286 in 2021, 244 in 2020 and 160 in 2019.

The Faculty held two Faculty Assessor training days to ensure continued capacity for this vital role, with 24 Members and Fellows attending the training.

CPD

After two years of suspension due to pressures on the workforce as a result of the COVID-19 pandemic, the normal requirements for continuing professional development (CPD) were re-introduced in April 2022.

Alongside this, the Faculty introduced a new CPD policy, making significant changes for members. The new policy, emphasising the role of reflection in public health practice, has been well-received by members.

In the latter part of 2022 work started on developing a new CPD diary to complement the revised policy.

Revalidation

FPH reintroduced annual appraisals for all connected members in April 2021 following the interim arrangements offered during the COVID-19 pandemic.

During 2022, the Faculty acted as the designated revalidation body for 118 members, made 16 positive revalidation recommendations to the GMC, and held 91 appraisals.

During 2022, FPH reviewed and amended its revalidation and appraisal policies to better support our connected members with their revalidation; these changes came into effect on 1 April 2022.

Workforce

In recognition of the pressures faced by our membership in responding to the COVID-19 pandemic, the Faculty coordinated a public letter of gratitude to the public health workforce from all four chief medical officers in the UK in January 2022.

The Faculty continues to advocate for additional public health training places, and is working with system partners to promote the role of public health specialists as they work with a range of employers, notably the NHS in England where public health specialists are supporting Integrated Care Systems.

Public Health Accredited Practitioner Masterclasses

The Public Health Accredited Practitioner Masterclasses are an introduction to the basic concepts of public health for those who are new to the topic, as well as serving as a refresher course for experienced practitioners.

In response to the pandemic, the masterclasses were successfully moved to an online environment during 2020, and online delivery continued throughout 2021-22.

The programme continues to be popular, and during 2022 there has been a major expansion in the number of courses provided, with 134 modular workshops delivered during 2022, with over 2,500 public health practitioners attending.

Advocacy and Policy

Advocacy and policy ambitions for 2022

- Continue to deliver on our strategic objectives in support of the Faculty's mission; Better Health For All - Leaving No-one Behind
 - **During 2022 FPH has delivered a range of advocacy work to support better health for all, including work on climate change, healthy food systems, and reducing smoking**
- Support policy work targeted at reducing health inequalities
 - **A focus on health inequalities has underpinned FPH's advocacy work during 2022, including work on gambling, overdose prevention centres, and the cost-of-living crisis**
- Hold Government to account on public health policy and system development
 - **FPH held a series of high-level workshops with senior public health leaders and outputs of these discussion have been published**
- Support our Special Interest Groups to promote their work to the wider Faculty membership
 - **Work of Faculty SIGs is regularly promoted through the bulletins, social media and website; with new SIGs set up to work on academic public health and poverty**
- Implement our climate and health strategy and embed this work across the Faculty
 - **Climate and health knowledge has been embedded into template consultant job descriptions and the training curriculum. The Faculty's Climate and Health Strategy has been published and reviewed, and a number of high-profile events have been hosted by the Faculty on climate and health**
- Publish a report on Equality and Diversity across the public health career pathway
 - **This work is in progress with an initial report published and work to continue during 2023**

COVID-19

As we reached two years since the beginning of the COVID-19 pandemic, during 2022 the Faculty continued to monitor and respond to Government messaging and actions around the ongoing pandemic.

Early in 2022, we called on Government to continue to offer free COVID-19 tests, and also for the official list of COVID-19 symptoms to be updated as the Omicron variant became dominant in the UK.

Working with cross-system partners, the Faculty co-ordinated a letter to the entire UK public health workforce from the four Chief Medical Officers, FPH, and the Association of Directors of Public Health, thanking public health practitioners for their outstanding contribution during the COVID-19 pandemic.

Health inequalities

During 2022, health inequalities remained at the foundation of the Faculty's advocacy work.

We amplified our call for the Government to pilot drug overdose prevention centers, including a Parliamentary reception, spoke out on gambling as a public health issue, developed further advocacy on sustainable diets through our Food Special Interest Group (SIG), and supported the smoke-free Khan review.

In response to the spiraling cost of living crisis, the Faculty set up a new SIG focussed on the impacts of poverty, and this work will be a significant part of our advocacy in 2023.

The Faculty also developed a series of policy briefings for UK political party conferences in the autumn of 2022.

Climate and health

The Faculty's work on climate and health, and the public health role in responding to and addressing these challenges, was further developed in 2022.

FPH revised its climate and health strategy, reflecting on the first year of operation and the work of the Faculty's Climate and Health Committee and Sustainable Development Special Interest Group (SIG).

FPH both hosted and contributed to a significant number of climate-related events during 2022, including a climate and health conference in September, a post-COP27 conference held jointly with the Royal Society of Medicine in December, and a London Public Health Forum event on air quality in November.

The Climate and Health Committee also pioneered a reverse mentoring program between registrars and senior public health leaders.

Public health systems

The Faculty provided a strong response to the Autumn Statement in 2022, noting the need for investment in public health and the critical importance of securing a robust, well-resourced workforce.

The Faculty also published a paper on the new system in August 2022, following a series of workshops with leaders from across public health, looking at the priorities and ambitions for public health in the new structure.

Consultation responses

Throughout 2022, the Faculty worked with our members to provide informed, authoritative responses to consultation documents.

Policy areas the Faculty contributed to include the UK Government drugs White Paper and the Scottish Government drugs death bill, minimum unit pricing for alcohol, healthcare regulation, Scottish drugs death bill, expansion of the ultra-low emissions zone in London, the windfall tax on energy companies, and water fluoridation.

Advocacy work in Scotland

2022 was another busy year across Scotland as we began to transition out of the pandemic. The 2022 Public Health Conference for Scotland was held virtually for the first time and was warmly welcomed by everyone as one of the first major opportunities to step away from the day job since the pandemic began.

Our active Advocacy Group has continued with its work and in October published a Call to Action on the cost of living crisis, highlighting key steps the Scottish and UK Governments could take to reduce the impact on the most vulnerable.

We are providing input into the new national Public Health Workforce Development Group which has been initiated to create a joint planning forum for all aspects of workforce planning.

Finally, we ended the year with a virtual visit from the President of the Faculty of Public Health who thanked all members in Scotland for their hard work during 2022.

Advocacy work in Wales

The Faculty of Public Health in Wales Committee has represented and supported members in Wales during the transfer of the Local Public Health Teams from Public Health Wales to the seven Health Boards in Wales, where they were hosted previously. This was completed in September 2022 and Health Boards and Directors of Public Health widely welcomed their public health teams. Following this, Terms of Reference were updated to include a representative from each of the Local Public Health Teams.

Further work is ongoing to strengthen the specialist public health system in Wales, with Public Health Wales leading this collaborative piece of work. It includes specialists and policy leads in Welsh Government, Public Health Wales, Health Boards and Local Authorities.

The specialty training conference was held in person this year in Port Talbot in November 2022, with approximately 65 delegates attending on each of the two days. It was an opportunity for Specialty Registrars to present their work with time for questions from the audience.

Advocacy work in Northern Ireland

During 2022, Faculty members in Northern Ireland continued to support the public health efforts to respond to and recover from the COVID-19 pandemic.

The committee was pleased to respond to a consultation on the proposal to introduce Minimum Unit Pricing of Alcohol.

Training and development of the workforce remains a key priority, with specialty registrars continuing to have exam success and all-Ireland training days re-established.

The Committee of the Faculty of Public Health in Northern Ireland continues to support Educational Supervisors by holding Training the Trainer events.

Membership and Organisation

Membership and organisation ambitions for 2022

- Continue to freeze membership and examination fees for members
 - **We are pleased that for the fourth year in a row we were able to freeze our membership and examination fees**
- Launch our new membership portal and continue work on improved digital services to provide easier access to CPD and other Faculty resources
 - **As planned, we launched our new members portal during 2022, and via this new resource we also launched our nomination round. The remaining phases of this work will be launched in 2023 along with the new CPD diary**
- Continue to deliver on our financial strategy with a balanced budget and maintain our ethical investment policy
 - **We continued to adhere to and deliver our financial strategy, ensuring a balanced budget and ethical investments**

Membership Fees

For the fourth consecutive year, in December 2022, FPH informed members that there would not be any increase to membership and examination fees in 2023.

Honorary & Distinction grades of Fellows & Members/ Awards & Prizes

In 2022 we awarded:

- 10 Honorary Fellows
- 16 Honorary Members
- 49 Fellows through Distinction
- 34 Members through Distinction

Our awards promote and celebrate the contributions and achievements of our members and the impact they have on improving the public's health. We were delighted to have been able to award the following for 2022. We thank all award sponsors, as well as everyone who submitted nominations.

Sarah Stewart Brown Award for Public Mental Health Award to encourage and promote leadership and innovation in public mental health in the UK among members of the public health community to Chantelle Fatania

Sir John Brotherton Prize for the best essay or research on a public health topic written by a student or young graduate went to Jai Prashar

June and Sidney Crown Award to fund further training outside the UK for young members of the Faculty to Rosie Cooper

Michael O'Brien Prize for the highest score in the FPH diplomate exam went to Luke McGeoch (2022) and Florence Lock (2021)

The McEwen Award for the highest score in the FPH final membership examination went to Shruti Patel

Ann Thomas Prize for the highest score in the Faculty's final membership exam by a specialty registrar based in Wales to Anna Ashman

FPH Trainer Award for exceptional educational supervisors to Jill Morris

The Littlejohn Gairdner Award for outstanding contribution to public health in Scotland went to Alison Potts

Sian Griffiths Global Public Health Award in recognition of the unique contribution of public health professionals working in global public health to Sara Lavinia Brair

FPH Staff Award in recognition of outstanding work by FPH staff to Renja Salonen

Sam Ramaiah Award for work on a public health topic that seeks to improve the health of black and minority ethnic communities or reduce health inequalities in the UK to Kazim Beebeejaun and Vhenekayi Nyambayo

Synergy Award in recognition of a strong commitment to, or success in, collaborative working with other organisations on shared public health objectives to Neil Squires

Wilfrid Harding Prize for outstanding contribution to the Faculty of Public Health to Selena Gray

Alwyn Smith Prize for outstanding contribution to public health research or practice to Eugene Milne and Iain Buchan

During 2022 we hosted a well-attended event to celebrate the achievements of those individuals awarded Honorary and Distinction Grades of membership as well as the prizes and awards detailed above. We are looking forward to celebrating again in 2023.

Members continue to volunteer their time to support the Faculty

All our members who volunteer their personal time to deliver roles such as Trustee, Faculty Adviser, Assessor, CPD Adviser, examiner and so many others, are essential to the continued successes of the Faculty. We thank them for their dedication, commitment, and support. Without them, the Faculty could not deliver such excellent and essential work.

Over twenty-five committees report directly and indirectly to the Board of Trustees, and approximately 350 members take an active role in at least one or more of these committees. Together they enable the Faculty of Public Health to meet our charitable objects of;

- advancement of knowledge
- maintaining the highest possible standards in public health
- acting as an authoritative body

Work to update IT infrastructure, Membership Portal

In 2022 we successfully upgraded our CRM to Microsoft Dynamics and launched phases one and two of the members portal. Phase one of the members portal allows members to view and edit their personal details, mailing preferences and registration details.

Phase two was the launch of the distinction nominations module, enabling FPH Fellows to submit proposals to nominate Honorary & Distinction grades for Fellowship and Membership of the Faculty.

Global health report

FPH thanks the Global Health Committee, chaired by Professor Neil Squires, for their excellent work on the Faculty's global agenda.

The Faculty has continued to foster collaboration with WHO, IANPHI and ASPHER to develop the public health workforce globally. In May, we were delighted to partner with WHO and other agencies in publishing a five-year roadmap on building the public health and emergency workforce. This sets out a vision to strengthen capacity across all WHO member states.

In October, an historic MOU was signed between IANPHI and WHO, which outlines joint efforts to strengthen public health functions at global, regional and country level. FPH was a key partner in its development and is actively supporting its delivery.

Under the leadership of Dr Muna Abdel Aziz, the Faculty developed an MOU with the International Academy of Public Health, which established a framework for cooperation between the two organisations on promoting population health and strengthening public health capacity to address global challenges.

Our global health special interest groups have also been active throughout the year.

Highlights include:

- In March, the Global Violence Prevention SIG issued a position statement on the invasion of Ukraine by the Russian Federation, and a further statement in November on the UK Government's decision to increase stockpiles of nuclear warheads.
- Led by Victor Joseph, chair of the Africa SIG, the Faculty continues to support work in South Africa. Regular meetings are held to review progress against agreed areas of work, which include sharing information on public health training and joint support for the WHO roadmap on the public health and emergency workforce. The Africa SIG has also been working with the UKHSA International Health Regulations Strengthening Project in identifying mentors to work with colleagues in Ethiopia, Nigeria and Zambia.
- The Yemen SIG signed an MOU with Peoples-Praxis offering CPD support for public health professionals in Yemen. Since its launch, over 60 applications have been received. SIG members have been engaged also in the National Reconciliation Movement.
- The Pakistan SIG contributed to an international public health conference in Peshawar in October and is engaged in a study on the mental health of Afghan refugees in the city.

Our plans for 2023

Education and training ambitions for 2023

- Start to develop a new ePortfolio system for registrars and trainers
- Publish a report on equality issues in examinations and the training pathway
- Work with the GMC on changes to assessment criteria and potential new routes to registration

Workforce and standards ambitions for 2023

- Launch a new CPD diary within the FPH members' portal to complement the revised policy introduced in April 2022
- Revise the Faculty workforce strategy
- Advocate for additional registrar places on the public health training programme

Advocacy and policy ambitions for 2023

- Develop a focussed programme of advocacy in consultation with the Faculty's Board and members
- Continue to advocate on health inequalities, including around the cost-of-living crisis
- Continue to hold Government to account on proper arrangements for the public health system

Membership and organisation ambitions for 2023

- Launch all remaining phases of the members portal, including the new CPD diary
- Continue work on improved digital services and start the development work for a new ePortfolio platform and upgrade the FPH website.
- Review the membership subscription fee structure
- Update our standing orders
- Review the awards and prizes structure
- Continue to deliver on our financial strategy with a balanced budget and maintain our ethical investment policy

Trustees' Report:

Financial review and governance

Treasurer's Report 2022

I am pleased to present my first report as the FPH Treasurer, and I am pleased to report that the Faculty achieved an unrestricted surplus of £307,843 in 2022 before investment losses.

Income was up in 2022 mainly due to increased membership subscription income (despite membership fees being frozen for the fourth year) and increased Practitioner Master Class income.

Overall, unrestricted costs were up by almost 13% in 2022, due to increased costs across all categories of expenditure, mainly attributable cost of living rise in direct and overhead costs.

Total investment losses on unrestricted funds were £269,551. These losses are largely due to large weighting to growth companies which performed very strongly in 2021 but suffered from the rising interest rate environment and rampant inflation witnessed in 2022.

In 2021 the trustees agreed a programme of improvements to our systems and transferred £485,000 from unrestricted reserves to a designated Systems Development fund. This programme started in 2021 and £123,610 has been used in 2022.

Key objectives set out in the Faculty Financial Strategy have been achieved. A prudent budget has been set for 2023 and I have confidence that the improvement of the financial health of the Faculty should continue.

Financial summary

In looking at our financial statements, the most important figures to consider are those in the columns headed 'unrestricted funds'. These are the sums that are fully available for FPH to use for our operational activities. The other types of funds we report in our accounts have various restrictions placed on them, and they cannot be used for everyday activity. Some of these funds resource our prizes whilst others relate directly to grant-based projects.

The unrestricted surplus before investment gains (see below) was £307,483 this compares with an unrestricted surplus in 2021 before investment gains of £449,104.

The total surplus for the year before investment losses was £153,627 compared with a surplus of £397,273 in 2021. The overall deficit after investment returns amounted to £115,924 compared with an overall surplus of £564,836 in 2021.

Investments

Our investments are managed by Evelyn Partners (formerly Smith and Williamson) Investment Managers. The key objectives of the FPH investment policy are:

1. Achieve an annual unrestricted income of at least £30,000 from dividends and interest (but it recognized that this is ambitious in the current climate and revised our forecasts accordingly.)
2. Achieve a return on investment at least in line with inflation within an acceptable level of risk.
3. To channel investments into sectors that promote and support public health objectives whilst maintaining acceptable returns where feasible.

Unrestricted investment income in 2022 was £21,932 up from £20,935 in 2021 and the total loss on investments was 16% (2021 13% gain)

Unrestricted reserves

Unrestricted funds at 31 December (excluding designated funds) totaled £1,659,460 representing 9 months of normal operational expenditure and 85% of yearly unrestricted turnover.

We continue to aim to maintain reserves of at least 6 months normal operational expenditure.

Other reserves

The following amounts were held at 31 December 2022:

Designated funds	£484,424
Restricted funds	£112,121
Endowment funds	£44,928

Designated Funds

A designated fund is the “ring fencing” of funds, by the trustees, of existing unrestricted funds for a particular project or use by the Faculty.

Details of funds are shown in Note 15 to the accounts.

Impact of Covid-19 and Financial sustainability

The financial impact of the pandemic on the Faculty in 2022 was successfully mitigated which contrasted well with the adverse effects on many health organisations. Consequently, in 2020 and 2021, the Faculty successfully moved to online exam sittings and henceforth we think the Diplomate exam will continue on-line, the Membership exam reverted to an in-person format in 2022.

We have prepared a cash flow forecast to 31 December 2023 and we are confident that we can maintain our financial solvency whilst investing in IT system improvements.

Risk management

The Faculty has a risk register which is updated on a regular basis by managers. The register is then reviewed quarterly at the Risk Management, Audit & Finance Committee (RMAFC) who pay particular attention to all high-risk items. Our risk management process complies with the best practice as set out in the latest guidance from the Charity Commission. Significant risks to the Faculty include:

- 1) Operation: Membership unhappy with the way FPH is seen to be responding to COVID related matters. The Faculty has mitigated the impact of this by continuing to deliver services to our membership and the specialty whilst working remotely.
- 2) Operation: The Faculty recognises that there are risks associated with our IT functions and has designated funds for necessary upgrades which need to be implemented in the coming years. There will be additional demand on internal resources while the development takes place.

Mitigation: We have developed our digital offering, as well as our membership and committee engagement.

Mitigation: A Programme Board has been appointed by the trustees to have oversight of all major projects, including the budget and timelines.

- 3) Reputation/Operation: There is a reputational and operational risk to the Faculty that the required development of a new CPD diary and ePortfolio platform, will result in an inferior experience for users and/or loss of functionality/access to data.

Mitigation: This project is being closely managed through the Programme Board and numerous exploratory meetings will be carried out to ensure experiences, functionality and access is considered and minimised before implementation.

- 4) Reputation and Financial: The Faculty stores and processes personal and sensitive data of their members. We strive to protect data by complying with the General Data Protection Regulations.

Mitigation: Any new processes and services are required to have robust security as standard. The Faculty purchases cyber security insurance. We also mitigate against non-compliance by having a data management strategy including annual mandatory training for staff. We have appointed a data protection expert and their support and guidance is utilised as and when needed.

The Risk Management Audit and Finance Committee is satisfied with the level of risk and the management controls in place to reduce the risks. In financial terms the risks to the organisation are not significant and the future of the Faculty is closely linked to the future development of the Public Health Specialty over time.

Committee issues

The RMAFC has developed a comprehensive work plan which is RAG rated. A Remuneration Committee set up in 2016 has operated satisfactorily.

VAT

From 2016, FPH has been VAT registered.

Audit

I am pleased to report that we received an unqualified audit report for the year.

Thanks

I am very grateful for all the help received from my colleagues in the Faculty. Firstly, to Ellis Friedman who took such good care of the finances during his two terms and set an example I could not possibly live up to. I had an excellent induction and still benefit from his wise counsel as he continues the FPH Executive in another role. Kajol Kochar joined the Faculty shortly after I took up the role of Treasurer and has been a constant source of support ever since. George Sabaratnam, Julian Ryder and James Gore must also be mentioned, and their advice is invaluable. I am very grateful for my colleagues on RMAFC who have continued in their role or more recently taken up the challenge to sit on what is evidently not the most glamorous Faculty committee, but arguably the most important. We have recently added Cathy Knowles and Shelagh Kirkland as lay members and I am very much looking forward to continuing working with you all for the remainder of my term.

Gerry Waldron

Faculty Treasurer, March 2023

Governance

The Faculty of Public Health (FPH) is a faculty of the Royal Colleges of Physicians of the UK, the latter consisting of the Royal College of Physicians of Edinburgh, the Royal College of Physicians and Surgeons of Glasgow and the Royal College of Physicians of London. FPH is a registered charity (charity number 263894) and its governing instrument is its Standing Orders.

The charity has given due consideration to Charity Commission published guidance on the operation of the Public Benefit requirement.

The trustees are the voting members of the FPH Board. Three trustees are appointed by the parent colleges. The President and Vice President are elected by the membership through a single transferable vote system. The remaining officers are elected by the trustees. All officers are elected for a term of three years and, with the exception of the President, can stand for a further two-year term.

The remaining trustees are elected in accordance with the terms of Standing Orders 37-42 and the detailed procedures for the timetable and the single transferable vote system as agreed by the Board. The trustees who served during 2022 are listed in appendix 1.

Following their election, the trustees are presented with the FPH trustee handbook, given a briefing by the President and other officers as appropriate and given the opportunity to discuss administrative details further at the FPH offices. The trustees are also invited to spend time with FPH staff so that they can gain an understanding of how the organisation works.

The Board meets five times a year, once after the Annual General Meeting in accordance with Standing Order 49, three times to discuss general matters and a fifth time as an away day. The functions and powers of the Board are detailed in Standing Orders 50 and 52.

The vision and mission of the charity were updated in 2019 as part of the development of the FPH strategy for 2020-2025.

The Executive Committee carries out the functions set out in Standing Order 63, which include the power to act on behalf of the Board at the request of the President on matters of urgency.

A number of other standing committees are appointed by the Board to provide the structure to support the principal purposes of the organisation and are, in general, chaired by the officer with responsibility for that function.

Sub-committees and special committees with a limited lifespan may be appointed by the Board to assist it in any matter. All committees report to the Board via the Executive Committee. The committee structure in 2022 is set out in appendix 2.

FPH relies heavily on its members who work voluntarily on committees and are appointed into posts to take forward the work programme.

The Chief Executive is appointed and removed by the Board and is responsible for the day-to-day management of the staff and FPH headquarters in accordance with guidelines agreed by the Board.

Objects

The charitable objects of FPH are:

- To promote for the public benefit the advancement of knowledge in the field of public health
- To develop public health with a view to maintaining the highest possible standards of professional competency and practice
- To act as an authoritative body for the purpose of consultation in matters of education or public interest concerning public health.

Resources

Our financial resources are described in the financial statements. In addition to its paid staff, FPH relies heavily on the voluntary work of its honorary officers, Board and committee members.

Key management personnel

Chief Executive – James Gore
 Deputy Chief Executive and Director of Education, Standards and Advocacy – Julian Ryder
 Director of Operations and Membership Systems – Kajol Kochar

Remuneration policy

Remuneration for the Chief Executive is set by the FPH Remuneration Committee. Remuneration for other key management personnel is set by the Chief Executive, in accordance with FPH pay and management performance policies.

Principal advisers

Bankers

National Westminster Bank Plc
 125 Great Portland Street
 London W1N 6AX

Solicitors

Bates Wells and Braithwaite London LLP
 10 Queen Street Place
 London EC4R 1BE

Auditors

Sayer Vincent
 Invicta House
 108-114 Golden Lane
 London EC1Y 0TL

Investment Managers

Evelyn Partners
 45 Gresham Street
 London
 EC2V 7BG

Statement of Trustees' Responsibilities

Status

The Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom is a registered charity. Its charity number is 263894.

The trustees are responsible for the preparation of the Annual Report and Financial Statements in accordance with the applicable laws and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under charity law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its net outgoing resources for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgments 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
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Professor Kevin Fenton CBE
President

Independent Auditor's Report

Opinion

We have audited the financial statements of The Faculty of Public Health (the 'charity') for the year ended 31 December 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 December 2022 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Faculty of Public Health's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Risk Management, Audit and Finance Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
 - We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
 - We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
 - We reviewed any reports made to regulators.
 - We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
 - We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
 - In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 25 May 2023

Sayer Vincent LLP

Statutory Auditor

Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities

For the year ended 31 December 2022

	Note	Unrestricted £	Designated £	Restricted £	Endowment £	2022 Total £	2021 Total £
Income from:							
Donations and legacies		-	-	-	-	-	8,011
Charitable activities							
Membership fees and subscriptions		1,328,408	-	-	-	1,328,408	1,309,150
Maintaining professional standards		125,242	2,196	4,000	-	131,438	113,925
Examination and training fees		433,427	-	-	-	433,427	384,994
International		-	-	1,499	-	1,499	28,996
Journal of Public Health		180,446	-	-	-	180,446	183,683
Other trading activities		21,143	-	-	-	21,143	19,226
Investments		21,932	-	-	-	21,932	21,972
Total income		2,110,598	2,196	5,499	-	2,118,293	2,069,958
Expenditure on:							
Investment management fees		12,543	-	-	-	12,543	13,073
Charitable activities							
Grants and prizes		-	1,450	5,540	-	6,990	1,301
Professional standards and membership		848,189	123,610	-	-	971,799	715,821
Examinations and training		524,214	-	-	-	524,214	540,436
Public health policy and advocacy		295,585	6,600	-	-	302,185	273,955
International		40,523	-	15,472	9,239	65,234	50,412
Journal of Public Health		81,702	-	-	-	81,702	77,687
Total expenditure	3	1,802,756	131,660	21,012	9,239	1,964,667	1,672,684
Net income / (expenditure) before net gains / (losses) on investments		307,842	(129,464)	(15,513)	(9,239)	153,626	397,273
Net gains / (losses) on investments	11	(269,551)	-	-	-	(269,551)	167,563
Net (expenditure) for the year	4	38,291	(129,464)	(15,513)	(9,239)	(115,925)	564,836
Transfers between funds	15c	10,649	-	(10,649)	-	-	-
Net movement in funds	4	48,940	(129,464)	(26,162)	(9,239)	(115,925)	564,836
Reconciliation of funds:							
Total funds brought forward		1,610,519	613,889	138,283	54,167	2,416,858	1,852,023
Total funds carried forward		1,659,459	484,425	112,121	44,928	2,300,933	2,416,858

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

Balance sheet

As at 31 December 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	9		7,252		7,252
Intangible assets	10		-		14,639
Investments	11		1,587,681		1,572,609
			1,594,933		1,594,500
Current assets:					
Debtors	12	244,635		272,039	
Cash at bank and in hand		971,673		1,114,562	
		1,216,308		1,386,601	
Liabilities:					
Creditors: amounts falling due within one year	13	(510,308)		(564,243)	
Net current assets			706,000		822,358
Total net assets	14		2,300,933		2,416,858
The funds of the charity:	15				
Restricted income funds			112,121		138,283
Endowment funds			44,928		54,167
Unrestricted income funds:					
Designated funds		484,425		613,889	
General funds		1,659,459		1,610,519	
Total unrestricted funds			2,143,884		2,224,408
Total charity funds			2,300,933		2,416,858

Approved by the trustees on 20 May 2022 and signed on their behalf by

Dr Gerry Waldron
Treasurer

Professor Kevin Fenton
President

Statement of cash flows

For the year ended 31st December 2022

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

	2022 £	2021 £
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	(115,924)	564,835
Depreciation charges	14,642	14,647
(Gains)/losses on investments	269,551	(167,563)
Dividends, interest and rent from investments	(21,932)	(21,972)
(Increase)/decrease in debtors	27,403	(74,112)
Increase/(decrease) in creditors	(53,935)	222,851
Net cash provided by / (used in) operating activities	119,805	538,686

	2022 £	2021 £
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	119,805	538,686
Cash flows from investing activities:		
Dividends, interest and rents from investments	21,932	21,972
Cash held for reinvestment in investment portfolio	(49,349)	(1,871)
Purchase of fixed assets	76,317	160,230
Proceeds from sale of investments	-	-
Purchase of investments	(311,591)	(145,742)
Net cash provided by / (used in) investing activities	(262,691)	34,589
Change in cash and cash equivalents in the year	(142,886)	573,275
Cash and cash equivalents at the beginning of the year	1,114,559	541,284
Cash and cash equivalents at the end of the year	971,673	1,114,559

Notes to the financial statements

For the year ended 31 December 2022

1 Accounting policies

a) Statutory information

The Faculty of Public Health is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 4 St. Andrews Place, London, NW1 4LB.

b) Basis of preparation

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

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This is on the basis of the level of cash and investments held by the Faculty, in addition to an anticipated surplus in the year to 31 December 2022.

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.

e) Income

Incoming resources are included in the Statement of Financial Activities (SoFA) on the following basis:

- Membership subscriptions - amounts received in the current year and relating to the current year's subscriptions.
- Examination and training fees - amounts received in the current year and relating to examinations and courses held in the current year.
- Revalidation fees, donations and legacies, gift aid and investment income - amounts received in the current year.
- Journal of Public Health and other income - amounts receivable where the Faculty is legally entitled to the income and the amounts can be reasonably quantified and the transfer of funds is probable.

Subscriptions, examination fees and other income received in advance of the related activity are deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Endowment funds are perpetual funds where only the income generated from them is used for operational purposes. Capital growth / loss is adjusted to the value of the funds. Authority to change their nature and status lies with the donors.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 December 2022

h) 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 is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

i) 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 on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

– Professional standards and membership	45%
– Examination and training fees	23%
– Public health policy and advocacy	26%
– International	5%
– Journal of Public Health	1%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The straight line depreciation rates in use are as follows:

– Intangible assets- website and IT system development	5 years
– Office and IT furniture and equipment	3 years

No depreciation has been provided on donated items as their NBV is considered a fair estimate of their value.

l) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

m) 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.

n) 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.

Notes to the financial statements

For the year ended 31 December 2022

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

The charity contributes 12.5% of employees basic salaries to an auto-enrolment pension scheme. Alternatively staff may opt to have contributions made to authorised pension schemes of their choice.

2 Detailed comparatives for the statements of financial activities

	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £
Income from:					
Donations and legacies	8,011	-	-	-	8,011
Charitable activities					
Membership fees and subscriptions	1,309,150	-	-	-	1,309,150
Examination and training fees	113,925	-	-	-	113,925
Maintaining professional standards	384,994	-	-	-	384,994
Public health policy and advocacy	-	-	-	-	-
International	-	-	28,996	-	28,996
Journal of Public Health	183,683	-	-	-	183,683
Other trading activities	19,226	-	-	-	19,226
Investments	20,935	300	-	737	21,972
Total income	2,039,924	300	28,996	737	2,069,957
Expenditure on:					
Investment management fees	12,202	283	-	588	13,073
Charitable activities					
Grants and prizes	-	1,000	301	-	1,301
Examinations and training	671,543	39,550	4,728	-	715,821
Maintaining professional standards	538,801	-	1,635	-	540,436
Public health policy and advocacy	256,972	4,815	12,168	-	273,955
International	33,615	-	16,797	-	50,412
Journal of Public Health	77,687	-	-	-	77,687
Total expenditure	1,590,820	45,648	35,629	588	1,672,685
Net income / expenditure before gains / losses	449,104	(45,348)	(6,633)	149	397,272
Net gains / (losses) on investments	152,448	4,842	-	10,273	167,563
Net income for the year	601,552	(40,506)	(6,633)	10,422	564,835
Transfers between funds	(485,000)	499,767	(14,767)	-	-
Net movement in funds	116,552	459,261	(21,400)	10,422	564,835
Reconciliation of funds:					
Total funds brought forward	1,493,967	154,628	159,683	43,745	1,852,023
Total funds carried forward	1,610,519	613,889	138,283	54,167	2,416,858

Notes to the financial statements

For the year ended 31 December 2022

3a Analysis of expenditure (current year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	359,846	202,704
Direct costs	-	6,990	283,369	153,567
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Investment management fees	12,543	-	-	-
Audit fees	-	-	-	-
	12,543	6,990	643,215	356,271
Support costs	-	-	285,655	146,001
Governance costs	-	-	42,929	21,942
Total expenditure 2022	12,543	6,990	971,799	524,214
Total expenditure 2021	13,073	1,301	715,821	540,436

Notes to the financial statements

For the year ended 31st December 2022

Charitable activities			Governance costs	Support costs	2022 Total	2021 Total
Public health policy and advocacy	International	Journal of Public Health				
£	£	£	£	£	£	£
93,415	-	-	-	307,457	963,422	888,979
18,921	28,725	74,400	-	-	565,971	417,095
-	-	-	-	51,469	51,469	33,194
-	-	-	-	61,150	61,150	82,307
-	-	-	-	149,412	149,412	137,822
-	-	-	-	22,164	22,164	23,355
-	-	-	-	28,494	28,494	16,070
-	-	-	-	14,642	14,642	14,647
-	-	-	81,699	-	81,699	33,063
-	-	-	-	-	12,543	13,073
-	-	-	13,700	-	13,700	13,080
112,336	28,725	74,400	95,399	634,789	1,964,667	1,672,685
165,045	31,739	6,348	-	(634,789)	-	-
24,804	4,770	954	(95,399)	-	-	-
302,185	65,235	81,702	-	-	1,964,667	1,672,685
273,955	50,412	77,687	-	-	1,672,685	

Notes to the financial statements

For the year ended 31st December 2022

3b Analysis of expenditure (prior year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	276,537	222,330
Direct costs	-	1,301	138,350	164,295
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Investment management fees	-	-	-	-
Audit fees	13,073	-	-	-
		-	-	-
	13,073	1,301	414,887	386,625
Support costs	-	-	280,170	143,198
Governance costs	-	-	20,764	10,613
Total expenditure 2020	13,073	1,301	715,821	540,436

Notes to the financial statements

For the year ended 31st December 2022

Charitable activities			Governance costs	Support costs	2021 Total
Public health policy and advocacy	International	Journal of Public Health			
£	£	£	£	£	£
74,908	-	-	-	315,204	888,979
25,174	16,975	71,000	-	-	417,095
-	-	-	-	33,194	33,194
-	-	-	-	82,307	82,307
-	-	-	-	137,822	137,822
-	-	-	-	23,355	23,355
-	-	-	-	16,070	16,070
-	-	-	-	14,647	14,647
-	-	-	33,063	-	33,063
-	-	-	-	-	-
-	-	-	-	-	13,073
-	-	-	13,080	-	13,080
100,082	16,975	71,000	46,143	622,599	1,672,685
161,876	31,130	6,226	-	(622,599)	-
11,997	2,307	461	(46,143)	-	-
273,955	50,412	77,687	-	-	1,672,685

Notes to the financial statements

For the year ended 31st December 2022

4 Net income for the year

This is stated after charging / (crediting):

	2022	2021
	£	£
Depreciation	14,642	14,647
Auditor's remuneration (excluding VAT):		
	11,900	10,900

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	779,582	717,715
Redundancy and termination costs	-	11,201
Social security costs	92,756	76,556
Employer's contribution to defined contribution pension schemes	91,085	83,507
	963,422	888,979

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2022	2021
	No.	No.
£60,000 - £69,999	1	-
£70,000 - £79,999	-	1
£80,000 - £89,999	-	-
£90,000 - £99,999	-	1
£100,000 - £109,999	1	-

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £299,475 (2021: £289,013).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £3,485 (2021: £9,313) incurred by 11 (2021: 4) members relating to attendance at meetings of the trustees.

6 Staff numbers

The average number of employees (FTE) during the year was 16.6(2020: 15.8).

7 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

Aggregate donations from related parties were £nil (2021: £nil).

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31st December 2022

9 Tangible fixed assets

	Office Furniture and equipment £	Donated items £	Total £
Cost			
At the start of the year	25,871	4,912	30,783
Additions	-	-	-
Disposals	-	-	-
At the end of the year	25,871	4,912	30,783
Depreciation			
At the start of the year	23,531	-	23,531
Disposals	-	-	-
Charge for the year	-	-	-
At the end of the year	23,531	-	23,531
Net book value			
At the end of the year	2,340	4,912	7,252
At the start of the year	2,340	4,912	7,252

All of the above assets are used for charitable purposes.

10 Intangible assets

	E-Portfolio software £	CRM Software £	Website development £	Total £
Cost				
At the start of the year	51,389	100,820	73,232	225,441
Additions in year	-	-	-	-
At the end of the year	51,389	100,820	73,232	225,441
Depreciation				
At the start of the year	51,389	100,820	58,593	210,802
Charge for the year	-	-	14,639	14,639
At the end of the year	51,389	100,820	73,232	225,441
Net book value				
At the end of the year	-	-	-	-
At the start of the year	-	-	14,639	14,639

11 Listed investments

	2022 £	2021 £
Fair value at the start of the year	1,506,760	1,353,685
Additions at cost	311,591	145,742
Disposal proceeds	(76,317)	(160,230)
Net gain / (loss) on change in fair value	(269,551)	167,563
	1,472,483	1,506,760
Cash held by investment broker pending reinvestment	115,198	65,849
Fair value at the end of the year	1,587,681	1,572,609

Notes to the financial statements

For the year ended 31st December 2022

12 Debtors

	2022	2021
	£	£
Trade debtors	4,604	11,172
Other debtors	192,510	216,177
VAT debtor	300	8,757
Prepayments	47,221	35,933
	244,635	272,039

With the exception of listed investments, all of the charity's financial instruments, both assets and liabilities, are measured at amortised cost. The carrying values of these are shown above and also in note 13 below.

13 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	125,640	100,466
Deferred income and grants repayable	57,096	62,168
Taxation and social security	5,586	35,500
Subscriptions paid in advance	120,543	94,521
Examinations and other fees paid in advance	99,280	176,499
Pension reserve	32,560	38,310
Accruals	69,605	56,779
	510,308	564,243

14a Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,252	-	-	-	7,252
Intangible assets	-	-	-	-	-
Investments	1,523,535	2,131	-	62,015	1,587,681
Current assets	621,893	482,294	112,121	-	1,216,308
Current liabilities	(493,221)	-	-	(17,087)	(510,308)
Net assets at 31 December 2022	1,659,459	484,425	112,121	44,928	2,300,933

14b Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,252	-	-	-	7,252
Intangible assets	14,639	-	-	-	14,639
Investments	1,461,141	36,069	-	75,399	1,572,609
Current assets	670,498	577,820	138,283	-	1,386,601
Current liabilities	(543,011)	-	-	(21,232)	(564,243)
Net assets at 1 January 2021	1,610,519	613,889	138,283	54,167	2,416,858

Notes to the financial statements

For the year ended 31st December 2022

15a Movements in funds (current year)

		At 31 December 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2022 £
Restricted funds:	Note					
Sian Griffith Prize Fund	1	1,800	-	-	-	1,800
Trainer of the Year Award	2	22	-	(27)	5	-
Sam Ramaiah Prize Fund	3	8,000	-	(500)	-	7,500
Elizabeth Russell Prize Fund	4	32,089	-	-	-	32,089
Lindsey Davies Synergy Fund	5	3,205	4,000	(4,513)	-	2,692
Dr Stewart-Brown Prize fund	6	4,000	-	(500)	-	3,500
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)	7	-	-	-	-	-
Mental Health - PHE collaboration	8	-	-	-	-	-
Health Foundation	9	-	-	-	-	-
Education and training						
Public Health Training in Clinical Specialities	11	46,101	-	-	-	46,101
Metacompetencies	12	5,131	-	-	(5,131)	-
Specialty Training	13	1,994	-	-	(1,994)	-
Health Education England	14	-	-	-	-	-
Professional standards						
CPD Fund	15	-	-	-	-	-
Revalidation Prog. - multidisciplinary	16	11,696	-	-	-	11,696
Corporate						
Royal College Fund	17	3,529	-	-	(3,529)	-
International						
DHSC- THET	18	1,160	-	(1,156)	-	4
Festival Medical Services	19	7,271	-	(889)	-	6,382
THET Nigeria	20	9,282	959	(9,884)	-	357
THET Ghana	21	3,003	540	(3,543)	-	-
Total restricted funds		138,283	5,499	(21,012)	(10,649)	112,121
Endowment funds:						
DARE Lecture Fund	22	54,167	-	(9,239)	-	44,928
Total endowment funds		54,167	-	(9,239)	-	44,928

Notes to the financial statements

For the year ended 31st December 2022

15a Movements in funds (current year) cont.

		At 31 December 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2022 £
Unrestricted funds:	Note					
Designated funds:						
Welsh Affairs Committee Fund	23	895	-	-	-	895
Scottish Affairs Committee Fund	24	64,767	-	(6,600)	-	58,167
UK Public Health Association	25	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	26	5,576	-	(500)	-	5,076
Alwyn Smith Prize Fund	27	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	28	2,102	-	(150)	-	1,952
Cochrane Prize Fund	29	15,984	-	-	-	15,984
BACP Travelling Fellowship	30	2,124	-	-	-	2,124
June & Sidney Crown Award	31	8,679	-	(500)	-	8,179
Ann Thomas Prize Fund	32	1,072	-	(200)	-	872
The McEwen Award	33	2,522	-	(100)	-	2,422
Prize Funds Trading Account	34	28,347	2,196	-	-	30,543
Business Development Fund	35	23,997	-	-	-	23,997
Clifford Hamer Shaw Memorial Fund	36	2,706	-	-	-	2,706
Tijou Charitable Trust	37	3,000	-	-	-	3,000
Systems Development Fund	38	445,450	-	(123,610)	-	321,840
Total designated funds		613,889	2,196	(131,660)	-	484,425
General funds		1,610,519	2,110,599	(2,072,306)	10,649	1,659,459
Total unrestricted funds		2,224,408	2,112,794	(2,203,966)	10,649	2,143,885
Total funds including pension fund		2,416,858	2,118,293	(2,234,217)	-	2,300,933

15b Movements in funds (prior year)

		At 1 January 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
Restricted funds:						
Sian Griffith Prize Fund		1,800	-	-	-	1,800
Trainer of the Year Award		73	-	(51)	-	22
Sam Ramaiah Prize Fund		8,250	-	(250)	-	8,000
Elizabeth Russell Prize Fund		32,089	-	-	-	32,089
Lindsey Davies Synergy Fund		3,205	-	-	-	3,205
Dr Stewart-Brown Prize fund		4,000	-	-	-	4,000
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)		2,257	-	-	(2,257)	-
Mental Health - PHE collaboration		12,168	-	(12,168)	-	-
Health Foundation		1,597	-	-	(1,597)	-

Notes to the financial statements

For the year ended 31st December 2022

15b Movements in funds (prior year) cont.

	At 1 January 2021	Income & gains	Expenditure & losses	Transfers	At 31 December 2021
Education and training					
Public Health Training in Clinical Specialities	47,736	-	(1,635)	-	46,101
Metacompetencies	5,131	-	-	-	5,131
Speciality Training	1,994	-	-	-	1,994
Health Education England	8,333	-	-	(8,333)	-
Professional standards					
CPD Fund	2,580	-	-	(2,580)	-
Revalidation Prog. - multidisciplinary	16,424	-	(4,728)	-	11,696
Corporate					
Royal College Fund	3,529	-	-	-	3,529
International					
DHSC- THET	1246	714	(800)	-	1,160
Festival Medical Services	7271	-	-	-	7,271
THET Nigeria	-	9,282	-	-	9,282
THET Ghana	-	19,000	(15,997)	-	3,003
Total restricted funds	159,683	28,996	(35,629)	(14,767)	138,283
Endowment funds:					
DARE Lecture Fund	43,745	11,010	(588)	-	54,167
Total endowment funds	43,745	11,010	(588)	-	54,167
Unrestricted funds:					
Designated funds:					
Welsh Affairs Committee Fund	894	-	-	-	894
Scottish Affairs Committee Fund	69,582	-	(4,815)	-	64,768
UK Public Health Association	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	5,576	-	-	-	5,576
Alwyn Smith Prize Fund	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	2,252	-	(150)	-	2,102
Cochrane Prize Fund	16,234	-	(250)	-	15,984
BACP Travelling Fellowship	2,124	-	-	-	2,124
June & Sidney Crown Award	8,679	-	-	-	8,679
Ann Thomas Prize Fund	1,172	-	(100)	-	1,072
The McEwen Award	2,622	-	(100)	-	2,522
Prize Funds Trading Account	13,888	5,142	(683)	10,000	28,347
Business Development Fund	19,230	-	-	4,767	23,997
Clifford Hamer Shaw Memorial Fund	2,706	-	-	-	2,706
Tijou Charitable Trust	3,000	-	-	-	3,000
Systems Development Fund	-	-	(39,550)	485,000	445,450
Total designated funds	154,628	5,142	(45,648)	499,767	613,889
General funds	1,493,967	2,192,372	(1,590,820)	(485,000)	1,610,519
Total unrestricted funds	1,648,595	2,197,514	(1,636,468)	14,767	2,224,408
Total funds	1,852,023	2,237,520	(1,672,685)	-	2,416,858

Notes to the financial statements

For the year ended 31st December 2022

15c Transfers between funds

The trustees undertook a review of the restricted funds held by the charity during the year. Four of these funds totalling £10,649 have been transferred out of restricted funds into unrestricted funds. This has been done on the basis that these funds were spent in previous years, but were never accounted for against the restricted funds. In addition, the trustees approved expenditure of £485,000 on future development of the organisations systems (of which £39,550 was spent in 2021). This amount has been transferred to a designated fund.

Purposes of restricted funds

- 1 Award to assist FPH members gain international experience, particularly in low and middle income countries
- 2 Award to the trainer adjudged to have contributed most to the training programme
- 3 Award for excellence in FPH examinations
- 4 Award created by the Scottish committee
- 5 Award recognising success in or commitment to developing synergistic relationship with other organisations
- 6 Award recognising contributions towards mental health research
- 7 Grant provided by Natural England
- 8 Agreement with PHE sharing good practice in a public mental health project- the remaining funds are to be returned
- 9 Project funded by the Health Foundation to investigate NHS preventative approaches to health and care
- 10 PHE grant- impact led evaluation of BAME interventions
- 11 DoH grant to set up a programme of work around public health training in clinical specialities
- 12 Grant provided by Health Education England
- 13 Agreement with DoH to provide e-learning tool for public health speciality training
- 14 Contract to scope a Public Health advanced clinical practice route
- 15 Funding to assess the effectiveness of CPD following the advent of revalidation
- 16 Grant to cover work on developing FPH revalidation systems to ensure applicability to all PH specialists
- 17 Grant provided by NiDOF to assist FPH achieve Royal College status
- 18 Grant to support Antimicrobial Stewardship scheme
- 19 Grant for the dissemination of public health information to prevent diarrhoeal disease in Yemen
- 20 Grant to support Antimicrobial Stewardship scheme
- 21 Grant to support Antimicrobial Stewardship scheme

Purposes of endowment fund

- 22 Set up to fund annual lectures

Notes to the financial statements

For the year ended 31st December 2022

Purposes of designated funds

- 23 Funds held on behalf of the Welsh affairs committee
- 24 Funds held on behalf of the Scottish affairs committee
- 25 Funds held on behalf of the UK Public Health Association
- 26 Award for excellence in examinations held by FPH
- 27 Award for outstanding contributions to research or practice in community medicine
- 28 Awarded biennially to a member judged to have made an outstanding contribution to FPH
- 29 Awarded to undergraduate students to support educational activities in public health medicine
- 30 Awarded biennially to assist FPH trainees undertake educational travel, normally outside the UK
- 31 Awarded biennially to assist FPH trainees gain experience of training outside the UK
- 32 Award for excellence in examinations held by FPH
- 33 Award for excellence in examinations held by FPH
- 34 General fund comprising investment income
- 35 Moneys released from past funding agreements to be used for future projects at the discretion of the Trustees
- 36 Part of a legacy received to be used for the production of public health films
- 37 Grant towards FPH's Public Health funding campaign
- 38 The trustees have agreed to designate a total of £485,000 towards system development projects of which £39,550 was spent in 2021, and a further £123,610 was spent in 2022, reducing the total to £321,840.

16 Operating lease

FPH has a lease on 4 St Andrews Place, on a peppercorn rate, expiring on 25 August 2084. The trustees of this lease are:

- a) Professor Margaret Rae
- b) Professor John Newton
- c) Dr Ellis Friedman

Thank You

We would like to record our sincere thanks to all members and staff who have led and contributed to the work of the Faculty during 2022, including:

Officers and Board Members

Maggie Rae and Kevin Fenton	President
John Newton and Tracy Daszkiewicz	Vice President
Giri Rajaratnam and Ellis Friedman	Registrar
Sally Pearson	Assistant Registrar
Ellis Friedman and Gerry Waldron	Treasurer
David Chappel	Academic Registrar
Samia Latif	Assistant Academic Registrar
Neil Squires	International Registrar

Local Board Members

Julie Cavanagh and Katie Dee	Scotland
Angela Jones	Wales
Brid Farrell	Northern Ireland
Claire Sullivan	North East
Helen Bromley	North West
Judith Hooper and Corinne Harvey	Yorkshire & the Humber
Helene Denness	East Midlands
Patrick Saunders and Zafar Iqbal	West Midlands
John Battersby	East of England
Catherine Mbema	London
Rebecca Cooper and Anjum Memon	South East Coast
Penelope Toff	South Central
Selena Gray and Christina Gray	South West

General Board Members

Sue Atkinson
Rachel Flowers
Paul Johnstone
Meng Khaw

Co-opted Members

Alex Allen and Fatai Ogunlayi	Specialty Registrars Committee
Carol Brayne	Academic & Research Committee
Farhang Tahzib	Ethics Committee

Representatives of the Royal College of Physicians

Chris Packham	RCP London
Lorna Willocks	RCP Edinburgh
Linda Bauld	Royal College of Physicians & Surgeons of Glasgow

Observers and lay members

John Woodhouse	FPH Responsible Officer
Ruth Tennant	Public Health England
John Carrier	Association of Directors of Public Health
Alex Shilkoff	Lay member
Amanjit Jhund	
Kate Frazer	

FPH Staff Team

Aline Oshima	Executive Assistant to President & CEO
Audrey Haydock	Workforce Manager
Bruce Burford	Accountant (to March 2022)
George Sabaratnam	Finance Manager (from May 2022)
Caroline Wren	Senior Administrator, Business Services
Colin Archer	Senior Membership Systems Officer (from March 2022)
David Parkinson	Communications Manager
Gareth Cooke	Education & Training Manager
Georgia Harris	Policy Coordinator (from March 2022)
James Elliott	Communications Assistant
James Gore	Chief Executive
Julian Ryder	Deputy CEO and Director of Education, Standards & Advocacy
Kajol Kochar	Director of Operations & Membership Systems (from July 2022)
Keith Carter	Business Services & Facilities
Laura Bland	Senior Examinations Coordinator
Mag Connolly	Deputy Chief Executive & Director of Corporate Affairs (to June 2022)
Marijana Curic	Specialty Training Coordinator
Nikol Krehanova	Curriculum & Courses Coordinator
Renja Salonen	Revalidation & Workforce Administrator
Simi Shah	Membership Coordinator (from December 2022)
Valerie MacDonald	Finance Administrator
Victoria Strode	Examinations Coordinator

- All members of our committees and working groups, details of which can be found in appendix 2
- All those involved in our special interest groups
- Our faculty advisers, deputy faculty advisers, deputy faculty advisers, appraisers, CPD advisers, CPD advisers and assessors on senior appointment interview panels
- All those involved in the successful delivery of our examinations
- All those who contributed to the successful delivery of our events, workshops and courses, including Practitioner Masterclass Facilitators
- Registrars who worked with us on our FPH projects scheme
- Partner agencies, other organisations and government departments with which we worked in 2022

Appendix 1: Board Members

Board Members

1 January to 31 December 2022

Officers		Trustee attendance at Board meetings
President	Maggie Rae (to June 2022)	2 of 2
	Kevin Fenton (from July 2022)	3 of 3
Vice President	John Newton (to June 2022)	2 of 2
	Tracy Daszkiewicz (from July 2022)	3 of 3
Registrar	Giri Rajaratnam (to June 2022)	2 of 2
	Ellis Friedman (from July 2022)	3 of 3
Assistant Registrar	Sally Pearson	5 of 5
Academic Registrar	David Chappel	5 of 5
Assistant Academic Registrar	Samia Latif	3 of 5
Treasurer	Ellis Friedman (to June 2022)	2 of 2
	Gerry Waldron (from July 2022)	3 of 3
International Registrar	Neil Squires (to June 2022)	2 of 2

Elected Members		Trustee attendance at Board meetings
General Board Member	Sue Atkinson (to June 2022)	2 of 2
	Meng Khaw (from July 2022)	1 of 3
General Board Member	Paul Johnstone	4 of 5
General Board Member	Rachel Flowers	3 of 5
Local Board Member, North West	Helen Bromley	5 of 5
Local Board Member, North East	Claire Sullivan	3 of 5
Local Board Member, Yorkshire & the Humber	Judith Hooper (to June 2022)	1 of 2
	Corinne Harvey (from July 2022)	1 of 3
Local Board Member, East Midlands	Helene Denness	4 of 5
Local Board Member, West Midlands	Patrick Saunders (to June 2022)	2 of 2
	Zafar Iqbal (from July 2022)	3 of 3
Local Board Member, London	Kevin Fenton (from Sept 2021)	2 of 2
	Catherine Mbema (from July 2022)	3 of 3
Local Board Member, South Central	Penelope Toff (to June 2022)	2 of 2
	Vacant (from July 2022)	
Local Board Member, SE Coast	Rebecca Cooper (to April 2022)	0 of 1
	Anjum Memon (from July 2022)	2 of 3
Local Board Member, East of England	John Battersby (from July 2021)	4 of 5
Local Board Member, South West	Selena Gray (to June 2022)	0 of 2
	Christina Gray (from July 2022)	3 of 3

Elected Members		Trustee attendance at Board meetings
Local Board Member, Scotland	Julie Cavanagh (to June 2022)	2 of 2
	Katie Dee (from July 2022)	3 of 3
Local Board Member, Wales	Angela Jones	2 of 5
Local Board Member, Northern Ireland	Brid Farrell	1 of 5

Representatives of RCPs		Trustee attendance at Board meetings
RCP London	Chris Packham	4 of 5
RCP&S Glasgow	Linda Bauld	5 of 5
RCP Edinburgh	Lorna Willocks	3 of 5

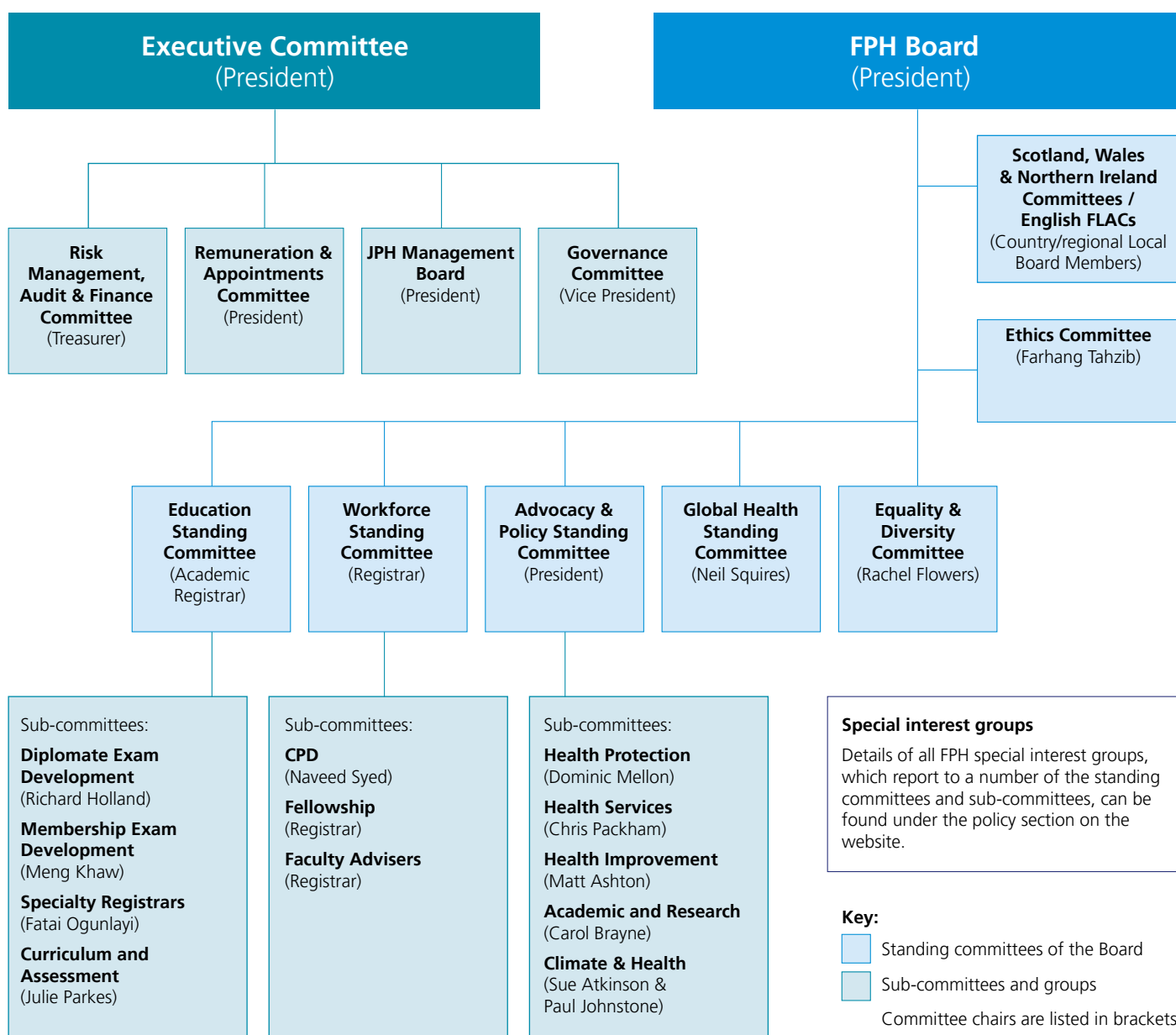
Co-opted Members		Trustee attendance at Board meetings
Chair, Specialty Registrars Committee	Alex Allen (to June 2022)	1 of 2
	Fatai Ogunlayi (from July 2022)	3 of 3
Chair, Academic & Research Cttee	Carol Brayne	3 of 5
Chair, Public Health Ethics Committee	Farhang Tahzib	5 of 5

Observers and Lay Members*		
FPH Responsible Officer	John Woodhouse	
Chair, FPH Global Health Committee	Neil Squires (from July 2022)	
Representative, Association of Directors of Public Health	Ruth Tennant	
Lay Member	Alex Shilkoff (from November 2022)	
Lay Member	Amanjit Jhund (from November 2022)	
Lay Member	Kate Frazer (from November 2022)	

* Observers and lay members are not FPH trustees.

Appendix 2: FPH Committee Structure

FPH committee structure – December 2022







**FACULTY OF
PUBLIC HEALTH**

Faculty of Public Health
4 St Andrews Place
London
NW1 4LB

Accounts



FACULTY OF
PUBLIC HEALTH

UK Faculty of Public Health 2021 Annual Report

www.fph.org.uk

During 2021...

INVITED TO
COP26
AS AN OBSERVER



LED A CROSS-SECTOR CALL
FOR GLOBAL COVID-19
VACCINE EQUITY



COMPLETED OUR
PUBLIC HEALTH
CURRICULUM REVIEW



93

**PUBLIC HEALTH
MASTERCLASS
COURSES
DELIVERED**

278

**ADVISORY
APPOINTMENT
COMMITTEES OVERSEEN
BY FPH FELLOWS**



**REVIEWED OUR
CPD POLICY**

**DELIVERED A WELLBEING
SURVEY IN RECOGNITION OF
THE PRESSURES FACING THE
PUBLIC HEALTH WORKFORCE**



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Introduction from the President and CEO

2021 was another challenging year for public health, but also one which demonstrated the resilience and dedicated professionalism of our members in driving forward work to protect and improve health for all.

Across the UK and overseas Faculty members have delivered under immense pressure, tackling the threat of COVID-19 and working to address the health inequalities that the pandemic has exacerbated.

We thank all members for the work you have delivered during 2021, and we particularly thank those members who have volunteered their time and expertise to work with the Faculty. The achievements outlined in the following report are only possible because of your commitment to the Faculty and to the public health profession.

With the Faculty in a strong financial position, we are pleased to have been able to freeze membership and examination fees for a third consecutive year in recognition of the outstanding work our members have delivered.

With the support of our members the Faculty has delivered a range of important work this year, including continuing to adapt Faculty business in response to the COVID-19 pandemic.

All Faculty examinations were delivered online during 2021, allowing us to continue to support the next generation of public health professionals and assure the highest possible standards in public health practise.

With the number of applications to public health training having surged during the pandemic, we were immensely proud to receive the ASPHER Directors and Deans' Good Practice Award in recognition of the UK Public Health Specialty Training Scheme. We thank all members who support the training scheme as assessors, examiners, and through other roles.

With the COVID-19 pandemic having delayed the scheduled 2020 curriculum review, we were pleased to be able to deliver this review during 2021 and thank members of the Curriculum Review Committee for their leadership on this work.

Having suspended formal CPD requirements in recognition of the pressures faced by our members in responding to the COVID-19 pandemic, the Faculty's CPD committee drafted significant changes to our CPD Policy during 2021. The changes, which seek to better support our members' reflective practise, were approved by the Faculty Board in February 2022.

In addition to our core areas of work on examinations, training and standard setting, the Faculty has continued to advocate in the interests of public health and our members.

We led cross-sector calls for domestic and global COVID-19 vaccine equity, calling on Government to release at least 30% of the UK vaccine supply to low-income countries. We were delighted that the Academy of Medical Royal Colleges adopted and supported this call.

With the Public Health Grant announced in March 2021, we raised concerns that the allocation of £3.3bn in public health funding for local authorities was inadequate in supporting local public health teams in delivering services stretched to breaking point by the pandemic. Also during this period the English Public Health system underwent fundamental changes; the Faculty joined with partner organisations to lobby for a strong, properly-resourced system with clear lines of accountability and a strong leadership role for Directors of Public Health.

We also delivered on other key policy areas including climate change, anti-racism, and mental health. We thank all of our members who work with us to drive forward this work through our Committees and Special Interest Groups.

The Faculty also focussed on core operational projects including upgrading our office infrastructure and re-designing our membership IT systems.

We hope that you enjoy reading about all the Faculty work during this busy year, and we thank the Faculty Board, staff team, Officer Group, Committees, SIGs, and all members for their support and hard work during 2021.



Prof Maggie Rae

PrFPH, FRCP Hon, FRSPH, FRCP Edin
[President](#)



Dr James Gore

Hon MFPH
[Chief Executive](#)

Our Vision, Mission and Charitable Objects

About FPH

The UK Faculty of Public Health is the professional standards body for public health specialists and practitioners. We have around 4000 members, in the four nations of the United Kingdom and overseas.

We define public health as the science and art of preventing disease, prolonging life and promoting health and wellbeing, through the organised efforts of society.

Our Charitable Objects

1

To promote for the public benefit the advancement of knowledge in the field of public health



2

To develop public health with a view to maintaining the highest possible standards of professional competence and practice



3

To act as an authoritative body for the purpose of consultation and advocacy in matters of educational or public interest concerning public health



Our Vision

*Better health for all –
leaving no one behind*

Our Mission

As the professional membership body for public health we will work to promote and protect human health and its wider determinants for everyone in society by:



Playing a leading role in assuring an effective public health workforce



Promoting public health knowledge



Advocating for the reduction of inequalities and for the very best conditions for health and wellbeing to flourish

Trustees' report:

Achievements and the year ahead

Education and Training

What we said we'd achieve during 2021...

- **Submit our revised public health specialty training curriculum to regulators for approval**
 - The revised public health curriculum was submitted to regulators in September 2021 for implementation in August 2022
- **Continue to deliver Faculty examinations in an online environment and review during summer 2021**
 - All Faculty examinations were delivered online in 2021. Delivery of future examinations was reviewed in mid-2021. Following extensive consultation the decision was made to keep the DFPH exam online and revert back to in-person delivery for the MFPH as soon as it was safe to do so
- **Continue to monitor the impact of COVID-19 on training and adjust arrangements where necessary**
 - The Faculty worked with Heads of School and Registrars to assess the impact of the pandemic on training and mitigate where necessary
- **Examine data on recruitment into public health training to address Equality and Diversity within the specialty**
 - The Faculty initiated a comprehensive analysis of recruitment data in late 2021 and will report in 2022
- **Promote and support excellence in all aspects of training to ensure the highest quality in all training programmes**
 - In 2021 the Faculty received the ASPHER Directors and Deans' Good Practice Award, international recognition of the excellence of the UK specialty training scheme

Training

Over the past 12 months the Education & Training team has continued to work with officers and committee members to ensure that the Faculty supports delivery of the public health specialty training scheme to the highest standard.

2021 saw a growth in the number of registrars enrolling in the training scheme and the numbers we recommended for CCT to our regulators, the UK Public Health Register and the GMC. 105 new registrars were enrolled on the training scheme and 79 registrars were recommended for CCT.

We continued to work closely with our stakeholders, Registrars, Heads of School, and Training Programme Directors to deliver training during the pandemic. Throughout the year we held regular meetings with these groups to listen and responded to their concerns, which included transfer of PHE training placements and approaches to remote working.

Recruitment

Recruitment is a national process run by Health Education England, with FPH providing advice and oversight of standards. All assessors are Faculty members and we thank them for volunteering their time to support this important Faculty work. During 2021, 105 people were recruited to the training scheme. We continue to lobby for an increase in training numbers for public health specialty training.

Review of the specialty training curriculum

With COVID-19 having delayed the curriculum review process in 2020, the Faculty was able to support the Curriculum Review Committee in the completion of this work during 2021. The Faculty submitted the revised curriculum to both of our regulators, the GMC and the UKPHR, for review and approval.

The curriculum was approved in early 2022 and the Curriculum Review Committee has turned its attention to the implementation of the curriculum, developing a workplan to deliver it by summer 2022. This process will see stakeholders at all levels be invited to take part, to ensure that the implementation process is carried out with minimum disruption to Registrars. FPH thanks the Curriculum Review Committee for their time and expertise in delivering this work.

Examinations

We continued to successfully deliver the Diplomate and Final Membership Exams during the last 12 months, with the Examinations team working closely with the Exam Development Committees to continually improve processes and provide support for Registrars.

By the close of the year the Faculty had delivered two sittings of the Diplomate Exam and five sittings of the Final Membership Exam. In total 168 candidates for the Diplomate Exam and 101 candidates for the Final Membership exam took part in the online exams.

The Faculty would like to acknowledge the continued support that members gave as examiners and committee members during 2021, with 63 people giving up their time to ensure that the Faculty was able to deliver high quality exams.

It was agreed that whilst the written Diplomate exam should remain online, the Final Membership Exam would return to an in-person format in 2022. Though the exam was delivered successfully throughout 2021, the Faculty acknowledged that due to limitations with the exam platform and the resources required to deliver the exam, it should return to in-person delivery.

The FPH exams team and the Final Membership Exam Development Committee will take this opportunity to review and improve how we deliver the exam in person, taking into account accessibility and sustainability.

Workforce and Standards

What we said we'd achieve during 2021...

- **Continue to support and develop Faculty Advisors and CPD Co-ordinators to ensure the highest possible standards in public health practice**
 - Key documents and policies were updated in 2021 to support the work of our Faculty Advisors and CPD Co-ordinators
- **Advocate for a minimum level of 30 public health specialists per million of the population across the UK and an increase in training numbers to support this**
 - The Faculty has lobbied Government for increases in training numbers and continues to advocate for an adequately resourced public health workforce
- **Use our Functions and Standards of a Public Health System document to hold Government to account to ensure that public health systems reflect the three key strands of public health at national, regional and local level**
 - The Faculty advocated successfully for all the functions of the public health system to be retained in the new structures and organisations set up in 2021
- **Provide training for Assessors and continue to support AACs to develop the public health workforce and ensure the highest standards in public health practice**
 - The Faculty held a number of training days in order to expand the pool of Assessors available to sit on AAC panels. 2021 saw an unprecedented increase in recruitment to senior posts, and the Faculty was able to support this expansion through approval of job descriptions and the provision of a senior, impartial representative on consultant and DPH interview panels
- **Review the Workforce Strategy**
 - This work was delayed due to the impact of the COVID-19 pandemic on our members

Senior appointments

FPH works to maintain standards in public health by reviewing and approving consultant-level job descriptions and by providing external assessors for interview panels.

FPH continued to see a surge in senior public health appointments over the past 12 months. During 2021, 57 different FPH Fellows sat on 278 Advisory Appoint Committee interview panels in their role as Assessors. This is an increase of 44% from 2020 and an increase of 175% since 2019. The Faculty approved 286 job descriptions throughout 2021, compared to 244 in 2020 and 160 in 2019.

The Faculty delivered three remote Faculty Assessor training days to ensure capacity for this vital role. FPH thanks all Faculty Advisors and Assessors for their work to support the highest possible standards in public health.

CPD

In recognition of the continued pressures faced by FPH members in responding to the COVID-19 pandemic, the Board extended the suspension of formal CPD requirements until March 2022. Members were encouraged to continue to record their CPD as usual where possible.

The Faculty took this suspension as an opportunity to assess its current CPD policy. The CPD committee drafted significant changes to the CPD policy and these were approved by the Faculty Board in February 2022 with the new arrangements being implemented in April 2022.

Revalidation

FPH reintroduced annual appraisal for all from 1 April 2021 after offering connected members who were involved in the pandemic an approved missed appraisal in 2020. During 2021, the Faculty acted as the designated revalidation body for 114 members, made 27 positive revalidation recommendations to the GMC and held 73 appraisals.

During 2021, FPH reviewed and amended its revalidation and appraisal policies to better support our connected members with their revalidation, streamline our documentation, and reflect the latest guidelines by regulatory bodies. The changes will come into effect on 1 April 2022.

Workforce

Recognising the pressures faced by the public health workforce in responding to the COVID-19 pandemic, in April 2021 FPH ran a wellbeing survey for members. The survey received 784 responses. The report was published at the end of the year and made recommendations for employers to better support the health and wellbeing of the public health workforce. FPH thanks the Registrar group who supported delivery of this work for their important contribution to improving workforce wellbeing.

Public Health Accredited Practitioner Masterclasses

The Public Health Accredited Practitioner Masterclasses are organised by the Faculty in conjunction with the Statutory Education Bodies. The masterclasses are an introduction to the basic concepts of public health for those who are new to the topic, as well as serving as a refresher course for experienced practitioners. In response to the pandemic, the masterclasses were successfully moved to an online environment during 2020 and online delivery continued throughout 2021. There has been a major expansion in the number of courses commissioned, with 93 workshops delivered during 2021, an increase of 158% from 2020.

Policy and advocacy

What we said we'd achieve during 2021...

- **Work with our members to advocate for policy that will support a reduction in health inequalities**
 - FPH advocated on a wide range of policy issues relating to health inequalities during 2021. We highlighted that the pandemic had exacerbated pre-existing inequalities
- **Advocate for global and domestic equity of access to COVID-19 vaccination**
 - The Faculty led a cross-sector call from medical organisations and the Academy of Medical Royal Colleges for the UK Government to support global vaccine equity
- **Continue to lobby Government and other stakeholders to recognise the importance of an effective public health system which is properly funded and resourced**
 - The Faculty continues to lobby for improved resources for the public health system, particularly working with colleagues in ADPH to press for additional funding for local government
- **Continue work on our climate change agenda, with a focus on COP26**
 - The Faculty attended COP26 in Glasgow with Observer status, held a number of member-focussed events looking at COP26 and climate and health, and launched a new climate strategy in late 2021
- **Continue to work with our Equality and Diversity Committee and Special Interest Group to drive forward our anti-racism agenda**
 - The Faculty continues to support the Equality and Diversity Special Interest Group, issued a strong statement on the Commission on Race and Ethnic Disparities Report, and has sought to embed anti-racism in all of our work
- **Work with our members and Public Mental Health SIG to support a reduction in inequalities in relation to public mental health as we recover from COVID-19**
 - FPH has highlighted the negative consequences of the pandemic on mental health, particularly for children in the most disadvantaged communities

COVID-19

During 2021, FPH has supported our members who have been at the forefront of the UK's response to the global COVID-19 pandemic. Throughout the year, FPH has both advised and held Government to account on actions taken to tackle the virus.

In February 2021, as the vaccine programme rolled out, the Faculty led calls for vaccine equity and the removal of barriers preventing disadvantaged and marginalised groups from accessing vaccines. Shortly after, the Faculty led the Academy of Medical Royal Colleges in calling for global vaccine equity and the release of at least 30% of the UK vaccine supply to low income countries.

With the Public Health Grant announced in March 2021, we raised concerns that the allocation of £3.3bn in public health funding for local authorities was not enough to allow local public health teams to tackle the challenges they faced as a result of the pandemic.

We joined with the local government community, public health and the medical organisations to express concern about the Government's winter COVID-19 plans as infection rates grew rapidly in the autumn.

Throughout the year we engaged with media to advocate for a proper public health response to COVID-19 and to hold Government to account when this lacked. We called for a more focussed and effective test and trace system, highlighted the consequences of inadequate support for deprived communities, and reminded Government of the need to act with a global focus to tackle COVID-19.

We were also happy to recognise the achievements of our members in tackling the pandemic through our COVID-19 certificate, which received over 700 applications.

Climate and Health

In 2021, we launched our climate and health strategy which will embed climate change and sustainability in all parts of the Faculty's work. FPH's Climate & Health Committee and Sustainable Development Special Interest Group also joined together to host a major webinar on what climate change and health means for the public health community. The Faculty attended COP26 in Glasgow with observer status, having consulted with Faculty members on our public stance at COP. We were also delighted to announce that Greta Thunberg accepted an Honorary Membership of the Faculty. We thank the Climate and Health Committee and Sustainable Development Special Interest Group for their outstanding leadership and hard work in this area.

Advocacy work in Scotland

During 2021, the Committee of the Faculty of Public Health in Scotland (CFPHS) continued to support the public health workforce in Scotland as they respond to the direct and indirect impacts of the COVID-19 pandemic.

CFPHS wrote to all Educational Supervisors in Scotland to support them in delivery of their educational roles during the pandemic response and the FPH in Scotland 2021 conference was rescheduled to May 2022 to avoid adding stress to an overstretched workforce.

In January 2021, CFPHS wrote a letter to Professor Burns, BMA President, expressing the support of FPH membership in Scotland for the JCVI recommended prioritisation of initial dose vaccination for a wider population, and subsequent change in government policy.

Ahead of the Scottish Parliamentary elections in May 2021 CFPHS published a briefing for prospective MSPs. The briefing highlighted that whilst Scotland has shown public health leadership on issues such as a smoking ban in public places, Minimum Unit Pricing for alcohol and the Child Poverty Act, there is still much work to do to tackle health inequalities in Scotland and mitigate the impacts of COVID-19. Following the briefing, CFPHS representatives held meetings with several Members of Scottish Parliament.

FPH thanks the CFPHS and all members in Scotland for their work during 2021.

Advocacy work in Wales

Over the past 12 months the Committee of the Faculty of Public Health in Wales (CFPHW) has provided support to members regarding the restructure of part of Public Health Wales and the move of local Public Health Teams to local Health Boards in September 2022.

A Programme Board and stakeholder engagement panel are focussing on issues including safeguarding and improving standards in public health across all domains, ring fencing of resources for three years moving into the acute sector, proposals to merge two directorates by March 2023, and continuity of training placements. In light of the changes the CFPHW's Terms of Reference will be reviewed with members across Wales.

Specialty Training support and leadership has continued throughout the pandemic due to the dedication of Faculty members in Wales. There was a very successful Virtual Training Conference held in November which was well attended and supported across Wales. FPH President Professor Maggie Rae was pleased to meet with Angela Jones, Convenor of CFPHW during 2021, and thanks all members in Wales for their work over the past year.

Advocacy work in Northern Ireland

2021 remained a busy year for Faculty members in Northern Ireland as they continued to respond to the challenges posed by the COVID-19 pandemic. This resulted in new ways of working to support the acute response and maintain existing work streams. Alongside this, the Faculty in Northern Ireland was pleased to respond to consultations on the proposal to introduce Duty of Candour and Climate Change legislation.

The Faculty in Northern Ireland welcomed the FPH President, Treasurer and Chief Executive on a virtual visit including a meeting with senior Department of Health officials to look to the future of public health in Northern Ireland.

From a trainee perspective, 2021 marked the first multi-disciplinary trainees recruited to the training programme. Trainees have continued to play an integral role in the COVID-19 response alongside secondments to UKHSA and UK Field Epidemiology Training Programme. The Faculty in Northern Ireland congratulates trainees on their exam successes this year.

English Public Health System

2021 saw fundamental changes for the public health system in England with Public Health England being disbanded and two new bodies created, the UK Health Security Agency and the Office for Health Improvement and Disparities.

Throughout the year, FPH joined with partner organisations to lobby for a strong local system, with a key leadership role for Directors of Public Health, supported by an effective regional and national system with clear lines of communications and accountability.

The Faculty responded to the Government's Health and Care White Paper, raising concerns about privatisation of NHS services and noting a missed opportunity to place public health at the heart of the nation's recovery from the pandemic.

FPH thanks all members in England for their professionalism and their dedication to protecting and improving the health of the populations they serve during a challenging year.

Special Interest Groups

Throughout 2021, our Special Interest Groups continued to produce a wide range of outstanding work. Some highlights included:

- Our Drugs SIG led a call across the medical profession, law enforcement, drugs organisations and academics for the legalisation of overdose prevention centres (consumption rooms). The call was widely publicised and gained national recognition
- The Equality and Diversity SIG led a series of workstreams looking at the under and over-representation of different ethnicities amongst Registrars and consultants and the barriers to progression in public health
- The Public Mental Health SIG provided a comprehensive response to the proposal for the reform of the Mental Health Act
- The Primary Care and Public Health SIG led an outstanding series of webinars on the links between public health and general practice

Membership and Organisation

What we said we'd achieve during 2021...

- **Continue to freeze membership and examination fees for members**
 - We are pleased that for the third year in a row we froze both membership and examination fees
- **Provide improved digital services to provide easier access to Faculty resources**
 - We have redesigned our Faculty Membership system and this was rolled out internally to staff early in 2022
- **Improve our office infrastructure**
 - We upgraded our office infrastructure during 2021, including re-cabling the building, to offer enhanced connectivity and support new ways of working
- **Adhere to our financial strategy**
 - We are pleased to report that we have adhered to our financial strategy throughout 2021 and delivered a balanced budget. We have implemented our revised investment policy, putting measures in place to ensure that we meet our environmental, social, and governance strategy

Members continue to volunteer their time to support the Faculty

We thank our members who volunteer their personal time to deliver roles such as Trustees, Faculty Advisers, Assessors, CPD Advisers, examiners and so many others, are essential to the continued successes of the Faculty. Without them, the Faculty could not deliver such excellent work.

Over twenty-five committees report directly and indirectly to the Board of Trustees, and approximately 400 members take an active role in at least one or more of these committees. Together they enable the Faculty of Public Health to meet our charitable objects of;

- advancement of knowledge
- maintaining the highest possible standards in public health
- acting as an authoritative body

Events and seminars

Throughout 2021, because of the continued COVID-19 pandemic, all FPH events and meetings were delivered online, with the number of events and attendees up on previous years. The highlights of the year were:

- The Bazalgette Lecture delivered by Professor Stephen Holgate, MRC Clinical Professor of Immunopharmacology, UKRI Clean Air Champion, Special Advisor to the RCP on Air Quality and current holder of the FPH Bazalgette Professorship Champion of Evidence
- Welcome events for our new Specialty Registrars
- The Faculty, having been awarded the ASPHER Deans and Directors' Good Practice Award for 2021, hosted an event to celebrate the work of all the different organisations who contribute to the training programme and who deserved to be recognised for the role they played in this outstanding achievement
- The Public Health Ethics and Law International Webinar Series continued throughout 2021 in collaboration with the European Public Health Association, including sessions on leadership and ethics at the EUPHA virtual 2021 conference
- The FPH Officer team hosted a round table titled System leadership, the pandemic & implications for the public health workforce and systems in the UK
- The virtual FPH Annual Awards ceremony for 2020 and 2021
- Our Annual General Meeting, Board and Committee meetings

Awards and Prizes

In 2021 we awarded:

- 10 Honorary Fellows
- 15 Honorary Members
- 39 Fellows through Distinction
- 13 Members through Distinction

Having suspended the awarding of prizes in 2020 we were delighted to have been able to award the following for 2021. We thank all award sponsors, as well as everyone who submitted nominations.

- Cochrane Prize which is awarded to an undergraduate student to support an educational activity in the field of public health went to Dr George Barker
- Sir John Brotherston Prize which is awarded for the best essay or research on a public health topic written by a student or young graduate went to Dr Isabelle Whelan
- Michael O'Brien Prize which is awarded for the highest score in the FPH diplomate exam went to Dr Manuj Sharma (Jan 2020), Dr Ana-Catarina Pinho-Gomes (Nov 2020) and Ms Helen Watson (March 2021)
- The McEwen Award awarded for the highest score in the FPH final membership examination went to Dr Thomas Callender
- Ann Thomas Prize awarded for the highest score in the Faculty's final membership exam by a specialty registrar based in Wales went to Mr Christopher Emmerson
- FPH Trainer Award awarded for exceptional educational supervisors went to Dr Yvonne Young (2020) and Mrs Dudu Sher Arami (2021)

- The Littlejohn Gairdner Award for outstanding contribution to public health in Scotland went to Dr Kate Mark
- Sian Griffiths Global Public Health Award in recognition of the unique contribution of public health professionals working in global public health went to Dr Megan Evans
- FPH Staff Award in recognition of outstanding work by FPH staff went to the FPH exams team Ms Laura Bland, Mr Gareth Cooke and Ms Victoria Strode for their exemplary work in taking the Faculty from in-person to online exams during the pandemic
- Sam Ramaiah Award For work on a public health topic that seeks to improve the health of black and minority ethnic communities or reduce health inequalities in the UK went to Ms Chantelle Fatania
- The Synergy Award in recognition of a strong commitment to, or success in, collaborative working with other organisations on shared public health objectives went to Dr Jenny Lisle and Dr Farhang Tahzib
- Wilfrid Harding Prize for outstanding contribution to the Faculty of Public Health went to Dr Ellis Friedman
- Alwyn Smith Prize for outstanding contribution to public health research or practice went to Professor Mala Rao and Professor Sir Peter Horby

We hosted a well-attended virtual event to celebrate the achievements of those individuals awarded Honorary and Distinction Grades of membership as well as the prizes and awards detailed above. We are looking forward to celebrating again in person in April 2022.

Membership Fees

In December 2021 FPH was delighted to announce to members that there would be no increase in membership subscriptions or exam fees during 2022 – the third consecutive year we have been able to freeze fees.

Global health

FPH thanks the Global Health Committee, chaired by Professor Neil Squires, for its excellent work on the Faculty's global agenda.

In response to COVID-19, FPH has supported information exchange and advocated strongly for equitable access to vaccines.

The Faculty has continued to foster collaboration with ASPHER, IANPHI and WHO to develop the public health workforce and strengthen institutions and systems essential for global health security. This has included support of a WHO-convened meeting to develop a roadmap for strengthening public health workforce capacity linked to strengthening country capacity to deliver the essential public health operations. The meeting included WHO HQ and regional representation from AFRO, PAHO, SEARO, EMRO and EURO and highlighted the importance of professionalisation of the public health workforce, as well as the value of competency-based training for a multidisciplinary public health workforce, able to engage at local, national and global levels.

Our global health Special Interest Groups have been active in supporting colleagues internationally, particularly in relation to the pandemic. Some highlights include:

- Engagement by the Sudan SIG in the publication of a special issue of the UK Sudan Doctors Union journal on COVID-19, which was largely authored by members of the SIG
- Publication of a special supplement in the October edition of the Faculty's Journal of Public Health on Mental Health in India
- Collaboration between ASPHER and the Europe SIG on statements relating to a Trade-related Intellectual Property (TRIPS) Waiver for COVID-19 vaccines
- Publication of a joint statement by the Yemen SIG on the impact of the UK Government's aid cuts on child health in Yemen
- Participation by members of the Pakistan SIG in Pakistan's Health Services Academy 11th public health conference
- The Africa SIG continues to work on antimicrobial resistance with colleagues in Nigeria and Ghana

Our plans for 2022

Education & Training

- Implement our revised specialty training curriculum in August 2022
- Migrate the delivery of the MFPH (Final Membership) exam back to an in-person exam
- Publish a report on equality issues in recruitment into public health specialty training

Workforce and Standards

- Launch a new CPD policy to better support members in recording and reflecting on CPD
- Further expand the number of Faculty Assessors available to support recruitment into senior public health posts

Policy and Advocacy

- Continue to deliver on our strategic objectives in support of the Faculty's mission; Better Health For All - Leaving No-one Behind
- Support policy work targeted at reducing health inequalities
- Hold Government to account on public health policy and system development
- Support our Special Interest Groups to promote their work to the wider Faculty membership
- Implement our climate and health strategy and embed this work across the Faculty
- Publish a report on Equality and Diversity across the public health career pathway

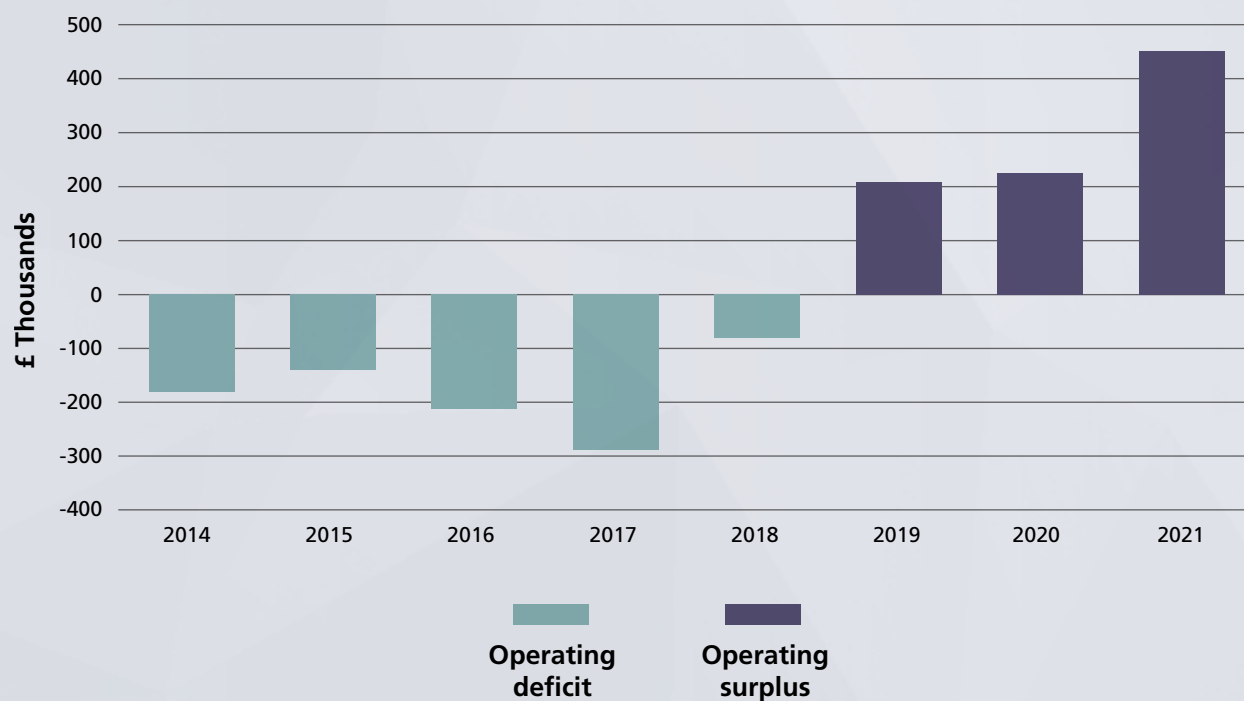
Membership and Organisation

- Continue to freeze membership and examination fees for members
- Launch our new membership portal and continue work on improved digital services to provide easier access to CPD and other Faculty resources
- Continue to deliver on our financial strategy with a balanced budget and maintain our ethical investment policy

Trustees' report:

Financial review and governance

FPH unrestricted results



Treasurer's report

Presenting my sixth (and final!) report as FPH Treasurer, I am pleased to report that the Faculty achieved an unrestricted surplus of £449,104 in 2021 before investment gains.

Income was up on 2020 mainly due to increased membership subscription income (despite membership fees being frozen for the third year) and increased Practitioner Master Class income.

Overall, unrestricted costs were about 5% up on 2020, partly due to increased costs relating to training courses and also one-off office refurbishment costs incurred in preparation for a return to office working.

Total investment returns on unrestricted funds were £152,448.

The trustees have agreed a programme of improvements to our systems and the accounts show a transfer of £485,000 from unrestricted reserves to a designated Systems Development fund to provide for anticipated future costs. This programme started in 2021 and an initial £39,550 was spent developing a new CRM system which went live this February.

Key objectives set out in the Faculty Financial Strategy have been achieved. A recent Board Report has discussed the financial and non-financial utility of pursuing the various outstanding issues in the strategy in forthcoming years, and also has considered the impact of the pandemic on the strategy.

A prudent budget has been set for next year and I have confidence that the improvement of the financial health of the Faculty should continue. I look forward to handing over my responsibilities to the new Treasurer and wish him success in his role.

Financial summary

In looking at our financial statements, the most important figures to consider are those in the columns headed 'unrestricted funds'. These are the sums that are fully available for FPH to use for our operational activities. The other types of funds we report in our accounts have various restrictions placed on them, and they cannot be used for everyday activity. Some of these funds resource our prizes whilst others relate directly to grant-based projects and only become available once the project has been undertaken.

The unrestricted surplus before investment gains (see below) was £449,104; this compares with an unrestricted surplus in 2020 before investment gains of £226,983.

The total surplus for the year before investment gains was £397,272 compared with a surplus of £212,342 in 2020. The overall surplus after investment returns amounted to £564,835 compared with an overall surplus of £230,162 in 2020. This is reported in the two columns on the far right of the Statement of Financial Activities.

Investments

Our investments are managed by Smith and Williamson Investment Managers. The key objectives of the FPH investment policy are:

1. Achieve an annual unrestricted income of at least £30,000 from dividends and interest (though it is recognised that this is ambitious in the current climate, and we have revised our forecasts accordingly.)
2. Achieve a return on investment at least in line with inflation within an acceptable level of risk.
3. Where feasible, to channel investments into sectors that promote and support public health objectives whilst maintaining acceptable returns.

Unrestricted investment income in 2021 was £20,935 down from £21,678 in 2020 and the total return on investments was 13% (2020 3%) and more than offset the dividends shortfall.

Unrestricted reserves

Unrestricted funds at 31 December (excluding designated funds) totalled £1,610,519 representing 12.1 months of normal operational expenditure and 79% of yearly unrestricted turnover.

We continue to aim to maintain reserves of at least 6 months normal operational expenditure.

Other reserves

The following amounts were held at 31 December 2021:

Designated funds	£613,889
Restricted funds	£138, 283
Endowment funds	£54,167

Designated Funds

A designated fund is a "ring fencing" by the trustees of existing unrestricted funds for a particular project or use by the Faculty.

Details of funds are shown in Note 15 to the accounts.

Impact of COVID-19 and Financial sustainability

The financial impact of the pandemic on the Faculty in 2021 was successfully mitigated. I have considered the impact of COVID-19 on the future finances of the charity and concluded that the envisaged changes to staff working practices, increased teleconferencing and exams should have a small recurrent benefit on the Faculty budget. In 2020 and 2021, the Faculty successfully moved to online exam sittings and henceforth the Diplomate exam will continue online but the Membership exam will revert to an in-person format.

We have prepared a cash flow forecast to 31 December 2022 and are confident that we can maintain our financial solvency whilst investing in IT system improvements.

Risk management

The Faculty has a risk register which is updated on a regular basis by managers. The register is then reviewed at the quarterly meetings of the Risk Management, Audit & Finance Committee (RMAFC) who pay particular attention to all high-risk items. Our risk management process complies with the best practice as set out in the latest guidance from the Charity Commission. Significant risks to the Faculty include:

- 1) Operation: COVID-19 continues to impact the Faculty's operational activity. The Faculty has mitigated the impact of this by continuing to deliver services to our membership and the specialty whilst working remotely.

Mitigation: We have developed our digital offering and our membership and committee engagement and our exams are now delivered digitally.

- 2) Operation: The Faculty recognises that there are risks associated with our IT functions and has designated funds for necessary upgrades which need to be implemented in the coming years. There will be additional demand on internal resources while the development takes place.

Mitigation: A Program Board has been appointed by the trustees to have oversight of all major projects. We are also filling posts that were vacant during the last 12 months.

- 3) Reputation/Operation: There is a reputational and operational risk to the Faculty that the required development of a new CPD diary and ePortfolio platform, will result in an inferior experience for users and/or loss of functionality/access to data.

Mitigation: This project is being closely managed through the Programme Board.

- 4) Reputation and Financial: The Faculty stores and processes membership data. We strive to protect data by complying with the General Data Protection Regulations.

Mitigation: Any new processes and services are required to have robust security as standard. The Faculty purchases cyber security insurance. We also mitigate against non-compliance by having a data management strategy including the annual mandatory training for staff. The workplan for 2022 includes appointing an Information Governance Partner to mitigate this risk further.

The Risk Management Audit and Finance Committee is satisfied with the level of risk and the management controls in place to reduce the risks. In financial terms the risks to the organisation are not significant and the future of the Faculty is closely linked to the future development of the Public Health Specialty over time.

Committee issues

The RMAFC has developed a comprehensive work plan which is RAG rated. A Remuneration Committee set up in 2016 has operated satisfactorily.

VAT

From 2016, FPH has been VAT registered.

Audit

I am pleased to report that we received an unqualified audit report for the year.

Thanks

This is my final report as Faculty Treasurer. It has been a privilege to have undertaken the role. I am pleased with the progress made during my two terms as Treasurer, including significant improvements in our financial position and ethical investing.

These achievements have been due to many factors but in particular, I wish to pay credit to the support I have received from the Faculty finance staff, the Chief Executive, the Deputy Chief Executive, the President and Faculty Board and the members of the RMAFC.

Dr Ellis Friedman

Faculty Treasurer, March 2022

Governance

The Faculty of Public Health (FPH) is a faculty of the Royal Colleges of Physicians of the UK, the latter consisting of the Royal College of Physicians of Edinburgh, the Royal College of Physicians and Surgeons of Glasgow and the Royal College of Physicians of London. FPH is a registered charity (charity number 263894) and its governing instrument is its Standing Orders.

The charity has given due consideration to Charity Commission published guidance on the operation of the Public Benefit requirement.

The trustees are the voting members of the FPH Board. Three trustees are appointed by the parent colleges. The President and Vice President are elected by the membership through a single transferable vote system. The remaining officers are elected by the trustees. All officers are elected for a term of three years and, with the exception of the President, can stand for a further two-year term.

The remaining trustees are elected in accordance with the terms of Standing Orders 37-42 and the detailed procedures for the timetable and the single transferable vote system as agreed by the Board. The trustees who served during 2021 are listed in appendix 1.

Following their election, the trustees are presented with the FPH trustee handbook, given a briefing by the President and other officers as appropriate and given the opportunity to discuss administrative details further at the FPH offices. The trustees are also invited to spend time with FPH staff so that they can gain an understanding of how the organisation works.

The Board meets five times a year, once after the Annual General Meeting in accordance with Standing Order 49, three times to discuss general matters and a fifth time as an away day. The functions and powers of the Board are detailed in Standing Orders 50 and 52.

The vision and mission of the charity were updated in 2019 as part of the development of the FPH strategy for 2020-2025.

The Executive Committee carries out the functions set out in Standing Order 63, which include the power to act on behalf of the Board at the request of the President on matters of urgency.

A number of other standing committees are appointed by the Board to provide the structure to support the principal purposes of the organisation and are, in general, chaired by the officer with responsibility for that function.

Sub-committees and special committees with a limited lifespan may be appointed by the Board to assist it in any matter. All committees report to the Board via the Executive Committee. The committee structure in 2021 is set out in appendix 2.

FPH relies heavily on its members who work voluntarily on committees and are appointed into posts to take forward the work programme.

The Chief Executive is appointed and removed by the Board and is responsible for the day-to-day management of the staff and FPH headquarters in accordance with guidelines agreed by the Board.

Objects

The charitable objects of FPH are:

- To promote for the public benefit the advancement of knowledge in the field of public health
- To develop public health with a view to maintaining the highest possible standards of professional competency and practice
- To act as an authoritative body for the purpose of consultation in matters of education or public interest concerning public health.

Resources

Our financial resources are described in the financial statements. In addition to its paid staff, FPH relies heavily on the voluntary work of its honorary officers, Board and committee members.

Key management personnel

Chief Executive – James Gore

Deputy Chief Executive – Magdalene Connolly

Director of Education, Standards and Advocacy – Julian Ryder

Remuneration policy

Remuneration for the Chief Executive is set by the FPH Remuneration Committee. Remuneration for other key management personnel is set by the Chief Executive, in accordance with FPH pay and management performance policies.

Principal advisers

Bankers

National Westminster Bank Plc
125 Great Portland Street
London W1N 6AX

Solicitors

Bates Wells and Braithwaite London LLP
10 Queen Street Place
London EC4R 1BE

Auditors

Sayer Vincent
Invicta House
108-114 Golden Lane
London EC1Y 0TL

Investment Managers

Smith and Williamson
25 Moorgate
London
EC2R 6AY

Statement of trustees' responsibilities

Status

The Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom is a registered charity. Its charity number is 263894.

The trustees are responsible for the preparation of the Annual Report and Financial Statements in accordance with the applicable laws and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under charity law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its net outgoing resources for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgments 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
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Maggie Rae
President

Independent auditor's report

Opinion

We have audited the financial statements of The Faculty of Public Health (the 'charity') for the year ended 31 December 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 December 2021 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The Faculty of Public Health's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Risk Management, Audit and Finance Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
 - We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
 - We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
 - We reviewed any reports made to regulators.
 - We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
 - We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
 - In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed

Date: 15 June 2022

Sayer Vincent LLP

Statutory Auditor

Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities

For the year ended 31 December 2021

	Note	Unrestricted £	Designated £	Restricted £	Endowment £	2021 Total £	2020 Total £
Income from:							
Donations and legacies		8,011	-	-	-	8,011	-
Charitable activities							
Membership fees and subscriptions		1,309,150	-	-	-	1,309,150	1,213,519
Maintaining professional standards		113,925	-	-	-	113,925	120,949
Examination and training fees		384,994	-	-	-	384,994	226,825
Public health policy and advocacy		-	-	-	-	-	-
International		-	-	28,996	-	28,996	371
Journal of Public Health		183,683	-	-	-	183,683	151,618
Other trading activities		19,226	-	-	-	19,226	9,627
Investments		20,935	300	-	737	21,972	22,743
Total income		2,039,924	300	28,996	737	2,069,957	1,745,652
Expenditure on:							
Investment management fees		12,202	283	-	588	13,073	10,199
Charitable activities							
Grants and prizes		-	1,000	301	-	1,301	100
Professional standards and membership		671,543	39,550	4,728	-	715,821	604,676
Examinations and training		538,801	-	1,635	-	540,436	500,567
Public health policy and advocacy		256,972	4,815	12,168	-	273,955	300,655
International		33,615	-	16,797	-	50,412	37,873
Journal of Public Health		77,687	-	-	-	77,687	79,240
Total expenditure	3	1,590,820	45,648	35,629	588	1,672,685	1,533,310
Net income / (expenditure) before net gains / (losses) on investments		449,104	(45,348)	(6,633)	149	397,272	212,342
Net gains / (losses) on investments	11	152,448	4,842	-	10,273	167,563	17,820
Net (expenditure) for the year	4	601,552	(40,506)	(6,633)	10,422	564,835	230,162
Transfer to Systems Development Fund	15c	(485,000)	485,000	-	-	-	-
Transfers between funds	15c	-	14,767	(14,767)	-	-	-
Net movement in funds	4	116,552	459,261	(21,400)	10,422	564,835	230,162
Reconciliation of funds:							
Total funds brought forward		1,493,967	154,628	159,683	43,745	1,852,023	1,621,861
Total funds carried forward		1,610,519	613,889	138,283	54,167	2,416,858	1,852,023

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

Balance sheet

As at 31 December 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	9		7,252		7,252
Intangible assets	10		14,639		29,289
Investments	11		1,572,609		1,417,663
			1,594,500		1,454,204
Current assets:					
Debtors	12	272,039		197,927	
Cash at bank and in hand		1,114,562		541,284	
		1,386,601		739,211	
Liabilities:					
Creditors: amounts falling due within one year	13	(564,243)		(341,392)	
Net current assets			822,358		397,819
Total net assets	14		2,416,858		1,852,023
The funds of the charity:	15				
Restricted income funds			138,283		159,683
Endowment funds			54,167		43,745
Unrestricted income funds:					
Designated funds		613,889		154,628	
General funds		1,610,519		1,493,967	
Total unrestricted funds			2,224,408		1,648,595
Total charity funds			2,416,858		1,852,023

Approved by the trustees on 20 May 2022 and signed on their behalf by

Dr Ellis Friedman
Treasurer

Professor Maggie Rae
President

Statement of cash flows

For the year ended 31st December 2021

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

	2021	2020
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	564,835	230,162
Depreciation charges	14,647	14,647
(Gains)/losses on investments	(167,563)	(17,820)
Dividends, interest and rent from investments	(21,972)	(22,743)
(Increase)/decrease in debtors	(74,112)	(5,635)
Increase/(decrease) in creditors	222,854	(62,467)
Net cash provided by / (used in) operating activities	538,686	136,144

	2021	2020
	£	£
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	538,686	136,144
Cash flows from investing activities:		
Dividends, interest and rents from investments	21,972	22,743
Cash held for reinvestment in investment portfolio	(1,871)	(42,210)
Purchase of fixed assets	160,230	-
Proceeds from sale of investments	-	335,237
Purchase of investments	(145,742)	(372,804)
Net cash provided by / (used in) investing activities	34,589	(57,034)
Change in cash and cash equivalents in the year	573,275	79,110
Cash and cash equivalents at the beginning of the year	541,284	462,174
Cash and cash equivalents at the end of the year	1,114,562	541,284

Notes to the financial statements

For the year ended 31 December 2021

1 Accounting policies

a) Statutory information

The Faculty of Public Health is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 4 St. Andrews Place, London, NW1 4LB.

b) Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This is on the basis of the level of cash and investments held by the Faculty, in addition to an anticipated surplus in the year to 31 December 2022.

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.

e) Income

Incoming resources are included in the Statement of Financial Activities (SoFA) on the following basis:

- Membership subscriptions - amounts received in the current year and relating to the current year's subscriptions.
- Examination and training fees - amounts received in the current year and relating to examinations and courses held in the current year.
- Revalidation fees, donations and legacies, gift aid and investment income - amounts received in the current year.
- Journal of Public Health and other income - amounts receivable where the Faculty is legally entitled to the income and the amounts can be reasonably quantified and the transfer of funds is probable.

Subscriptions, examination fees and other income received in advance of the related activity are deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Endowment funds are perpetual funds where only the income generated from them is used for operational purposes. Capital growth / loss is adjusted to the value of the funds. Authority to change their nature and status lies with the donors.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 December 2021

h) 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 is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

i) 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 on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

– Professional standards and membership	45%
– Examination and training fees	23%
– Public health policy and advocacy	26%
– International	5%
– Journal of Public Health	1%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The straight line depreciation rates in use are as follows:

– Intangible assets- website and IT system development	5 years
– Office and IT furniture and equipment	3 years

No depreciation has been provided on donated items as their NBV is considered a fair estimate of their value.

l) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

m) 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.

n) 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.

Notes to the financial statements

For the year ended 31 December 2021

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

The charity contributes 12.5% of employees basic salaries to an auto-enrolment pension scheme. Alternatively staff may opt to have contributions made to authorised pension schemes of their choice.

2 Detailed comparatives for the statements of financial activities

	Unrestricted	Designated	Restricted	Endowment	2020 Total
	£	£	£	£	£
Income from:					
Donations and legacies	-	-	-	-	-
Charitable activities					
Membership fees and subscriptions	1,213,519	-	-	-	1,213,519
Examination and training fees	120,949	-	-	-	120,949
Maintaining professional standards	226,825	-	-	-	226,825
Public health policy and advocacy	-	-	-	-	-
International	-	-	371	-	371
Journal of Public Health	151,618	-	-	-	151,618
Other trading activities	9,627	-	-	-	9,627
Investments	21,678	429	-	636	22,743
Other	-	-	-	-	-
Total income	1,744,216	429	371	636	1,745,652
Expenditure on:					
Investment management fees	9,461	243	-	495	10,199
Charitable activities					
Grants and prizes	-	100	-	-	100
Examinations and training	600,189	-	4,487	-	604,676
Maintaining professional standards	494,239	-	6,328	-	500,567
Public health policy and advocacy	297,350	3,305	-	-	300,655
International	36,754	-	1,119	-	37,873
Journal of Public Health	79,240	-	-	-	79,240
Total expenditure	1,517,233	3,648	11,934	495	1,533,310
Net income / expenditure before gains / losses	226,983	(3,219)	(11,563)	141	212,342
Net gains / (losses) on investments	9,707	1,274	-	6,839	17,820
Net movement in funds	236,690	(1,945)	(11,563)	6,980	230,162
Reconciliation of funds:					
Total funds brought forward	1,257,277	156,573	171,246	36,765	1,621,861
Total funds carried forward	1,493,967	154,628	159,683	43,745	1,852,023

Notes to the financial statements

For the year ended 31 December 2021

3a Analysis of expenditure (current year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	276,537	222,330
Direct costs	-	1,301	138,350	164,295
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Governance review	13,073	-	-	-
Investment management fees	-	-	-	-
Audit fees	-	-	-	-
	13,073	1,301	414,887	386,625
Support costs	-	-	280,170	143,198
Governance costs	-	-	20,764	10,613
Total expenditure 2021	13,073	1,301	715,821	540,436
Total expenditure 2020	10,199	100	604,676	500,567

Notes to the financial statements

For the year ended 31st December 2021

Charitable activities			Governance costs	Support costs	2021 Total	2020 Total
Public health policy and advocacy	International	Journal of Public Health				
£	£	£	£	£	£	£
74,908	-	-	-	315,204	888,979	874,200
25,174	16,975	71,000	-	-	417,095	319,657
-	-	-	-	33,194	33,194	16,976
-	-	-	-	82,307	82,307	71,302
-	-	-	-	137,822	137,822	153,304
-	-	-	-	23,355	23,355	14,173
-	-	-	-	16,070	16,070	15,741
-	-	-	-	14,647	14,647	14,647
-	-	-	33,063	-	33,063	30,870
-	-	-	-	-	13,073	10,199
-	-	-	13,080	-	13,080	12,240
100,082	16,975	71,000	46,143	622,599	1,672,685	1,533,307
161,876	31,130	6,226	-	(622,599)	-	-
11,997	2,307	461	(46,143)	-	-	-
273,955	50,412	77,687	-	-	1,672,685	1,533,307
300,655	37,873	79,240	-	-	1,533,307	

Notes to the financial statements

For the year ended 31st December 2021

3b Analysis of expenditure (prior year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Analysis of expenditure (prior year)	-	-	212,920	212,035
Direct costs	-	100	93,574	136,128
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Governance review	-	-	-	-
Investment management fees	10,199	-	-	-
Audit fees	-	-	-	-
	10,199	100	306,494	348,162
Support costs	-	-	278,782	142,489
Governance costs	-	-	19,400	9,915
Total expenditure 2020	10,199	100	604,676	500,566

Notes to the financial statements

For the year ended 31st December 2021

Charitable activities			Governance costs	Support costs	2019 Total
Public health policy and advocacy	International	Journal of Public Health			
£	£	£	£	£	£
115,872	-	-	-	333,373	874,200
12,500	4,742	72,613	-	-	319,657
-	-	-	-	16,976	16,976
-	-	-	-	71,302	71,302
-	-	-	-	153,304	153,304
-	-	-	-	14,173	14,173
-	-	-	-	15,741	15,741
-	-	-	-	14,647	14,647
-	-	-	30,870	-	30,870
-	-	-	-	-	-
-	-	-	-	-	10,199
-	-	-	12,240	-	12,240
128,372	4,742	72,613	43,110	619,515	1,533,307
161,074	30,975	6,196	-	(619,516)	-
11,209	2,156	431	(43,110)	-	-
300,655	37,872	79,239	-	-	1,533,307

Notes to the financial statements

For the year ended 31st December 2021

4 Net (expenditure) for the year

This is stated after charging / (crediting):

	2021	2020
	£	£
Depreciation	14,647	14,647
Auditor's remuneration (excluding VAT):		
	10,900	10,400

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021	2020
	£	£
Salaries and wages	717,715	714,203
Redundancy and termination costs	11,201	-
Social security costs	76,556	73,296
Employer's contribution to defined contribution pension schemes	83,507	86,701
	888,979	874,200

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2021	2020
	No.	No.
£70,000 - £79,999	1	1
£80,000 - £89,999		1
£90,000 - £99,999	1	

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £289,013 (2020: £271,902).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2020: £nil).

No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £9,313 (2020: £8,852) incurred by 4 (2020: 12) members relating to attendance at meetings of the trustees.

6 Staff numbers

The average number of employees (FTE) during the year was 15.8 (2020: 15.6).

7 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31st December 2021

9 Tangible fixed assets

	Office Furniture and equipment £	Donated items £	Total £
Cost			
At the start of the year	25,871	4,912	30,783
Additions	-	-	-
Disposals	-	-	-
At the end of the year	25,871	4,912	30,783
Depreciation			
At the start of the year	23,531	-	23,531
Disposals	-	-	-
Charge for the year	-	-	-
At the end of the year	23,531	-	23,531
Net book value			
At the end of the year	2,340	4,912	7,252
At the start of the year	2,340	4,912	7,252

All of the above assets are used for charitable purposes.

10 Intangible assets

	E-Portfolio software £	CRM Software £	Website development £	Total £
Cost				
At the start of the year	51,389	100,820	73,232	225,441
Additions in year	-	-	-	-
At the end of the year	51,389	100,820	73,232	225,441
Depreciation				
At the start of the year	51,389	100,820	43,946	196,155
Charge for the year	-	-	14,647	14,647
At the end of the year	51,389	100,820	58,593	210,802
Net book value				
At the end of the year	-	-	14,639	14,639
At the start of the year	-	-	29,286	29,286

11 Listed investments

	2021 £	2020 £
Fair value at the start of the year	1,353,685	1,298,298
Additions at cost	145,742	372,804
Disposal proceeds	(160,230)	(335,237)
Net gain / (loss) on change in fair value	167,563	17,820
	1,506,760	1,353,685
Cash held by investment broker pending reinvestment	65,849	63,978
Fair value at the end of the year	1,572,609	1,417,663

Notes to the financial statements

For the year ended 31st December 2021

12 Debtors

	2021	2020
	£	£
Trade debtors	11,172	-
Other debtors	216,177	157,754
VAT debtor	8,757	5,521
Prepayments	35,933	34,652
	272,039	197,926

With the exception of listed investments, all of the charity's financial instruments, both assets and liabilities, are measured at amortised cost. The carrying values of these are shown above and also in note 13 below.

13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	100,466	79,313
Taxation and social security	62,168	-
Subscriptions paid in advance	35,500	23,764
Examinations and other fees paid in advance	94,521	79,726
Pension reserve	176,499	58,123
Accruals	38,310	44,195
	564,243	341,392

14a Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,252	-	-	-	7,252
Intangible assets	14,639	-	-	-	14,639
Investments	1,461,141	36,069	-	75,399	1,572,609
Current assets	670,498	577,820	138,283	-	1,386,601
Current liabilities	(543,011)	-	-	(21,232)	(564,243)
Net assets at 31 December 2020	1,610,519	613,889	138,283	54,167	2,416,858

14b Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,252	-	-	-	7,252
Intangible assets	29,289	-	-	-	29,289
Investments	1,351,077	29,821	-	36,765	1,417,663
Current assets	447,741	124,807	159,683	6,980	739,211
Current liabilities	(341,392)	-	-	-	(341,392)
Net assets at 1 January 2020	1,493,967	154,628	159,683	43,745	1,852,023

Notes to the financial statements

For the year ended 31st December 2021

15a Movements in funds (current year)

		At 31 December 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
Restricted funds:	Note					
Sian Griffith Prize Fund	1	1,800	-	-	-	1,800
Trainer of the Year Award	2	73	-	(51)	-	22
Sam Ramaiah Prize Fund	3	8,250	-	(250)	-	8,000
Elizabeth Russell Prize Fund	4	32,089	-	-	-	32,089
Lindsey Davies Synergy Fund	5	3,205	-	-	-	3,205
Dr Stewart-Brown Prize fund	6	4,000	-	-	-	4,000
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)	7	2,257	-	-	(2,257)	-
Mental Health - PHE collaboration	8	12,168	-	(12,168)	-	-
Health Foundation	9	1,597	-	-	(1,597)	-
PHE- Impact led evaluation of BAME interventions	10	-	-	-	-	-
Education and training						
Public Health Training in Clinical Specialities	11	47,736	-	(1,635)	-	46,101
Metacompetencies	12	5,131	-	-	-	5,131
Specialty Training	13	1,994	-	-	-	1,994
Health Education England	14	8,333	-	-	(8,333)	-
Professional standards						
CPD Fund	15	2,580	-	-	(2,580)	-
Revalidation Prog. - multidisciplinary	16	16,424	-	(4,728)	-	11,696
Corporate						
Royal College Fund	17	3,529	-	-	-	3,529
International						
DHSC- THET	18	1,246	714	(800)	-	1,160
Festival Medical Services	19	7,271	-	-	-	7,271
THET Nigeria	20	-	9,282	-	-	9,282
THET Ghana	21	-	19,000	(15,997)	-	3,003
Total restricted funds		159,683	28,996	(35,629)	(14,767)	138,283
Endowment funds:						
DARE Lecture Fund	22	43,745	11,010	(588)	-	54,167
Total endowment funds		43,745	11,010	(588)	-	54,167

Notes to the financial statements

For the year ended 31st December 2021

15a Movements in funds (current year) cont.

		At 31 December 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2021 £
Unrestricted funds:	Note					
Designated funds:						
Welsh Affairs Committee Fund	23	895	-	-	-	895
Scottish Affairs Committee Fund	24	69,582	-	(4,815)	-	64,767
UK Public Health Association	25	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	26	5,576	-	-	-	5,576
Alwyn Smith Prize Fund	27	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	28	2,252	-	(150)	-	2,102
Cochrane Prize Fund	29	16,234	-	(250)	-	15,984
BACP Travelling Fellowship	30	2,124	-	-	-	2,124
June & Sidney Crown Award	31	8,679	-	-	-	8,679
Ann Thomas Prize Fund	32	1,172	-	(100)	-	1,072
The McEwen Award	33	2,622	-	(100)	-	2,522
Prize Funds Trading Account	34	13,888	5,142	(683)	10,000	28,347
Business Development Fund	35	19,230	-	-	4,767	23,997
Clifford Hamer Shaw Memorial Fund	36	2,706	-	-	-	2,706
Tijou Charitable Trust	37	3,000	-	-	-	3,000
Systems Development Fund	38	-	-	(39,550)	485,000	445,450
Total designated funds		154,628	5,142	(45,648)	499,767	613,889
General funds		1,493,967	2,192,372	(1,590,820)	(485,000)	1,610,519
Total unrestricted funds		1,648,595	2,197,514	(1,636,468)	14,767	2,224,408
Total funds including pension fund		1,852,023	2,237,520	(1,672,685)	-	2,416,858

15b Movements in funds (prior year)

		At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
Restricted funds:						
Sian Griffith Prize Fund		1,800	-	-	-	1,800
Trainer of the Year Award		73	-	-	-	73
Sam Ramaiah Prize Fund		8,250	-	-	-	8,250
Elizabeth Russell Prize Fund		32,089	-	-	-	32,089
Lindsey Davies Synergy Fund		3,205	-	-	-	3,205
Dr Stewart-Brown Prize fund		4,000	-	-	-	4,000
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)		2,257	-	-	-	2,257
Mental Health - PHE collaboration		12,168	-	-	-	12,168
Health Foundation		1,597	-	-	-	1,597

Notes to the financial statements

For the year ended 31st December 2021

15b Movements in funds (prior year) cont.

	At 1 January 2020	Income & gains	Expenditure & losses	Transfers	At 31 December 2020
Education and training					
Public Health Training in Clinical Specialities	54,046	-	(6,310)	-	47,736
Metacompetencies	5,131	-	-	-	5,131
Speciality Training	1,994	-	-	-	1,994
WWPH - practitioner training	18	-	(18)	-	-
Health Education England	8,333	-	-	-	8,333
Professional standards					
CPD Fund	2,580	-	-	-	2,580
Revalidation Prog. - multidisciplinary	20,911	-	(4,487)	-	16,424
Corporate					
Royal College Fund	3,529	-	-	-	3,529
International					
DHSC- THET	875	371	-	-	1,246
Festival Medical Services	8,390	-	(1,119)	-	7,271
Total restricted funds	171,246	371	(11,934)	-	159,683
Endowment funds:					
DARE Lecture Fund	36,765	7,475	(495)	-	43,745
Total endowment funds	36,765	7,475	(495)	-	43,745
Unrestricted funds:					
Designated funds:					
Welsh Affairs Committee Fund	892	3	-	-	895
Scottish Affairs Committee Fund	72,808	79	(3,305)	-	69,583
UK Public Health Association	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	5,676	-	(100)	-	5,576
Alwyn Smith Prize Fund	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	2,252	-	-	-	2,252
Cochrane Prize Fund	16,234	-	-	-	16,234
BACP Travelling Fellowship	2,124	-	-	-	2,124
June & Sidney Crown Award	8,679	-	-	-	8,679
Ann Thomas Prize Fund	1,172	-	-	-	1,172
The McEwen Award	2,622	-	-	-	2,622
Prize Funds Trading Account	12,510	1,621	(243)	-	13,888
Business Development Fund	19,230	-	-	-	19,230
Clifford Hamer Shaw Memorial Fund	2,706	-	-	-	2,706
Tijou Charitable Trust	3,000	-	-	-	3,000
Total designated funds	156,573	1,703	(3,648)	-	154,628
General funds	1,257,277	1,753,923	(1,517,233)	-	1,493,967
Total unrestricted funds	1,413,850	1,755,626	(1,520,881)	-	1,648,595
Total funds	1,621,861	1,763,472	(1,533,310)	-	1,852,023

Notes to the financial statements

For the year ended 31st December 2021

15c Transfers between funds

The trustees undertook a review of the restricted funds held by the charity during the year. Four of these funds totalling £14,167 have been transferred out of restricted funds into unrestricted funds. This has been done on the basis that these funds were spent in previous years, but were never accounted for against the restricted funds. In addition, the trustees approved expenditure of £485,000 on future development of the organisations systems (of which £39,550 was spent in 2021). This amount has been transferred to a designated fund.

Purposes of restricted funds

- 1 Award to assist FPH members gain international experience, particularly in low and middle income countries
- 2 Award to the trainer adjudged to have contributed most to the training programme
- 3 Award for excellence in FPH examinations
- 4 Award created by the Scottish committee
- 5 Award recognising success in or commitment to developing synergistic relationship with other organisations
- 6 Award recognising contributions towards mental health research
- 7 Grant provided by Natural England
- 8 Agreement with PHE sharing good practice in a public mental health project- the remaining funds are to be returned
- 9 Project funded by the Health Foundation to investigate NHS preventative approaches to health and care
- 10 PHE grant- impact led evaluation of BAME interventions
- 11 DoH grant to set up a programme of work around public health training in clinical specialities
- 12 Grant provided by Health Education England
- 13 Agreement with DoH to provide e-learning tool for public health speciality training
- 14 Contract to scope a Public Health advanced clinical practice route
- 15 Funding to assess the effectiveness of CPD following the advent of revalidation
- 16 Grant to cover work on developing FPH revalidation systems to ensure applicability to all PH specialists
- 17 Grant provided by NiDOF to assist FPH achieve Royal College status
- 18 Grant to support Antimicrobial Stewardship scheme
- 19 Grant for the dissemination of public health information to prevent diarrhoeal disease in Yemen
- 20 Grant to support Antimicrobial Stewardship scheme
- 21 Grant to support Antimicrobial Stewardship scheme

Purposes of endowment fund

- 22 Set up to fund annual lectures

Notes to the financial statements

For the year ended 31st December 2021

Purposes of designated funds

- 23 Funds held on behalf of the Welsh affairs committee
- 24 Funds held on behalf of the Scottish affairs committee
- 25 Funds held on behalf of the UK Public Health Association
- 26 Award for excellence in examinations held by FPH
- 27 Award for outstanding contributions to research or practice in community medicine
- 28 Awarded biennially to a member judged to have made an outstanding contribution to FPH
- 29 Awarded to undergraduate students to support educational activities in public health medicine
- 30 Awarded biennially to assist FPH trainees undertake educational travel, normally outside the UK
- 31 Awarded biennially to assist FPH trainees gain experience of training outside the UK
- 32 Award for excellence in examinations held by FPH
- 33 Award for excellence in examinations held by FPH
- 34 General fund comprising investment income
- 35 Moneys released from past funding agreements to be used for future projects at the discretion of the Trustees
- 36 Part of a legacy received to be used for the production of public health films
- 37 Grant towards FPH's Public Health funding campaign
- 38 The trustees have agreed to designate a total of £485,000 towards system development projects of which £39,550 was spent in 2021.

16 Operating lease

FPH has a lease on 4 St Andrews Place, on a peppercorn rate, expiring on 25 August 2084. The trustees of this lease are:

- a) Dr Keith Williams
- b) Dr Elizabeth Aline Scott
- c) Professor Selena Felicity Gray

17 Post balance sheet events

The impact of Covid 19 on the financial sustainability of the charity is referred to in the Treasurer's Report. The value of the portfolio at the financial year end (31 December 2021) was £1,461,141, this had fallen by 9.59% to £1,321,191 as at 12th April.

The fall is attributable to several factors. Rising energy prices and supply chain constraints led to higher inflationary pressures at the start of the year causing markets to pause for breath following the 2021 post-pandemic rebound. The invasion of Ukraine by Russia triggered yet higher oil and soft commodities prices, leading to more inflation and growth worries, further depressing stock market values and thirdly we have seen a rotation away from growth/technology investments to value investments.

A resolution of the war would be a catalyst for a return of market confidence but higher interest rates, as central banks try to rein in inflation, will continue to weigh on markets and impact global growth.

Thank you

We would like to record our sincere thanks to all members who have led and contributed to the work of the Faculty during 2021, including:

Officers and Board Members

Professor Maggie Rae	President
Professor John Newton	Vice President
Dr Giri Rajaratnam	Registrar
Dr Sally Pearson	Assistant Registrar
Dr Ellis Friedman	Treasurer
Dr David Chappel	Academic Registrar
Dr Samia Latif	Assistant Academic Registrar
Professor Neil Squires	International Registrar

Local Board Members

Julie Cavanagh	Scotland
Angela Jones	Wales
Brid Farrell	Northern Ireland
Claire Sullivan	North East
Helen Bromley	North West
Judith Hooper	Yorkshire & the Humber
Alison Challenger and Helene Denness	East Midlands
Patrick Saunders	West Midlands
John Battersby	East of England
Kevin Fenton	London
Rebecca Cooper	South East Coast
Penelope Toff	South Central
Selena Gray	South West

General Board Members

Sue Atkinson
Rachel Flowers
Paul Johnstone

Co-opted Members

Alex Allen	Specialty Registrars Committee
Carol Brayne	Academic & Research Committee
Farhang Tahzib	Ethics Committee

RCP London	
RCP Edinburgh	RCP London
Royal College of Physicians & Surgeons of Glasgow	RCP Edinburgh
Emilia Crichton and Linda Bauld	Royal College of Physicians & Surgeons of Glasgow
Observers and lay members	
John Woodhouse	FPH Responsible Officer
Kevin Fenton	Public Health England
Ruth Tennant	Association of Directors of Public Health
John Carrier	Lay member
FPH Staff Team	
Aline Oshima	Executive Assistant to President & CEO
Audrey Haydock	Workforce Manager
Bruce Burford	Accountant
Caroline Wren	Senior Administrator, Business Services
David Parkinson	Communications Manager
Gareth Cooke	Education & Training Manager
James Elliott	Communications Assistant
James Gore	Chief Executive
Julian Ryder	Director of Education, Standards & Advocacy
Keith Carter	Business Services & Facilities
Krisztina Erdei	CPD Administrator
Laura Bland	Senior Examinations Coordinator
Mag Connolly	Deputy Chief Executive & Director of Corporate Affairs
Marijana Curic	Specialty Training Coordinator
Nikol Krehanova	Curriculum & Courses Coordinator
Renja Salonen	Revalidation & Workforce Administrator
Valerie MacDonald	Finance Administrator
Victoria Strode	Examinations Coordinator

- All members of our committees and working groups, details of which can be found in appendix 2
- All those involved in our special interest groups
- Our faculty advisers, deputy faculty advisers, CPD advisers and assessors on senior appointment interview panels
- All those involved in the successful delivery of our examinations
- All those who contributed to the successful delivery of our events, workshops and courses
- Registrars who worked with us on our FPH projects scheme
- Partner agencies, other organisations and government departments with which we worked in 2021

Appendix 1:

Board members

Board Members

1 January to 31 December 2021

For note, Board attendance during 2021 was affected by Covid-19.

Officers		Trustee attendance at Board meetings
President	Maggie Rae	5 of 5
Vice President	John Newton	4 of 5
Registrar	Giri Rajaratnam	4 of 5
Assistant Registrar	Sally Pearson	5 of 5
Academic Registrar	David Chappel	5 of 5
Assistant Academic Registrar	Samia Latif	4 of 5
Treasurer	Ellis Friedman	5 of 5
International Registrar	Neil Squires	5 of 5

Elected Members		Trustee attendance at Board meetings
General Board Member	Sue Atkinson	4 of 5
General Board Member	Paul Johnstone	5 of 5
General Board Member	Rachel Flowers	5 of 5
Local Board Member, North West	Helen Bromley	3 of 5
Local Board Member, North East	Claire Sullivan	4 of 5
Local Board Member, Yorkshire & the Humber	Judith Hooper	3 of 5
Local Board Member, East Midlands	Alison Challenger (to April 2021)	1 of 1
	Helene Denness (from May 2021)	4 of 4
Local Board Member, West Midlands	Patrick Saunders	5 of 5
Local Board Member, London	Susan Lloyd (to June 2021)	0 of 2
	Kevin Fenton (from Sept 2021)	2 of 2
Local Board Member, South Central	Penelope Toff	4 of 5
Local Board Member, SE Coast	Rebecca Cooper (from June 2020)	3 of 3
Local Board Member, East of England	Vacant (to June 2021)	1 of 2
	John Battersby (from July 2021)	2 of 3
Local Board Member, South West	Selena Gray	5 of 5
Local Board Member, Scotland	Julie Cavanagh	5 of 5
Local Board Member, Wales	Angela Jones	5 of 5
Local Board Member, Northern Ireland	Brid Farrell	2 of 5

Representatives of RCPs		Trustee attendance at Board meetings
RCP London	Chris Packham	4 of 5
RCP&S Glasgow	Emilia Crighton (to June 2021)	1 of 2
	Linda Bauld (from Sept 2021)	1 of 2
RCP Edinburgh	Mark Kroese (to June 2021)	2 of 2
	Lorna Willocks (from Sept 2021)	2 of 2

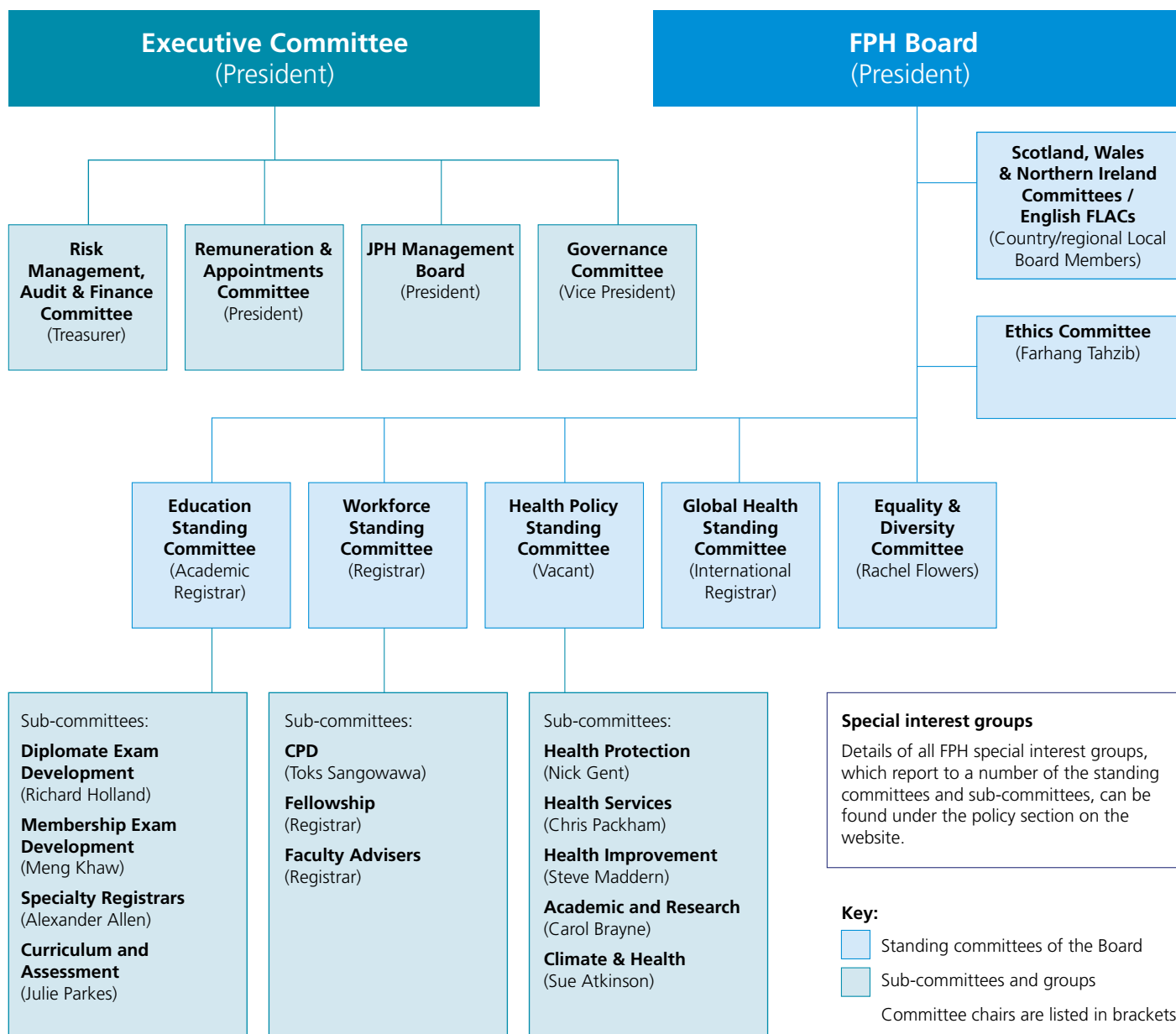
Co-opted Members		Trustee attendance at Board meetings
Chair, Specialty Registrars Committee	Alex Allen	5 of 5
Chair, Academic & Research Cttee	Carol Brayne	4 of 5
Chair, Public Health Ethics Committee	Farhang Tahzib	5 of 5

Observers and Lay Members*	
Responsible Officer	John Woodhouse
Representative, Association of Directors of Public Health	Ruth Tennant
Representative, Public Health England (to Oct 2021)	Kevin Fenton
Lay Member	John Carrier

* Observers and lay members are not FPH trustees.

Appendix 2: FPH committee structure

FPH committee structure – December 2021





**FACULTY OF
PUBLIC HEALTH**

Faculty of Public Health
4 St Andrews Place
London
NW1 4LB

Accounts



FACULTY OF
PUBLIC HEALTH

UK Faculty of Public Health 2020 Annual Report

www.fph.org.uk

During 2020...

FPH WORKED WITH MEMBERS TO DEVELOP THE FUNCTIONS AND STANDARDS OF A PUBLIC HEALTH SYSTEM DOCUMENT



400

MEMBERS TOOK AN ACTIVE ROLE IN OVER 25 COMMITTEES



235

CANDIDATES

SAT ONLINE FPH EXAMINATIONS



244 JOB DESCRIPTIONS APPROVED BY FPH

50% INCREASE 2019-2020

984

APPLICATIONS FOR 98 AVAILABLE PUBLIC HEALTH TRAINING POSTS

FPH MAINTAINED A BALANCED BUDGET, WITH MEMBERSHIP AND EXAMINATION FEES FROZEN FOR A SECOND YEAR RUNNING



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President & CEO Introduction

This past year has brought extraordinary challenges for the public health workforce across the UK and overseas. Whilst as public health professionals we understand that pandemics are a question of 'when not if', the global response to the COVID-19 pandemic has been unprecedented in modern times.

Our members have faced overwhelming pressure during 2020 - leading the response to COVID-19, adapting to a rapidly evolving public health landscape, and tackling the widening health inequalities that we have seen further exacerbated by the pandemic.

Despite this huge strain placed on an already overstretched public health workforce, our members have risen to the challenge of COVID-19, delivering outstanding work to protect the health of the populations they serve. As a Faculty we are proud to support our members across the UK, with this past year demonstrating the importance of working together across the four nations and overseas to protect health.

We thank those members who have – even in these most challenging of circumstances – volunteered their time and expertise to support their peers by working with the Faculty. The successes of the Faculty over the past year have only been made possible by the generosity and committed leadership of those members who have offered their time to work with us.

This year, Faculty Officers have worked with the staff team to adapt our business in response to the COVID-19 pandemic, and we thank them all for their hard work and commitment. This work has included moving Faculty examinations to an online environment, suspending CPD requirements, managing a surge in applications to public health training, adapting revalidation arrangements and reviewing our consultation on the training curriculum to reflect current circumstances.

Furthermore, we were able to deliver this work whilst maintaining a strong financial position for the Faculty, allowing us to freeze membership and examination fees for a second year running.

In 2020 we delivered two sittings of the Diplomate Exam and three sittings of the Final Membership Exam in 2020, with a total of 172 and 63 candidates sitting each of the exams respectively. We also ensured that Specialty Registrars continued to progress through their training, with 79 new Registrars enrolled on the training scheme and 64 Registrars recommended for their Certificate of Completion of Training.

In addition to delivering these core elements of examinations, training and standard setting in public health, our members have led Faculty work to hold Government to account on decisions made over the past year.

We raised particular concern to the Government in England for over-dependence on the private-sector in delivering an inadequate Test and Trace system, especially when held in comparison to the successes of local and regional public health systems. We were also disappointed regarding a lack of coherent public health messaging and expressed concern at the sudden announcement of the disestablishment of Public Health England and reminded Government of the importance of all domains of public health.

We repeated our call for a £1 billion increase in public health funding after another inadequate public health grant announcement and lobbied for an increase in public health specialty training places.

We joined with the BMA's Public Health Medicine Consultative Committee in issuing a statement on the easing of lockdown and implementation of test and trace, and also joined with the Association of Directors of Public Health and other partners in publishing guiding principles for the effective management of COVID-19 at local level.

We also developed our 'Functions and Standards of a Public Health System' document, drawing together a range of different papers that the Faculty of Public Health has produced in recent years to describe the essential functions of a public health system, and the standards and contribution of the specialist public health workforce that are crucial to a robust UK public health structure.

With COVID-19 not only highlighting, but also exacerbating, the stark health inequalities faced by populations across the UK, we have worked with our members to tackle issues of inequity including driving forward our anti-racism agenda; addressing food insecurity and diseases of poverty such as obesity; supporting access to birth control for those who need it, and warning of the consequences of COVID-19 on the growing homeless population.

We must also continue to work with our international partners to ensure global vaccine equity, as well as supporting those marginalised communities in the UK who face barriers to access.

This past year then, whilst challenging, has also brought many successes for the Faculty. We hope that you will enjoy reading about these in the following report and we thank the FPH Board, Officer Group, Committees, SIGs, staff team, and all members for all their support and hard work during 2020.



Prof Maggie Rae

PrFPH, FRCP Hon, FRSPH, FRCP Edin
President



Dr James Gore

Hon MFPH
Chief Executive

Our Vision, Mission and Charitable Objects

About FPH

The UK Faculty of Public Health is the professional standards body for public health specialists and practitioners. We have around 4000 members, in the four nations of the United Kingdom and overseas.

We define public health as the science and art of preventing disease, prolonging life and promoting health and wellbeing, through the organised efforts of society.

Our Charitable Objects

1

To promote for the public benefit the advancement of knowledge in the field of public health



2

To develop public health with a view to maintaining the highest possible standards of professional competence and practice



3

To act as an authoritative body for the purpose of consultation and advocacy in matters of educational or public interest concerning public health



Our Vision

*Better health for all –
leaving no one behind*

Our Mission

As the professional membership body for public health we will work to promote and protect human health and its wider determinants for everyone in society by:



Playing a leading role in assuring an effective public health workforce



Promoting public health knowledge



Advocating for the reduction of inequalities and for the very best conditions for health and wellbeing to flourish

Trustees' report:

Achievements and the year ahead

Education

What we said we'd achieve during 2020...

- **Provide a refreshed public health specialty training curriculum**
 - This work was delayed in agreement with the regulators. FPH will be submitting our refreshed curriculum by 1 October 2021
- **Update our reasonable adjustments policy**
 - All exam policies and regulations were updated to account for the transition to the online delivery of FPH examinations
- **Improve our data collection and monitoring on FPH's educational activities**
 - Work to improve monitoring of FPH's education activities has begun and will continue throughout 2021 as we develop new systems to manage Faculty business
- **Continue to work closely with the General Medical Council and UK Public Health Register to set standards and maintain quality within the public health training programme**
 - The Faculty has worked closely with the regulators and the four national statutory education boards in the UK to ensure that standards are maintained, and flexibilities introduced for the duration of the pandemic

Training

Over the past 12 months the Education & Training team has worked with Officers and committee members to adapt Faculty business in response to the COVID-19 pandemic and ensure that Registrars are able to progress through the training scheme.

This work has included support for Registrars involved in the national COVID-19 response from the PH Registrar Training Committee, ARCP recognition of the disruption caused by the pandemic to training, and changes to the delivery of FPH Examinations.

As a result of this work we recommended 64 Registrars for CCT. We were pleased to welcome the 79 new Registrars who enrolled on the training scheme.

Examinations

As a result of COVID-19 restrictions and the requirement to protect the safety of candidates, examiners and staff, the Faculty's Education Committee agreed that sittings of the FPH Diplomate and Final Membership Examinations should be transferred to an online environment.

The Exam Development Committees worked in collaboration with Faculty staff and StRs to ensure that both exams would be delivered in a similar way to the in-person exams. The Faculty engaged extensively with examination candidates, providing webinars, 1:1 support and pre-exam access to the platforms to ensure that they were comfortable with the process.

During 2020, the Faculty delivered two Diplomate Exams, sitting 172 candidates in total, and three Final Membership Exams, sitting 63 candidates in total.

The Faculty would like to acknowledge the continued support and time that 73 members give as examiners and committee members, which enabled us to continue to run exams in an extremely challenging year to a very high standard.

Recruitment

Recruitment to the public health training scheme is a national process administrated by Health Education England with FPH providing advice and oversight of standards. All assessors are Faculty members. In 2020 we saw an increase in applications to the public health training scheme, with 984 applications for the 98 training posts available to the 2021 cohort.

Curriculum Review

FPH agreed with the public health regulators to delay the 2020 curriculum review in response to the COVID-19 pandemic, and the revised curriculum will be submitted to the GMC and UKPHR in October 2021.

The Faculty has run a second consultation to gather feedback on the impact of COVID-19 on the public health profession so that the lessons learned during the pandemic response can be reflected in the future training curriculum.

Workforce and standards

What we said we'd achieve during 2020...

- **Revise our revalidation policies and procedures to ensure they continue to be fit for purpose in maintaining the standards of our members, whilst ensuring flexibility where appropriate**
 - We revised our revalidation policies and procedures during 2020
- **Update our CPD online diary in advance of replacing the system within 18 months**
 - An upgrade to the CPD diary functionality was implemented in June 2020 and work is underway to replace the current diary
- **Continue to ensure that public health professionals deliver quality assured expertise that is relevant to the current challenges to our health through our Good Public Health Practice framework, revalidation, and professional appraisal systems**
 - We have worked with the public health regulators to introduce flexibilities to appraisal and revalidation systems during COVID-19
- **Work with employers to set and maintain standards to support the delivery of professional public health practice. To this end, we will revise and refresh our guidance documents in relation to public health appointments**
 - We have updated key guidance documents and trained additional Faculty Assessors to sit on Advisory Appointment Committees

Senior appointments

FPH works to maintain standards in public health by reviewing and approving consultant-level job descriptions and by providing external assessors for interview panels.

During 2020, FPH approved 244 job descriptions, a 50% increase on 2019. FPH thanks the 32 different Fellows who sat on 193 Advisory Appointment Committee interview panels in their role as Assessors, the highest figure for a decade. The Faculty continues to deliver Assessor training days to manage the demand for this vital role.

CPD

In recognition of the pressures faced by FPH members in responding to the COVID-19 pandemic, in March 2020 the Board took the decision to suspend CPD requirements from April 2019 to March 2021, though members were encouraged to continue to record their CPD as usual.

Revalidation

To support our members connected to the Faculty for revalidation and professional appraisal we relaxed our requirements in line with both GMC and UKPHR guidance, including the option of a missed appraisal as approved by the Faculty's Responsible Officer.

During 2020, the Faculty acted as the designated revalidation body for 112 members and made 33 positive revalidation recommendations to the GMC.

Workforce

The COVID-19 pandemic placed public health in the spotlight as never before, highlighting the need for a highly trained and well-resourced specialist workforce.

During 2020 the Faculty worked with our members to develop the [Functions and Standards of Public Health System document](#) which describes the essential functions of a public health system, and the standards and contribution of the specialist public health workforce.

FPH have been vocal in setting out the need for at least 30 consultant posts per million population in all parts of the UK. This will require an increase in the number of trainees in public health, and FPH has strongly advocated for this necessary increase in training numbers. We have also supported and encouraged the development of public health practitioners.

Public Health Accredited Practitioner Masterclasses

The Public Health Accredited Practitioner Masterclasses are an introduction to the basic concepts of public health for those who are new to the topic, as well as serving as a refresher course for experienced practitioners. Participants are offered the opportunity to gain a Skills for Justice accreditation.

In response to the pandemic, the masterclasses were successfully moved to an online environment during 2020. The transition to online delivery has allowed the Faculty to increase the number of courses offered, with 36 workshops delivered during the year.

Policy and advocacy

What we said we'd achieve during 2020...

- **Actively lead coalitions on topic areas prioritised by the Health Policy Committee and that are in line with wider FPH strategic objectives**
 - During 2020 FPH led stakeholder coalitions on important policy topics including functions and standards of public health, COVID-19, anti-racism, public health ethics and law, climate change and food
- **Continue to advocate on strategically relevant topics e.g. Brexit, Public Health Funding and the prevention agenda**
 - Throughout 2020 FPH advocated on a number of key policy areas with particular focus on UK public health workforce, COVID-19, public health funding and capacity and the reform of the English Public Health system
- **Respond to government, NICE and other consultations as appropriate**
 - FPH responded to key consultations throughout 2020 including on food and poverty, the UK Internal Market, Greening the NHS, online advertising of HFSS foods and alcohol harm
- **Encourage and support further joint working with key partner organisations**
 - FPH worked on a range of issues with a number of stakeholders including the Academy of Medical Royal Colleges, the Association of Directors of Public Health, the Royal Society for Public Health, Action on Smoking and Health, the UK Health Alliance on Climate Change and many others

COVID-19

During 2020, FPH has supported our members who have been at the forefront of the UK's response to the global COVID-19 pandemic. Throughout the year, FPH has held the Government to account on actions taken to tackle the virus.

In June, the FPH Board issued a comprehensive statement highlighting the key areas Government must address in order to tackle the pandemic and save lives.

With the Public Health Grant announced in March 2020, we raised concerns that the delay of the budget had caused uncertainty for local authorities and lobbied Government for a further £1 billion increase in public health funding.

We joined with the BMA's Public Health Medicine Consultative Committee in producing a consensus statement on the easing of lockdown and on test and trace, and we criticised Government for a lack of clear public health messaging.

Alongside ADPH, PHE, LGA and others we published a document on the 'Guiding Principles for Effective Management of COVID-19 at Local Level'.

We also issued a statement in support of global commitments to fund action on COVID-19 after we saw global partners withdraw funding to WHO.

We recognised that our members who are at the forefront of tackling this pandemic will have invaluable feedback on the UK's response to COVID-19 and have provided members with a [repository for this valuable information](#) on the FPH website.

Anti-racism

FPH made anti-racism a priority issue for 2020. With COVID-19 once again shining a light on the decades of discrimination faced by minority ethnic populations, in June we issued a statement on racism and inequalities highlighting that these unacceptable injustices are still prevalent in society today.

In September, the Faculty worked with a group of Registrars to host a seminar on embedding anti-racism in public health practice. FPH thank Professor Kevin Fenton and Dr Nisreen Alwan for their presentations at this event. Following this seminar, FPH's new Equality and Diversity Special Interest Group was launched.

Climate and Health

Following our declaration of a Climate Emergency in November of 2019, the Faculty made Climate and Health a priority for 2020.

Firstly, we launched our new Climate and Health Committee. Supported by our Sustainable Development Special Interest Group, the Committee will provide leadership within the Faculty on issues of sustainability and climate change.

In October of 2020, the Faculty issued a statement welcoming the introduction of NHS net zero targets and stating the importance of prioritising the health of the planet in our recovery from COVID-19.

With COP26 taking place in November of 2021 the Faculty also began work with our partners, including through the UK Health Alliance on Climate Change, to ensure that the public health voice is heard at the Conference.

Advocacy work in Scotland

In April of 2020, Public Health Scotland was launched, representing a partnership between the Scottish Government and Local Government. The Committee of the Faculty of Public Health in Scotland (CFPHS) was engaged by Government throughout the reform process. FPH thanks Dr. Julie Cavanagh and CFPHS Committee members for their work in delivering a system which builds on the strengths of the public health function in Scotland.

In November 2020, following extensive campaigning from the Faculty of Public Health in Scotland, the Children (Equal Protection from Assault) (Scotland) Bill became law. This bill offers children in Scotland the same lawful protection from violence that adults are currently afforded and FPH thanks Dr. Tamasin Knight and the CFPHS Advocacy sub-group for their work in delivering this.

Advocacy work in Wales

FPH thanks the Committee of the Faculty of Public Health in Wales, led by Angela Jones, for their work and dedication over the past year.

During 2020, FPH members in Wales not only responded to the immediate challenges of COVID-19, but were also able to drive forward other important public health work including the introduction of Minimum Unit Pricing for alcohol. With one in 20 deaths in Wales linked to alcohol this vital measure will save lives, and FPH thanks and congratulates our Welsh colleagues for leading on this work.

Advocacy work in Northern Ireland

FPH thanks our members in Northern Ireland and the Committee of the Faculty of Public Health in Ireland, led by Dr. Brid Farrell, for their work during 2020.

Members of the Faculty in Northern Ireland have worked to protect the health of their populations and demonstrate the inequalities exacerbated by COVID-19. This has been especially important in Northern Ireland with admission rate for COVID-19 in the 10% most deprived areas almost double the rate in the 10% least deprived areas.

Trainees in Public Health were central to the pandemic response in Northern Ireland. All trainees have had the opportunity to gain experience in management of outbreaks and clusters, surveillance, contact tracing and developing appropriate responses to service pressures during the pandemic.

Advocacy work in England

FPH thanks English members and Regional Board Members Dr. Claire Sullivan, Dr. Helen Bromley, Dr. Judith Hooper, Alison Challenger, Professor Patrick Saunders, Sue Lloyd, Dr. Rebecca Cooper, Dr. Penelope Toff and Professor Selena Gray for their work during 2020. In addition to responding to the threat of the COVID-19 pandemic, members in England have worked with the Faculty to deliver work on the future of the public health system in England.

We thank the members working in England – both within and outside of PHE – who informed our lobbying on the future of the English public health system by offering their views and concerns at our membership consultation meetings held during 2020.

Following the announcement of the new proposed National Institute for Health Protection in August of 2020, FPH joined with ADPH and RSPH in issuing a statement of support for our members who, already under huge strain in responding to COVID-19, now faced even further uncertainty.

During 2020, FPH developed our new 'Functions and Standards of a Public Health System' document, against which we held Government to account on delivering on the essential functions of a public health system. The document also outlines the standards and contribution of the specialist public health workforce that are crucial to a robust UK public health structure.

Special Interest Groups

Throughout 2020, our 32 Special Interest Groups have produced outstanding work on a wide range of important public health topics. Some highlights included:

- FPH's Food SIG produced a position paper on COVID-19 and food, and hosted a series of roundtable seminars
- Our Ethics SIG joined with EUPHA and a wide range of other partners to host a series of international online seminars on the ethical, legal and human rights dimensions of public health
- Our Sexual and Reproductive Health Special Interest Group issued a briefing on modern slavery
- Our Sustainable Development SIG responded to the consultation and call for evidence on the Greening the NHS consultation
- Our Primary Care and Public Health SIG was established to explore how public health and primary care specialties can work together to improve health
- We launched our new Equality and Diversity SIG
- Our Yemen SIG secured additional funding for its Yemen Mobile Health Project to reach people in Yemen with knowledge to protect themselves from Cholera and COVID-19.

Membership and Organisation

What we said we'd achieve during 2020...

Membership

- **Continue to ensure FPH membership is valued by both UK and international members, and is seen as essential to the public health workforce**
 - During 2020 FPH published the Functions and Standards of a Public Health System which describes the essential functions of a public health system, and the standards and contribution of the specialist public health workforce
- **Concentrate on enhancing member engagement**
 - Faculty leadership visited Wales in January 2020, followed by Northern Ireland in February 2020. We thank the Conveners of FPH in Scotland, Wales and Northern Ireland, as well as English Regional Board members, for their work to engage with local members during 2020. Although opportunities to travel were limited during the year owing to COVID-19 restrictions, FPH has continued to engage with members in all four nations of the UK and overseas through virtual meetings – including several membership engagement events to discuss the future of the public health system
- **We will work with partners to co-host events providing members with increased networking opportunities**
 - In response to the pandemic, all FPH events and meetings were successfully moved online and we were able to continue to provide opportunities for learning including a Specialty Registrar-led anti-racism event, a seminar on Brexit and public health, and an information evening for prospective Specialty Registrars
- **Rewarding those working to demonstrate excellence in public health through our Honorary and Distinction Grades of membership**
 - In 2020 we welcomed Honorary and Distinction grade Fellows and Members to the Faculty as usual, though unfortunately were unable to hold an Awards Ceremony due to COVID-19 restrictions

What we said we'd achieve during 2020...

Organisation

- **Deliver on our financial strategy with a balanced budget and maintain our ethical investment policy**
 - We are pleased to report that we have adhered to our financial strategy throughout 2020 and delivered a balanced budget. We have reviewed our investment policy putting measures in place to ensure that our investments are ethical
- **Review and update our scheme of delegation and continue to review and invest in our current systems**
 - We continue to review and invest in our current systems, we made essential changes in 2020 and have put plans in place for a major review in 2021
- **Implement a new performance appraisal system and review pay structures for staff**
 - We have updated performance appraisal system and completed a review of pay structures for staff
- **Adhere to pension regulations and auto-enrol any staff members who had previously opted out of our workplace pension scheme**
 - In adherence of pension regulations, we have auto-enrolled any staff members who had previously opted out of our workplace pension scheme

Members continue to volunteer their time to support the Faculty

Members who volunteer their personal time to deliver roles such as Trustees, Faculty Advisers, Assessors, CPD Advisers, examiners and so many others, are essential to the continued successes of the Faculty. Without them, the Faculty could not deliver such excellent work.

Over twenty-five committees report directly and indirectly to the Board of Trustees, and approximately 400 members take an active role in at least one or more of these committees.

Together they enable the Faculty of Public Health to meet our charitable objects of;

- advancement of knowledge
- maintaining highest possible standards
- acting as an authoritative body

Global

FPH thanks the Global Health Committee, chaired by Professor Neil Squires, for their excellent work on the Faculty's Global agenda.

FPH continued to support global public health through the Association of Schools of Public Health in the European Region and the International Association of National Public Health Institutes.

In April of 2020, FPH issued a statement noting that global action to tackle the pandemic must not be undermined after America withdrew its funding from the World Health Organisation.

During 2020 our Global Health Special Interest Groups were active in supporting colleagues internationally. Some highlights of this work include:

- A high-profile workshop co-organised by our Pakistan SIG that brought together health ministers and senior public health leaders from Pakistan to discuss lessons learnt from the pandemic and opportunities to strengthen Pakistan's public health system
- Our Yemen SIG established Yemen Mobile Health, which seeks to support the people of Yemen through messaging on COVID-19 and cholera
- Our Africa SIG completed the 2nd phase of a project on antimicrobial resistance in Ghana, and developed institutional links with the Africa Centres for Disease Control and the Association of Schools of Public Health in Africa
- Our Global Health Prevention SIG published a Journal of Public Health supplement on conflict and health

Events and seminars

As a result of the COVID-19 pandemic, all FPH events and meetings were moved online for 2020. Despite challenges in adapting our events calendar to meet these requirements we were very pleased to be able to hold a number of events for our members including:

- Welcome events for our new Specialty Registrars
- A seminar on embedding anti-racism into Public Health Practice
- A joint event with ASPHER on Brexit and public health: policy, planning and preparedness
- Public Health Ethics and Law International Webinar Series in collaboration with the European Public Health Association
- Sessions on leadership and ethics at the World Congress of Public Health 2020
- Our Annual General Meeting – held as an online Webinar for the first time
- Board and Committee meetings

With the announcement of changes to the public health system in England we also hosted several consultation meetings for members to offer their views and concerns.

Awards and Prizes

In 2020 we welcomed

- 9 Honorary Fellows
- 13 Honorary Members
- 20 Fellows through Distinction
- 13 Members through Distinction
- 1 Practitioner through Distinction

Though we were unfortunately unable to hold an Awards and Prizes ceremony during 2020 due to COVID-19 restrictions, we congratulate these members for their achievements.

In recognition of the pressures facing FPH members in tackling the COVID-19 pandemic, the 2020 cycle of Awards and Prizes was suspended.

Membership Fees

In December 2020 FPH was delighted to announce to members that there would be no increase in membership subscriptions or exam fees during 2021 – the second consecutive year we have been able to freeze fees.

Our plans for 2021

Education & training

- Submit our revised public health specialty training curriculum to regulators for approval
- Continue to deliver Faculty examinations in an online environment and review during summer 2021
- Continue to monitor the impact of COVID-19 on training and adjust arrangements where necessary
- Examine data on recruitment into public health training to address Equality and Diversity within the specialty
- Promote and support excellence in all aspects of training to ensure the highest quality in all training programmes

Workforce and Standards

- Review the Workforce Strategy
- Continue to support and develop Faculty Advisors and CPD Advisers and ensure the highest possible standards in public health practice
- Advocate for a minimum level of 30 public health specialists per million of the population across the UK and an increase in training numbers to support this
- Use our Functions and Standards of a Public Health System document to hold Government to account to ensure that public health systems reflect the three key strands of public health at national, regional and local level
- Provide training for Assessors and continue to support AACs to develop the public health workforce and ensure the highest standards in public health practice

Policy and Advocacy

- Work with our members to advocate for policy that will support a reduction in health inequalities
- Advocate for global and domestic equity of access to COVID-19 vaccination
- Continue to lobby Governments and other stakeholders to recognise the importance of an effective public health system which is properly funded and resourced
- Continue work on our climate change agenda, with a focus on COP26
- Continue to work with our Equality and Diversity Committee and Special Interest Group to drive forward our anti-racism agenda
- Work with our members and Public Mental Health SIG to support a reduction in inequalities in relation to public mental health as we recover from COVID-19

Global health

- Continue to support FPH members overseas
- Continue to support global public health capacity development through joint working with national and international organisations
- Continue to advocate for improved health internationally through the work of our global health SIGs

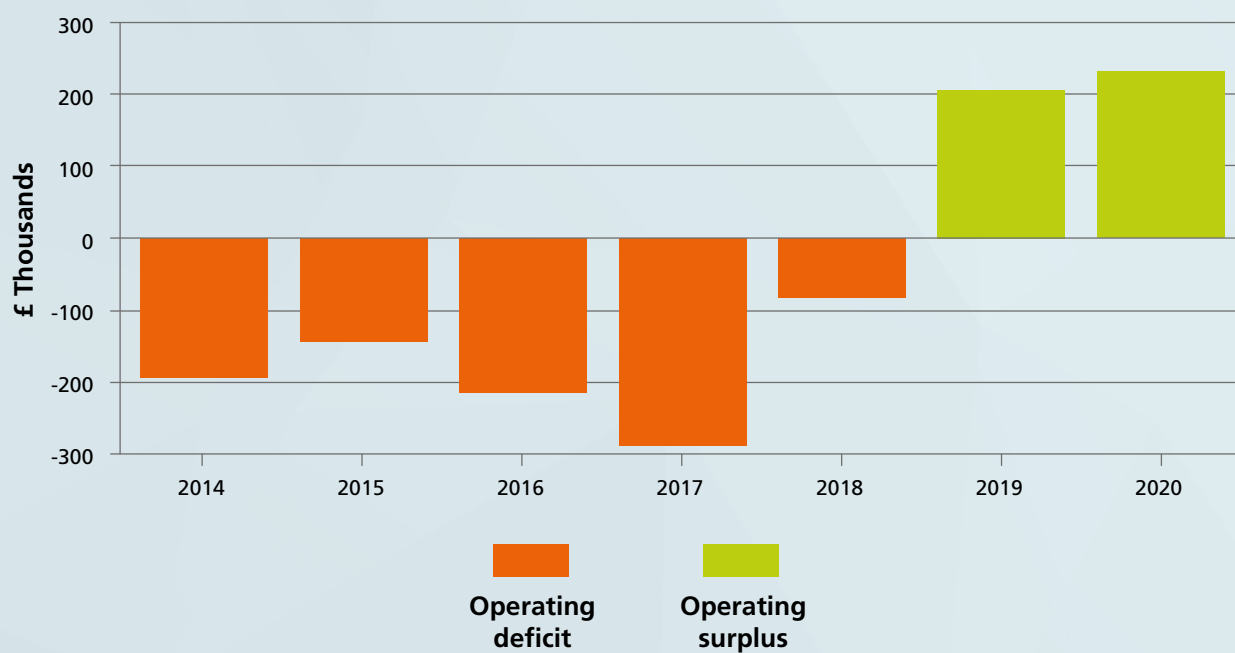
Membership and Organisation

- Continue to freeze membership and examination fees for members
- Redesign our Faculty membership system to allow for easier engagement with the Faculty
- Provide improved digital services to provide easier access to CPD and other Faculty resources

Trustees' report:

Financial review and governance

FPH unrestricted results



Treasurer's report

I am pleased to present my fifth report as the FPH Treasurer, and I am happy to record that we achieved an unrestricted surplus of £226,983 in 2020 before investment gains.

This was an unprecedented year due to the COVID-19 pandemic which required many changes to our working practices including all FPH staff moving to remote working. The FPH staff headcount of 17 was 2 less than 2019 as we put a hold on recruitment.

With these changes, Faculty costs were down during 2020 – despite the set-up costs of online examinations and increased Journal of Public Health costs – with savings made on travel, meeting, and premises costs.

We also faced some loss of income, owing greatly to the fact that we could not hold in-situ exams during Q1 of 2020 whilst we transferred exam sittings to an online environment. This work has now been delivered and we successfully moved to online exam sittings from November 2020, thereby limiting the impact on income.

Total investment returns on unrestricted funds were £9,707.

We have partly used the surplus to improve the level of our reserves in accordance with the Faculty financial strategic plan.

We are planning to achieve at least balanced budgets in future years.

Financial summary

In looking at our financial statements for 2020, 'unrestricted funds' are fully available for FPH to use for our operational activities, whilst 'restricted funds' have various restrictions placed on them.

Some of these restricted funds resource our prizes whilst others relate directly to grant-based projects and only become available once the project has been undertaken.

The unrestricted surplus before investment gains (see below) was £226,983- this compares with an unrestricted surplus in 2019 before investment gains of £206,047.

The total surplus for the year before investment gains was £212,342 compared with a surplus of £181,133 in 2019.

The overall surplus after investment returns amounted to £230,162 compared with an overall surplus of £323,707 in 2019. This is reported in the two columns on the far right of the Statement of Financial Activities.

Investments

Our investments are managed by Smith and Williamson Investment Managers. The key objectives of the FPH investment policy are:

1. Achieve an annual unrestricted income of at least £30,000 from dividends and interest.
2. Achieve a return on investment at least in line with inflation within an acceptable level of risk.
3. Where feasible, to channel investments into sectors that promote and support public health objectives whilst maintaining acceptable returns.

Unrestricted investment income in 2020 was £21,678 down from £31,143 in 2019 and the total return on investments was 3% (2019 14%).

Unrestricted reserves

Unrestricted funds at 31 December (including designated funds of £154,628) totalled £1,648,595 representing 12.9 months of normal operational expenditure and 94% of yearly unrestricted turnover.

The Faculty currently aims to maintain reserves of at least 6 months' normal operational expenditure, and would not normally expect to have over 12 months' reserves; however 2020 was an exceptionally volatile year due to the pandemic.

The Board in 2021 has agreed to invest some of our reserves in our IT system, which will reduce our cover in the current financial year. We expect that cover will reduce to below 12 months as the pandemic eases and we return to more typical times.

Other reserves

The following amounts were held at 31 December 2020:

Restricted funds	£159, 683
Endowment funds	£43,745

Details of funds are shown in Note 15 to the accounts.

Impact of Covid-19 on financial sustainability

The trustees have considered the impact of Covid-19 on the future finances of the charity. A substantial proportion of the charity's income is protected from the impact of the measures and in 2020 shortfalls in income were offset by cost savings including a hold on new staff recruitment. We successfully moved to online exam sittings in 2020.

We have prepared a cash flow forecast to 31 December 2022 and we are confident that we can maintain our financial solvency whilst investing in IT system improvements despite any future disruption caused by COVID-19.

Risk management

The Risk Management, Audit & Finance Committee (RMAFC) continues to manage risk for FPH and regularly reviews the risk register. All high-risk items were monitored closely throughout the year.

Committee issues

The RMAFC has developed a comprehensive work plan which is RAG rated. A Remuneration Committee set up in 2016 has operated satisfactorily.

VAT

From 2016, FPH has been VAT registered.

Audit

I am pleased to report that we received an unqualified audit report for the year.

Thanks

Finally, we have achieved a very good financial performance in 2020 especially if we compare ourselves to the position in most medical Royal Colleges. This has been due to many factors but most particularly, I wish to pay credit to the support I have received from FPH staff and the members of the RMAFC.

Dr Ellis Friedman
Treasurer

Governance

The Faculty of Public Health (FPH) is a faculty of the Royal Colleges of Physicians of the UK, the latter consisting of the Royal College of Physicians of Edinburgh, the Royal College of Physicians and Surgeons of Glasgow and the Royal College of Physicians of London. FPH is a registered charity (charity number 263894) and its governing instrument is its Standing Orders.

The charity has given due consideration to Charity Commission published guidance on the operation of the Public Benefit requirement.

The trustees are the voting members of the FPH Board. Three trustees are appointed by the parent colleges. The President and Vice President are elected by the membership through a single transferable vote system. The remaining officers are elected by the trustees. All officers are elected for a term of three years and, with the exception of the President, can stand for a further two-year term.

The remaining trustees are elected in accordance with the terms of Standing Orders 37-42 and the detailed procedures for the timetable and the single transferable vote system as agreed by the Board. The trustees who served during 2020 are listed in appendix 1.

Following their election, the trustees are presented with the FPH trustee handbook, given a briefing by the President and other officers as appropriate and given the opportunity to discuss administrative details further at the FPH offices. The trustees are also invited to spend time with FPH staff so that they can gain an understanding of how the organisation works.

The Board meets five times a year, once after the Annual General Meeting in accordance with Standing Order 49, three times to discuss general matters and a fifth time as an away day. The functions and powers of the Board are detailed in Standing Orders 50 and 52.

The vision and mission of the charity were updated in 2019 as part of the development of the FPH strategy for 2020-2025.

The Executive Committee carries out the functions set out in Standing Order 63, which include the power to act on behalf of the Board at the request of the President on matters of urgency.

A number of other standing committees are appointed by the Board to provide the structure to support the principal purposes of the organisation and are, in general, chaired by the officer with responsibility for that function.

Sub-committees and special committees with a limited lifespan may be appointed by the Board to assist it in any matter. All committees report to the Board via the Executive Committee. The committee structure in 2020 is set out in appendix 2.

FPH relies heavily on its members who work voluntarily on committees and are appointed into posts to take forward the work programme.

The Chief Executive is appointed and removed by the Board and is responsible for the day-to-day management of the staff and FPH headquarters in accordance with guidelines agreed by the Board.

Objects

The charitable objects of FPH are:

- To promote for the public benefit the advancement of knowledge in the field of public health
- To develop public health with a view to maintaining the highest possible standards of professional competency and practice
- To act as an authoritative body for the purpose of consultation in matters of education or public interest concerning public health

Resources

Our financial resources are described in the financial statements. In addition to its paid staff, FPH relies heavily on the voluntary work of its honorary officers, Board and committee members.

Key management personnel

Chief Executive – James Gore

Deputy Chief Executive – Magdalene Connolly

Director of Education, Standards and Advocacy – Julian Ryder

Remuneration policy

Remuneration for the Chief Executive is set by the FPH Remuneration Committee. Remuneration for other key management personnel is set by the Chief Executive, in accordance with FPH pay and management performance policies.

Principal advisers

Bankers

National Westminster Bank Plc
125 Great Portland Street
London W1N 6AX

Solicitors

Bates Wells and Braithwaite London LLP
10 Queen Street Place
London EC4R 1BE

Auditors

Sayer Vincent
Invicta House
108-114 Golden Lane
London EC1Y 0TL

Investment Managers

Smith and Williamson
25 Moorgate
London
EC2R 6AY

Statement of Trustees' responsibilities

Status

The Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom is a registered charity. Its charity number is 263894.

The trustees are responsible for the preparation of the Annual Report and Financial Statements in accordance with the applicable laws and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under charity law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its net outgoing resources for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgments 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
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 19 May 2021 and signed on their behalf by

Maggie Rae
President

Independent auditor's report

Opinion

We have audited the financial statements of Faculty of Public Health (the 'charity') for the year ended 31 December 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Faculty of Public Health's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the risk management, audit and finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
 - We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
 - We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
 - We reviewed any reports made to regulators.
 - We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
 - We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
 - In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

17 June 2021

Sayer Vincent LLP

Statutory Auditor

Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities

For the year ended 31 December 2020

	Note	Unrestricted £	Designated £	Restricted £	Endowment £	2020 Total £	2019 Total £
Income from:							
Donations and legacies		-	-	-	-	-	8,054
Charitable activities							
Membership fees and subscriptions		1,213,519	-	-	-	1,213,519	1,235,718
Maintaining professional standards		120,949	-	-	-	120,949	151,462
Examination and training fees		226,825	-	-	-	226,825	277,305
Public health policy and advocacy		-	-	-	-	-	94,789
International		-	-	371	-	371	34,266
Journal of Public Health		151,618	-	-	-	151,618	149,416
Other trading activities		9,627	-	-	-	9,627	12,801
Investments		21,678	429	-	636	22,743	32,650
Total income		1,744,216	429	371	636	1,745,652	1,996,461
Expenditure on:							
Investment management fees		9,461	243	-	495	10,199	11,070
Charitable activities							
Grants and prizes		-	100	-	-	100	4,135
Professional standards and membership		600,189	-	4,487	-	604,676	678,057
Examinations and training		494,239	-	6,328	-	500,567	512,838
Public health policy and advocacy		297,350	3,305	-	-	300,655	499,596
International		36,754	-	1,119	-	37,873	65,915
Journal of Public Health		79,240	-	-	-	79,240	43,717
Total expenditure	3	1,517,233	3,648	11,934	495	1,533,310	1,815,328
Net income / (expenditure) before net gains / (losses) on investments		226,983	(3,219)	(11,563)	141	212,342	181,133
Net gains / (losses) on investments	11	9,707	1,274	-	6,839	17,820	142,574
Net movement in funds	4	236,690	(1,945)	(11,563)	6,980	230,162	323,707
Reconciliation of funds:							
Total funds brought forward		1,257,277	156,573	171,246	36,765	1,621,861	1,298,154
Total funds carried forward		1,493,967	154,628	159,683	43,745	1,852,023	1,621,861

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

Balance sheet

As at 31 December 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets	9		7,252		7,252
Intangible assets	10		29,289		43,936
Investments	11		1,417,663		1,320,066
			1,454,204		1,371,254
Current assets:					
Debtors	12	197,927		192,292	
Cash at bank and in hand		541,284		462,174	
		739,211		654,466	
Liabilities:					
Creditors: amounts falling due within one year	13	(341,392)		(403,859)	
Net current assets			397,819		250,607
Total net assets	14		1,852,023		1,621,861
The funds of the charity:	15				
Restricted income funds			159,683		171,246
Endowment funds			43,745		36,765
Unrestricted income funds:					
Designated funds		154,628		156,573	
General funds		1,493,967		1,257,277	
Total unrestricted funds			1,648,595		1,413,850
Total charity funds			1,852,023		1,621,861

Approved by the trustees on 19 May 2021 and signed on their behalf by

Dr Ellis Friedman
Treasurer

Professor Maggie Rae
President

Statement of cash flows

For the year ended 31st December 2020

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

	2020	2019
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	230,162	323,707
Depreciation charges	14,647	45,090
(Gains)/losses on investments	(17,820)	(142,574)
Dividends, interest and rent from investments	(22,743)	(32,650)
(Increase)/decrease in debtors	(5,635)	36,298
Increase/(decrease) in creditors	(62,467)	(12,978)
Net cash provided by / (used in) operating activities	136,144	216,893

	2020	2019
	£	£
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	136,144	216,893
Cash flows from investing activities:		
Dividends, interest and rents from investments	22,743	32,650
Cash held for reinvestment in investment portfolio	(42,210)	10,903
Purchase of fixed assets	-	-
Proceeds from sale of investments	335,237	152,882
Purchase of investments	(372,804)	(152,405)
Net cash provided by / (used in) investing activities	(57,034)	44,030
Change in cash and cash equivalents in the year	79,110	260,923
Cash and cash equivalents at the beginning of the year	462,174	201,251
Cash and cash equivalents at the end of the year	541,284	462,174

Notes to the financial statements

For the year ended 31 December 2020

1 Accounting policies

a) Statutory information

The Faculty of Public Health is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 4 St. Andrews Place, London, NW1 4LB.

b) Basis of preparation

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

"The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

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

d) Going concern

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

This is on the basis of the level of cash and investments held by the Faculty, in addition to an anticipated surplus in the year to 31 December 2021.

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.

e) Income

Incoming resources are included in the Statement of Financial Activities (SoFA) on the following basis:

- Membership subscriptions - amounts received in the current year and relating to the current year's subscriptions.
- Examination and training fees - amounts received in the current year and relating to examinations and courses held in the current year.
- Revalidation fees, donations and legacies, gift aid and investment income - amounts received in the current year.
- Journal of Public Health and other income - amounts receivable where the Faculty is legally entitled to the income and the amounts can be reasonably quantified and the transfer of funds is probable.

Subscriptions, examination fees and other income received in advance of the related activity are deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Endowment funds are perpetual funds where only the income generated from them is used for operational purposes. Capital growth / loss is adjusted to the value of the funds. Authority to change their nature and status lies with the donors.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 December 2020

h) 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 is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering services, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

i) 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 on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

– Professional standards and membership	45%
– Examination and training fees	23%
– Public health policy and advocacy	26%
– International	5%
– Journal of Public Health	1%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The straight line depreciation rates in use are as follows:

– Intangible assets- website and IT system development	5 years
– Office and IT furniture and equipment	3 years

No depreciation has been provided on donated items as their NBV is considered a fair estimate of their value.

l) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

m) 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.

n) 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.

Notes to the financial statements

For the year ended 31 December 2020

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

The charity contributes 12.5% of employees basic salaries to an auto-enrolment pension scheme. Alternatively staff may opt to have contributions made to authorised pension schemes of their choice.

2 Detailed comparatives for the statements of financial activities

	Unrestricted	Designated	Restricted	Endowment	2019 Total
	£	£	£	£	£
Income from:					
Donations and legacies	8,054	-	-	-	8,054
Charitable activities					
Membership fees and subscriptions	1,235,718	-	-	-	1,235,718
Examination and training fees	151,462	-	-	-	151,462
Maintaining professional standards	268,972	-	8,333	-	277,305
Public health policy and advocacy	-	83,606	11,183	-	94,789
International	-	-	34,266	-	34,266
Journal of Public Health	149,416	-	-	-	149,416
Other trading activities	12,801	-	-	-	12,801
Investments	31,143	731	-	776	32,650
Other	-	-	-	-	-
Total income	1,857,565	84,339	53,781	776	1,996,461
Expenditure on:					
Investment management fees	10,324	251	-	495	11,070
Charitable activities					
Grants and prizes	-	1,335	2,800	-	4,135
Examinations and training	670,318	-	7,739	-	678,057
Maintaining professional standards	503,318	-	9,520	-	512,838
Public health policy and advocacy	382,927	99,051	17,618	-	499,596
International	40,914	-	25,001	-	65,915
Journal of Public Health	43,717	-	-	-	43,717
Total expenditure	1,651,518	100,637	62,678	495	1,815,328
Net income / expenditure before gains / losses	206,047	(16,298)	(8,897)	281	181,133
Net gains / (losses) on investments	131,810	3,949	-	6,815	142,574
Net movement in funds	337,857	(12,349)	(8,897)	7,096	323,707
Reconciliation of funds:					
Total funds brought forward	919,420	168,924	180,141	29,669	1,298,154
Total funds carried forward	1,257,277	156,575	171,244	36,765	1,621,861

Notes to the financial statements

For the year ended 31 December 2020

3a Analysis of expenditure (current year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	212,920	212,035
Direct costs	-	100	93,574	136,128
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Governance review	-	-	-	-
Investment management fees	10,199	-	-	-
Audit fees	-	-	-	-
	10,199	100	306,494	348,163
Support costs	-	-	278,782	142,489
Governance costs	-	-	19,400	9,915
Total expenditure 2020	10,199	100	604,676	500,567
Total expenditure 2019	11,070	4,135	678,057	512,838

Notes to the financial statements

For the year ended 31st December 2020

Charitable activities			Governance costs	Support costs	2020 Total	2019 Total
Public health policy and advocacy	International	Journal of Public Health				
£	£	£	£	£	£	£
115,872	-	-	-	333,373	874,200	948,653
12,500	4,742	72,613	-	-	319,657	436,521
-	-	-	-	16,976	16,976	40,110
-	-	-	-	71,302	71,302	61,125
-	-	-	-	153,304	153,304	144,461
-	-	-	-	14,173	14,173	23,301
-	-	-	-	15,741	15,741	23,796
-	-	-	-	14,647	14,647	45,090
-	-	-	30,870	-	30,870	72,561
-	-	-	-	-	-	-
-	-	-	-	-	10,199	11,070
-	-	-	12,240	-	12,240	8,640
128,372	4,742	72,613	43,110	619,516	1,533,310	1,815,328
161,074	30,975	6,196	-	(619,516)	-	
11,209	2,156	431	(43,110)		-	
300,655	37,873	79,240	-	-	1,533,310	1,815,328
499,596	65,915	43,717	-	-	1,815,328	

Notes to the financial statements

For the year ended 31st December 2020

3b Analysis of expenditure (prior year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Analysis of expenditure (prior year)	-	-	225,787	230,599
Direct costs	-	4,135	118,849	111,825
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Governance review	-	-	-	-
Investment management fees	11,070	-	-	-
Audit fees	-	-	-	-
	11,070	4,135	344,636	342,424
Support costs	-	-	296,880	151,739
Governance costs	-	-	36,541	18,676
Total expenditure 2019	11,070	4,135	678,057	512,839

Notes to the financial statements

For the year ended 31st December 2020

Charitable activities			Governance costs	Support costs	2019 Total
Public health policy and advocacy	International	Journal of Public Health			
£	£	£	£	£	£
170,417	-	-	-	321,850	948,653
136,536	28,868	36,307	-	-	436,521
-	-	-	-	40,110	40,110
-	-	-	-	61,125	61,125
-	-	-	-	144,461	144,461
-	-	-	-	23,301	23,301
-	-	-	-	23,796	23,796
-	-	-	-	45,090	45,090
-	-	-	72,561	-	72,561
-	-	-	-	-	-
-	-	-	-	-	11,070
-	-	-	8,640	-	8,640
306,953	28,868	36,307	81,201	659,733	1,815,328
171,531	32,987	6,598	-	(659,733)	-
21,112	4,060	812	(81,201)	-	-
499,596	65,915	43,717	-	-	1,815,328

Notes to the financial statements

For the year ended 31st December 2020

4 Net (expenditure) for the year

This is stated after charging / (crediting):

	2020	2019
	£	£
Depreciation	14,647	45,090
Auditor's remuneration (excluding VAT):		
	10,400	10,200

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2020	2019
	£	£
Salaries and wages	714,203	769,688
Redundancy and termination costs	-	9,633
Social security costs	73,296	79,734
Employer's contribution to defined contribution pension schemes	86,701	89,597
	874,200	948,652

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2020	2019
	No.	No.
£70,000 - £79,999	1	1
£80,000 - £89,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £271,902 (2019: £232,184).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £8,852 (2019: £38,878 incurred by 12 (2019: 20) members relating to attendance at meetings of the trustees.

6 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 17 (2019: 19).

7 Related party transactions

There are no related party transactions to disclose for 2020 (2019: none).

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31st December 2020

9 Tangible fixed assets

	Office Furniture and equipment £	Donated items £	Total £
Cost			
At the start of the year	25,871	4,912	30,783
Additions	-	-	-
Disposals	-	-	-
At the end of the year	25,871	4,912	30,783
Depreciation			
At the start of the year	23,531	-	23,531
Disposals	-	-	-
Charge for the year	-	-	-
At the end of the year	23,531	-	23,531
Net book value			
At the end of the year	2,340	4,912	7,252
At the start of the year	2,340	4,912	7,252

All of the above assets are used for charitable purposes.

10 Intangible assets

	E-Portfolio software £	CRM Software £	Website development £	Total £
Cost				
At the start of the year	51,389	100,820	73,232	225,441
Additions in year	-	-	-	-
At the end of the year	51,389	100,820	73,232	225,441
Depreciation				
At the start of the year	51,389	100,820	29,296	181,505
Charge for the year	-	-	14,647	14,647
At the end of the year	51,389	100,820	43,943	196,152
Net book value				
At the end of the year	-	-	29,289	29,289
At the start of the year	-	-	43,936	43,936

11 Listed investments

	2020 £	2019 £
Fair value at the start of the year	1,298,298	1,156,201
Additions at cost	372,804	152,405
Disposal proceeds	(335,237)	(152,882)
Net gain / (loss) on change in fair value	17,820	142,574
	1,353,685	1,298,298
Cash held by investment broker pending reinvestment	63,978	21,768
Fair value at the end of the year	1,417,663	1,320,066

Notes to the financial statements

For the year ended 31st December 2020

12 Debtors

	2020	2019
	£	£
Trade debtors	-	3,851
Other debtors	157,754	156,213
VAT debtor	5,521	4,990
Prepayments	34,652	27,238
	197,927	192,292

With the exception of listed investments, all of the charity's financial instruments, both assets and liabilities, are measured at amortised cost. The carrying values of these are shown above and also in note 13 below.

13 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	79,313	55,496
Taxation and social security	23,764	26,029
Subscriptions paid in advance	79,726	60,668
Examinations and other fees paid in advance	58,123	121,925
Pension reserve	44,195	43,887
Accruals	56,271	95,854
	341,392	403,859

14a Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,252	-	-	-	7,252
Intangible assets	29,289	-	-	-	29,289
Investments	1,351,077	29,821	-	36,765	1,417,663
Current assets	447,741	124,807	159,683	6,980	739,211
Current liabilities	(341,392)	-	-	-	(341,392)
Net assets at 31 December 2020	1,493,967	154,628	159,683	43,745	1,852,023

14b Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,252	-	-	-	7,252
Intangible assets	43,936	-	-	-	43,936
Investments	1,253,480	29,821	-	36,765	1,320,066
Current assets	356,468	126,752	171,246	-	654,466
Current liabilities	(403,859)	-	-	-	(403,859)
Net assets at 1 January 2020	1,257,277	156,573	171,246	36,765	1,621,861

Notes to the financial statements

For the year ended 31st December 2020

15a Movements in funds (current year)

		At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
Restricted funds:	Note					
Sian Griffith Prize Fund	1	1,800	-	-	-	1,800
Trainer of the Year Award	2	73	-	-	-	73
Sam Ramaiah Prize Fund	3	8,250	-	-	-	8,250
Elizabeth Russell Prize Fund	4	32,089	-	-	-	32,089
Lindsey Davies Synergy Fund	5	3,205	-	-	-	3,205
Dr Stewart-Brown Prize fund	6	4,000	-	-	-	4,000
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)	7	2,257	-	-	-	2,257
Mental Health - PHE collaboration	8	12,168	-	-	-	12,168
Health Foundation	9	1,597	-	-	-	1,597
Education and training						
Public Health Training in Clinical Specialities	11	54,046	-	(6,310)	-	47,736
Metacompetencies	12	5,131	-	-	-	5,131
Specialty Training	13	1,994	-	-	-	1,994
VVPH - practitioner training	14	18	-	(18)	-	-
Health Education England	15	8,333	-	-	-	8,333
Professional standards						
CPD Fund	16	2,580	-	-	-	2,580
Revalidation Prog. - multidisciplinary	17	20,911	-	(4,487)	-	16,424
Corporate						
Royal College Fund	18	3,529	-	-	-	3,529
International						
DHSC- THET	19	875	371	-	-	1,246
Festival Medical Services	20	8,390	-	(1,119)	-	7,271
Total restricted funds		171,246	371	(11,934)	-	159,683
Endowment funds:						
DARE Lecture Fund	21	36,765	7,475	(495)	-	43,745
Total endowment funds		36,765	7,475	(495)	-	43,745

Notes to the financial statements

For the year ended 31st December 2020

15a Movements in funds (current year) cont.

		At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
Unrestricted funds:	Note					
Welsh Affairs Committee Fund	22	892	3	-	-	895
Scottish Affairs Committee Fund	23	72,808	79	(3,305)	-	69,582
UK Public Health Association	24	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	25	5,676	-	(100)	-	5,576
Alwyn Smith Prize Fund	26	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	27	2,252	-	-	-	2,252
Cochrane Prize Fund	28	16,234	-	-	-	16,234
BACP Travelling Fellowship	29	2,124	-	-	-	2,124
June & Sidney Crown Award	30	8,679	-	-	-	8,679
Ann Thomas Prize Fund	31	1,172	-	-	-	1,172
The McEwen Award	32	2,622	-	-	-	2,622
Prize Funds Trading Account	33	12,510	1,621	(243)	-	13,888
Business Development Fund	34	19,230	-	-	-	19,230
Clifford Hamer Shaw Memorial Fund	35	2,706	-	-	-	2,706
Tijou Charitable Trust	36	3,000	-	-	-	3,000
Total designated funds		156,573	1,703	(3,648)	-	154,628
General funds		1,257,277	1,753,923	(1,517,233)	-	1,493,967
Total unrestricted funds		1,413,850	1,755,626	(1,520,881)	-	1,648,595
Total funds including pension fund		1,621,861	1,763,471	(1,533,309)	-	1,852,023

15b Movements in funds (prior year)

		At 1 January 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 1 January 2020 £
Restricted funds:						
Sian Griffith Prize Fund	1	1,800	-	-	-	1,800
Trainer of the Year Award	2	98	-	(25)	-	73
Sam Ramaiah Prize Fund	3	8,750	-	(500)	-	8,250
Elizabeth Russell Prize Fund	4	32,289	-	(200)	-	32,089
Lindsey Davies Synergy Fund	5	4,780	-	(1,575)	-	3,205
Dr Stewart-Brown Prize fund	6	4,500	-	(500)	-	4,000
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)	7	2,257	-	-	-	2,257
Mental Health - PHE collaboration	8	15,065	-	(2,897)	-	12,168
Health Foundation	9	5,135	7,850	(11,388)	-	1,597

Notes to the financial statements

For the year ended 31st December 2020

15b Movements in funds (prior year) cont.

		At 1 January 2019	Income & gains	Expenditure & losses	Transfers	At 1 January 2020
Education and training						
Public Health Training in Clinical Specialities	11	60,297	-	(6,251)	-	54,046
Metacompetencies	12	5,131	-	-	-	5,131
Speciality Training	13	3,408	-	(1,414)	-	1,994
WWPH - practitioner training	14	1,874	-	(1,856)	-	18
Health Education England	15	-	8,333	-	-	8,333
Professional standards						
CPD Fund	16	2,580	-	-	-	2,580
Revalidation Communication Activities		176	-	(176)	-	-
Revalidation Prog. - multidisciplinary	17	28,473	-	(7,562)	-	20,911
Corporate						
Royal College Fund	18	3,529	-	-	-	3,529
International						
DHSC- THET	19	-	25,876	(25,001)	-	875
Festival Medical Services	20	-	8,390	-	-	8,390
Total restricted funds		180,142	50,449	(59,346)	-	171,246
Endowment funds:						
DARE Lecture Fund	21	29,669	7,591	(495)	-	36,765
Total endowment funds		29,669	7,591	(495)	-	36,765
Unrestricted funds:						
Designated funds:						
Welsh Affairs Committee Fund	22	885	7	-	-	892
Scottish Affairs Committee Fund	23	88,073	83,786	(99,051)	-	72,808
UK Public Health Association	24	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	25	5,776	-	(100)	-	5,676
Alwyn Smith Prize Fund	26	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	27	2,402	-	(150)	-	2,252
Cochrane Prize Fund	28	16,484	-	(250)	-	16,234
BACP Travelling Fellowship	29	2,124	-	-	-	2,124
June & Sidney Crown Award	30	9,114	-	(435)	-	8,679
Ann Thomas Prize Fund	31	1,272	-	(100)	-	1,172
The McEwen Award	32	2,622	-	-	-	2,622
Prize Funds Trading Account	33	8,568	4,493	(551)	-	12,510
Business Development Fund	34	19,230	-	-	-	19,230
Clifford Hamer Shaw Memorial Fund	35	2,706	-	-	-	2,706
Tijou Charitable Trust	36	3,000	-	-	-	3,000
Total designated funds		168,924	88,286	(100,637)	-	156,573
General funds		919,420	1,989,375	(1,651,518)	-	1,257,277
Total unrestricted funds		1,088,344	2,077,661	(1,752,155)	-	1,413,850
Total funds including pension fund		1,298,155	2,135,701	(1,811,996)	-	1,621,861

Notes to the financial statements

For the year ended 31st December 2020

Purposes of restricted funds

- 1 Award to assist FPH members gain international experience, particularly in low and middle income countries
- 2 Award to the trainer adjudged to have contributed most to the training programme
- 3 Award for excellence in FPH examinations
- 4 Award created by the Scottish committee
- 5 Award recognising success in or commitment to developing synergistic relationship with other organisations
- 6 Award recognising contributions towards mental health research
- 7 Grant provided by Natural England
- 8 Collaborative agreement with PHE sharing good practice in a public mental health project
- 9 Project funded by the Health Foundation to investigate NHS preventative approaches to health and care
- 11 DoH grant to set up a programme of work around public health training in clinical specialities
- 12 Grant provided by Health Education England
- 13 Agreement with DoH to provide e-learning tool for public health specialty training
- 14 Agreement with Health Education Board to scope and develop public health courses for practitioners
- 15 Contract to scope a Public Health advanced clinical practice route
- 16 Funding to assess the effectiveness of CPD following the advent of revalidation
- 17 Grant to cover work on developing FPH revalidation systems to ensure applicability to all PH specialists
- 18 Grant provided by NiDOF to assist FPH achieve Royal College status
- 19 Grant to support Antimicrobial Stewardship scheme
- 20 Grant for the dissemination of public health information to prevent diarrhoeal disease

Purposes of endowment fund

- 21 Set up to fund annual lectures

Purposes of designated funds

- 22 Funds held on behalf of the Welsh affairs committee
- 23 Funds held on behalf of the Scottish affairs committee
- 24 Funds held on behalf of the UK Public Health Association
- 25 Award for excellence in examinations held by FPH
- 26 Award for outstanding contributions to research or practice in community medicine
- 27 Awarded biennially to a member judged to have made an outstanding contribution to FPH
- 28 Awarded to undergraduate students to support educational activities in public health medicine
- 29 Awarded biennially to assist FPH trainees undertake educational travel, normally outside the UK
- 30 Awarded biennially to assist FPH trainees gain experience of training outside the UK
- 31 Award for excellence in examinations held by FPH
- 32 Award for excellence in examinations held by FPH
- 33 General fund comprising investment income
- 34 Moneys released from past funding agreements to be used for future projects at the discretion of the Trustees
- 35 Part of a legacy received to be used for the production of public health films
- 36 Grant towards FPH's Public Health funding campaign

Notes to the financial statements

For the year ended 31st December 2020

16 Operating lease

FPH has a lease on 4 St Andrews Place, on a peppercorn rate, expiring on 25 August 2084. The trustees of this lease are:

- a) Dr Keith Williams
- b) Dr Elizabeth Aline Scott
- c) Professor Selena Felicity Gray

Thank you

We would like to record our sincere thanks to all members who have led and contributed to the work of the Faculty during 2020, including:

Officers

Maggie Rae	President
John Newton	Vice President
Giri Rajaratnam	Registrar
Ellis Friedman	Treasurer
David Chappel	Academic Registrar
Samia Latif	Assistant Academic Registrar
Neil Squires	International Registrar
Sally Pearson	Assistant Registrar

Local Board Members

Julie Cavanagh	Scotland
Angela Jones	Wales
Brid Farrell	Northern Ireland
Toks Sangowawa* and Claire Sullivan**	North East
Helen Bromley	North West
Judith Hooper	Yorkshire & the Humber
Alison Challenger	East Midlands
Patrick Saunders	West Midlands
Jo Broadbent*	East of England
Sue Lloyd	London
Farhang Tahzib* and Rebecca Cooper**	South East Coast
Penelope Toff	South Central
Selena Gray	South West

General Board Members

Sue Atkinson
Rachel Flowers
Paul Johnstone

Co-opted Members

Angela Cartwright* and Alex Allen**	Specialty Registrars Committee
Carol Brayne	Academic & Research Committee
Farhang Tahzib	Ethics Committee

Representatives of the Royal College of Physicians

Chris Packham	RCP London
Mark Kroese	RCP Edinburgh
Emilia Crighton	Royal College of Physicians & Surgeons of Glasgow

Observers and lay members

David Williams*	FPH Risk Management Adviser
John Woodhouse	FPH Responsible Officer
Kevin Fenton	Public Health England
Ruth Tennant	Association of Directors of Public Health
John Carrier	Lay member
Neda Hormozi*	Lay member

*Demitted office at AGM in June, **Joined Board following AGM in June

FPH Staff Team

Aline Oshima	Executive Assistant to President and CEO
Audrey Haydock	Workforce Manager
Bruce Burford	Accountant
Caroline Wren	Senior Administrator – Business Services
David Parkinson	Communications Manager
Gareth Cooke	Education and Training Manager
James Gore	Chief Executive
Julian Ryder	Director of Education, Standards and Advocacy
Keith Carter	Business Services and Facilities
Krisztina Erdei	CPD Administrator
Laura Bland	Senior Examinations Co-ordinator
Mag Connolly	Deputy Chief Executive and Director of Corporate Affairs
Marijana Curic	Specialty Training Coordinator
Nikol Krehanova	Curriculum and Courses Co-ordinator
Renja Salonen	Revalidation and Workforce Administrator
Valerie MacDonald	Finance Administrator
Victoria Strode	Examinations Co-ordinator

- All members of our committees and working groups, details of which can be found in appendix 2
- All those involved in our special interest groups
- Our Faculty Advisers, Deputy Faculty Advisers, CPD Advisers and assessors on senior appointment interview panels
- All those involved in the successful delivery of our examinations
- All those who contributed to the successful delivery of our events, workshops and courses
- Registrars who worked with us on our FPH projects scheme
- Partner agencies, other organisations and government departments with whom we worked in 2020.

Appendix 1:

Board members

Board Members

1 January to 31 December 2020

For note, Board attendance during 2020 was affected by Covid-19.

Officers		Trustee attendance at Board meetings
President	Maggie Rae	5 of 5
Vice President	John Newton	4 of 5
Registrar	Giri Rajaratnam	3 of 5
Assistant Registrar	Sally Pearson	4 of 5
Academic Registrar	David Chappel	5 of 5
Assistant Academic Registrar	Samia Latif	2 of 5
Treasurer	Ellis Friedman	4 of 5
International Registrar	Neil Squires	5 of 5

Elected Members		Trustee attendance at Board meetings
General Board Member	Sue Atkinson	5 of 5
General Board Member	Paul Johnstone	2 of 5
General Board Member	Rachel Flowers	2 of 5
Local Board Member, North West	Helen Bromley	1 of 5
Local Board Member, North East	Toks Sangowawa (to June 2020)	2 of 2
	Claire Sullivan (from June 2020)	2 of 3
Local Board Member, Yorkshire & the Humber	Judith Hooper	3 of 5
Local Board Member, East Midlands	Alison Challenger	4 of 5
Local Board Member, West Midlands	Patrick Saunders	5 of 5
Local Board Member, London	Susan Lloyd	1 of 5
Local Board Member, South Central	Penelope Toff	4 of 5
Local Board Member, SE Coast	Farhang Tahzib (to June 2020)	2 of 2
	Rebecca Cooper (from June 2020)	3 of 3
Local Board Member, East of England	Joanne Broadbent (to June 2020)	1 of 2
	Vacant (from June 2020)	
Local Board Member, South West	Selena Gray	4 of 5
Local Board Member, Scotland	Julie Cavanagh	5 of 5
Local Board Member, Wales	Angela Jones	3 of 5
Local Board Member, Northern Ireland	Brid Farrell	2 of 5

Representatives of RCPs		Trustee attendance at Board meetings
RCP London	Chris Packham	5 of 5
RCP&S Glasgow	Emilia Crighton	4 of 5
RCP Edinburgh	Mark Kroese	4 of 5

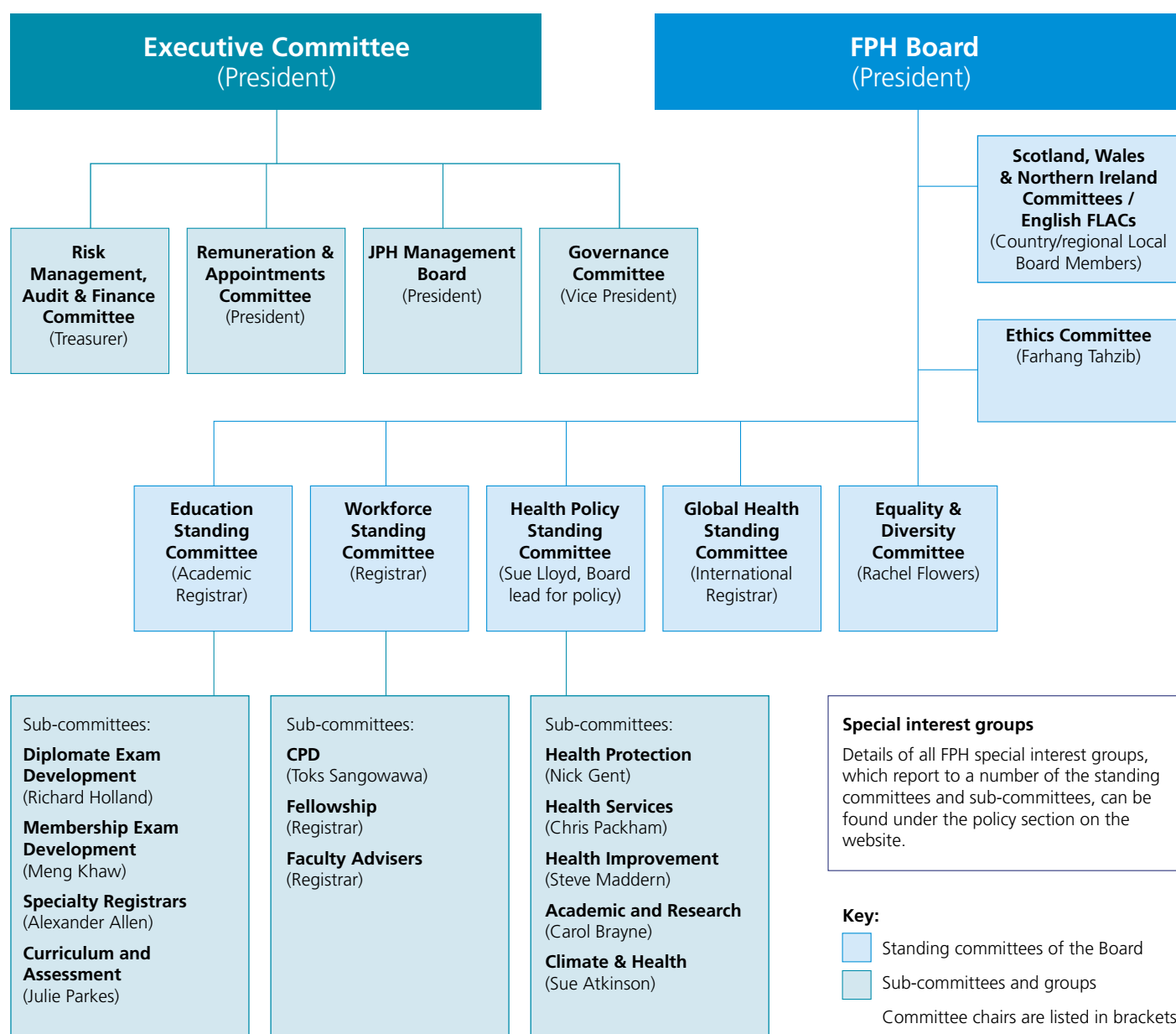
Co-opted Members		Trustee attendance at Board meetings
Chair, Specialty Registrars Committee	Angela Cartwright (to June 2020)	2 of 2
	Alex Allen (from June 2020)	2 of 3
Chair, Academic & Research Cttee	Carol Brayne	4 of 5
Chair, Public Health Ethics Committee	Farhang Tahzib (from June 2020)	3 of 3

Observers and Lay Members*		
Responsible Officer	John Woodhouse	
Risk Adviser	David Williams (to June 2020)	
Representative, Association of Directors of Public Health	Ruth Tennant	
Representative, Public Health England	Kevin Fenton	
Lay Member	John Carrier	
Lay Member	Neda Hormozi (to June 2020)	

* Observers and lay members are not FPH trustees.

Appendix 2: FPH committee structure

Committee structure – December 2020





**FACULTY OF
PUBLIC HEALTH**

Faculty of Public Health
4 St Andrews Place
London
NW1 4LB