



FACULTY OF  
PUBLIC HEALTH

# UK Faculty of Public Health 2021 Annual Report

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# 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

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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.

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### **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

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## 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

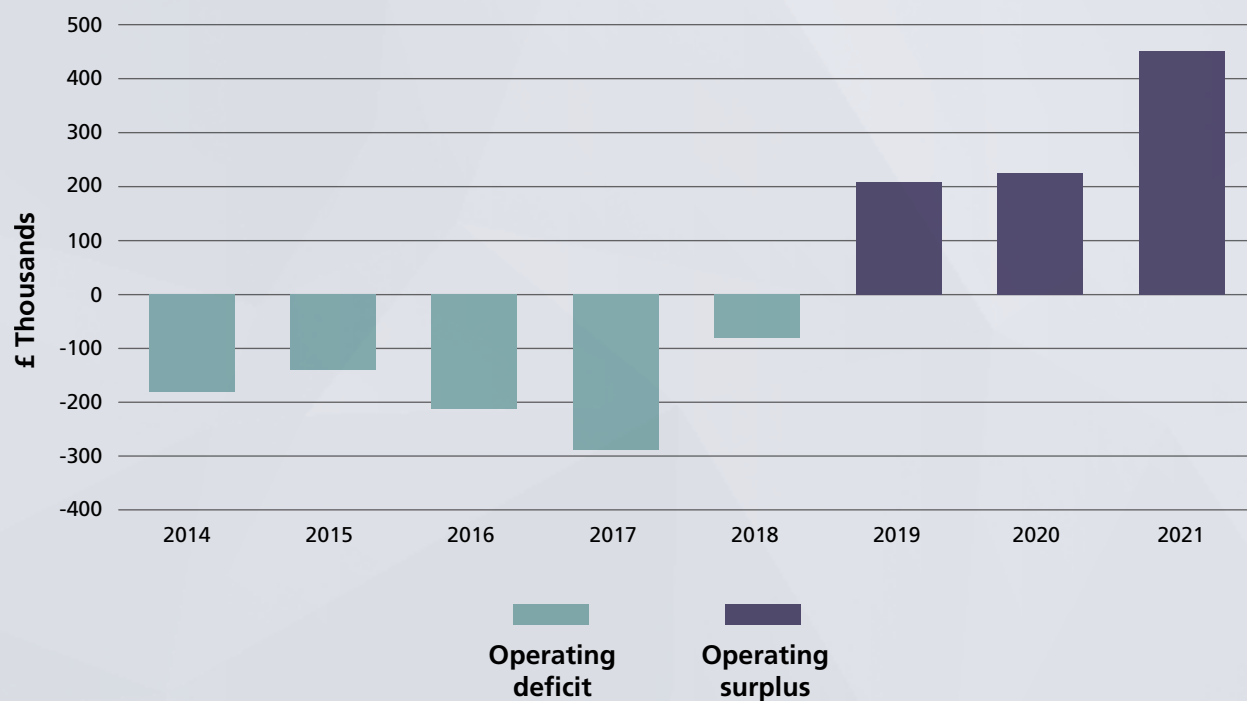
- Continue to freeze membership and examination fees for members
- Launch our new membership portal and continue work on improved digital services to provide easier access to CPD and other Faculty resources
- Continue to deliver on our financial strategy with a balanced budget and maintain our ethical investment policy



# Trustees' report:

## Financial review and governance

# FPH unrestricted results



# Treasurer's report

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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:

<b>Designated funds</b>	<b>£613,889</b>
<b>Restricted funds</b>	<b>£138, 283</b>
<b>Endowment funds</b>	<b>£54,167</b>

### 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

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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

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## 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](http://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 £
<b>Income from:</b>							
Donations and legacies		8,011	-	-	-	<b>8,011</b>	-
Charitable activities							
Membership fees and subscriptions		1,309,150	-	-	-	<b>1,309,150</b>	1,213,519
Maintaining professional standards		113,925	-	-	-	<b>113,925</b>	120,949
Examination and training fees		384,994	-	-	-	<b>384,994</b>	226,825
Public health policy and advocacy		-	-	-	-	-	-
International		-	-	28,996	-	<b>28,996</b>	371
Journal of Public Health		183,683	-	-	-	<b>183,683</b>	151,618
Other trading activities		19,226	-	-	-	<b>19,226</b>	9,627
Investments		20,935	300	-	737	<b>21,972</b>	22,743
<b>Total income</b>		<b>2,039,924</b>	<b>300</b>	<b>28,996</b>	<b>737</b>	<b>2,069,957</b>	<b>1,745,652</b>
<b>Expenditure on:</b>							
Investment management fees		12,202	283	-	588	<b>13,073</b>	10,199
Charitable activities							
Grants and prizes		-	1,000	301	-	<b>1,301</b>	100
Professional standards and membership		671,543	39,550	4,728	-	<b>715,821</b>	604,676
Examinations and training		538,801	-	1,635	-	<b>540,436</b>	500,567
Public health policy and advocacy		256,972	4,815	12,168	-	<b>273,955</b>	300,655
International		33,615	-	16,797	-	<b>50,412</b>	37,873
Journal of Public Health		77,687	-	-	-	<b>77,687</b>	79,240
<b>Total expenditure</b>	3	<b>1,590,820</b>	<b>45,648</b>	<b>35,629</b>	<b>588</b>	<b>1,672,685</b>	<b>1,533,310</b>
<b>Net income / (expenditure) before net gains / (losses) on investments</b>		<b>449,104</b>	<b>(45,348)</b>	<b>(6,633)</b>	<b>149</b>	<b>397,272</b>	<b>212,342</b>
Net gains / (losses) on investments	11	<b>152,448</b>	<b>4,842</b>	<b>-</b>	<b>10,273</b>	<b>167,563</b>	<b>17,820</b>
<b>Net (expenditure) for the year</b>	4	<b>601,552</b>	<b>(40,506)</b>	<b>(6,633)</b>	<b>10,422</b>	<b>564,835</b>	<b>230,162</b>
Transfer to Systems Development Fund	15c	(485,000)	485,000				-
Transfers between funds	15c	-	14,767	(14,767)	-	-	-
<b>Net movement in funds</b>	4	<b>116,552</b>	<b>459,261</b>	<b>(21,400)</b>	<b>10,422</b>	<b>564,835</b>	<b>230,162</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		1,493,967	154,628	159,683	43,745	<b>1,852,023</b>	1,621,861
<b>Total funds carried forward</b>		<b>1,610,519</b>	<b>613,889</b>	<b>138,283</b>	<b>54,167</b>	<b>2,416,858</b>	<b>1,852,023</b>

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 £
<b>Fixed assets:</b>					
Tangible assets	9		7,252		7,252
Intangible assets	10		14,639		29,289
Investments	11		1,572,609		1,417,663
			<b>1,594,500</b>		<b>1,454,204</b>
<b>Current assets:</b>					
Debtors	12		272,039	197,927	
Cash at bank and in hand			1,114,562	541,284	
			<b>1,386,601</b>	<b>739,211</b>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13		<b>(564,243)</b>	<b>(341,392)</b>	
<b>Net current assets</b>			<b>822,358</b>		<b>397,819</b>
<b>Total net assets</b>	14		<b>2,416,858</b>		<b>1,852,023</b>
<b>The funds of the charity:</b>	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			<b>2,224,408</b>		<b>1,648,595</b>
<b>Total charity funds</b>			<b>2,416,858</b>		<b>1,852,023</b>

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)	<b>564,835</b>	230,162
Depreciation charges	<b>14,647</b>	14,647
(Gains)/losses on investments	<b>(167,563)</b>	(17,820)
Dividends, interest and rent from investments	<b>(21,972)</b>	(22,743)
(Increase)/decrease in debtors	<b>(74,112)</b>	(5,635)
Increase/(decrease) in creditors	<b>222,854</b>	(62,467)
Net cash provided by / (used in) operating activities	<b>538,686</b>	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

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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
	£	£	£	£	£
<b>Income from:</b>					
Donations and legacies	-	-	-	-	-
Charitable activities					
Membership fees and subscriptions	1,213,519	-	-	-	<b>1,213,519</b>
Examination and training fees	120,949	-	-	-	<b>120,949</b>
Maintaining professional standards	226,825	-	-	-	<b>226,825</b>
Public health policy and advocacy	-	-	-	-	-
International	-	-	371	-	<b>371</b>
Journal of Public Health	151,618	-	-	-	<b>151,618</b>
Other trading activities	9,627	-	-	-	<b>9,627</b>
Investments	21,678	429	-	636	<b>22,743</b>
Other	-	-	-	-	-
<b>Total income</b>	<b>1,744,216</b>	<b>429</b>	<b>371</b>	<b>636</b>	<b>1,745,652</b>
<b>Expenditure on:</b>					
Investment management fees	9,461	243	-	495	<b>10,199</b>
Charitable activities					
Grants and prizes	-	100	-	-	<b>100</b>
Examinations and training	600,189	-	4,487	-	<b>604,676</b>
Maintaining professional standards	494,239	-	6,328	-	<b>500,567</b>
Public health policy and advocacy	297,350	3,305	-	-	<b>300,655</b>
International	36,754	-	1,119	-	<b>37,873</b>
Journal of Public Health	79,240	-	-	-	<b>79,240</b>
<b>Total expenditure</b>	<b>1,517,233</b>	<b>3,648</b>	<b>11,934</b>	<b>495</b>	<b>1,533,310</b>
<b>Net income / expenditure before gains / losses</b>	<b>226,983</b>	<b>(3,219)</b>	<b>(11,563)</b>	<b>141</b>	<b>212,342</b>
Net gains / (losses) on investments	9,707	1,274	-	6,839	<b>17,820</b>
<b>Net movement in funds</b>	<b>236,690</b>	<b>(1,945)</b>	<b>(11,563)</b>	<b>6,980</b>	<b>230,162</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	1,257,277	156,573	171,246	36,765	<b>1,621,861</b>
<b>Total funds carried forward</b>	<b>1,493,967</b>	<b>154,628</b>	<b>159,683</b>	<b>43,745</b>	<b>1,852,023</b>

## 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
<b>Total expenditure 2021</b>	<b>13,073</b>	<b>1,301</b>	<b>715,821</b>	<b>540,436</b>
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	<b>888,979</b>	874,200
25,174	16,975	71,000	-	-	<b>417,095</b>	319,657
-	-	-	-	33,194	<b>33,194</b>	16,976
-	-	-	-	82,307	<b>82,307</b>	71,302
-	-	-	-	137,822	<b>137,822</b>	153,304
-	-	-	-	23,355	<b>23,355</b>	14,173
-	-	-	-	16,070	<b>16,070</b>	15,741
-	-	-	-	14,647	<b>14,647</b>	14,647
-	-	-	33,063	-	<b>33,063</b>	30,870
-	-	-	-	-	<b>13,073</b>	10,199
-	-	-	13,080	-	<b>13,080</b>	12,240
<b>100,082</b>	<b>16,975</b>	<b>71,000</b>	<b>46,143</b>	<b>622,599</b>	<b>1,672,685</b>	<b>1,533,307</b>
161,876	31,130	6,226	-	(622,599)	-	-
11,997	2,307	461	(46,143)	-	-	-
<b>273,955</b>	<b>50,412</b>	<b>77,687</b>	<b>-</b>	<b>-</b>	<b>1,672,685</b>	<b>1,533,307</b>
<b>300,655</b>	<b>37,873</b>	<b>79,240</b>	<b>-</b>	<b>-</b>	<b>1,533,307</b>	

## 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	-	-	-	-
	<b>10,199</b>	<b>100</b>	<b>306,494</b>	<b>348,162</b>
Support costs	-	-	278,782	142,489
Governance costs	-	-	19,400	9,915
<b>Total expenditure 2020</b>	<b>10,199</b>	<b>100</b>	<b>604,676</b>	<b>500,566</b>

## 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	<b>874,200</b>
12,500	4,742	72,613	-	-	<b>319,657</b>
-	-	-	-	16,976	<b>16,976</b>
-	-	-	-	71,302	<b>71,302</b>
-	-	-	-	153,304	<b>153,304</b>
-	-	-	-	14,173	<b>14,173</b>
-	-	-	-	15,741	<b>15,741</b>
-	-	-	-	14,647	<b>14,647</b>
-	-	-	30,870	-	<b>30,870</b>
-	-	-	-	-	-
-	-	-	-	-	<b>10,199</b>
-	-	-	12,240	-	<b>12,240</b>
<b>128,372</b>	<b>4,742</b>	<b>72,613</b>	<b>43,110</b>	<b>619,515</b>	<b>1,533,307</b>
161,074	30,975	6,196	-	(619,516)	-
11,209	2,156	431	(43,110)	-	-
<b>300,655</b>	<b>37,872</b>	<b>79,239</b>	<b>-</b>	<b>-</b>	<b>1,533,307</b>

## 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 £	<b>Total £</b>
<b>Cost</b>			
At the start of the year	25,871	4,912	<b>30,783</b>
Additions	-	-	-
Disposals	-	-	-
At the end of the year	<b>25,871</b>	<b>4,912</b>	<b>30,783</b>
<b>Depreciation</b>			
At the start of the year	23,531	-	<b>23,531</b>
Disposals	-	-	-
Charge for the year	-	-	-
At the end of the year	<b>23,531</b>	<b>-</b>	<b>23,531</b>
<b>Net book value</b>			
<b>At the end of the year</b>	<b>2,340</b>	<b>4,912</b>	<b>7,252</b>
At the start of the year	<b>2,340</b>	<b>4,912</b>	<b>7,252</b>

All of the above assets are used for charitable purposes.

**10 Intangible assets**

	E-Portfolio software £	CRM Software £	Website development £	<b>Total £</b>
<b>Cost</b>				
At the start of the year	51,389	100,820	73,232	<b>225,441</b>
Additions in year	-	-	-	-
At the end of the year	<b>51,389</b>	<b>100,820</b>	<b>73,232</b>	<b>225,441</b>
<b>Depreciation</b>				
At the start of the year	51,389	100,820	43,946	<b>196,155</b>
Charge for the year	-	-	14,647	<b>14,647</b>
At the end of the year	<b>51,389</b>	<b>100,820</b>	<b>58,593</b>	<b>210,802</b>
<b>Net book value</b>				
At the end of the year	<b>-</b>	<b>-</b>	<b>14,639</b>	<b>14,639</b>
At the start of the year	<b>-</b>	<b>-</b>	<b>29,286</b>	<b>29,286</b>

**11 Listed investments**

	<b>2021 £</b>	<b>2020 £</b>
Fair value at the start of the year	<b>1,353,685</b>	1,298,298
Additions at cost	<b>145,742</b>	372,804
Disposal proceeds	<b>(160,230)</b>	(335,237)
Net gain / (loss) on change in fair value	<b>167,563</b>	17,820
	<b>1,506,760</b>	1,353,685
Cash held by investment broker pending reinvestment	<b>65,849</b>	63,978
Fair value at the end of the year	<b>1,572,609</b>	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
	<b>272,039</b>	<b>197,926</b>

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
	<b>564,243</b>	<b>341,392</b>

**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)
<b>Net assets at 31 December 2020</b>	<b>1,610,519</b>	<b>613,889</b>	<b>138,283</b>	<b>54,167</b>	<b>2,416,858</b>

**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)
<b>Net assets at 1 January 2020</b>	<b>1,493,967</b>	<b>154,628</b>	<b>159,683</b>	<b>43,745</b>	<b>1,852,023</b>

## 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 £
<b>Restricted funds:</b>	Note					
Sian Griffith Prize Fund	1	1,800	-	-	-	<b>1,800</b>
Trainer of the Year Award	2	73	-	(51)	-	<b>22</b>
Sam Ramaiah Prize Fund	3	8,250	-	(250)	-	<b>8,000</b>
Elizabeth Russell Prize Fund	4	32,089	-	-	-	<b>32,089</b>
Lindsey Davies Synergy Fund	5	3,205	-	-	-	<b>3,205</b>
Dr Stewart-Brown Prize fund	6	4,000	-	-	-	<b>4,000</b>
<b>Health, policy and advocacy</b>						
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	-	-	-	-	-
<b>Education and training</b>						
Public Health Training in Clinical Specialities	11	47,736	-	(1,635)	-	<b>46,101</b>
Metacompetencies	12	5,131	-	-	-	<b>5,131</b>
Specialty Training	13	1,994	-	-	-	<b>1,994</b>
Health Education England	14	8,333	-	-	(8,333)	-
<b>Professional standards</b>						
CPD Fund	15	2,580	-	-	(2,580)	-
Revalidation Prog. - multidisciplinary	16	16,424	-	(4,728)	-	<b>11,696</b>
<b>Corporate</b>						
Royal College Fund	17	3,529	-	-	-	<b>3,529</b>
<b>International</b>						
DHSC- THET	18	1,246	714	(800)	-	<b>1,160</b>
Festival Medical Services	19	7,271	-	-	-	<b>7,271</b>
THET Nigeria	20	-	9,282	-	-	<b>9,282</b>
THET Ghana	21	-	19,000	(15,997)	-	<b>3,003</b>
<b>Total restricted funds</b>		<b>159,683</b>	<b>28,996</b>	<b>(35,629)</b>	<b>(14,767)</b>	<b>138,283</b>
<b>Endowment funds:</b>						
DARE Lecture Fund	22	43,745	11,010	(588)	-	<b>54,167</b>
<b>Total endowment funds</b>		<b>43,745</b>	<b>11,010</b>	<b>(588)</b>	<b>-</b>	<b>54,167</b>

## 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 £
<b>Unrestricted funds:</b>	Note					
Designated funds:						
Welsh Affairs Committee Fund	23	895	-	-	-	<b>895</b>
Scottish Affairs Committee Fund	24	69,582	-	(4,815)	-	<b>64,767</b>
UK Public Health Association	25	5,724	-	-	-	<b>5,724</b>
Littlejohn Gardner Prize Fund	26	5,576	-	-	-	<b>5,576</b>
Alwyn Smith Prize Fund	27	944	-	-	-	<b>944</b>
Wilfrid Harding Faculty Prize Fund	28	2,252	-	(150)	-	<b>2,102</b>
Cochrane Prize Fund	29	16,234	-	(250)	-	<b>15,984</b>
BACP Travelling Fellowship	30	2,124	-	-	-	<b>2,124</b>
June & Sidney Crown Award	31	8,679	-	-	-	<b>8,679</b>
Ann Thomas Prize Fund	32	1,172	-	(100)	-	<b>1,072</b>
The McEwen Award	33	2,622	-	(100)	-	<b>2,522</b>
Prize Funds Trading Account	34	13,888	5,142	(683)	10,000	<b>28,347</b>
Business Development Fund	35	19,230	-	-	4,767	<b>23,997</b>
Clifford Hamer Shaw Memorial Fund	36	2,706	-	-	-	<b>2,706</b>
Tijou Charitable Trust	37	3,000	-	-	-	<b>3,000</b>
Systems Development Fund	38	-	-	(39,550)	485,000	<b>445,450</b>
Total designated funds		154,628	5,142	(45,648)	499,767	<b>613,889</b>
<b>General funds</b>		1,493,967	2,192,372	(1,590,820)	(485,000)	<b>1,610,519</b>
<b>Total unrestricted funds</b>		1,648,595	2,197,514	(1,636,468)	14,767	<b>2,224,408</b>
<b>Total funds including pension fund</b>		1,852,023	2,237,520	(1,672,685)	-	<b>2,416,858</b>

**15b Movements in funds (prior year)**

		At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
<b>Restricted funds:</b>						
Sian Griffith Prize Fund		1,800	-	-	-	<b>1,800</b>
Trainer of the Year Award		73	-	-	-	<b>73</b>
Sam Ramaiah Prize Fund		8,250	-	-	-	<b>8,250</b>
Elizabeth Russell Prize Fund		32,089	-	-	-	<b>32,089</b>
Lindsey Davies Synergy Fund		3,205	-	-	-	<b>3,205</b>
Dr Stewart-Brown Prize fund		4,000	-	-	-	<b>4,000</b>
<b>Health, policy and advocacy</b>						
Mental Health - Thinking Ahead (Natural England)		2,257	-	-	-	<b>2,257</b>
Mental Health - PHE collaboration		12,168	-	-	-	<b>12,168</b>
Health Foundation		1,597	-	-	-	<b>1,597</b>

## 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
<b>Education and training</b>					
Public Health Training in Clinical Specialities	54,046	-	(6,310)	-	<b>47,736</b>
Metacompetencies	5,131	-	-	-	<b>5,131</b>
Speciality Training	1,994	-	-	-	<b>1,994</b>
WWPH - practitioner training	18	-	(18)	-	<b>-</b>
Health Education England	8,333	-	-	-	<b>8,333</b>
<b>Professional standards</b>					
CPD Fund	2,580	-	-	-	<b>2,580</b>
Revalidation Prog. - multidisciplinary	20,911	-	(4,487)	-	<b>16,424</b>
<b>Corporate</b>					
Royal College Fund	3,529	-	-	-	<b>3,529</b>
<b>International</b>					
DHSC- THET	875	371	-	-	<b>1,246</b>
Festival Medical Services	8,390	-	(1,119)	-	<b>7,271</b>
<b>Total restricted funds</b>	<b>171,246</b>	<b>371</b>	<b>(11,934)</b>	<b>-</b>	<b>159,683</b>
<b>Endowment funds:</b>					
DARE Lecture Fund	36,765	7,475	(495)	-	<b>43,745</b>
<b>Total endowment funds</b>	<b>36,765</b>	<b>7,475</b>	<b>(495)</b>	<b>-</b>	<b>43,745</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Welsh Affairs Committee Fund	892	3	-	-	<b>895</b>
Scottish Affairs Committee Fund	72,808	79	(3,305)	-	<b>69,583</b>
UK Public Health Association	5,724	-	-	-	<b>5,724</b>
Littlejohn Gardner Prize Fund	5,676	-	(100)	-	<b>5,576</b>
Alwyn Smith Prize Fund	944	-	-	-	<b>944</b>
Wilfrid Harding Faculty Prize Fund	2,252	-	-	-	<b>2,252</b>
Cochrane Prize Fund	16,234	-	-	-	<b>16,234</b>
BACP Travelling Fellowship	2,124	-	-	-	<b>2,124</b>
June & Sidney Crown Award	8,679	-	-	-	<b>8,679</b>
Ann Thomas Prize Fund	1,172	-	-	-	<b>1,172</b>
The McEwen Award	2,622	-	-	-	<b>2,622</b>
Prize Funds Trading Account	12,510	1,621	(243)	-	<b>13,888</b>
Business Development Fund	19,230	-	-	-	<b>19,230</b>
Clifford Hamer Shaw Memorial Fund	2,706	-	-	-	<b>2,706</b>
Tijou Charitable Trust	3,000	-	-	-	<b>3,000</b>
<b>Total designated funds</b>	<b>156,573</b>	<b>1,703</b>	<b>(3,648)</b>	<b>-</b>	<b>154,628</b>
<b>General funds</b>	<b>1,257,277</b>	<b>1,753,923</b>	<b>(1,517,233)</b>	<b>-</b>	<b>1,493,967</b>
<b>Total unrestricted funds</b>	<b>1,413,850</b>	<b>1,755,626</b>	<b>(1,520,881)</b>	<b>-</b>	<b>1,648,595</b>
<b>Total funds</b>	<b>1,621,861</b>	<b>1,763,472</b>	<b>(1,533,310)</b>	<b>-</b>	<b>1,852,023</b>

## Notes to the financial statements

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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

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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

<b>Professor Maggie Rae</b>	President
<b>Professor John Newton</b>	Vice President
<b>Dr Giri Rajaratnam</b>	Registrar
<b>Dr Sally Pearson</b>	Assistant Registrar
<b>Dr Ellis Friedman</b>	Treasurer
<b>Dr David Chappel</b>	Academic Registrar
<b>Dr Samia Latif</b>	Assistant Academic Registrar
<b>Professor Neil Squires</b>	International Registrar

## Local Board Members

<b>Julie Cavanagh</b>	Scotland
<b>Angela Jones</b>	Wales
<b>Brid Farrell</b>	Northern Ireland
<b>Claire Sullivan</b>	North East
<b>Helen Bromley</b>	North West
<b>Judith Hooper</b>	Yorkshire & the Humber
<b>Alison Challenger and Helene Denness</b>	East Midlands
<b>Patrick Saunders</b>	West Midlands
<b>John Battersby</b>	East of England
<b>Kevin Fenton</b>	London
<b>Rebecca Cooper</b>	South East Coast
<b>Penelope Toff</b>	South Central
<b>Selena Gray</b>	South West

## General Board Members

<b>Sue Atkinson</b>
<b>Rachel Flowers</b>
<b>Paul Johnstone</b>

## Co-opted Members

<b>Alex Allen</b>	Specialty Registrars Committee
<b>Carol Brayne</b>	Academic & Research Committee
<b>Farhang Tahzib</b>	Ethics Committee

RCP London	
<b>RCP Edinburgh</b>	RCP London
<b>Royal College of Physicians &amp; Surgeons of Glasgow</b>	RCP Edinburgh
<b>Emilia Crichton and Linda Bauld</b>	Royal College of Physicians & Surgeons of Glasgow
Observers and lay members	
<b>John Woodhouse</b>	FPH Responsible Officer
<b>Kevin Fenton</b>	Public Health England
<b>Ruth Tennant</b>	Association of Directors of Public Health
<b>John Carrier</b>	Lay member
FPH Staff Team	
<b>Aline Oshima</b>	Executive Assistant to President & CEO
<b>Audrey Haydock</b>	Workforce Manager
<b>Bruce Burford</b>	Accountant
<b>Caroline Wren</b>	Senior Administrator, Business Services
<b>David Parkinson</b>	Communications Manager
<b>Gareth Cooke</b>	Education & Training Manager
<b>James Elliott</b>	Communications Assistant
<b>James Gore</b>	Chief Executive
<b>Julian Ryder</b>	Director of Education, Standards & Advocacy
<b>Keith Carter</b>	Business Services & Facilities
<b>Krisztina Erdei</b>	CPD Administrator
<b>Laura Bland</b>	Senior Examinations Coordinator
<b>Mag Connolly</b>	Deputy Chief Executive & Director of Corporate Affairs
<b>Marijana Curic</b>	Specialty Training Coordinator
<b>Nikol Krehanova</b>	Curriculum & Courses Coordinator
<b>Renja Salonen</b>	Revalidation & Workforce Administrator
<b>Valerie MacDonald</b>	Finance Administrator
<b>Victoria Strode</b>	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	<b>Maggie Rae</b>	5 of 5
Vice President	<b>John Newton</b>	4 of 5
Registrar	<b>Giri Rajaratnam</b>	4 of 5
Assistant Registrar	<b>Sally Pearson</b>	5 of 5
Academic Registrar	<b>David Chappel</b>	5 of 5
Assistant Academic Registrar	<b>Samia Latif</b>	4 of 5
Treasurer	<b>Ellis Friedman</b>	5 of 5
International Registrar	<b>Neil Squires</b>	5 of 5

Elected Members		Trustee attendance at Board meetings
General Board Member	<b>Sue Atkinson</b>	4 of 5
General Board Member	<b>Paul Johnstone</b>	5 of 5
General Board Member	<b>Rachel Flowers</b>	5 of 5
Local Board Member, North West	<b>Helen Bromley</b>	3 of 5
Local Board Member, North East	<b>Claire Sullivan</b>	4 of 5
Local Board Member, Yorkshire & the Humber	<b>Judith Hooper</b>	3 of 5
Local Board Member, East Midlands	<b>Alison Challenger</b> (to April 2021)	1 of 1
	<b>Helene Denness</b> (from May 2021)	4 of 4
Local Board Member, West Midlands	<b>Patrick Saunders</b>	5 of 5
Local Board Member, London	<b>Susan Lloyd</b> (to June 2021)	0 of 2
	<b>Kevin Fenton</b> (from Sept 2021)	2 of 2
Local Board Member, South Central	<b>Penelope Toff</b>	4 of 5
Local Board Member, SE Coast	<b>Rebecca Cooper</b> (from June 2020)	3 of 3
Local Board Member, East of England	<b>Vacant</b> (to June 2021)	1 of 2
	<b>John Battersby</b> (from July 2021)	2 of 3
Local Board Member, South West	<b>Selena Gray</b>	5 of 5
Local Board Member, Scotland	<b>Julie Cavanagh</b>	5 of 5
Local Board Member, Wales	<b>Angela Jones</b>	5 of 5
Local Board Member, Northern Ireland	<b>Brid Farrell</b>	2 of 5

Representatives of RCPs		Trustee attendance at Board meetings
RCP London	<b>Chris Packham</b>	4 of 5
RCP&S Glasgow	<b>Emilia Crighton</b> (to June 2021)	1 of 2
	<b>Linda Bauld</b> (from Sept 2021)	1 of 2
RCP Edinburgh	<b>Mark Kroese</b> (to June 2021)	2 of 2
	<b>Lorna Willocks</b> (from Sept 2021)	2 of 2

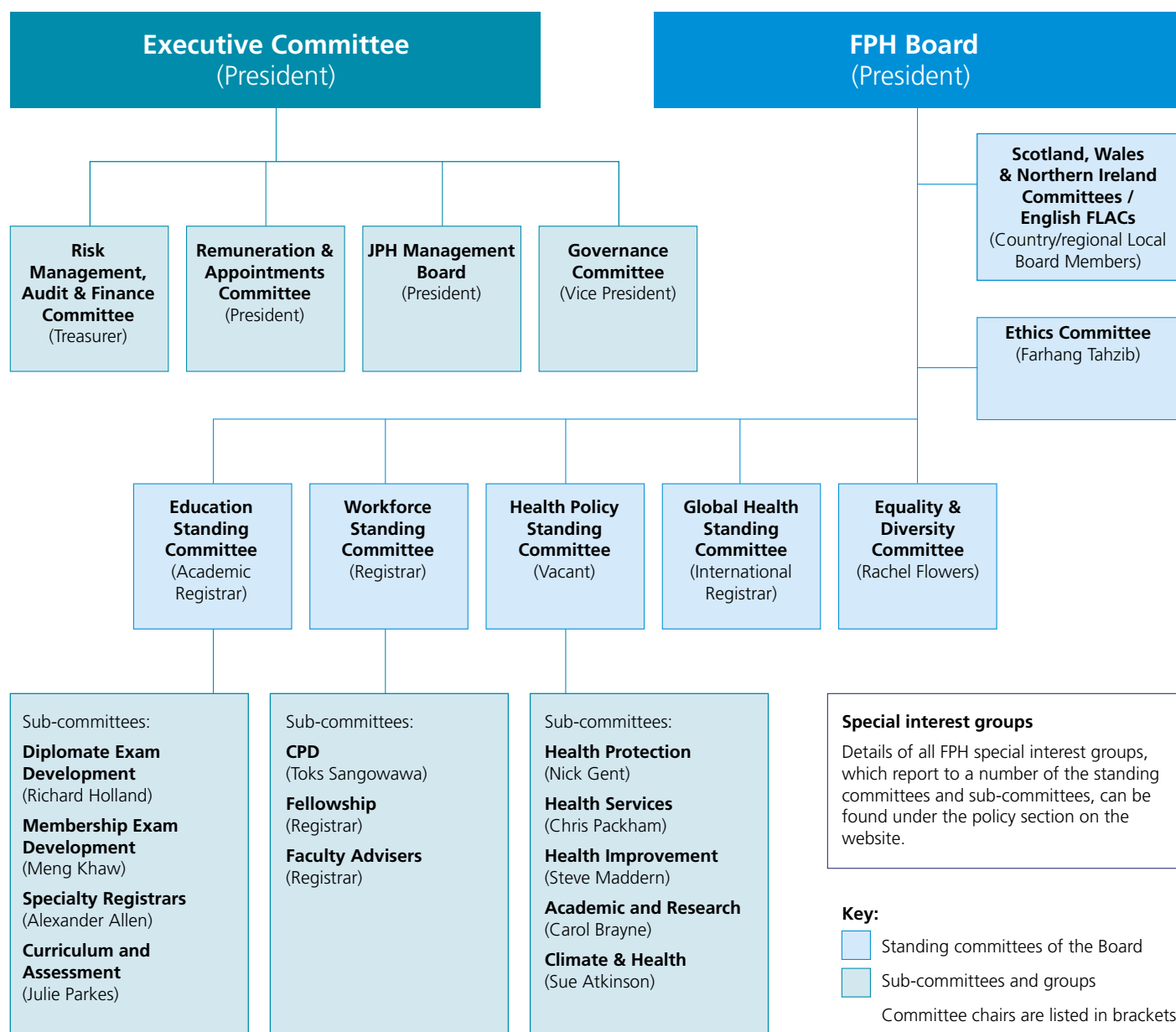
Co-opted Members		Trustee attendance at Board meetings
Chair, Specialty Registrars Committee	<b>Alex Allen</b>	5 of 5
Chair, Academic & Research Cttee	<b>Carol Brayne</b>	4 of 5
Chair, Public Health Ethics Committee	<b>Farhang Tahzib</b>	5 of 5

Observers and Lay Members*	
Responsible Officer	<b>John Woodhouse</b>
Representative, Association of Directors of Public Health	<b>Ruth Tennant</b>
Representative, Public Health England (to Oct 2021)	<b>Kevin Fenton</b>
Lay Member	<b>John Carrier</b>

\* 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