



FACULTY OF PUBLIC HEALTH

UK Faculty of Public Health
2024 Annual Report

fph.org.uk

With your support in 2024, we...



Membership

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



Advocacy

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



Standards

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

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Introduction from the President and CEO

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

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

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

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

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

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

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

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

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

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

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

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



Professor Kevin Fenton PrFFPH CBE
FPH President



Dr. James Gore HonFFPH
Chief Executive

Our Vision, Mission and Charitable Objects

About FPH

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

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


Our Charitable Objects



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



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



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

Our Vision



Our Mission

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



Playing a leading role in assuring an effective public health workforce



Promoting public health knowledge



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

Trustees Report: Achievements and the year ahead

Education and Training



Education and Training ambitions for 2024

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

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

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

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

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

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

Education and Training

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

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

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

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

Exams

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

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

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

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

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

A fair training culture in public health

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

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

Workforce and Standards



Workforce and Standards ambitions for 2024

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

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

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

FPH developed a national network of wellbeing champions during 2024

✓ *Revise and update Good Public Health Practice*

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

Senior appointments

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

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

CPD

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

Revalidation

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

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

Workforce and wellbeing

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

Workforce capacity

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

Public Health Accredited Practitioner Masterclasses

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

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

Advocacy and Policy



Advocacy and Policy ambitions for 2024

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

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

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

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

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

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

Vision for the public's health and UK elections

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

Darzi review of NHS performance and NHS Change consultation

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

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

Contributing to the UK Covid-19 Inquiry Module 1 report

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

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

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

What is Public Health

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

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

Consultation responses

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

Special Interest Groups

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

Climate and Health

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

Major policy and advocacy outputs during 2024

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

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

- **Good Food for Children report**

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

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

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

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

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

- **Housing, poverty and public health**

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

Membership and Organisation



Membership and Organisation ambitions for 2024

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

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

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

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

✓ *Launch the new ePortfolio platform*

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

✓ *Release updated standing orders for the Faculty*

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

✓ *Review of organisation-wide policies and procedures*

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

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

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

✓ *Deliver Board elections*

All Board posts were successfully filled in 2024.

✓ *Develop engagement with FPH overseas members*

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

Elections

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

Members who volunteered their time to do FPH work

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

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

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

Work to update IT infrastructure; Membership Portal

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

Awards and Prizes

In 2024 we awarded:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Scotland Public Health Conference

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

Global public health achievements

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

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

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



Our plans for 2025

Education and training ambitions for 2025

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

Workforce and standards ambitions for 2025

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

Advocacy and policy ambitions for 2025

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

Membership and Organisation ambitions for 2025

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

Trustees Report: Financial Review and Governance

Treasurer's Report 2024

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

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

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

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

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

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

Financial summary

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

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

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

Investments

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

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

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

Unrestricted reserves

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

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

Other reserves

The following amounts were held at 31 December 2024:

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

Designated funds

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

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

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

Approach to fundraising

The Faculty does not undertake active fundraising activities.

Committee issues

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

VAT

From 2016, FPH has been VAT registered.

Audit

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

Risk management

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

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

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

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

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

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

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

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

Thanks

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

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

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

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

Gerry Waldron

Faculty Treasurer, March 2025

Governance

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Objects

The charitable objects of FPH are:

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

Resources

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

Key management personnel

Chief Executive – James Gore

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

Director of Operations and Membership Systems – Kajol Kochar

Remuneration policy

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

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

Principal advisers

Bankers

National Westminster Bank Plc

125 Great Portland Street, London W1N 6AX

Solicitors

Bates Wells and Braithwaite London LLP

10 Queen Street Place, London EC4R 1BE

Auditors

Sayer Vincent

110 Golden Lane, London EC1Y 0TG

Investment Managers

Evelyn Partners

45 Gresham Street, London EC2V 7BG

Statement of Trustees' Responsibilities

Status

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

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

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

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate

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

Kevin Fenton
President

21 May 2025

Auditors' Report

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion

thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

statements.

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

Capability of the audit in detecting irregularities

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

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

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

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

Use of our report

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

18 June 2025

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

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

UK Faculty of Public Health 2024 Annual Report

Statement of financial activities

For the year ended 31 December 2024

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

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

UK Faculty of Public Health 2024 Annual

Report Balance sheet

As at 31 December 2024

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

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

Dr Gerry Waldron Treasurer

Professor Kevin Fenton
President

Statement of cash flows

For the year ended 31 December 2024

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

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

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

Notes to the financial statements

For the year ended 31 December 2024

1 Accounting policies

a) Statutory information

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

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

b) Basis of preparation

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

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

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

c) Public benefit entity

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

d) Going concern

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

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

e) Income

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

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

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

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

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

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

f) Interest receivable

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

Notes to the financial statements

For the year ended 31 December 2024

1 Accounting policies (continued)

g) Fund accounting

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

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

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

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

h) Expenditure and irrecoverable VAT

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

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

Other expenditure represents those items not falling into any other heading

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

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

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

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

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

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

j) Operating leases

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

k) Fixed assets and depreciation

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

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

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

Notes to the financial statements

For the year ended 31 December 2024

1 Accounting policies (continued)

l) Listed investments

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

m) Debtors

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

n) Creditors and provisions

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

o) Financial instruments

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

p) Pensions

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

Notes to the financial statements

For the year ended 31 December 2024

2 Detailed comparatives for the statements of financial activities

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

Notes to the financial statements

For the year ended 31 December 2024

3a Analysis of expenditure (current year)

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

Notes to the financial statements

For the year ended 31 December 2024

3b Analysis of expenditure (previous year)

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

Notes to the financial statements

For the year ended 31 December 2024

4 Net income for the year

This is stated after charging / (crediting):

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

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

Staff costs were as follows:

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

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

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

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

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

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

6 Staff numbers

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

7 Related party transactions

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

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

8 Taxation

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

Notes to the financial statements

For the year ended 31 December 2024

9 Tangible fixed assets

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

All of the above assets are used for charitable purposes.

10 Intangible assets

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

11 Listed investments

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

Notes to the financial statements

For the year ended 31 December 2024

12 Debtors

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

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

13 Creditors: amounts falling due within one year

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

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

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

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

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

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

Notes to the financial statements

For the year ended 31 December 2024

15a Movements in funds (current year)

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

Notes to the financial statements

For the year ended 31 December 2024

15b Movements in funds (prior year)

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

Notes to the financial statements

For the year ended 31 December 2024

15c Transfers between funds

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

Purposes of restricted funds

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

Purposes of endowment fund

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

Purposes of designated funds

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

16 Operating lease

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

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

Thank you

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

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

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

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

Annexes

Annex 1: Board Members

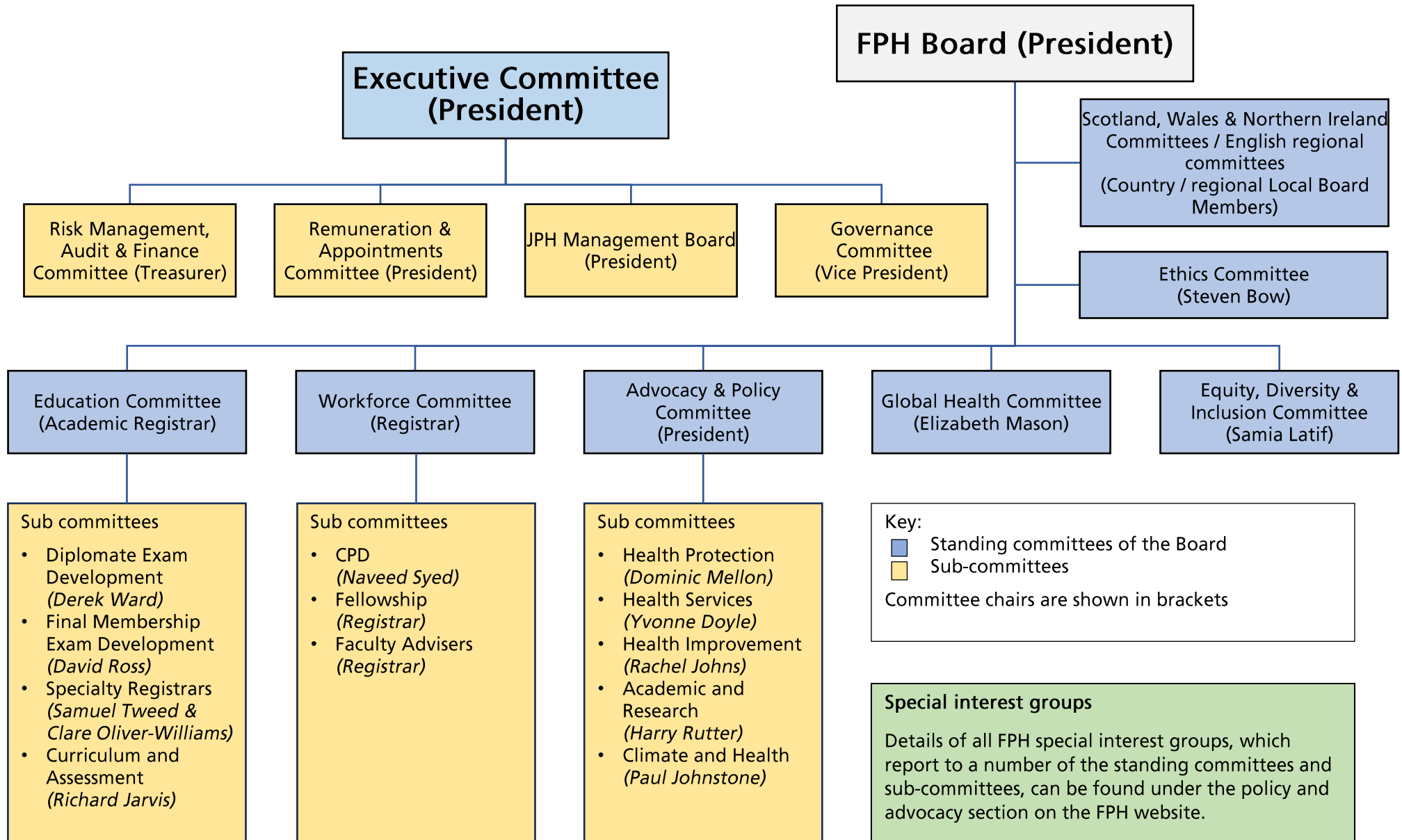
Board Members from 1 January to 31 December 2024

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

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

* Observers and lay members are not FPH trustees.

Annex 2: FPH Committee Structure





FACULTY OF PUBLIC HEALTH

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

Registered charity 263894