



FACULTY OF
PUBLIC HEALTH

UK Faculty of Public Health 2020 Annual Report

www.fph.org.uk

During 2020...

FPH WORKED WITH MEMBERS TO DEVELOP THE FUNCTIONS AND STANDARDS OF A PUBLIC HEALTH SYSTEM DOCUMENT



400

MEMBERS TOOK AN ACTIVE ROLE IN OVER 25 COMMITTEES



123

CANDIDATES

SAT ONLINE FPH EXAMINATIONS



244 JOB DESCRIPTIONS APPROVED BY FPH

50% INCREASE 2019-2020

984

APPLICATIONS FOR 98 AVAILABLE PUBLIC HEALTH TRAINING POSTS

FPH MAINTAINED A BALANCED BUDGET, WITH MEMBERSHIP AND EXAMINATION FEES FROZEN FOR A SECOND YEAR RUNNING



Contents

President & CEO Introduction	2
Our Vision, Mission and Charitable Objects	4
Trustees' report: Achievements and the year ahead	8
Education	10
Workforce and Standards	12
Policy and Advocacy	14
Membership and Organisation	18
Our plans for 2021	22
Trustees' report: Financial review and governance	24
Treasurer's report	26
Governance	28
Statement of Trustees' responsibilities	30
Independent Auditor's Report	31
Accounts	34
Thank you	52
Appendix 1: Board Members	54
Appendix 2: FPH Committee Structure	56

President & CEO Introduction

This past year has brought extraordinary challenges for the public health workforce across the UK and overseas. Whilst as public health professionals we understand that pandemics are a question of 'when not if', the global response to the COVID-19 pandemic has been unprecedented in modern times.

Our members have faced overwhelming pressure during 2020 - leading the response to COVID-19, adapting to a rapidly evolving public health landscape, and tackling the widening health inequalities that we have seen further exacerbated by the pandemic.

Despite this huge strain placed on an already overstretched public health workforce, our members have risen to the challenge of COVID-19, delivering outstanding work to protect the health of the populations they serve. As a Faculty we are proud to support our members across the UK, with this past year demonstrating the importance of working together across the four nations and overseas to protect health.

We thank those members who have – even in these most challenging of circumstances – volunteered their time and expertise to support their peers by working with the Faculty. The successes of the Faculty over the past year have only been made possible by the generosity and committed leadership of those members who have offered their time to work with us.

This year, Faculty Officers have worked with the staff team to adapt our business in response to the COVID-19 pandemic, and we thank them all for their hard work and commitment. This work has included moving Faculty examinations to an online environment, suspending CPD requirements, managing a surge in applications to public health training, adapting revalidation arrangements and reviewing our consultation on the training curriculum to reflect current circumstances.

Furthermore, we were able to deliver this work whilst maintaining a strong financial position for the Faculty, allowing us to freeze membership and examination fees for a second year running.

In 2020 we delivered two sittings of the Diplomate Exam and three sittings of the Final Membership Exam in 2020, with a total of 172 and 63 candidates sitting each of the exams respectively. We also ensured that Specialty Registrars continued to progress through their training, with 79 new Registrars enrolled on the training scheme and 64 Registrars recommended for their Certificate of Completion of Training.

In addition to delivering these core elements of examinations, training and standard setting in public health, our members have led Faculty work to hold Government to account on decisions made over the past year.

We raised particular concern to the Government in England for over-dependence on the private-sector in delivering an inadequate Test and Trace system, especially when held in comparison to the successes of local and regional public health systems. We were also disappointed regarding a lack of coherent public health messaging and expressed concern at the sudden announcement of the disestablishment of Public Health England and reminded Government of the importance of all domains of public health.

We repeated our call for a £1 billion increase in public health funding after another inadequate public health grant announcement and lobbied for an increase in public health specialty training places.

We joined with the BMA's Public Health Medicine Consultative Committee in issuing a statement on the easing of lockdown and implementation of test and trace, and also joined with the Association of Directors of Public Health and other partners in publishing guiding principles for the effective management of COVID-19 at local level.

We also developed our 'Functions and Standards of a Public Health System' document, drawing together a range of different papers that the Faculty of Public Health has produced in recent years to describe the essential functions of a public health system, and the standards and contribution of the specialist public health workforce that are crucial to a robust UK public health structure.

With COVID-19 not only highlighting, but also exacerbating, the stark health inequalities faced by populations across the UK, we have worked with our members to tackle issues of inequity including driving forward our anti-racism agenda; addressing food insecurity and diseases of poverty such as obesity; supporting access to birth control for those who need it, and warning of the consequences of COVID-19 on the growing homeless population.

We must also continue to work with our international partners to ensure global vaccine equity, as well as supporting those marginalised communities in the UK who face barriers to access.

This past year then, whilst challenging, has also brought many successes for the Faculty. We hope that you will enjoy reading about these in the following report and we thank the FPH Board, Officer Group, Committees, SIGs, staff team, and all members for all their support and hard work during 2020.



Prof Maggie Rae

PrFPH, FRCP Hon, FRSPH, FRCP Edin
President



Dr James Gore

Hon MFPH
Chief Executive

Our Vision, Mission and Charitable Objects

About FPH

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

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

Our Charitable Objects

1

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



2

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



3

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



Our Vision

*Better health for all –
leaving no one behind*

Our Mission

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



Playing a leading role in assuring an effective public health workforce



Promoting public health knowledge



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

Trustees' report:

Achievements and the year ahead

Education

What we said we'd achieve during 2020...

- **Provide a refreshed public health specialty training curriculum**
 - This work was delayed in agreement with the regulators. FPH will be submitting our refreshed curriculum by 1 October 2021
- **Update our reasonable adjustments policy**
 - All exam policies and regulations were updated to account for the transition to the online delivery of FPH examinations
- **Improve our data collection and monitoring on FPH's educational activities**
 - Work to improve monitoring of FPH's education activities has begun and will continue throughout 2021 as we develop new systems to manage Faculty business
- **Continue to work closely with the General Medical Council and UK Public Health Register to set standards and maintain quality within the public health training programme**
 - The Faculty has worked closely with the regulators and the four national statutory education boards in the UK to ensure that standards are maintained, and flexibilities introduced for the duration of the pandemic

Training

Over the past 12 months the Education & Training team has worked with Officers and committee members to adapt Faculty business in response to the COVID-19 pandemic and ensure that Registrars are able to progress through the training scheme.

This work has included support for Registrars involved in the national COVID-19 response from the PH Registrar Training Committee, ARCP recognition of the disruption caused by the pandemic to training, and changes to the delivery of FPH Examinations.

As a result of this work we recommended 64 Registrars for CCT. We were pleased to welcome the 79 new Registrars who enrolled on the training scheme.

Examinations

As a result of COVID-19 restrictions and the requirement to protect the safety of candidates, examiners and staff, the Faculty's Education Committee agreed that sittings of the FPH Diplomate and Final Membership Examinations should be transferred to an online environment.

The Exam Development Committees worked in collaboration with Faculty staff and StRs to ensure that both exams would be delivered in a similar way to the in-person exams. The Faculty engaged extensively with examination candidates, providing webinars, 1:1 support and pre-exam access to the platforms to ensure that they were comfortable with the process.

During 2020, the Faculty delivered two Diplomate Exams, sitting 172 candidates in total, and three Final Membership Exams, sitting 63 candidates in total.

The Faculty would like to acknowledge the continued support and time that 73 members give as examiners and committee members, which enabled us to continue to run exams in an extremely challenging year to a very high standard.

Recruitment

Recruitment to the public health training scheme is a national process administrated by Health Education England with FPH providing advice and oversight of standards. All assessors are Faculty members. In 2020 we saw an increase in applications to the public health training scheme, with 984 applications for the 98 training posts available to the 2021 cohort.

Curriculum Review

FPH agreed with the public health regulators to delay the 2020 curriculum review in response to the COVID-19 pandemic, and the revised curriculum will be submitted to the GMC and UKPHR in October 2021.

The Faculty has run a second consultation to gather feedback on the impact of COVID-19 on the public health profession so that the lessons learned during the pandemic response can be reflected in the future training curriculum.

Workforce and standards

What we said we'd achieve during 2020...

- **Revise our revalidation policies and procedures to ensure they continue to be fit for purpose in maintaining the standards of our members, whilst ensuring flexibility where appropriate**
 - We revised our revalidation policies and procedures during 2020
- **Update our CPD online diary in advance of replacing the system within 18 months**
 - An upgrade to the CPD diary functionality was implemented in June 2020 and work is underway to replace the current diary
- **Continue to ensure that public health professionals deliver quality assured expertise that is relevant to the current challenges to our health through our Good Public Health Practice framework, revalidation, and professional appraisal systems**
 - We have worked with the public health regulators to introduce flexibilities to appraisal and revalidation systems during COVID-19
- **Work with employers to set and maintain standards to support the delivery of professional public health practice. To this end, we will revise and refresh our guidance documents in relation to public health appointments**
 - We have updated key guidance documents and trained additional Faculty Assessors to sit on Advisory Appointment Committees

Senior appointments

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

During 2020, FPH approved 244 job descriptions, a 50% increase on 2019. FPH thanks the 32 different Fellows who sat on 193 Advisory Appointment Committee interview panels in their role as Assessors, the highest figure for a decade. The Faculty continues to deliver Assessor training days to manage the demand for this vital role.

CPD

In recognition of the pressures faced by FPH members in responding to the COVID-19 pandemic, in March 2020 the Board took the decision to suspend CPD requirements from April 2019 to March 2021, though members were encouraged to continue to record their CPD as usual.

Revalidation

To support our members connected to the Faculty for revalidation and professional appraisal we relaxed our requirements in line with both GMC and UKPHR guidance, including the option of a missed appraisal as approved by the Faculty's Responsible Officer.

During 2020, the Faculty acted as the designated revalidation body for 112 members and made 33 positive revalidation recommendations to the GMC.

Workforce

The COVID-19 pandemic placed public health in the spotlight as never before, highlighting the need for a highly trained and well-resourced specialist workforce.

During 2020 the Faculty worked with our members to develop the [Functions and Standards of Public Health System document](#) which describes the essential functions of a public health system, and the standards and contribution of the specialist public health workforce.

FPH have been vocal in setting out the need for at least 30 consultant posts per million population in all parts of the UK. This will require an increase in the number of trainees in public health, and FPH has strongly advocated for this necessary increase in training numbers. We have also supported and encouraged the development of public health practitioners.

Public Health Accredited Practitioner Masterclasses

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

In response to the pandemic, the masterclasses were successfully moved to an online environment during 2020. The transition to online delivery has allowed the Faculty to increase the number of courses offered, with 36 workshops delivered during the year.

Policy and advocacy

What we said we'd achieve during 2020...

- **Actively lead coalitions on topic areas prioritised by the Health Policy Committee and that are in line with wider FPH strategic objectives**
 - During 2020 FPH led stakeholder coalitions on important policy topics including functions and standards of public health, COVID-19, anti-racism, public health ethics and law, climate change and food
- **Continue to advocate on strategically relevant topics e.g. Brexit, Public Health Funding and the prevention agenda**
 - Throughout 2020 FPH advocated on a number of key policy areas with particular focus on UK public health workforce, COVID-19, public health funding and capacity and the reform of the English Public Health system
- **Respond to government, NICE and other consultations as appropriate**
 - FPH responded to key consultations throughout 2020 including on food and poverty, the UK Internal Market, Greening the NHS, online advertising of HFSS foods and alcohol harm
- **Encourage and support further joint working with key partner organisations**
 - FPH worked on a range of issues with a number of stakeholders including the Academy of Medical Royal Colleges, the Association of Directors of Public Health, the Royal Society for Public Health, Action on Smoking and Health, the UK Health Alliance on Climate Change and many others

COVID-19

During 2020, FPH has supported our members who have been at the forefront of the UK's response to the global COVID-19 pandemic. Throughout the year, FPH has held the Government to account on actions taken to tackle the virus.

In June, the FPH Board issued a comprehensive statement highlighting the key areas Government must address in order to tackle the pandemic and save lives.

With the Public Health Grant announced in March 2020, we raised concerns that the delay of the budget had caused uncertainty for local authorities and lobbied Government for a further £1 billion increase in public health funding.

We joined with the BMA's Public Health Medicine Consultative Committee in producing a consensus statement on the easing of lockdown and on test and trace, and we criticised Government for a lack of clear public health messaging.

Alongside ADPH, PHE, LGA and others we published a document on the 'Guiding Principles for Effective Management of COVID-19 at Local Level'.

We also issued a statement in support of global commitments to fund action on COVID-19 after we saw global partners withdraw funding to WHO.

We recognised that our members who are at the forefront of tackling this pandemic will have invaluable feedback on the UK's response to COVID-19 and have provided members with a [repository for this valuable information](#) on the FPH website.

Anti-racism

FPH made anti-racism a priority issue for 2020. With COVID-19 once again shining a light on the decades of discrimination faced by minority ethnic populations, in June we issued a statement on racism and inequalities highlighting that these unacceptable injustices are still prevalent in society today.

In September, the Faculty worked with a group of Registrars to host a seminar on embedding anti-racism in public health practice. FPH thank Professor Kevin Fenton and Dr Nisreen Alwan for their presentations at this event. Following this seminar, FPH's new Equality and Diversity Special Interest Group was launched.

Climate and Health

Following our declaration of a Climate Emergency in November of 2019, the Faculty made Climate and Health a priority for 2020.

Firstly, we launched our new Climate and Health Committee. Supported by our Sustainable Development Special Interest Group, the Committee will provide leadership within the Faculty on issues of sustainability and climate change.

In October of 2020, the Faculty issued a statement welcoming the introduction of NHS net zero targets and stating the importance of prioritising the health of the planet in our recovery from COVID-19.

With COP26 taking place in November of 2021 the Faculty also began work with our partners, including through the UK Health Alliance on Climate Change, to ensure that the public health voice is heard at the Conference.

Advocacy work in Scotland

In April of 2020, Public Health Scotland was launched, representing a partnership between the Scottish Government and Local Government. The Committee of the Faculty of Public Health in Scotland (CFPHS) was engaged by Government throughout the reform process. FPH thanks Dr. Julie Cavanagh and CFPHS Committee members for their work in delivering a system which builds on the strengths of the public health function in Scotland.

In November 2020, following extensive campaigning from the Faculty of Public Health in Scotland, the Children (Equal Protection from Assault) (Scotland) Bill became law. This bill offers children in Scotland the same lawful protection from violence that adults are currently afforded and FPH thanks Dr. Tamasin Knight and the CFPHS Advocacy sub-group for their work in delivering this.

Advocacy work in Wales

FPH thanks the Committee of the Faculty of Public Health in Wales, led by Angela Jones, for their work and dedication over the past year.

During 2020, FPH members in Wales not only responded to the immediate challenges of COVID-19, but were also able to drive forward other important public health work including the introduction of Minimum Unit Pricing for alcohol. With one in 20 deaths in Wales linked to alcohol this vital measure will save lives, and FPH thanks and congratulates our Welsh colleagues for leading on this work.

Advocacy work in Northern Ireland

FPH thanks our members in Northern Ireland and the Committee of the Faculty of Public Health in Ireland, led by Dr. Brid Farrell, for their work during 2020.

Members of the Faculty in Northern Ireland have worked to protect the health of their populations and demonstrate the inequalities exacerbated by COVID-19. This has been especially important in Northern Ireland with admission rate for COVID-19 in the 10% most deprived areas almost double the rate in the 10% least deprived areas.

Trainees in Public Health were central to the pandemic response in Northern Ireland. All trainees have had the opportunity to gain experience in management of outbreaks and clusters, surveillance, contact tracing and developing appropriate responses to service pressures during the pandemic.

Advocacy work in England

FPH thanks English members and Regional Board Members Dr. Claire Sullivan, Dr. Helen Bromley, Dr. Judith Hooper, Alison Challenger, Professor Patrick Saunders, Sue Lloyd, Dr. Rebecca Cooper, Dr. Penelope Toff and Professor Selena Gray for their work during 2020. In addition to responding to the threat of the COVID-19 pandemic, members in England have worked with the Faculty to deliver work on the future of the public health system in England.

We thank the members working in England – both within and outside of PHE – who informed our lobbying on the future of the English public health system by offering their views and concerns at our membership consultation meetings held during 2020.

Following the announcement of the new proposed National Institute for Health Protection in August of 2020, FPH joined with ADPH and RSPH in issuing a statement of support for our members who, already under huge strain in responding to COVID-19, now faced even further uncertainty.

During 2020, FPH developed our new 'Functions and Standards of a Public Health System' document, against which we held Government to account on delivering on the essential functions of a public health system. The document also outlines the standards and contribution of the specialist public health workforce that are crucial to a robust UK public health structure.

Special Interest Groups

Throughout 2020, our 32 Special Interest Groups have produced outstanding work on a wide range of important public health topics. Some highlights included:

- FPH's Food SIG produced a position paper on COVID-19 and food, and hosted a series of roundtable seminars
- Our Ethics SIG joined with EUPHA and a wide range of other partners to host a series of international online seminars on the ethical, legal and human rights dimensions of public health
- Our Sexual and Reproductive Health Special Interest Group issued a briefing on modern slavery
- Our Sustainable Development SIG responded to the consultation and call for evidence on the Greening the NHS consultation
- Our Primary Care and Public Health SIG was established to explore how public health and primary care specialties can work together to improve health
- We launched our new Equality and Diversity SIG
- Our Yemen SIG secured additional funding for its Yemen Mobile Health Project to reach people in Yemen with knowledge to protect themselves from Cholera and COVID-19.

Membership and Organisation

What we said we'd achieve during 2020...

Membership

- **Continue to ensure FPH membership is valued by both UK and international members, and is seen as essential to the public health workforce**
 - During 2020 FPH published the **Functions and Standards of a Public Health System** which describes the essential functions of a public health system, and the standards and contribution of the specialist public health workforce
- **Concentrate on enhancing member engagement**
 - Faculty leadership visited Wales in January 2020, followed by Northern Ireland in February 2020. We thank the Conveners of FPH in Scotland, Wales and Northern Ireland, as well as English Regional Board members, for their work to engage with local members during 2020. Although opportunities to travel were limited during the year owing to COVID-19 restrictions, FPH has continued to engage with members in all four nations of the UK and overseas through virtual meetings – including several membership engagement events to discuss the future of the public health system
- **We will work with partners to co-host events providing members with increased networking opportunities**
 - In response to the pandemic, all FPH events and meetings were successfully moved online and we were able to continue to provide opportunities for learning including a Specialty Registrar-led anti-racism event, a seminar on Brexit and public health, and an information evening for prospective Specialty Registrars
- **Rewarding those working to demonstrate excellence in public health through our Honorary and Distinction Grades of membership**
 - In 2020 we welcomed Honorary and Distinction grade Fellows and Members to the Faculty as usual, though unfortunately were unable to hold an Awards Ceremony due to COVID-19 restrictions

What we said we'd achieve during 2020...

Organisation

- **Deliver on our financial strategy with a balanced budget and maintain our ethical investment policy**
 - We are pleased to report that we have adhered to our financial strategy throughout 2020 and delivered a balanced budget. We have reviewed our investment policy putting measures in place to ensure that our investments are ethical
- **Review and update our scheme of delegation and continue to review and invest in our current systems**
 - We continue to review and invest in our current systems, we made essential changes in 2020 and have put plans in place for a major review in 2021
- **Implement a new performance appraisal system and review pay structures for staff**
 - We have updated performance appraisal system and completed a review of pay structures for staff
- **Adhere to pension regulations and auto-enrol any staff members who had previously opted out of our workplace pension scheme**
 - In adherence of pension regulations, we have auto-enrolled any staff members who had previously opted out of our workplace pension scheme

Members continue to volunteer their time to support the Faculty

Members who volunteer their personal time to deliver roles such as Trustees, Faculty Advisers, Assessors, CPD Advisers, examiners and so many others, are essential to the continued successes of the Faculty. Without them, the Faculty could not deliver such excellent work.

Over twenty-five committees report directly and indirectly to the Board of Trustees, and approximately 400 members take an active role in at least one or more of these committees.

Together they enable the Faculty of Public Health to meet our charitable objects of;

- advancement of knowledge
- maintaining highest possible standards
- acting as an authoritative body

Global

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

FPH continued to support global public health through the Association of Schools of Public Health in the European Region and the International Association of National Public Health Institutes.

In April of 2020, FPH issued a statement noting that global action to tackle the pandemic must not be undermined after America withdrew its funding from the World Health Organisation.

During 2020 our Global Health Special Interest Groups were active in supporting colleagues internationally. Some highlights of this work include:

- A high-profile workshop co-organised by our Pakistan SIG that brought together health ministers and senior public health leaders from Pakistan to discuss lessons learnt from the pandemic and opportunities to strengthen Pakistan's public health system
- Our Yemen SIG established Yemen Mobile Health, which seeks to support the people of Yemen through messaging on COVID-19 and cholera
- Our Africa SIG completed the 2nd phase of a project on antimicrobial resistance in Ghana, and developed institutional links with the Africa Centres for Disease Control and the Association of Schools of Public Health in Africa
- Our Global Health Prevention SIG published a Journal of Public Health supplement on conflict and health

Events and seminars

As a result of the COVID-19 pandemic, all FPH events and meetings were moved online for 2020. Despite challenges in adapting our events calendar to meet these requirements we were very pleased to be able to hold a number of events for our members including:

- Welcome events for our new Specialty Registrars
- A seminar on embedding anti-racism into Public Health Practice
- A joint event with ASPHER on Brexit and public health: policy, planning and preparedness
- Public Health Ethics and Law International Webinar Series in collaboration with the European Public Health Association
- Sessions on leadership and ethics at the World Congress of Public Health 2020
- Our Annual General Meeting – held as an online Webinar for the first time
- Board and Committee meetings

With the announcement of changes to the public health system in England we also hosted several consultation meetings for members to offer their views and concerns.

Awards and Prizes

In 2020 we welcomed

- 9 Honorary Fellows
- 13 Honorary Members
- 20 Fellows through Distinction
- 13 Members through Distinction
- 1 Practitioner through Distinction

Though we were unfortunately unable to hold an Awards and Prizes ceremony during 2020 due to COVID-19 restrictions, we congratulate these members for their achievements.

In recognition of the pressures facing FPH members in tackling the COVID-19 pandemic, the 2020 cycle of Awards and Prizes was suspended.

Membership Fees

In December 2020 FPH was delighted to announce to members that there would be no increase in membership subscriptions or exam fees during 2021 – the second consecutive year we have been able to freeze fees.

Our plans for 2021

Education & training

- Submit our revised public health specialty training curriculum to regulators for approval
- Continue to deliver Faculty examinations in an online environment and review during summer 2021
- Continue to monitor the impact of COVID-19 on training and adjust arrangements where necessary
- Examine data on recruitment into public health training to address Equality and Diversity within the specialty
- Promote and support excellence in all aspects of training to ensure the highest quality in all training programmes

Workforce and Standards

- Review the Workforce Strategy
- Continue to support and develop Faculty Advisors and CPD Advisers and ensure the highest possible standards in public health practice
- Advocate for a minimum level of 30 public health specialists per million of the population across the UK and an increase in training numbers to support this
- Use our Functions and Standards of a Public Health System document to hold Government to account to ensure that public health systems reflect the three key strands of public health at national, regional and local level
- Provide training for Assessors and continue to support AACs to develop the public health workforce and ensure the highest standards in public health practice

Policy and Advocacy

- Work with our members to advocate for policy that will support a reduction in health inequalities
- Advocate for global and domestic equity of access to COVID-19 vaccination
- Continue to lobby Governments and other stakeholders to recognise the importance of an effective public health system which is properly funded and resourced
- Continue work on our climate change agenda, with a focus on COP26
- Continue to work with our Equality and Diversity Committee and Special Interest Group to drive forward our anti-racism agenda
- Work with our members and Public Mental Health SIG to support a reduction in inequalities in relation to public mental health as we recover from COVID-19

Global health

- Continue to support FPH members overseas
- Continue to support global public health capacity development through joint working with national and international organisations
- Continue to advocate for improved health internationally through the work of our global health SIGs

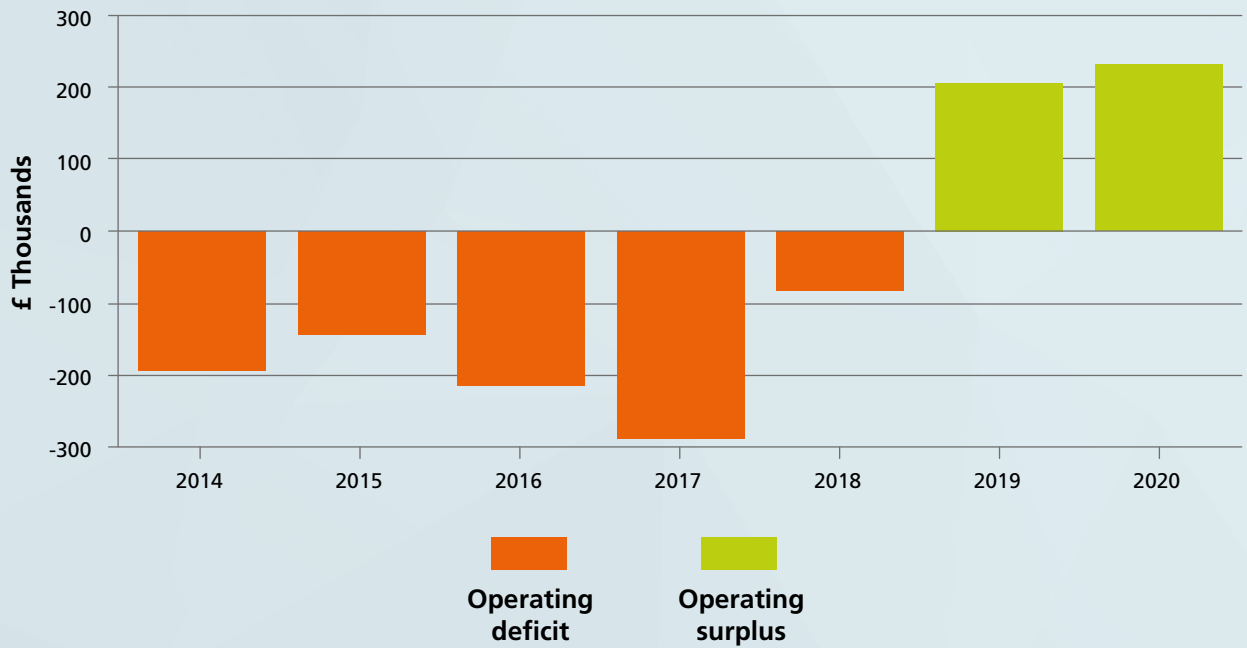
Membership and Organisation

- Continue to freeze membership and examination fees for members
- Redesign our Faculty membership system to allow for easier engagement with the Faculty
- Provide improved digital services to provide easier access to CPD and other Faculty resources

Trustees' report:

Financial review and governance

FPH unrestricted results



Treasurer's report

I am pleased to present my fifth report as the FPH Treasurer, and I am happy to record that we achieved an unrestricted surplus of £226,983 in 2020 before investment gains.

This was an unprecedented year due to the COVID-19 pandemic which required many changes to our working practices including all FPH staff moving to remote working. The FPH staff headcount of 17 was 2 less than 2019 as we put a hold on recruitment.

With these changes, Faculty costs were down during 2020 – despite the set-up costs of online examinations and increased Journal of Public Health costs – with savings made on travel, meeting, and premises costs.

We also faced some loss of income, owing greatly to the fact that we could not hold in-situ exams during Q1 of 2020 whilst we transferred exam sittings to an online environment. This work has now been delivered and we successfully moved to online exam sittings from November 2020, thereby limiting the impact on income.

Total investment returns on unrestricted funds were £9,707.

We have partly used the surplus to improve the level of our reserves in accordance with the Faculty financial strategic plan.

We are planning to achieve at least balanced budgets in future years.

Financial summary

In looking at our financial statements for 2020, 'unrestricted funds' are fully available for FPH to use for our operational activities, whilst 'restricted funds' have various restrictions placed on them.

Some of these restricted funds resource our prizes whilst others relate directly to grant-based projects and only become available once the project has been undertaken.

The unrestricted surplus before investment gains (see below) was £226,983- this compares with an unrestricted surplus in 2019 before investment gains of £206,047.

The total surplus for the year before investment gains was £212,342 compared with a surplus of £181,133 in 2019.

The overall surplus after investment returns amounted to £230,162 compared with an overall surplus of £323,707 in 2019. This is reported in the two columns on the far right of the Statement of Financial Activities.

Investments

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

1. Achieve an annual unrestricted income of at least £30,000 from dividends and interest.
2. Achieve a return on investment at least in line with inflation within an acceptable level of risk.
3. Where feasible, to channel investments into sectors that promote and support public health objectives whilst maintaining acceptable returns.

Unrestricted investment income in 2020 was £21,678 down from £31,143 in 2019 and the total return on investments was 3% (2019 14%).

Unrestricted reserves

Unrestricted funds at 31 December (including designated funds of £154,628) totalled £1,648,595 representing 12.9 months of normal operational expenditure and 94% of yearly unrestricted turnover.

The Faculty currently aims to maintain reserves of at least 6 months' normal operational expenditure, and would not normally expect to have over 12 months' reserves; however 2020 was an exceptionally volatile year due to the pandemic.

The Board in 2021 has agreed to invest some of our reserves in our IT system, which will reduce our cover in the current financial year. We expect that cover will reduce to below 12 months as the pandemic eases and we return to more typical times.

Other reserves

The following amounts were held at 31 December 2020:

Restricted funds	£159, 683
Endowment funds	£43,745

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

Impact of Covid-19 on financial sustainability

The trustees have considered the impact of Covid-19 on the future finances of the charity. A substantial proportion of the charity's income is protected from the impact of the measures and in 2020 shortfalls in income were offset by cost savings including a hold on new staff recruitment. We successfully moved to online exam sittings in 2020.

We have prepared a cash flow forecast to 31 December 2022 and we are confident that we can maintain our financial solvency whilst investing in IT system improvements despite any future disruption caused by COVID-19.

Risk management

The Risk Management, Audit & Finance Committee (RMAFC) continues to manage risk for FPH and regularly reviews the risk register. All high-risk items were monitored closely throughout the year.

Committee issues

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

VAT

From 2016, FPH has been VAT registered.

Audit

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

Thanks

Finally, we have achieved a very good financial performance in 2020 especially if we compare ourselves to the position in most medical Royal Colleges. This has been due to many factors but most particularly, I wish to pay credit to the support I have received from FPH staff and the members of the RMAFC.

Dr Ellis Friedman

Treasurer

Governance

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

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

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

The remaining trustees are elected in accordance with the terms of Standing Orders 37-42 and the detailed procedures for the timetable and the single transferable vote system as agreed by the Board. The trustees who served during 2020 are listed in appendix 1.

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

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

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

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

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

Sub-committees and special committees with a limited lifespan may be appointed by the Board to assist it in any matter. All committees report to the Board via the Executive Committee. The committee structure in 2020 is set out in appendix 2.

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

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

Objects

The charitable objects of FPH are:

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

Resources

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

Key management personnel

Chief Executive – James Gore

Deputy Chief Executive – Magdalene Connolly

Director of Education, Standards and Advocacy – Julian Ryder

Remuneration policy

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

Principal advisers

Bankers

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

Solicitors

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

Auditors

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

Investment Managers

Smith and Williamson
25 Moorgate
London
EC2R 6AY

Statement of Trustees' responsibilities

Status

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

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

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

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

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

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

Approved by the Trustees on 19 May 2021 and signed on their behalf by

Maggie Rae
President

Independent auditor's report

Opinion

We have audited the financial statements of Faculty of Public Health (the 'charity') for the year ended 31 December 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

Capability of the audit in detecting irregularities

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

- We enquired of management and the risk management, audit and finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

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

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

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

Use of our report

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

17 June 2021

Sayer Vincent LLP

Statutory Auditor

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

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

Statement of financial activities

For the year ended 31 December 2020

	Note	Unrestricted £	Designated £	Restricted £	Endowment £	2020 Total £	2019 Total £
Income from:							
Donations and legacies		-	-	-	-	-	8,054
Charitable activities							
Membership fees and subscriptions		1,213,519	-	-	-	1,213,519	1,235,718
Maintaining professional standards		120,949	-	-	-	120,949	151,462
Examination and training fees		226,825	-	-	-	226,825	277,305
Public health policy and advocacy		-	-	-	-	-	94,789
International		-	-	371	-	371	34,266
Journal of Public Health		151,618	-	-	-	151,618	149,416
Other trading activities		9,627	-	-	-	9,627	12,801
Investments		21,678	429	-	636	22,743	32,650
Total income		1,744,216	429	371	636	1,745,652	1,996,461
Expenditure on:							
Investment management fees		9,461	243	-	495	10,199	11,070
Charitable activities							
Grants and prizes		-	100	-	-	100	4,135
Professional standards and membership		600,189	-	4,487	-	604,676	678,057
Examinations and training		494,239	-	6,328	-	500,567	512,838
Public health policy and advocacy		297,350	3,305	-	-	300,655	499,596
International		36,754	-	1,119	-	37,873	65,915
Journal of Public Health		79,240	-	-	-	79,240	43,717
Total expenditure	3	1,517,233	3,648	11,934	495	1,533,310	1,815,328
Net income / (expenditure) before net gains / (losses) on investments		226,983	(3,219)	(11,563)	141	212,342	181,133
Net gains / (losses) on investments	11	9,707	1,274	-	6,839	17,820	142,574
Net movement in funds	4	236,690	(1,945)	(11,563)	6,980	230,162	323,707
Reconciliation of funds:							
Total funds brought forward		1,257,277	156,573	171,246	36,765	1,621,861	1,298,154
Total funds carried forward		1,493,967	154,628	159,683	43,745	1,852,023	1,621,861

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

Balance sheet

As at 31 December 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets	9		7,252		7,252
Intangible assets	10		29,289		43,936
Investments	11		1,417,663		1,320,066
			1,454,204		1,371,254
Current assets:					
Debtors	12	197,927		192,292	
Cash at bank and in hand		541,284		462,174	
		739,211		654,466	
Liabilities:					
Creditors: amounts falling due within one year	13	(341,392)		(403,859)	
Net current assets			397,819		250,607
Total net assets	14		1,852,023		1,621,861
The funds of the charity:					
Restricted income funds	15		159,683		171,246
Endowment funds			43,745		36,765
Unrestricted income funds:					
Designated funds		154,628		156,573	
General funds		1,493,967		1,257,277	
Total unrestricted funds			1,648,595		1,413,850
Total charity funds			1,852,023		1,621,861

Approved by the trustees on 19 May 2021 and signed on their behalf by

Dr Ellis Friedman
Treasurer

Professor Maggie Rae
President

Statement of cash flows

For the year ended 31st December 2020

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

	2020	2019
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	230,162	323,707
Depreciation charges	14,647	45,090
(Gains)/losses on investments	(17,820)	(142,574)
Dividends, interest and rent from investments	(22,743)	(32,650)
(Increase)/decrease in debtors	(5,635)	36,298
Increase/(decrease) in creditors	(62,467)	(12,978)
Net cash provided by / (used in) operating activities	136,144	216,893
	2020	2019
	£	£
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	136,144	216,893
Cash flows from investing activities:		
Dividends, interest and rents from investments	22,743	32,650
Cash held for reinvestment in investment portfolio	(42,210)	10,903
Purchase of fixed assets	-	-
Proceeds from sale of investments	335,237	152,882
Purchase of investments	(372,804)	(152,405)
Net cash provided by / (used in) investing activities	(57,034)	44,030
Change in cash and cash equivalents in the year	79,110	260,923
Cash and cash equivalents at the beginning of the year	462,174	201,251
Cash and cash equivalents at the end of the year	541,284	462,174

Notes to the financial statements

For the year ended 31 December 2020

1 Accounting policies

a) Statutory information

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

b) Basis of preparation

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

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

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

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

c) Public benefit entity

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

d) Going concern

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

This is on the basis of the level of cash and investments held by the Faculty, in addition to an anticipated surplus in the year to 31 December 2021.

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

e) Income

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

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

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

f) Interest receivable

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

g) Fund accounting

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

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

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

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

Notes to the financial statements

For the year ended 31 December 2020

h) Expenditure and irrecoverable VAT

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

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

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

i) Allocation of support costs

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

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

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

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

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

j) Operating leases

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

k) Tangible fixed assets

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

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

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

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

l) Listed investments

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

m) Debtors

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

n) Creditors and provisions

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

Notes to the financial statements

For the year ended 31 December 2020

o) **Financial instruments**

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

p) **Pensions**

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

2 Detailed comparatives for the statements of financial activities

	Unrestricted	Designated	Restricted	Endowment	2019 Total
	£	£	£	£	£
Income from:					
Donations and legacies	8,054	-	-	-	8,054
Charitable activities					
Membership fees and subscriptions	1,235,718	-	-	-	1,235,718
Examination and training fees	151,462	-	-	-	151,462
Maintaining professional standards	268,972	-	8,333	-	277,305
Public health policy and advocacy	-	83,606	11,183	-	94,789
International	-	-	34,266	-	34,266
Journal of Public Health	149,416	-	-	-	149,416
Other trading activities	12,801	-	-	-	12,801
Investments	31,143	731	-	776	32,650
Other	-	-	-	-	-
Total income	1,857,565	84,339	53,781	776	1,996,461
Expenditure on:					
Investment management fees	10,324	251	-	495	11,070
Charitable activities					
Grants and prizes	-	1,335	2,800	-	4,135
Examinations and training	670,318	-	7,739	-	678,057
Maintaining professional standards	503,318	-	9,520	-	512,838
Public health policy and advocacy	382,927	99,051	17,618	-	499,596
International	40,914	-	25,001	-	65,915
Journal of Public Health	43,717	-	-	-	43,717
Total expenditure	1,651,518	100,637	62,678	495	1,815,328
Net income / expenditure before gains / losses	206,047	(16,298)	(8,897)	281	181,133
Net gains / (losses) on investments	131,810	3,949	-	6,815	142,574
Net movement in funds	337,857	(12,349)	(8,897)	7,096	323,707
Reconciliation of funds:					
Total funds brought forward	919,420	168,924	180,141	29,669	1,298,154
Total funds carried forward	1,257,277	156,575	171,244	36,765	1,621,861

Notes to the financial statements

For the year ended 31 December 2020

3a Analysis of expenditure (current year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	212,920	212,035
Direct costs	-	100	93,574	136,128
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Governance review	-	-	-	-
Investment management fees	10,199	-	-	-
Audit fees	-	-	-	-
	10,199	100	306,494	348,163
Support costs	-	-	278,782	142,489
Governance costs	-	-	19,400	9,915
Total expenditure 2020	10,199	100	604,676	500,567
Total expenditure 2019	11,070	4,135	678,057	512,838

Notes to the financial statements

For the year ended 31st December 2020

Public health policy and advocacy	Charitable activities			Governance costs	Support costs	2020 Total	2019 Total
	International	Journal of Public Health					
£	£	£	£	£	£	£	£
115,872	-	-	-	-	333,373	874,200	948,653
12,500	4,742	72,613	-	-	-	319,657	436,521
-	-	-	-	-	16,976	16,976	40,110
-	-	-	-	-	71,302	71,302	61,125
-	-	-	-	-	153,304	153,304	144,461
-	-	-	-	-	14,173	14,173	23,301
-	-	-	-	-	15,741	15,741	23,796
-	-	-	-	-	14,647	14,647	45,090
-	-	-	-	30,870	-	30,870	72,561
-	-	-	-	-	-	-	-
-	-	-	-	-	-	10,199	11,070
-	-	-	-	12,240	-	12,240	8,640
128,372	4,742	72,613	43,110	619,516	1,533,310	1,815,328	
161,074	30,975	6,196	-	(619,516)	-	-	
11,209	2,156	431	(43,110)	-	-	-	
300,655	37,873	79,240	-	-	1,533,310	1,815,328	
499,596	65,915	43,717	-	-	-	1,815,328	

Notes to the financial statements

For the year ended 31st December 2020

3b Analysis of expenditure (prior year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Analysis of expenditure (prior year)	-	-	225,787	230,599
Direct costs	-	4,135	118,849	111,825
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Governance review	-	-	-	-
Investment management fees	11,070	-	-	-
Audit fees	-	-	-	-
	11,070	4,135	344,636	342,424
Support costs	-	-	296,880	151,739
Governance costs	-	-	36,541	18,676
Total expenditure 2019	11,070	4,135	678,057	512,839

Notes to the financial statements

For the year ended 31st December 2020

Public health policy and advocacy	Charitable activities			Governance costs	Support costs	2019 Total
	International	Journal of Public Health				
£	£	£	£	£	£	£
170,417	-	-	-	-	321,850	948,653
136,536	28,868	36,307	-	-	-	436,521
-	-	-	-	-	40,110	40,110
-	-	-	-	-	61,125	61,125
-	-	-	-	-	144,461	144,461
-	-	-	-	-	23,301	23,301
-	-	-	-	-	23,796	23,796
-	-	-	-	-	45,090	45,090
-	-	-	-	72,561	-	72,561
-	-	-	-	-	-	-
-	-	-	-	-	-	11,070
-	-	-	-	8,640	-	8,640
306,953	28,868	36,307	81,201	659,733	1,815,328	
171,531	32,987	6,598	-	(659,733)	-	-
21,112	4,060	812	(81,201)	-	-	-
499,596	65,915	43,717	-	-	1,815,328	

Notes to the financial statements

For the year ended 31st December 2020

4 Net (expenditure) for the year

This is stated after charging / (crediting):

	2020	2019
	£	£
Depreciation	14,647	45,090
Auditor's remuneration (excluding VAT):	10,400	10,200

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

Staff costs were as follows:

	2020	2019
	£	£
Salaries and wages	714,203	769,688
Redundancy and termination costs	-	9,633
Social security costs	73,296	79,734
Employer's contribution to defined contribution pension schemes	86,701	89,597
	874,200	948,652

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

	2020	2019
	No.	No.
£70,000 - £79,999	1	1
£80,000 - £89,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £271,902 (2019: £232,184).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £8,852 (2019: £38,878 incurred by 12 (2019: 20) members relating to attendance at meetings of the trustees.

6 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 17 (2019: 19).

7 Related party transactions

There are no related party transactions to disclose for 2020 (2019: none).

8 Taxation

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

Notes to the financial statements

For the year ended 31st December 2020

9 Tangible fixed assets

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

All of the above assets are used for charitable purposes.

10 Intangible assets

	E-Portfolio software £	CRM Software £	Website development £	Total £
Cost				
At the start of the year	51,389	100,820	73,232	225,441
Additions in year	-	-	-	-
At the end of the year	51,389	100,820	73,232	225,441
Depreciation				
At the start of the year	51,389	100,820	29,296	181,505
Charge for the year	-	-	14,647	14,647
At the end of the year	51,389	100,820	43,943	196,152
Net book value				
At the end of the year	-	-	29,289	29,289
At the start of the year	-	-	43,936	43,936

11 Listed investments

	2020 £	2019 £
Fair value at the start of the year	1,298,298	1,156,201
Additions at cost	372,804	152,405
Disposal proceeds	(335,237)	(152,882)
Net gain / (loss) on change in fair value	17,820	142,574
	1,353,685	1,298,298
Cash held by investment broker pending reinvestment	63,978	21,768
Fair value at the end of the year	1,417,663	1,320,066

Notes to the financial statements

For the year ended 31st December 2020

12 Debtors

	2020	2019
	£	£
Trade debtors	-	3,851
Other debtors	157,754	156,213
VAT debtor	5,521	4,990
Prepayments	34,652	27,238
	197,927	192,292

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

13 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	79,313	55,496
Taxation and social security	23,764	26,029
Subscriptions paid in advance	79,726	60,668
Examinations and other fees paid in advance	58,123	121,925
Pension reserve	44,195	43,887
Accruals	56,271	95,854
	341,392	403,859

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

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,252	-	-	-	7,252
Intangible assets	29,289	-	-	-	29,289
Investments	1,351,077	29,821	-	36,765	1,417,663
Current assets	447,741	124,807	159,683	6,980	739,211
Current liabilities	(341,392)	-	-	-	(341,392)
Net assets at 31 December 2020	1,493,967	154,628	159,683	43,745	1,852,023

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

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,252	-	-	-	7,252
Intangible assets	43,936	-	-	-	43,936
Investments	1,253,480	29,821	-	36,765	1,320,066
Current assets	356,468	126,752	171,246	-	654,466
Current liabilities	(403,859)	-	-	-	(403,859)
Net assets at 1 January 2020	1,257,277	156,573	171,246	36,765	1,621,861

Notes to the financial statements

For the year ended 31st December 2020

15a Movements in funds (current year)

		At 1 January 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2020 £
Restricted funds:	Note					
Sian Griffith Prize Fund	1	1,800	-	-	-	1,800
Trainer of the Year Award	2	73	-	-	-	73
Sam Ramaiah Prize Fund	3	8,250	-	-	-	8,250
Elizabeth Russell Prize Fund	4	32,089	-	-	-	32,089
Lindsey Davies Synergy Fund	5	3,205	-	-	-	3,205
Dr Stewart-Brown Prize fund	6	4,000	-	-	-	4,000
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)	7	2,257	-	-	-	2,257
Mental Health - PHE collaboration	8	12,168	-	-	-	12,168
Health Foundation	9	1,597	-	-	-	1,597
Education and training						
Public Health Training in Clinical Specialities	11	54,046	-	(6,310)	-	47,736
Metacompetencies	12	5,131	-	-	-	5,131
Specialty Training	13	1,994	-	-	-	1,994
WWPH - practitioner training	14	18	-	(18)	-	-
Health Education England	15	8,333	-	-	-	8,333
Professional standards						
CPD Fund	16	2,580	-	-	-	2,580
Revalidation Prog. - multidisciplinary	17	20,911	-	(4,487)	-	16,424
Corporate						
Royal College Fund	18	3,529	-	-	-	3,529
International						
DHSC- THET	19	875	371	-	-	1,246
Festival Medical Services	20	8,390	-	(1,119)	-	7,271
Total restricted funds		171,246	371	(11,934)	-	159,683
Endowment funds:						
DARE Lecture Fund	21	36,765	7,475	(495)	-	43,745
Total endowment funds		36,765	7,475	(495)	-	43,745

Notes to the financial statements

For the year ended 31st December 2020

15a Movements in funds (current year) cont.

		At 1 January 2020	Income & gains	Expenditure & losses	Transfers	At 31 December 2020
	Note	£	£	£	£	£
Unrestricted funds:						
Welsh Affairs Committee Fund	22	892	3	-	-	895
Scottish Affairs Committee Fund	23	72,808	79	(3,305)	-	69,582
UK Public Health Association	24	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	25	5,676	-	(100)	-	5,576
Alwyn Smith Prize Fund	26	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	27	2,252	-	-	-	2,252
Cochrane Prize Fund	28	16,234	-	-	-	16,234
BACP Travelling Fellowship	29	2,124	-	-	-	2,124
June & Sidney Crown Award	30	8,679	-	-	-	8,679
Ann Thomas Prize Fund	31	1,172	-	-	-	1,172
The McEwen Award	32	2,622	-	-	-	2,622
Prize Funds Trading Account	33	12,510	1,621	(243)	-	13,888
Business Development Fund	34	19,230	-	-	-	19,230
Clifford Hamer Shaw Memorial Fund	35	2,706	-	-	-	2,706
Tijou Charitable Trust	36	3,000	-	-	-	3,000
Total designated funds		156,573	1,703	(3,648)	-	154,628
General funds		1,257,277	1,753,923	(1,517,233)	-	1,493,967
Total unrestricted funds		1,413,850	1,755,626	(1,520,881)	-	1,648,595
Total funds including pension fund		1,621,861	1,763,471	(1,533,309)	-	1,852,023

15b Movements in funds (prior year)

		At 1 January 2019	Income & gains	Expenditure & losses	Transfers	At 1 January 2020
		£	£	£	£	£
Restricted funds:						
Sian Griffith Prize Fund	1	1,800	-	-	-	1,800
Trainer of the Year Award	2	98	-	(25)	-	73
Sam Ramaiah Prize Fund	3	8,750	-	(500)	-	8,250
Elizabeth Russell Prize Fund	4	32,289	-	(200)	-	32,089
Lindsey Davies Synergy Fund	5	4,780	-	(1,575)	-	3,205
Dr Stewart-Brown Prize fund	6	4,500	-	(500)	-	4,000
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)	7	2,257	-	-	-	2,257
Mental Health - PHE collaboration	8	15,065	-	(2,897)	-	12,168
Health Foundation	9	5,135	7,850	(11,388)	-	1,597

Notes to the financial statements

For the year ended 31st December 2020

15b Movements in funds (prior year) cont.

		At 1 January 2019	Income & gains	Expenditure & losses	Transfers	At 1 January 2020
Education and training						
Public Health Training in Clinical Specialities	11	60,297	-	(6,251)	-	54,046
Metacompetencies	12	5,131	-	-	-	5,131
Speciality Training	13	3,408	-	(1,414)	-	1,994
WWPH - practitioner training	14	1,874	-	(1,856)	-	18
Health Education England	15	-	8,333	-	-	8,333
Professional standards						
CPD Fund	16	2,580	-	-	-	2,580
Revalidation Communication Activities		176	-	(176)	-	-
Revalidation Prog. - multidisciplinary	17	28,473	-	(7,562)	-	20,911
Corporate						
Royal College Fund	18	3,529	-	-	-	3,529
International						
DHSC- THET	19	-	25,876	(25,001)	-	875
Festival Medical Services	20	-	8,390	-	-	8,390
Total restricted funds		180,142	50,449	(59,346)	-	171,246
Endowment funds:						
DARE Lecture Fund	21	29,669	7,591	(495)	-	36,765
Total endowment funds		29,669	7,591	(495)	-	36,765
Unrestricted funds:						
Designated funds:						
Welsh Affairs Committee Fund	22	885	7	-	-	892
Scottish Affairs Committee Fund	23	88,073	83,786	(99,051)	-	72,808
UK Public Health Association	24	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	25	5,776	-	(100)	-	5,676
Alwyn Smith Prize Fund	26	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	27	2,402	-	(150)	-	2,252
Cochrane Prize Fund	28	16,484	-	(250)	-	16,234
BACP Travelling Fellowship	29	2,124	-	-	-	2,124
June & Sidney Crown Award	30	9,114	-	(435)	-	8,679
Ann Thomas Prize Fund	31	1,272	-	(100)	-	1,172
The McEwen Award	32	2,622	-	-	-	2,622
Prize Funds Trading Account	33	8,568	4,493	(551)	-	12,510
Business Development Fund	34	19,230	-	-	-	19,230
Clifford Hamer Shaw Memorial Fund	35	2,706	-	-	-	2,706
Tijou Charitable Trust	36	3,000	-	-	-	3,000
Total designated funds		168,924	88,286	(100,637)	-	156,573
General funds		919,420	1,989,375	(1,651,518)	-	1,257,277
Total unrestricted funds		1,088,344	2,077,661	(1,752,155)	-	1,413,850
Total funds including pension fund		1,298,155	2,135,701	(1,811,996)	-	1,621,861

Notes to the financial statements

For the year ended 31st December 2020

Purposes of restricted funds

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

Purposes of endowment fund

- 21 Set up to fund annual lectures

Purposes of designated funds

- 22 Funds held on behalf of the Welsh affairs committee
- 23 Funds held on behalf of the Scottish affairs committee
- 24 Funds held on behalf of the UK Public Health Association
- 25 Award for excellence in examinations held by FPH
- 26 Award for outstanding contributions to research or practice in community medicine
- 27 Awarded biennially to a member judged to have made an outstanding contribution to FPH
- 28 Awarded to undergraduate students to support educational activities in public health medicine
- 29 Awarded biennially to assist FPH trainees undertake educational travel, normally outside the UK
- 30 Awarded biennially to assist FPH trainees gain experience of training outside the UK
- 31 Award for excellence in examinations held by FPH
- 32 Award for excellence in examinations held by FPH
- 33 General fund comprising investment income
- 34 Moneys released from past funding agreements to be used for future projects at the discretion of the Trustees
- 35 Part of a legacy received to be used for the production of public health films
- 36 Grant towards FPH's Public Health funding campaign

Notes to the financial statements

For the year ended 31st December 2020

16 Operating lease

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

- a) Dr Keith Williams
- b) Dr Elizabeth Aline Scott
- c) Professor Selena Felicity Gray

Thank you

We would like to record our sincere thanks to all members who have led and contributed to the work of the Faculty during 2020, including:

Officers	
Maggie Rae	President
John Newton	Vice President
Giri Rajaratnam	Registrar
Ellis Friedman	Treasurer
David Chappel	Academic Registrar
Samia Latif	Assistant Academic Registrar
Neil Squires	International Registrar
Sally Pearson	Assistant Registrar
Local Board Members	
Julie Cavanagh	Scotland
Angela Jones	Wales
Brid Farrell	Northern Ireland
Toks Sangowawa* and Claire Sullivan**	North East
Helen Bromley	North West
Judith Hooper	Yorkshire & the Humber
Alison Challenger	East Midlands
Patrick Saunders	West Midlands
Jo Broadbent*	East of England
Sue Lloyd	London
Farhang Tahzib* and Rebecca Cooper**	South East Coast
Penelope Toff	South Central
Selena Gray	South West
General Board Members	
Sue Atkinson	
Rachel Flowers	
Paul Johnstone	
Co-opted Members	
Angela Cartwright* and Alex Allen**	Specialty Registrars Committee
Carol Brayne	Academic & Research Committee
Farhang Tahzib	Ethics Committee

Representatives of the Royal College of Physicians	
Chris Packham	RCP London
Mark Kroese	RCP Edinburgh
Emilia Crighton	Royal College of Physicians & Surgeons of Glasgow
Observers and lay members	
David Williams*	FPH Risk Management Adviser
John Woodhouse	FPH Responsible Officer
Kevin Fenton	Public Health England
Ruth Tennant	Association of Directors of Public Health
John Carrier	Lay member
Neda Hormozi*	Lay member

*Demitted office at AGM in June, **Joined Board following AGM in June

FPH Staff Team	
Aline Oshima	Executive Assistant to President and CEO
Audrey Haydock	Workforce Manager
Bruce Burford	Accountant
Caroline Wren	Senior Administrator – Business Services
David Parkinson	Communications Manager
Gareth Cooke	Education and Training Manager
James Gore	Chief Executive
Julian Ryder	Director of Education, Standards and Advocacy
Keith Carter	Business Services and Facilities
Krisztina Erdei	CPD Administrator
Laura Bland	Senior Examinations Co-ordinator
Mag Connolly	Deputy Chief Executive and Director of Corporate Affairs
Marijana Curic	Specialty Training Coordinator
Nikol Krehanova	Curriculum and Courses Co-ordinator
Renja Salonen	Revalidation and Workforce Administrator
Valerie MacDonald	Finance Administrator
Victoria Strode	Examinations Co-ordinator

- All members of our committees and working groups, details of which can be found in appendix 2
- All those involved in our special interest groups
- Our Faculty Advisers, Deputy Faculty Advisers, CPD Advisers and assessors on senior appointment interview panels
- All those involved in the successful delivery of our examinations
- All those who contributed to the successful delivery of our events, workshops and courses
- Registrars who worked with us on our FPH projects scheme
- Partner agencies, other organisations and government departments with whom we worked in 2020.

Appendix 1: Board members

Board Members

1 January to 31 December 2020

For note, Board attendance during 2020 was affected by Covid-19.

Officers		Trustee attendance at Board meetings
President	Maggie Rae	5 of 5
Vice President	John Newton	4 of 5
Registrar	Giri Rajaratnam	3 of 5
Assistant Registrar	Sally Pearson	4 of 5
Academic Registrar	David Chappel	5 of 5
Assistant Academic Registrar	Samia Latif	2 of 5
Treasurer	Ellis Friedman	4 of 5
International Registrar	Neil Squires	5 of 5

Elected Members		Trustee attendance at Board meetings
General Board Member	Sue Atkinson	5 of 5
General Board Member	Paul Johnstone	2 of 5
General Board Member	Rachel Flowers	2 of 5
Local Board Member, North West	Helen Bromley	1 of 5
Local Board Member, North East	Toks Sangowawa (to June 2020)	2 of 2
	Claire Sullivan (from June 2020)	2 of 3
Local Board Member, Yorkshire & the Humber	Judith Hooper	3 of 5
Local Board Member, East Midlands	Alison Challenger	4 of 5
Local Board Member, West Midlands	Patrick Saunders	5 of 5
Local Board Member, London	Susan Lloyd	1 of 5
Local Board Member, South Central	Penelope Toff	4 of 5
Local Board Member, SE Coast	Farhang Tahzib (to June 2020)	2 of 2
	Rebecca Cooper (from June 2020)	3 of 3
Local Board Member, East of England	Joanne Broadbent (to June 2020)	1 of 2
	Vacant (from June 2020)	
Local Board Member, South West	Selena Gray	4 of 5
Local Board Member, Scotland	Julie Cavanagh	5 of 5
Local Board Member, Wales	Angela Jones	3 of 5
Local Board Member, Northern Ireland	Brid Farrell	2 of 5

Representatives of RCPs		Trustee attendance at Board meetings
RCP London	Chris Packham	5 of 5
RCP&S Glasgow	Emilia Crighton	4 of 5
RCP Edinburgh	Mark Kroese	4 of 5

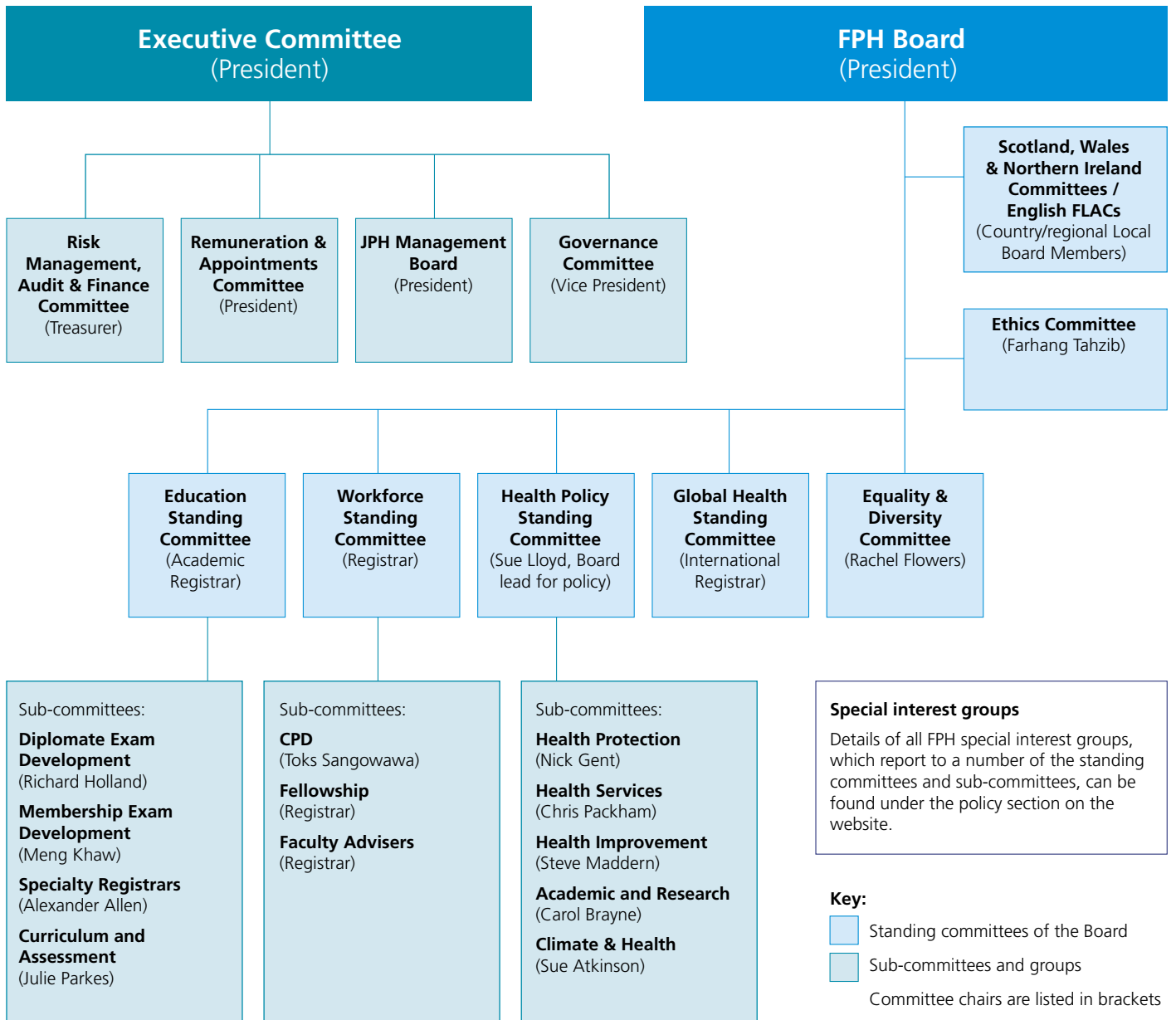
Co-opted Members		Trustee attendance at Board meetings
Chair, Specialty Registrars Committee	Angela Cartwright (to June 2020)	2 of 2
	Alex Allen (from June 2020)	2 of 3
Chair, Academic & Research Cttee	Carol Brayne	4 of 5
Chair, Public Health Ethics Committee	Farhang Tahzib (from June 2020)	3 of 3

Observers and Lay Members*	
Responsible Officer	John Woodhouse
Risk Adviser	David Williams (to June 2020)
Representative, Association of Directors of Public Health	Ruth Tennant
Representative, Public Health England	Kevin Fenton
Lay Member	John Carrier
Lay Member	Neda Hormozi (to June 2020)

* Observers and lay members are not FPH trustees.

Appendix 2: FPH committee structure

Committee structure – December 2020





**FACULTY OF
PUBLIC HEALTH**

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