



# FACULTY OF PUBLIC HEALTH

UK Faculty of Public Health  
2025 Annual Report

[fph.org.uk](https://fph.org.uk)

# With your support in 2025, we...

## Education and Training

- Migrated the Diplomate examination to seven assessment centres across the UK, with an additional centre in Hong Kong, enabling 246 candidates to sit the exam.
- Launched a comprehensive review of the public health specialty training curriculum, inviting feedback from registrars, educators, employers and external stakeholders.

## Workforce and Standards

- Published the Faculty's workforce strategy and a new strategy to address pay inequity across the specialist public health workforce.
- Strengthened our workforce wellbeing programme, with regional champions now in place across the UK publishing a series of Wellbeing Spotlights.

## Policy and Advocacy

- Set out a Call to Action for a healthier, fairer and more productive Scotland ahead of the 2026 Scottish Parliamentary elections.
- Published the MPOWER+ Framework to tackle the public health harms of fossil fuel dependency, and a major report on public health and artificial intelligence.

## Membership and Organisation

- Launched our Organisational Strategy 2025–30 and maintained certified carbon-neutral status.
- Signed a new collaboration agreement with the World Health Organisation to support stronger national public health systems.

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# Introduction from the President and CEO

During the past year, Faculty members have continued to deliver excellent work in the face of an ever-evolving landscape shaped by global public health challenges, ongoing health system reform and mounting workforce pressures.

Amidst these complexities, the Faculty has remained committed to delivering for our members and the public health profession by upholding the highest standards of practice, sharing knowledge and expertise, advocating in the interests of the public health workforce and promoting policies that give populations the best possible chance of a long and healthy life.

Taking office at the Faculty's AGM in July, Tracy has been leading the Faculty Board in delivering on our [Organisational Strategy 2025–30](#) to ensure the Faculty remains a leading voice for public health across the UK and globally. Particular areas of focus for Tracy's Presidency so far have included building on our workstream on workforce wellbeing, establishing the role of public health in a changing UK health system and deepening our engagement with national and international partners, including the World Health Organisation. Throughout this work runs a recognition that the strength of public health lies in our diversity. Diversity of profession, of thought, and of background. Parity of esteem sits at the heart of the Faculty's mission, because the unique value of public health is that it needs all of us.

Of course, none of the work of the Faculty would be possible without the support of all of you, our extraordinary members who so generously commit their time and expertise to work with the Faculty and support the public health profession. We are grateful to those who volunteer their time to perform roles such as Faculty Trustees, Advisers, Examiners, Special Interest Group and Committee members. Across the 25 committees reporting to the Board, approximately 350 members actively contribute to the work of the Faculty; advancing public health knowledge, supporting education and training, and strengthening our profession. And outside of this, the contribution all of you make to improving and protecting the lives of communities right across the world.

Our education and training function is at the heart of the Faculty's mission. In 2025, 107 registrars joined the public health training programme, including 13 entering the second year of dual public health and general practice training. Following feedback from candidates, a major achievement during 2025 was the migration of the Diplomate examination to seven assessment centres across the UK, with an additional centre in Hong Kong, allowing 246 candidates to sit the exam. In parallel to this work, and following the [2024 report on differential attainment in public health examinations](#), the Faculty's Fair Exams Task and Finish Group has overseen the [implementation of recommendations](#) to close unfair attainment gaps in Faculty examinations, supported by updated guidance on reasonable adjustments and improved monitoring processes.

During the past year, the Faculty also launched a [comprehensive review of the public health specialty training curriculum](#), inviting feedback from registrars, educators, employers and external stakeholders. This work will help support the development of the next generation of public health leaders, with the draft curriculum due to be published for consultation in autumn 2026.

A major area of focus during 2025, and one which will continue alongside the Faculty's Organisational Strategy to 2030, is [workforce wellbeing](#). Regional wellbeing champions are now in place across the UK and have published a series of [Workforce Wellbeing Spotlights](#), which bring together insights, suggested actions and useful resources on key issues impacting workforce wellbeing. With the public health system across the UK evolving, the Faculty has joined with cross-system partners to provide input and guidance on the public health role within Integrated Care Boards in England, and has contributed to the [Government's consultation on the ten-year workforce plan](#).

The Faculty has also maintained a strong advocacy role during the past year, hosting major events on public mental health, climate and health, and poverty, and leading collaborative work with a wide range of partners. We refreshed our [discussion paper on the role of the NHS in delivering prevention](#), explored the implications of artificial intelligence for public health practice, published a [new framework to guide interactions with commercial actors](#), and ahead of the 2026 Scottish Parliamentary elections we set out a [Call to Action for a healthier, fairer and more productive Scotland](#).

Our climate leadership continued as we were once again invited to be an observer at COP30, launched a new [Climate Change and Sustainability Toolkit for registrars](#), published the [MPOWER+ Framework](#) to tackle the public health harms of fossil fuel dependency, and maintained our own carbon-neutral status.

Delivering on our global leadership role, the Faculty signed a new [collaboration agreement with the World Health Organisation](#), strengthened our international Special Interest Group activity, and delivered webinars on antimicrobial resistance, violence prevention and public health in peacebuilding.

The achievements captured in this report reflect the shared accomplishments of our members and our small but dedicated Faculty staff team. Together, we continue to deliver on the Faculty's mission of 'Better Health for All' and push forward the science and art of public health practice.

In the year ahead, we will continue to work collectively to ensure public health is well positioned within new and emerging systems. The breadth of skill and contribution that public health professionals bring has never been more vital, and at a time of rapid change, global uncertainty, and deepening inequalities, our collective voice and expertise matter more than ever.

You have our commitment that we will continue to advocate for the importance of public health, to support and protect our workforce, and to champion the unique, multidisciplinary approach that defines public health. We thank all of those who have contributed to the Faculty's work during 2025, including our members and cross-system partners, and we look forward to continuing to work together in the year ahead.



**Professor Tracy Daszkiewicz PrFPH  
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

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



## 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 2025

**Monitor and review the new arrangements for the Diplomate examination**

*2025 saw a significant change in the delivery of the Diplomate (DFPH) examination, with candidates now required to attend one of seven assessment centres in the UK (with an additional centre in Hong Kong).*

**Roll out additional training for the new ePortfolio system**

*As the new ePortfolio system nears completion, a number of national and regional training events were held in 2025 to support registrars and education leads in the training programmes.*

**Deliver a major conference for public health registrars**

*With Faculty support, public health registrars hosted a highly successful conference in Glasgow in May 2025, and we have committed to supporting future similar events.*

During 2025, 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 2025, there were 107 new registrars enrolled onto the public health training programme, including 13 registrars entering the second year's intake of dual public health and general practice training. The Faculty recommended 60 registrars for CCT and we received and assessed 2 GMC portfolio pathway applications.

As part of our commitment to our public health registrars, the Faculty supported a major conference for registrars held in Glasgow in May 2025. The event was hugely successful, and the Faculty thanks the incredible team of registrars who organised and coordinated the event.

## Exams

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

The Diplomate (DFPH) examination is usually taken in the first half of the training pathway.

Having been delivered entirely remotely since the start of the COVID-19 pandemic with online invigilation delivered by TestReach, the Faculty took the decision in late 2024 to migrate the delivery of the DFPH exam to distributed test centres across the UK, with one additional centre in Hong Kong.

This was in response to feedback from candidates and the regional training programmes. In 2025, 215 candidates sat this exam over two sittings.

The Final Membership (MFPH) exam is usually taken in the second half of the training programme and this exam returned to a face-to-face format in 2022 following the lifting of COVID-19 pandemic restrictions. There were five sittings of the MFPH exam in 2025, with 117 candidates sitting exams in London, Liverpool and Manchester.

In total, 30 examiners were involved in the preparation, marking and standard-setting for the DFPH exam and 19 examiners were involved in the MFPH exam. We are immensely grateful to these members for their contribution to the Faculty's work and the public health profession.

## Strategic review of examinations

During 2025, the Faculty established a Strategic Assessment Review Group to consider improvements and changes to the current FPH assessment framework. This group consists of representatives from across the educational system; one of the group's early actions was the launch of a survey to seek views from key stakeholders in January 2026.

## A fair training culture in public health

Following the publication of the Faculty's 2024 report on [differential attainment in FPH exams](#) the Faculty established a Fair Exams Task and Finish Group to lead on the 27 recommendations identified in the report to close gaps in attainment. This work helped inform the migration of the DFPH exam to in-person centres in 2025. We also set up a registrar-led reasonable adjustments working group, updated our guidance around exams and reasonable adjustments, and improved data collection to allow for better monitoring and continuous improvement.

## Curriculum review

The Faculty's curriculum review was launched in September 2025, with members and external stakeholders invited to feedback on the current specialty training curriculum and how it could be updated to ensure that it supports the development of the next generation of public health leaders.

The initial consultation survey closed in December 2025 and was followed by a series of workshops aimed at key stakeholders including registrars, educators and employers to allow them additional input to the curriculum. This feedback was analysed by the review working group to draft a new version of the curriculum, due to be circulated in autumn 2026 for further consultation and comment.

## Workforce and Standards

### Workforce and Standards ambitions for 2025

#### **Publish the Faculty's workforce strategy and start early actions**

*The Faculty's workforce strategy was published in 2025 and key actions are being progressed.*

#### **Build an advocacy case for salary equity across the public health system**

*The Faculty published a strategy to address inequity in pay amongst the specialist public health workforce, notably the differentials between the pay awarded to those specialists from a medical background and those from a multi-professional background.*

#### **Revise FPH revalidation and appraisal guidance**

*Revised Faculty guidance documentation relating to revalidation and appraisal was published in early 2025.*

### 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.

2025 saw a reduction in public health recruitment activity, most notably in England. Across the UK, the Faculty approved 165 job descriptions in 2025, compared to 213 in 2024, 223 in 2023 and 204 in 2022. During the year, 67 different FPH Members and Fellows sat on 167 Advisory Appointment Committee (AAC) interview panels in their role as Faculty Assessors (External Advisers in Scotland). The Faculty held three training days for members sitting on AAC panels to ensure continued capacity for this vital role, with 34 Members and Fellows attending this training. Throughout 2025 the Faculty conducted further analysis of public health recruitment trends across the UK and will be looking to publish these findings in 2026. In December 2025 FPH hosted a webinar for registrars to both explain and further explore the current market for consultant posts

### CPD

Following major changes to CPD requirements introduced by the Faculty in 2022, and the subsequent launch of the refreshed CPD diary within the members' portal, CPD is now firmly re-established as a key requirement of FPH membership. In the 2024/25 CPD year, 1752 members made a submission via the CPD diary and feedback on reflection was provided to 129 members.

### Revalidation

During 2025, the Faculty acted as the Designated Body for 115 members, made 13 positive revalidation recommendations to the GMC, and held 108 appraisals. In 2024 the Faculty published the outcomes of an externally commissioned review of the revalidation service we offer to members. The remaining recommendations from that review were completed during 2025.

## Workforce and wellbeing

The Faculty's focus on workforce wellbeing strengthened in 2025, and FPH regional wellbeing champions are now in place for each region of the UK. The initiative aims to raise awareness of systemic factors affecting the public health workforce's wellbeing, promote relevant resources, gather insights, and advocate for improved job quality and reduced work-related stress. In 2025 the Faculty's wellbeing champions published a series of [Wellbeing Spotlights](#) which are short, practical briefings to support the wellbeing of the workforce. Each spotlight focuses on a key issue affecting staff wellbeing, bringing together insights, suggested actions and useful resources. They are designed to raise awareness, encourage reflection, and support collective and local action.

## Workforce capacity

The expansion of the public health training programme was maintained in 2025 with 107 enrolments onto the programme. FPH works with system partners to promote the role of public health specialists across all parts of the public health system which, in England in particular, continues to undergo change. In 2025 the Faculty published its workforce strategy and established a working group focussed on the role of public health in Integrated Care Boards (ICBs) and the emergent public health system. The Faculty also provided a detailed response to the government consultation on the ten-year workforce plan.

## 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 2025 the Faculty delivered 54 modular workshops for nine commissioners in England and Wales with 1350 public health practitioners attending.

## Advocacy and Policy

### 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.**

*The Faculty established a system-wide Task and Finish Group to look at the role of public health in the emerging health system in England.*

**Build and strengthen relationships with key public health partners to further advance our advocacy of better health for all.**

*FPH has continued to develop partnerships with stakeholder organisations on issues such as work and health, climate and sustainability, and health protection – including through co-design of the UKHSA conference.*

**Continue to be recognised as a leader on climate change and sustainability.**

*The Faculty's advocacy work on climate, health and sustainability continued to develop and strengthen with a major conference in May 2025, a number of other events, and consultation responses.*

### Task and Finish Group on the role of public health

In partnership with the Association of Directors of Public Health and the Department of Health & Social Care, the Faculty led on new collaborative [guidance](#) for ICBs setting out how local authorities should provide specialist healthcare public health advice to ICBs. Following this, FPH established a cross-sector Task and Finish Group to examine the role of public health in the emerging systems in the UK and this group will report in 2026.

### Healthy Working group

In 2025 FPH established a Work and Health Specialty Group in partnership with the Faculty of Occupational Medicine and the Society of Occupational Medicine. The group, which has a UK-wide focus, aims to share, advise and comment on national and local work and health policy and initiatives, facilitate education for members, and advocate the value of occupational medicine within public health training courses.

### Key events in 2025

The Faculty hosted a number of events during the course of 2025 including a major joint conference on public mental health with the Royal College of Psychiatrists, a conference on climate and health held in London, and a one-day event on poverty to complement the Poverty SIG's work [cuts to disability and health-related benefits](#). The Faculty also worked with UKHSA to co-design its March 2025 Conference as well as delivering many other learning events across the year.

## Consultation responses

Throughout 2025, 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 [alcohol licencing](#), the [national cancer plan](#), [transport](#), [housing](#), [poverty](#) and the [cost-of-living crisis](#). Many of the responses are available to view online [here](#).

## Special Interest Groups

The Faculty's 40 [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 2025 included [drug policy reform](#), [climate and health](#), [commercial determinants of health](#), [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 experience and 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 2025, with key work including the development and delivery of a [COP30 Strategy](#), adding a health voice to COP30 and reiterating the health harms of climate change and fossil fuels. As part of this, FPH delivered an event on the MPower+ framework at COP30, hosted a post-COP30 debrief event for FPH members, and advocated alongside key partners for international and national action on the climate emergency. A [Climate Change and Sustainability Toolkit](#), developed in 2025, aims to support registrars in developing knowledge, expertise and leadership skills around the intersections between environmental and public health. In 2025 the Faculty maintained its carbon-neutral status, first achieved in 2024.

## Major policy and advocacy outputs during 2025

### **A healthier, fairer and more productive Scotland**

Ahead of the 2026 Scottish Parliamentary election, the FPH developed this [call for action](#) for the next Scottish Government to set out plans to create a healthier, fairer and more productive Scotland. There are seven calls to action, which collectively advocate for an ambitious programme for change to improve health and wellbeing for all, reduce social and health inequalities, and protect environmental sustainability.

### **Discussion paper on the NHS' role in prevention**

The Faculty's [Health Services Committee](#) led the development of a [collaborative paper](#) that proposed prevention priorities for the NHS and identified facilitators and barriers relevant to embedding prevention in the NHS.

### **An opportunity to seize or a threat to mitigate? UK public health specialists' views on artificial intelligence (AI)**

This [major research report](#), alongside a useful [summary](#), was developed by the AI and Digital Public Health SIG which presents findings from a cross-sectional survey of 188 public-health

professionals registered with the FPH. The report is the first exploring the UK public health workforce's capabilities, hopes, concerns, and willingness to engage with AI professionally. It sets out strategic recommendations for FPH, public health organisations, and FPH members to support public health practitioners to implement equitable, responsible, trustworthy, and ethical AI.

### **The MPOWER+ Framework for fossil fuels and public health**

The [MPOWER+ Framework](#) adapts the WHO's MPOWER tobacco control model to tackle the public health impacts of fossil fuel dependency – now widely recognised as a major driver of the climate crisis. Grounded in the Commercial Determinants of Health (CDoH) approach, the framework outlines seven key domains to support a just, equitable energy transition and provides a structured, evidence-informed tool for the public health community to act.

### **Data for everyone's health; optimising public health intelligence: challenges, opportunities and ways forward**

In this [policy paper](#), the Faculty's Information and Intelligence SIG define public health intelligence, outline barriers to realising its potential, and make eight recommendations to government and the health and care sector. The paper emphasises the need for strategic analytical leadership at all levels of the health and care sector, focussing on the 'big picture' of improving the public's health and understanding the transformative potential of data and analytics to achieve better health as well as healthcare.

## Membership and Organisation

### Membership and Organisation ambitions for 2025

#### **Develop and launch the new Organisational Strategy 2025-30**

*The FPH Strategy 2025-2030 was developed and launched in 2025, it outlines our mission of working with members to promote and protect human health and its wider determinants for everyone in society, leaving no one behind.*

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

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

#### **Review on data protection policies and obtain cyber essentials accreditation**

*All data protection policies and procedures were reviewed and updated in accordance with UK GDPR and the Data Protection Act 2018 (DPA). Cyber essentials accreditation is under way and will be achieved early 2026.*

#### **Develop a membership strategy**

*A new membership strategy has been developed with membership engagement and growth as its main objectives.*

## Elections

Elections were held in late 2024 for a President and Vice President. We were delighted to welcome Professor Tracy Daszkiewicz and Professor Zafar Iqbal as new President and Vice President respectively at the Faculty's AGM in July 2025.

Elections were also held for three General Board Members, seven Local Board Members, and a number of Faculty Adviser, Deputy Faculty Adviser and CPD Adviser posts across the UK.

We are grateful to all members who stood for election.

## New Faculty policy on governing engagement with commercial actors

In March 2025, the Board approved a [new FPH policy on governing engagement with commercial actors](#). This aims to provide an effective, evidence-based approach that aligns with the Faculty's public health values and priorities.

## FPH becomes Carbon Neutral

In 2025 FPH was officially certified as a carbon-neutral organisation by [Carbon Neutral Britain](#). This means FPH has met all Carbon Neutral Britain Certification™ standards in measuring, calculating and carbon offsetting organisational carbon emissions selected within the Scope 1, 2 and 3 GHG emissions boundary.

## Number of members who volunteered their time to do FPH work

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

Over 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 (MyFPH)

In 2025 we continued to enhance the functionality of MyFPH and launched many new developments including an event booking system, the ability to choose instalment plans to pay for exam and revalidation fees, integrated journal of public health access via MyFPH, and many efficiencies across other internal administration.

## Awards and Prizes

In 2025 we awarded:

- 10 Honorary Fellowships
- 13 Honorary Memberships
- 28 Fellowships through Distinction
- 18 Memberships through Distinction

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

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

**Sir John Brotherton Prize** for the best essay or research on a public health topic written by a student or young graduate went to Charlotte Howdle and Akshay Pabary.

**Michael O'Brien Prize** for the highest score in the FPH diplomate exam went to George Roberts (March 2025 sitting) and Alyssia Broomfield (October 2024 sitting).

**The McEwen Award** for the highest score in the FPH final membership examination went to Jacob Asplin (May 2024 sitting).

**Littlejohn Gairdner Award** for outstanding contributions to public health in Scotland from early career professionals went to Rosemary McNee.

**FPH Trainer Award** for exceptional educational supervisors to Lynn Gibbons Martin and Simon Hailstone.

**Sian Griffiths Global Public Health Award** in recognition of the unique contribution of public health professionals working in global public health to Duncan Selbie.

**FPH Staff Award** in recognition of outstanding work by FPH staff to Laura Bland.

**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 Chantelle Fatania and Sian Reece.

**Synergy Award** in recognition of a strong commitment to, or success in, collaborative working with other organisations on shared public health objectives to Kathrin Thomas and Eleanor Turner-Moss.

**June and Sidney Crown Award** for members of FPH starting out their public health career and doing further training outside of the UK went to Lucy Fagan.

**Bazalgette Professorship – Champion of Evidence Award** in recognition of FPH Fellows who have significantly contributed to public health policy and practice by translating their research for the benefit of UK population health went to Adrian Davis and Sarah Jones.

**Alwyn Smith Prize** for outstanding contribution to public health research or practice to Raj Bhopal.

## Global public health achievements

In August 2025, the Faculty signed a [collaboration agreement with the World Health Organisation](#) to support strengthening the capacity of national health systems to effectively deliver the essential functions of a public health system.

The Faculty's international-facing special interest groups continued to play a critical role in delivery of FPH's global health agenda. In addition to the development of local partnerships, Faculty SIGs hosted a range of webinars on topics including antimicrobial resistance, climate and health in Africa, violence prevention in youth populations, and the role of public health in peace. Recordings are available on the [FPH members portal](#). The Faculty also welcomed the establishment of a new [SIG for the Gulf region](#).

Two open meetings for all FPH overseas members were held during the year, one on climate and health and one on antimicrobial resistance – recordings of which are [available via the FPH members portal](#).

# Our plans for 2026

## Education and training ambitions for 2026

- Continue to review and adjust the arrangements for the Diplomate Examination.
- Publish a draft public health curriculum for consultation.
- Complete the final development phase of the ePortfolio.

## Workforce and standards ambitions for 2026

- Publish the analysis of the historic recruitment data held by the Faculty.
- Develop workstreams with dental public health specialists.
- Support the UKPHR-led review of public health practitioner standards.

## Advocacy and policy ambitions for 2026

- 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.
- Develop the Faculty's work on commercial determinants of health.

## Membership and Organisation ambitions for 2026

- Deliver on our financial strategy with a balanced budget and maintain our ethical investment policy
- Obtain cyber essentials accreditation
- Implementation of the membership strategy workplan
- Launch a programme of FPH events, that are open to all and beyond FPH membership.

# Trustees Report: Financial Review and Governance

## Treasurer's Report 2025

I am pleased to present my fourth report as the FPH Treasurer and report that the Faculty achieved an unrestricted surplus of £226,970 in 2025 before investment gains.

When compared to 2024, there is an increase in income across membership fees, exam fees and the journal of public health.

Unrestricted costs have increased when compared to 2024, largely this is owing to an increase in exam costs, as well as legal and consultancy costs.

Total investment gains on unrestricted funds were £83,608. These gains were in line with expectations.

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. A total of £423,561 has been spent, the balance of £ 65,096 remains, these funds will be used for internal systems development.

Key objectives set out in the Faculty Financial Strategy have been achieved. A prudent budget has been set for 2026, 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 £226,970 this compares with an unrestricted surplus in 2024 before investment gains of £181,587.

The total surplus for the year before investment gains was £180,836 compared with a surplus of £145,709 in 2024. The overall surplus after investment returns amounted to £264,444 compared with £247,161 in 2024.

## 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.)
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 2025 was £22,600 down from £25,312 in 2024 and the capital return on the portfolio was 4.92% compared to 5.22% in 2024.

## Unrestricted reserves

Unrestricted funds at 31 December 2025 (excluding designated funds) totalled £2,736,498 representing 15.3 months of normal operational expenditure and 115% 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 2025:

- Designated funds £233,869
- Restricted funds £130,529
- 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 15a to the accounts.

We have prepared a cash flow forecast to 31 December 2026 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 continue to appoint 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 first year of my final term as Treasurer, I remain very grateful for all the help received from my colleagues in the Faculty. Although this gratitude echoes that of previous years, it is no less sincere for that. I am constantly reminded that I am working with an exceptionally talented and dedicated group of people.

Firstly, to our President Tracy Daszkiewicz who has shown exceptional leadership in her first year in office. Tracy and the other Faculty Officers, Executive and Board Members constantly provide the appropriate level of both support and challenge, and it is a pleasure to work with them. As ever, my predecessor Ellis Friedman continues to generously share his wisdom and guidance. 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. Shelagh Kirkland stepped down as lay member last year and we are very grateful for her role on the committee. Our other lay member Cathy Knowles continues as vital committee member providing exceptional financial advice during the relatively short time they have been with us. I would also like to thank Christina Gray who has continued in her the role of Faculty Risk Advisor and 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 them all in the concluding year of my time as Treasurer.

Gerry Waldron  
Faculty Treasurer

1 June 2026

## 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 last 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 2025 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, where applicable, 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 2025 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 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.

Tracy Daszkiewicz  
President

1 June 2026

# Independent auditor's report

## Opinion

We have audited the financial statements of The Faculty of Public Health (the 'charity') for the year ended 31 December 2025 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 2025 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 law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

## Use of our report

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

5 June 2026

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

Faculty of Public Health

Statement of financial activities

For the year ended 31 December 2025

	Note	Unrestricted £	Designated £	Restricted £	Endowment £	2025 Total £	Unrestricted £	Designated £	Restricted £	Endowment £	2024 Total £
<b>Income from:</b>											
Donations and legacies		-	-	-	-	-	141	-	-	-	141
Charitable activities											
Membership fees and subscriptions		1,577,533	-	-	-	1,577,533	1,426,237	-	-	-	1,426,237
Maintaining professional standards		146,834	-	5,000	-	151,834	151,320	289	-	-	151,610
Examination and training fees		379,350	-	-	-	379,350	364,252	-	-	-	364,252
International		-	-	105,354	-	105,354	-	-	108,292	-	108,292
Journal of Public Health		215,884	-	-	-	215,884	157,064	-	-	-	157,064
Other trading activities		33586.48	-	-	-	33,586	42,737	-	-	-	42,737
Investments		22,600	-	-	-	22,600	24,382	-	-	930	25,312
<b>Total income</b>		<b>2,375,788</b>	<b>-</b>	<b>110,354</b>	<b>-</b>	<b>2,486,142</b>	<b>2,166,134</b>	<b>289</b>	<b>108,292</b>	<b>930</b>	<b>2,275,646</b>
<b>Expenditure on:</b>											
Investment management fees		9,105	-	-	-	9,105	13,297	-	-	-	13,297
Charitable activities											
Grants and prizes		500	15,869	1,000	-	17,369	500	6,991	9,248	-	16,739
Professional standards and membership		995,345	13,103	-	-	1,008,448	927,968	-	-	-	927,968
Examinations and training		682,411	-	-	-	682,411	596,462	-	-	-	596,462
Public health policy and advocacy		331,496	-	-	-	331,496	314,915	-	-	-	314,915
International		41,634	-	126,516	-	168,150	41,698	-	129,151	-	170,849
Journal of Public Health		88,327	-	-	-	88,327	89,707	-	-	-	89,707
<b>Total expenditure</b>	3	<b>2,148,818</b>	<b>28,973</b>	<b>127,516</b>	<b>-</b>	<b>2,305,307</b>	<b>1,984,547</b>	<b>6,991</b>	<b>138,399</b>	<b>-</b>	<b>2,129,937</b>
<b>Net income / (expenditure) before net gains / (losses) on investments</b>		<b>226,970</b>	<b>(28,973)</b>	<b>(17,162)</b>	<b>-</b>	<b>180,836</b>	<b>181,587</b>	<b>(6,702)</b>	<b>(30,106)</b>	<b>930</b>	<b>145,709</b>
Net gains / (losses) on investments	11	83,608	-	-	-	83,608	101,452	-	-	-	101,452
<b>Net (Income) for the year</b>	4	<b>310,578</b>	<b>(28,973)</b>	<b>(17,162)</b>	<b>-</b>	<b>264,444</b>	<b>283,039</b>	<b>(6,702)</b>	<b>(30,106)</b>	<b>930</b>	<b>247,161</b>
Transfers between funds	15c	628	(628)	-	-	-	50,181	(50,181)	-	-	-
<b>Net movement in funds</b>	4	<b>311,206</b>	<b>(29,601)</b>	<b>(17,162)</b>	<b>-</b>	<b>264,444</b>	<b>333,220</b>	<b>(56,883)</b>	<b>(30,106)</b>	<b>930</b>	<b>247,161</b>
<b>Reconciliation of funds:</b>											
Total funds brought 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
<b>Total funds carried forward</b>		<b>2,736,498</b>	<b>233,869</b>	<b>130,529</b>	<b>46,640</b>	<b>3,147,535</b>	<b>2,425,290</b>	<b>263,470</b>	<b>147,691</b>	<b>46,640</b>	<b>2,883,091</b>

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

Faculty of Public Health

Balance sheet

As at 31 December 2025

	Note	£	2025 £	£	2024 £
<b>Fixed assets:</b>					
Tangible assets	9		7,253		7,253
Intangible assets	10		179,192		171,955
Investments	11		1,814,023		1,749,509
			<u>2,000,468</u>		<u>1,928,717</u>
<b>Current assets:</b>					
Debtors	12	343,774		278,542	
Cash at bank and in hand		1,529,884		1,289,711	
		<u>1,873,658</u>		<u>1,568,253</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13	(726,590)		(613,878)	
			<u>1,147,068</u>		<u>954,375</u>
<b>Net current assets</b>					
			<u>1,147,068</u>		<u>954,375</u>
<b>Total net assets</b>	14		<u>3,147,535</u>		<u>2,883,091</u>
<b>The funds of the charity:</b>					
Restricted income funds	15		130,529		147,691
Endowment funds			46,640		46,640
Unrestricted income funds:					
Designated funds		233,869		263,470	
General funds		2,736,498		2,425,290	
		<u>2,970,366</u>		<u>2,688,760</u>	
<b>Total unrestricted funds</b>			<u>2,970,366</u>		<u>2,688,760</u>
<b>Total charity funds</b>			<u>3,147,535</u>		<u>2,883,091</u>

Approved by the trustees on 1 June 2026 and signed on their behalf by

Dr Gerry Waldron  
Treasurer

Professor Tracy Daszkiewicz  
President

Statement of cash flows

For the year ended 31 December 2025

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

	2025	2024
	£	£
<b>Net income / (expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>264,444</b>	247,161
Depreciation charges	<b>32,000</b>	29,447
(Gains)/losses on investments	<b>(83,608)</b>	(101,452)
Dividends, interest and rent from investments	<b>(22,600)</b>	(25,312)
(Increase)/decrease in debtors	<b>(65,232)</b>	78,684
Increase/(decrease) in creditors	<b>112,712</b>	(21,612)
<b>Net cash provided by / (used in) operating activities</b>	<b>237,715</b>	233,306

	2025		2024	
	£	£	£	£
<b>Cash flows from operating activities</b>				
<b>Net cash provided by / (used in) operating activities</b>		237,715		206,916
<b>Cash flows from investing activities:</b>				
Dividends, interest and rents from investments	22,600		25,312	
Cash held for reinvestment in investment portfolio	(6,570)		23,861	
Proceeds from sale of investments	322,145		142,323	
Purchase of intangible assets	(39,237)		50,181	
Purchase of investments	(296,481)		(152,888)	
<b>Net cash provided by / (used in) investing activities</b>		<b>2,456</b>		<b>(11,573)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>240,171</b>		<b>195,343</b>
Cash and cash equivalents at the beginning of the year		1,289,711		1,094,366
<b>Cash and cash equivalents at the end of the year</b>		<b>1,529,884</b>		<b>1,289,711</b>

**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 2025.

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 2025

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**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.

**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 2025

## 2 Detailed comparatives for the statements of financial activities

	Unrestricted	Designated	Restricted	Endowment	2024 Total
	£	£	£	£	£
<b>Income from:</b>					
Donations and legacies	-	-	-	-	-
Charitable activities					
Membership fees and subscriptions	1,408,683	-	-	-	<b>1,408,683</b>
Maintaining professional standards	151,757	-	-	-	<b>151,757</b>
Examination and training fees	350,069	-	-	-	<b>350,069</b>
Public health policy and advocacy	-	-	-	-	-
International	-	-	170,955	-	<b>170,955</b>
Journal of Public Health	190,616	-	-	-	<b>190,616</b>
Other trading activities	39,365	-	-	-	<b>39,365</b>
Investments	27,554	-	-	782	<b>28,336</b>
<b>Total income</b>	<b>2,168,043</b>	<b>-</b>	<b>170,955</b>	<b>782</b>	<b>2,339,780</b>
<b>Expenditure on:</b>					
Investment management fees	13,141	-	-	-	<b>13,141</b>
Charitable activities					
Grants and prizes	500	6,116	3,838	-	<b>10,454</b>
Professional standards and membership	959,628	5,607	4,412	-	<b>969,646</b>
Examinations and training	571,278	-	-	-	<b>571,278</b>
Public health policy and advocacy	300,656	1,125	-	-	<b>301,781</b>
International	41,951	-	97,028	-	<b>65,235</b>
Journal of Public Health	85,448	-	-	-	<b>85,448</b>
<b>Total expenditure</b>	<b>1,972,602</b>	<b>12,848</b>	<b>105,278</b>	<b>-</b>	<b>2,090,728</b>
<b>Net income / expenditure before gains / (losses) on</b>	<b>195,442</b>	<b>(129,465)</b>	<b>65,676</b>	<b>782</b>	<b>249,052</b>
Net gains / (losses) on investments	85,945	-	-	-	<b>85,945</b>
<b>Net income for the year</b>	<b>281,387</b>	<b>(129,465)</b>	<b>65,676</b>	<b>782</b>	<b>334,997</b>
Transfers between funds	151,222	(151,222)	-	-	-
Net movement in funds	432,609	(280,687)	65,676	782	<b>334,997</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward	1,659,459	484,425	112,121	44,928	<b>2,300,933</b>
<b>Total funds carried forward</b>	<b>2,092,069</b>	<b>320,354</b>	<b>177,797</b>	<b>45,710</b>	<b>2,635,930</b>

## Notes to the financial statements

For the year ended 31 December 2025

## 3a Analysis of expenditure (current year)

	Charitable activities										2024 Total £
	Costs of raising funds £	Grants and prizes £	Professional standards and membership £	Examination and training fees £	Public health policy and advocacy £	International £	Journal of Public Health £	Governance costs £	Support costs £	2025 Total £	
Direct staff costs (Note 5)	-	-	456,274	288,173	96,058	-	-	-	360,216	<b>1,200,720</b>	1,154,087
Direct costs	-	17,369	177,465	202,719	18,940	126,516	80,000	-	-	<b>623,009</b>	526,931
Other staff costs	-	-	-	-	-	-	-	-	35492.53	<b>35,493</b>	23,120
Premise expenses	-	-	-	-	-	-	-	-	58,992	<b>58,992</b>	62,908
Communication and IT costs	-	-	-	-	-	-	-	-	195,520	<b>195,520</b>	206,073
Subscriptions and partnerships	-	-	-	-	-	-	-	-	24,425	<b>24,425</b>	25,141
Bank charges and other	-	-	-	-	-	-	-	-	40,908	<b>40,908</b>	28,067
Depreciation and loss on disposal	-	-	-	-	-	-	-	-	32,000	<b>32,000</b>	29,447
Governance Expenses	-	-	-	-	-	-	-	66,744	-	<b>66,744</b>	44,489
Investment management fees	9,105	-	-	-	-	-	-	-	-	<b>9,105</b>	13,297
Audit fees	-	-	-	-	-	-	-	18,390	-	<b>18,390</b>	16,375
	<b>9,105</b>	<b>17,369</b>	<b>633,738</b>	<b>490,892</b>	<b>114,997</b>	<b>126,516</b>	<b>80,000</b>	<b>85,134</b>	<b>747,554</b>	<b>2,305,307</b>	<b>2,129,935</b>
Support costs	-	-	336,399	171,937	194,364	37,378	7,476	-	(747,554)	-	-
Governance costs	-	-	38,310	19,581	22,135	4,257	851	(85,134)	-	-	-
<b>Total expenditure 2025</b>	<b>9,105</b>	<b>17,369</b>	<b>1,008,448</b>	<b>682,411</b>	<b>331,496</b>	<b>168,150</b>	<b>88,327</b>	<b>-</b>	<b>-</b>	<b>2,305,307</b>	<b>2,129,935</b>
Total expenditure 2024	13,141	10,454	969,646	571,278	301,781	138,979	85,448	-	-	<b>2,090,728</b>	

3b Analysis of expenditure (previous year)

	Charitable activities									2024 Total £
	Costs of raising funds £	Grants and prizes £	Professional standards and membership £	Examination and training fees £	Public health policy and advocacy £	International £	Journal of Public Health £	Governance costs £	Support costs £	
Direct staff costs (Note 5)	-	-	438,553	276,981	92,327	-	-	-	346,226	1,154,087
Direct costs	-	16,739	137,583	139,656	19,308	131,756	81,889	-	-	526,931
Other staff costs	-	-	-	-	-	-	-	-	23,120	23,120
Premise expenses	-	-	-	-	-	-	-	-	62,908	62,908
Communication and IT costs	-	-	-	-	-	-	-	-	206,073	206,073
Subscriptions and partnerships	-	-	-	-	-	-	-	-	25,141	25,141
Bank charges and other	-	-	-	-	-	-	-	-	28,067	28,067
Depreciation and loss on disposal	-	-	-	-	-	-	-	-	29,447	29,447
Governance Expenses	-	-	-	-	-	-	-	44,489	-	44,489
Investment management fees	13,297	-	-	-	-	-	-	-	-	13,297
Audit fees	-	-	-	-	-	-	-	16,375	-	16,375
	13,297	16,739	576,136	416,637	111,635	131,756	81,889	60,864	720,982	2,129,935
Support costs	-	-	324,442	165,825	187,456	36,049	7,210	-	(720,982)	-
Governance costs	-	-	27,388	13,999	15,825	3,043	609	(60,864)	-	-
<b>Total expenditure 2024</b>	<b>13,297</b>	<b>16,739</b>	<b>927,966</b>	<b>596,461</b>	<b>314,916</b>	<b>170,848</b>	<b>89,708</b>	<b>-</b>	<b>-</b>	<b>2,129,935</b>

Notes to the financial statements

For the year ended 31 December 2025

**4 Net income for the year**

This is stated after charging / (crediting):

	2025	2024
	£	£
Amortisation	32,000	29,447
Auditor's remuneration (excluding VAT):		
Audit	18,390	16,375
	<u>18,390</u>	<u>16,375</u>

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

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	954,981	934,227
Redundancy and termination costs	-	-
Social security costs	125,934	107,167
Employer's contribution to defined contribution pension schemes	119,806	112,694
	<u>1,200,720</u>	<u>1,154,088</u>

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

	2025	2024
	No.	No.
£70,000 - £79,999	1	1
£80,000- £89,999	1	1
£90,000 - £99,999	-	-
£100,000 - £109,999	-	1
£110,000 - £119,999	1	-
	<u>1</u>	<u>-</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £347,477 (2024: £330,368).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £2,882.47 (2024: £3,706) incurred by 16 (2024: 17 ) 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 2024 it was 18.83 (FTE 18.25).

**7 Related party transactions**

There are no related party transactions to disclose for 2025 (2024: none).

Aggregate donations from related parties were £nil (2024 £nil).

**8 Taxation**

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

**9 Tangible fixed assets**

	Office Furniture and equipment £	Donated items £	Total £
<b>Cost</b>			
At the start of the year	25,871	4,912	<b>30,783</b>
Additions	-	-	-
Disposals	-	-	-
At the end of the year	<u>25,871</u>	<u>4,912</u>	<u><b>30,783</b></u>
<b>Depreciation</b>			
At the start of the year	23,531	-	<b>23,531</b>
Disposals	-	-	-
Charge for the year	-	-	-
At the end of the year	<u>23,531</u>	<u>-</u>	<u><b>23,531</b></u>
<b>Net book value</b>			
<b>At the end of the year</b>	<u>2,340</u>	<u>4,912</u>	<u><b>7,253</b></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 £
<b>Cost</b>				
At the start of the year	83,523	206,774	136,546	<b>426,843</b>
Additions in year	-	39,237	-	<b>39,237</b>
At the end of the year	<u>83,523</u>	<u>246,011</u>	<u>136,546</u>	<u><b>466,080</b></u>
<b>Amortisation</b>				
At the start of the year	56,649	108,650	89,589	<b>254,888</b>
Charge for the year	3,284	12,324	16,392	<b>32,000</b>
At the end of the year	<u>59,933</u>	<u>120,974</u>	<u>105,981</u>	<u><b>286,888</b></u>
<b>Net book value</b>				
<b>At the end of the year</b>	<u>23,590</u>	<u>125,037</u>	<u>30,565</u>	<u><b>179,192</b></u>
At the start of the year	<u>26,874</u>	<u>98,124</u>	<u>46,957</u>	<u>171,956</u>

**11 Listed investments**

	2025 £	2024 £
Fair value at the start of the year	<b>1,730,404</b>	1,618,387
Additions at cost	<b>296,481</b>	152,888
Disposal proceeds	<b>(322,147)</b>	(142,323)
Net gain / (loss) on change in fair value	<b>83,608</b>	101,452
	<u>1,788,347</u>	<u>1,730,404</u>
Cash held by investment broker pending reinvestment	<b>25,676</b>	19,106
Fair value at the end of the year	<u><b>1,814,023</b></u>	<u>1,749,510</u>

## Notes to the financial statements

For the year ended 31 December 2025

## 12 Debtors

	2025	2024
	£	£
Trade debtors	41,985	55,454
Other debtors	200,913	168,871
VAT debtor	10,269	1,881
Prepayments	90,607	52,336
	<b>343,774</b>	<b>278,542</b>

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

## 13 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	33,302	131,632
Deferred income and grants repayable	122,740	41,413
Taxation and social security	42,624	24,266
Subscriptions paid in advance	228,679	188,067
Examinations and other fees paid in advance	200,830	141,789
Pension reserve	39,304	26,101
Accruals	59,110	60,610
	<b>726,590</b>	<b>613,878</b>

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	-	179,192	-	-	179,192
Investments	1,715,548	28,805	-	69,670	1,814,023
Current assets	1,717,258	25,871	130,529	-	1,873,658
Current liabilities	(703,560)	-	-	(23,030)	(726,590)
<b>Net assets at 31 December 2025</b>	<b>2,736,498</b>	<b>233,869</b>	<b>130,529</b>	<b>46,640</b>	<b>3,147,535</b>

## 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	-	171,955	-	-	171,955
Investments	1,643,883	31,387	-	74,240	1,749,510
Current assets	1,360,434	60,128	147,691	-	1,568,253
Current liabilities	(586,278)	-	-	(27,600)	(613,878)
<b>Net assets at 31 December 2024</b>	<b>2,425,292</b>	<b>263,470</b>	<b>147,691</b>	<b>46,640</b>	<b>2,883,093</b>

## Notes to the financial statements

For the year ended 31 December 2025

## 15a Movements in funds (current year)

		At 31 December 2024	Income & gains	Expenditure & losses	Transfers- Note 15c	At 31 December 2025
	Note	£	£	£	£	£
<b>Restricted funds:</b>						
Sian Griffith Prize Fund	1	600	-	-	-	600
Sam Ramaiah Prize Fund	2	4,358	-	(500)	-	3,858
Elizabeth Russell Prize Fund	3	30,518	-	-	-	30,518
Lindsey Davies Synergy Fund	4	2,692	-	-	-	2,692
Dr Stewart-Brown Prize fund	5	166	5,000	(500)	-	4,666
<b>Education and training</b>						
Public Health Training in Clinical Specialities	6	46,101	-	-	-	46,101
<b>Professional standards</b>						
Revalidation Prog. - multidisciplinary	7	3,446	-	-	-	3,446
<b>International</b>						
THET DHSC Foundation for Health Care, Innovation and Development	8	8,617	38,707	(47,198)	-	126
Nursing Now Challenge Fellowship Program - Phase 2	9	-	497	(497)	-	-
Mental Health Project PHE		12,168	-	-	-	12,168
FPH Development Work on OHID		26,384	-	-	-	26,384
THET Nigeria Microbial College of Medicine	10	133	27,097	(27,231)	-	-
THET Ghana Public Health Association	11	12,508	39,053	(51,590)	-	(29)
<b>Total restricted funds</b>		<b>147,690</b>	<b>110,354</b>	<b>(127,516)</b>	<b>-</b>	<b>130,529</b>
<b>Endowment funds:</b>						
DARE Lecture Fund	12	46,640	-	-	-	46,640
<b>Total endowment funds</b>		<b>46,640</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>46,640</b>
<b>Unrestricted funds:</b>						
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	3,226	-	(100)	-	3,126
Alwyn Smith Prize Fund	17	-	-	-	-	-
Wilfrid Harding Faculty Prize Fund	18	-	-	-	-	-
Cochrane Prize Fund	19	11,488	-	-	-	11,488
BACP Travelling Fellowship	20	-	-	-	-	-
June & Sidney Crown Award	21	6,910	-	(150)	-	6,760
Ann Thomas Prize Fund	22	-	-	-	-	-
The McEwen Award	23	-	-	-	-	-
Prize Funds Trading Account	24	39,360	-	(15,619)	-	23,741
Business Development Fund	25	-	-	-	-	-
Clifford Hamer Shaw Memorial Fund	26	-	-	-	-	-
Tijou Charitable Trust	27	-	-	-	-	-
Exams Development Fund	28	-	-	-	60,000	60,000
Systems Development Fund	29	138,827	-	(13,103)	(60,628)	65,096
<b>Total designated funds</b>		<b>263,472</b>	<b>-</b>	<b>(28,973)</b>	<b>(628)</b>	<b>233,870</b>
<b>General funds</b>		<b>2,425,289</b>	<b>2,459,396</b>	<b>(2,148,818)</b>	<b>628</b>	<b>2,736,495</b>
<b>Total unrestricted funds</b>		<b>2,688,761</b>	<b>2,459,396</b>	<b>(2,177,791)</b>	<b>-</b>	<b>2,970,366</b>
<b>Total funds</b>		<b>2,883,091</b>	<b>2,569,751</b>	<b>(2,305,307)</b>	<b>-</b>	<b>3,147,535</b>

## 15b Movements in funds (prior year)

	At 1 January 2024	Income & gains	Expenditure & losses	Transfers	At 31 December 2024
	£	£	£	£	£
<b>Restricted funds:</b>					
Sian Griffith Prize Fund	1,800	-	(1,200)	-	600
Sam Ramaiah Prize Fund	7,500	-	(3,142)	-	4,358
Elizabeth Russell Prize Fund	32,089	-	(1,571)	-	30,518
Lindsey Davies Synergy Fund	2,692	-	-	-	2,692
Dr Stewart-Brown Prize fund	3,500	-	(3,334)	-	166
<b>Education and training</b>					
Public Health Training in Clinical Specialities	46,101	-	-	-	46,101
<b>Professional standards</b>					
Revalidation Prog. - multidisciplinary	3,446	-	-	-	3,446
<b>International</b>					
THET DHSC Foundation for Health Care, Innovation and Development	2,254	20,288	(13,925)	-	8,617
Nursing Now Challenge Fellowship Program - Phase 2	-	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	-	38,857	(38,725)	-	132
THET Ghana Public Health Association	39,863	39,703	(67,058)	-	12,508
<b>Total restricted funds</b>	<b>177,797</b>	<b>108,291</b>	<b>(138,398)</b>	<b>628</b>	<b>147,690</b>
<b>Endowment funds:</b>					
DARE Lecture Fund	45,710	930	-	-	46,640
<b>Total endowment funds</b>	<b>45,710</b>	<b>930</b>	<b>-</b>	<b>-</b>	<b>46,640</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Welsh Affairs Committee Fund	895	-	-	-	895
Scottish Affairs Committee Fund	57,042	-	-	-	57,042
UK Public Health Association	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	4,051	-	(825)	-	3,226
Alwyn Smith Prize Fund	944	-	-	(944)	-
Wilfrid Harding Faculty Prize Fund	1,952	-	-	(1,952)	-
Cochrane Prize Fund	13,736	-	(2,248)	-	11,488
BACP Travelling Fellowship	2,124	-	-	(2,124)	-
June & Sidney Crown Award	6,408	-	(1,622)	2,124	6,910
Ann Thomas Prize Fund	(100)	-	-	100	-
The McEwen Award	2,322	-	-	(2,322)	-
Prize Funds Trading Account	30,543	289	(2,296)	10,824	39,360
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	165,011	-	-	(26,184)	138,827
<b>Total designated funds</b>	<b>320,355</b>	<b>289</b>	<b>(6,991)</b>	<b>(50,181)</b>	<b>263,472</b>
<b>General funds</b>	<b>2,092,069</b>	<b>2,267,586</b>	<b>(1,984,547)</b>	<b>50,181</b>	<b>2,425,289</b>
<b>Total unrestricted funds</b>	<b>2,412,424</b>	<b>2,267,875</b>	<b>(1,991,538)</b>	<b>-</b>	<b>2,688,761</b>
<b>Total funds</b>	<b>2,635,931</b>	<b>2,377,097</b>	<b>(2,129,937)</b>	<b>-</b>	<b>2,883,091</b>

**15c Transfers between funds**

**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 Yemer
- 10 Grant to support Antimicrobial Stewardship scheme - Nigeria
- 11 Grant to support Antimicrobial Stewardship scheme - Ghana

**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 Exam development fund was created with a transfer of £60,000
- 29 The System Development fund was further drawn down by £52,340 and £39,237 was capitalised.

**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 2025, including:

Officers and Board Members	
Kevin Fenton	President
Tracy Daszkiewicz	Vice President and President
Zafar Iqbal	Vice President
Ellis Friedman	Registrar
Aimee Stimpson	Assistant Registrar
Gerry Waldron	Treasurer
Meng Khaw	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
Andrew Furber	North West
Corinne Harvey	Yorkshire & the Humber
Helene Denness	East Midlands
Zafar Iqbal	West Midlands
Karen Saunders	West Midlands
John Battersby	East of England
Abhijit Bagade	East of England
Catherine Mbema	London
Nicole Klynman	London
Anjum Memon	South East
Christina Gray	South West
General Board Members	
Rachel Flowers	General Board Member
Paul Johnstone	General Board Member
Samia Latif	General Board Member
Eleanor Roaf	General Board Member

Ana-Catarina Pinho-Gomes	General Board Member
<b>Co-opted Members</b>	
Samuel Tweed	Chair, Specialty Registrars Committee
Nancy Zheng	Chair, Specialty Registrars Committee
Harry Rutter	Chair, Academic & Research Committee
Ellie Hothersall	Chair, Academic & Research Committee
Elizabeth Mason	Chair, Global Health Committee
<b>Representatives of the Royal College of Physicians</b>	
Chris Packham	Royal College of Physicians of London
Lorna Willocks	Royal College of Physicians of Edinburgh
Emily Broadis	Royal College of Physicians of Edinburgh
Linda Bauld	Royal College of Physicians & Surgeons of Glasgow
<b>Observers and Lay Members</b>	
John Woodhouse	FPH Responsible Officer
Steven Bow	Chair, Ethics Committee
Clare Oliver-Williams	co-Chair, Specialty Registrars Committee
Alison Challenger	Representative, Association of Directors of Public Health
Alex Shilkoff	Lay Member
Amanjit Jhund	Lay Member
Kate Frazer	Lay Member
<b>FPH Staff Team</b>	
Aline Oshima	Executive Assistant to President & CEO
Caroline Wren	Senior Administrator, Business Services
Catarina Joele	Communications Assistant (to August 2025)
Colin Archer	Senior Membership Systems Officer
Colin Money	Finance Manager
David Parkinson	Head of Communications
Gareth Cooke	Education & Training Manager
Georgia Harris	Policy Coordinator (to January 2026)
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
Nadia Chothia	Communications Assistant (from August 2025)
Natalie Marx	Events Coordinator

Renja Salonen	Senior Revalidation & Workforce Coordinator
Simi Shah	Membership Coordinator
Suweeni Panagoda	Examinations & Courses Coordinator
Tallulah Reilly-Stitt	Policy Coordinator (from January 2026)
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 2025

# Appendices

## Appendix 1

### Board Members

Board Members from 1 January to 31 December 2025

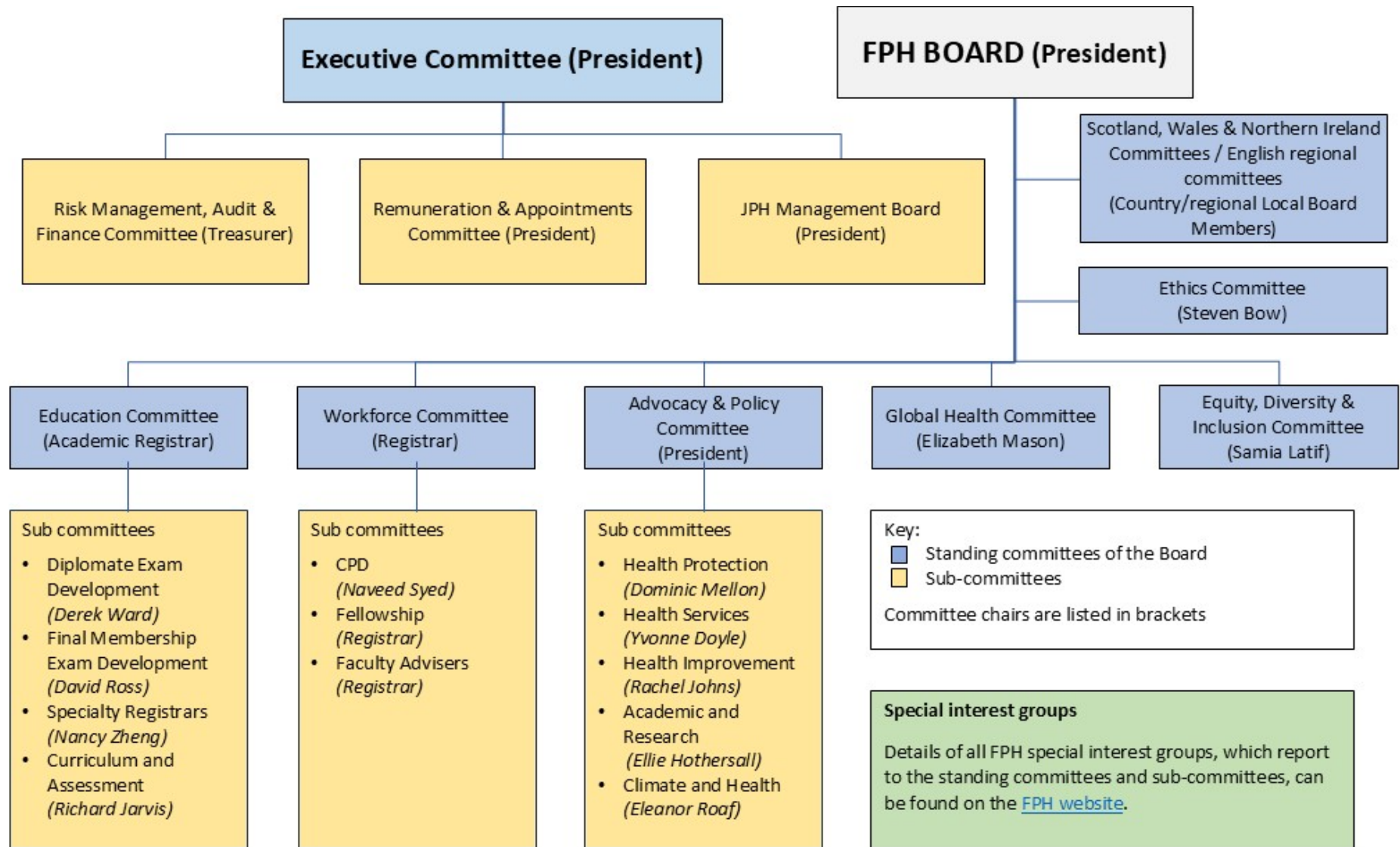
Officers	
President	Kevin Fenton (to 4 July 2025) Tracy Daszkiewicz (from 4 July 2025)
Vice President	Tracy Daszkiewicz (to 4 July 2025) Zafar Iqbal (from 4 July 2025)
Registrar	Ellis Friedman
Assistant Registrar	Aimee Stimpson
Academic Registrar	Meng Khaw
Assistant Academic Registrar	Irfan Ghani
Treasurer	Gerry Waldron
Elected Members	
General Board Member	Samia Latif
General Board Member	Paul Johnstone (to 4 July 2025)
General Board Member	Rachel Flowers (to 4 July 2025)
General Board Member	Eleanor Roaf (from 4 July 2025)
General Board Member	Ana-Catarina Pinho-Gomes (from 4 July 2025)
Local Board Member, North West	Helen Bromley (to 4 July 2025) Andrew Furber (from 4 July 2025)
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 (to 4 July 2025) Karen Saunders (from 4 July 2025)
Local Board Member, London	Catherine Mbema (to 4 July 2025) Nicole Klynman (from 4 July 2025)
Local Board Member, South East	Anjum Memon
Local Board Member, East of England	John Battersby (to 4 July 2025) Abhijit Bagade (from 4 July 2025)
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
<b>Representatives of RCPs</b>	
RCP London	Chris Packham
RCP&S Glasgow	Linda Bauld
RCP Edinburgh	Lorna Willocks (to May 2025) Emily Broadis (from 1 November 2025)
<b>Co-opted Members</b>	
Chair, Specialty Registrars Committee	Samuel Tweed (to 31 July 2025) Nancy Zheng (from 1 July 2025)
Chair, Academic & Research Committee	Harry Rutter (to November 2025) Ellie Hothersall (from November 2025)
Chair, Global Health Committee	Elizabeth Mason
<b>Observers and Lay Members</b>	
FPH Responsible Officer	John Woodhouse
Chair, FPH Ethics Committee	Steven Bow
co-Chair, Specialty Registrars Committee	Clare Oliver-Williams (to 31 July 2025)
Representative, Association of Directors of Public Health	Alison Challenger
Lay Member	Alex Shilkoff (to 4 July 2025)
Lay Member	Amanjit Jhund
Lay Member	Kate Frazer

\* Observers and lay members are not FPH trustees.

# Appendix 2

## FPH Committee Structure





**FACULTY OF  
PUBLIC HEALTH**

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

Registered charity 263894