

# Impact Report

31 December 2022



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• Front cover features College members delighted to be at our first in-person International Conference since the end of lockdown restrictions, in Edinburgh, in June 2022.

## Our values

### Courage

- Champion the specialty of psychiatry and its benefits to patients
- Take every opportunity to promote and influence the mental health agenda
- Take pride in our organisation and demonstrate self-belief
- Promote parity of esteem
- Uphold the dignity of those affected by mental illness, intellectual disabilities and developmental disorders.

### Innovation

- Embrace innovation and improve ways to deliver services
- Challenge ourselves and be open to new ideas
- Seek out and lead on new, and where possible evidence-based, ways of working
- Have the confidence to take considered risks
- Embrace the methodology of Quality Improvement to improve mental health services and the work of the College.

### Respect

- Promote diversity and challenge inequalities
- Behave respectfully – and with courtesy – towards everyone
- Challenge bullying and inappropriate behaviour
- Value everyone's input and ideas equally
- Consider how own behaviour might affect others
- Respect the environment and promote sustainability.

### Collaboration

- Work together as One College – incorporating all members, employees, patients and carers
- Work professionally and constructively with partner organisations
- Consult all relevant audiences to achieve effective outcomes for the College
- Work together with patients and carers as equal partners
- Be transparent, wherever possible and appropriate.

### Learning

- Learn from all experiences
- Share our learning and empower others to do the same
- Value and encourage personal feedback
- Use feedback to make continuous improvements
- Create an enabling environment where everyone is listened to, regardless of seniority
- Positively embrace new ways of working.

### Excellence

- Deliver outstanding service to members, patients, carers and other stakeholders
- Promote excellent membership and employee experience
- Always seek to improve on own performance
- Promote professionalism by acting with integrity and behaving responsibly
- Demonstrate accountability in all that we do
- Uphold the College's 'Core Values for Psychiatrists'.



President, Dr Adrian James



Registrar, Dr Trudi Seneviratne



Dean, Professor Subodh Dave



Treasurer, Professor John Crichton

## Our vision for 2021-23

A strong and progressive College that opposes all forms of discrimination and helps its members deliver high-quality person-centred care, for people of all ages, around the world.

## Our mission statement

The College works to secure the best outcomes for people with mental illness, intellectual disabilities and developmental disorders by promoting excellent mental health services, supporting the prevention of mental illness, training outstanding psychiatrists, promoting quality and research, setting standards and being the voice of psychiatry.

## Our strategic priorities

1. Equality and diversity
2. Parity of esteem
3. Workforce wellbeing, and
4. Sustainability.

## Our core objectives

1. Supporting members through COVID-19 and beyond
2. Delivering education, training and research in psychiatry
3. Promoting recruitment and retention in psychiatry
4. Improving standards and quality across psychiatry and wider mental health services, and support the prevention of mental ill health
5. Being the voice of psychiatry
6. Supporting psychiatrists to achieve their professional potential, by providing an excellent member experience, and
7. Ensuring effective management of College resources and delivering excellent employee experience.

## Our organisational competencies

### Fairness

We ensure our processes are fair so that all people, regardless of background or characteristics, have equality of opportunity and treatment.

### Allyship

We recognise our responsibility to support those from marginalised groups and call out discrimination and bias when we see it.

### Coproduction

We believe that patients and carers should be respected, valued and empowered to coproduce College workstreams and programmes.



President-Elect Dr Lade Smith and Dr Raj Mohan

President Dr Adrian James and Honorary Fellow Professor Henrietta Bowden-Jones

HR Manager Funmi Martins-Akinwotu and HR Director Marcia Cummings

RCPsych CEO Paul Rees

## Our highlights 2022



Our Choose Psychiatry campaign helped ensure another 100% fill rate in core psychiatric training places across all four nations of the UK.



We ended the year with a record high of 20,437 members.



We won more accolades at the 'memcom' UK membership sector awards than any other health body – winning Best Equality, Diversity and Inclusion Campaign; Best Recruitment/Retention Strategy; as well as Highly Commended for Best Member Support; Best Website/App; and Best Member Event.



We successfully rolled out a blended model of service delivery with 66 face-to-face ceremonies and events; 310 online ceremonies and events; and 22 hybrid ceremonies and events – with a total of 41,819 attendees.



We saw a record aggregate of 4,943 candidates sitting our MRCPsych examination.



We held our first in-person International Congress, in Edinburgh, after the peak of the pandemic, with 2,478 attendees.



Our Chief Executive Paul Rees was awarded an MBE for services to mental health, and equality, diversity and inclusion.



We set the agenda on mental health, generating 11,387 media mentions – securing an aggregate reach of 841,300,000, our second highest reach figure ever.



We supported 1,552 mental health services across the UK and beyond to improve the quality of patient care through the work of our 28 CCQI quality and accreditation networks.



We continued to run the biggest quality improvement workstream in mental health globally, through which we helped services systematically enhance their work.



We saw the highest turnout in an RCPsych Presidential election since 1993, with 39.4% of members voting in a ballot that saw Dr Lade Smith CBE elected as the next College President.



Our staff gender pay gap narrowed to 2.85%, compared to a national average of 15.4%.



Our staff ethnicity pay gap narrowed to 5.81%, compared to an average in London of up to 24%.



We won a Stonewall Gold Award, in February 2023, for our entry into the Stonewall Workplace Equality Index – which saw us being ranked as the 90th top employer body in the UK for creating an LGBTQ+ inclusive environment.



We were accredited as a Level 2 member of the Disability Confident Employer Scheme.



## President and Chief Executive's foreword

Last year was another successful one for the College.

Our Choose Psychiatry campaign helped ensure another 100% fill rate in core psychiatric training places across all four nations of the UK.

We also influenced the creation of an additional:

- 150 training places, mostly in core training, in England
- 15 core training posts in Scotland, and
- Eight core training posts and six speciality training posts in Wales.

At the 'memcom' UK membership sector awards, we won more awards than any other medical royal college.

To win the prize for the Best Equality, Diversity and Inclusion campaign, as well as for the Best Recruitment/Retention strategy was excellent.

Meanwhile, being Highly Commended for Best Member Support, as well as for Best Website/App; and Best Member Event was a fantastic achievement.

We were also delighted to be awarded a Stonewall Gold Award, in February 2023, having been ranked the 90th top UK employer for our work creating an LGBTQ+ inclusive environment over the previous year.

In 2022, we also saw our membership reach a record high of 20,437, up from 19,796 members last year.

Our international membership continued to grow, with 3,790 members based outside the UK.

Throughout the year, we rolled out a new blended model of service and activity delivery, which followed the lifting of the last lockdown measures in the UK.

We delivered 310 online ceremonies and events; 66 face-to-face ceremonies and events; and 22 hybrid ceremonies and events – with a total of 41,819 attendees.

Our biggest single in-person event was our first face-to-face International Congress since 2019, which saw 2,478 members converge on Edinburgh. Many more members signed up to watch recordings of the sessions.

Moving to a blended model required a lot of effort and investment, and we would like to thank all our volunteers across the four nations of the UK, as well as our dedicated staff team, for enabling us to make the latest switch almost seamlessly.

Our MRCPsych exam remained online throughout the year, and a record aggregate of 4,943 candidates sat the exam.

At the same time, we continued to shape the debate by generating regular high-profile media coverage, with 11,387 media mentions and an aggregate reach of 841,300,000 people. This was our second highest media reach figure in a single year ever.

In December, we opened the ballot for our next President, and were thrilled to see the eventual turnout reach 39.4% of members – the highest figure since 1993. Dr Lade Smith CBE eventually won the poll and when she becomes President on 11 July, she will be our first Black President and

our fifth female leader. It is a truly historic moment for our College.

The other two candidates Dr Kate Lovett and Professor Russell Razzaque fought excellent campaigns and we are lucky to have them as two of our most senior members.

During the year, we were appalled to see the catastrophic failings in some services – as highlighted in the Panorama and Dispatches TV programmes. We would like to apologise to patients and carers alike for the terrible treatment that was highlighted. We will do all in our power to help counteract toxic cultures that exist in some services.

Meanwhile, thousands of psychiatrists and members of the multi-disciplinary teams continued to deliver excellent patient care across the four nations of the UK despite the challenges arising in the aftermath of the pandemic, a long-term lack of resourcing, and burgeoning cost of living crisis.

We would like to thank you for all that you do to continue to deliver excellent patient care in such trying circumstances.

Dr Adrian James  
President

Paul Rees MBE  
Chief Executive

# Equality and Diversity

Having published the RCPsych Equality Action Plan in January 2021, we continued to roll out our work on equality, diversity and inclusion.

By the end of 2022, we had achieved 22 out of the 29 actions contained in the three-year plan.

We carried out ground-breaking research to understand the experiences of members who identify as LGBTQ+ and found that one in two LGBTQ+ psychiatrists have experienced hostility at work.

We subsequently published 12 goals for mental health employer bodies in promoting LGBTQ+ friendly workplaces for staff.

We continued to run high-profile events to mark diversity celebrations, such as Pride, South Asian History Month, Black History Month, International Day of People with Disabilities and International Women's Day – with podcasts, videos, webinars, social media activity and coverage in our membership magazine.

Meanwhile, among our 543 staff, we saw a further narrowing of our gender pay gap to 2.85%, with women earning more on average than men. This is compared to a national average of 15.4%.

We also reported that our ethnicity pay gap was 5.81%, with Black, Asian and Minority Ethnic staff earning more on average than White staff. This is compared to an average ethnicity pay gap of around 24% in London.

We won a Stonewall Gold Award, in February 2023, for our entry into the Stonewall Workplace Equality Index – which saw us being ranked as the 90th top employer body in the UK for creating an LGBTQ+ inclusive environment. And were accredited as a Level 2 member of the Disability Confident Employer Scheme.

We also won the 'memcom' UK membership sector award for Best Equality, Diversity and Inclusion Campaign.

In addition, our Chief Executive Paul Rees was awarded an MBE for services to mental health, and equality, diversity and inclusion.



We achieved **408** of **430** actions on **equality, diversity and inclusion**.



We completed **7 further** actions in the **three-year action plan**.



**2,282** members responded to our survey – the first ever **LGBTQ+** member survey by a medical royal college.



**90<sup>th</sup>** top employer in the UK promoting an **LGBTQ+** workplace.



Our **Chief Executive** Paul Rees was awarded an **MBE** for services to mental health, and equality, diversity and inclusion.

## Parity of esteem

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Our advocacy work saw us influence the announcement of an additional £75m capital funding in August, to help parts of the mental health system invest in more beds and other urgent and emergency care to tackle acute bed pressures.

We also helped persuade the Government to agree to an extra £150m investment over the next three years to better support people in crisis outside of A&E and enhance patient safety.

We called for urgent funding to support mental health services during winter 2022/23, and £11m has been secured by NHS England to do this.

Our influencing for the Health and Care Act 2022 supported the inclusion of new measures to improve the transparency of spending, requiring the Health Secretary to publish each financial year government expectations as to increases in the amount in, and in the proportion of, mental health spending by NHS England and Integrated Care Boards.

The Act also requires the Health Secretary to publish, at least once every five years, a report describing the system for assessing and meeting the workforce needs of the health service in England.

Within the College, we continued to work to our Working Together model for engagement with patients and carers – which places coproduction at the heart of our work – with 155 patients and carers carrying out 253 patient and carer roles across the College.



We **influenced** the announcement of an additional **£75m** capital funding.



We persuaded the Government to agree to an extra **£150m investment** to support people in crisis.



We **secured £11m** funding to support mental health services during winter 2022/23.



Our **Working Together** model has **155** patients and carers carrying out **253** patient and carer roles.

## Workforce wellbeing

Throughout 2022, we supported our members as they faced the increasing challenges of working on the frontline.

In the autumn, we carried out three in-depth, qualitative focus groups with a small number of members – 15 – as a follow up to the quantitative membership survey in 2021.

This research indicated that our members had found their workloads on the frontline had increased significantly during the previous year, and was becoming unmanageable.

They highlighted the continuous rise in the number of mental health patients, with waiting lists still expanding, rising pressure to continuously move patients out of beds, staff shortages, a high turnover of staff and a lack of sufficient administrative support.

As a result, some members said they were 'tired', 'exhausted' and 'frustrated' and feeling 'helpless' and 'hopeless'.

Against this backdrop, it was vital that we provided support to our members with their wellbeing.

Our Psychiatrists' Support Service (PSS) – which provides free, high-quality peer support to psychiatrists experiencing particular challenges – delivered support direct to 57 members.

The main PSS page on our website received 586 unique visitors, with 1,000 visits for the whole PSS section on the site.

We also continued to deliver our Startwell programmes for consultants and SAS doctors, providing advice on issues such as personal resilience, making connections and using support effectively.



Members said workloads have **increased significantly** over the last year.



Members report a **continuous rise** in the number of mental health patients.

## StartWell

We continued to deliver our **Startwell programmes** for consultants and SAS doctors.



Our Psychiatrists' Support Service (**PSS**) delivered **support** to **57 psychiatrists** on a one-to-one basis.

# Sustainability

During 2022, the College fleshed out its plan to get to net zero by 2040 – which includes a sharp reduction in travel by plane and the installation of air source heat pumps and solar panels at our main office, at 21 Prescot Street, central London.

We made substantial strides to reduce its carbon footprint through air travel.

In 2019, the last ‘normal’ year, the College generated 179 international flights and 700 domestic flights. But in 2022, even though the world was opening up once again, the College generated just 73 international flights and 155 domestic flights.

Overall, this meant there was a 74% reduction in total flights.

The College was commissioned by NHS England to establish a net zero mental health commission. The project will develop a guide to delivering net zero care and provide resources and a learning community to support services to work towards to this.

During 2022, we completed the second phase of the LED lighting upgrade in members and events areas and installed air source heat pumps within the reception area.

Our carbon emissions continued to be well down on where they were in the pre-pandemic era. In 2019, we generated 464 tonnes of carbon through our buildings and travel. In 2020, this figure fell to 257 tonnes, in 2021 the figure was 306 tonnes. In 2022, we generated 320 tonnes.



Our CO2 emissions were **well down** from **464 tonnes** in 2019 to **320 tonnes** in 2022.



The College generated just **73** international flights and **155** domestic flights. This meant there was a **74% reduction** in total flights.



The College was commissioned by NHS England to establish a **net zero mental health** commission.



We completed the **second phase** of the **LED lighting** upgrade in members and events areas.

## Supporting members through COVID-19 and beyond

We continued to deliver our MRCPsych exam virtually – with an aggregate of 4,943 candidate sittings of our digital exam, which represented a 5% increase on 2021.

Through a number of diets, there was an aggregate of 1,183 candidate sittings of our virtual Clinical Assessment of Skills and Competencies (CASC) and 3,760 candidate sittings of our virtual written Papers A and B.

We successfully rolled out a blended model with 66 face-to-face ceremonies and events; 310 online ceremonies and events; and 22 hybrid ceremonies and events – with a total of 41,819 delegates.

We held our first in-person International Congress, after the peak of the pandemic, in Edinburgh, with 2,478 attendees.

The section on our website on how to deliver mental health services in the face of COVID-19 received 15,400 visits.

With many mental health services still implementing social distancing for much of 2022, we delivered 504 virtual peer review visits – out of a total of 645 visits – to mental health services, across the four nations and beyond, via our College Centre for Quality Improvement (CCQI) quality and accreditation networks.

We lost money on our investments as a result of economic conditions, meaning we ended up posting an overall deficit. However, we ended up delivering a surplus on day-to-day operational activities – having delivered unrestricted surpluses in 2020 and 2021.



We continued to deliver our MRCPsych exam virtually with **4,943 candidates** representing a **5% increase** on 2021.



We delivered a blended model with **66 face-to-face** ceremonies and events; **310 online** ceremonies and events; and **22 hybrid** ceremonies and events with **41,819** delegates.



We held our first **in-person International Congress**, after the peak of the pandemic with **2,478** attendees.



We delivered **504 virtual peer review visits** to mental health services, and **141 face-to-face** visits.

## Delivering education, training and promoting research in psychiatry

During 2022, an aggregate of 4,943 candidates sat our digital exam.

In our digitised Clinical Assessment of Skills and Competencies (CASC):

- There were 466 candidates, in January, with a pass rate of 56.3%, and
- There were 717 candidates, in September, with a pass rate of 53.8%.

When it came to our Papers A and B:

- In April, 1,001 candidates sat Paper B, with a pass rate of 67.4%
- In June, 993 candidates sat Paper A, with a pass rate of 48.8%
- In September, 827 candidates sat Paper B, with a pass rate of 72.3%, and
- In December, 939 candidates sat Paper A, with a pass rate of 46.2%.

Our portfolio of learned books and journals – produced in partnership with Cambridge University Press – continued to promote insight and learning across psychiatry.

The BJPsych had an impact factor of 10.671, up from 9.319 – making it seventeenth out of 155 journals on psychiatry globally. It was also the most downloaded journal on the Cambridge University Press website – with 3.8m full text downloads.

Our new curricula were launched in August. The new curricula are shorter and simpler than the previous ones.



**CASC** diet exam pass rates in 2022 were **56.3%** in January and **53.8%** in September.



**Paper A** pass rates in 2022 were **48.8%** in June and **46.2%** in December. **Paper B** pass rates were **67.4%** in April and **72.3%** in September.



Our distinguished journal the **BJPsych** became the **seventeenth most influential** journal in psychiatry globally out of **155** publications.



The **BJPsych** was the most downloaded journal on the Cambridge University Press website.

Meanwhile, during the year, we issued annual certificates for 8,177 members, who chose to use our CPD submissions process to support their appraisal and revalidation.

We also provided CPD support through our CPD eLearning platform – which hosted 209 modules and 175 podcasts.

In 2022, 19,562 certificates were generated for CPD eLearning modules and 5,320 were generated for eLearning podcasts.

In addition, 1,777 certificates were generated for Trainees Online modules and 407 were generated for Neptune modules.

Meanwhile, 1,873 certificates were generated for Section 12 Induction modules and 266 were generated for the Section 12 Refresher module.

During the same period, 1,794 certificates were generated for the Approved Clinician Induction modules and 384 were generated for the Approved Clinician Refresher Module.

Our Public Mental Health Implementation Centre (PMHIC) published three reports:

- *Public Mental Health Implementation: a new centre and new opportunities*
- *Summary of evidence on public mental health interventions, and*
- *Public mental health and smoking: A framework for action.*

Meanwhile, we also supported 25 overseas psychiatrists to enhance their training through access to NHS posts through the Medical Training Initiative.

The marketing material we issued for a member event, due to take place on 10 June, on supporting patients with a personality disorder came in for heavy criticism and led to an apology being issued by our President and Chief Executive.

The marketing material was seen by many as being disrespectful to patients with a personality disorder.

As well as issuing an apology, we cancelled the event, and asked our National Collaborating Centre for Mental Health (NCCMH) to run a process to review the issue of stigma, prejudice, the use of language, and treatment of people with a diagnosis of personality disorder.



We issued annual certificates for **8,177 members**, who chose to use our CPD submissions process.



**209 modules** and **175 podcasts** were available via CPD eLearning.



**1,777** certificates were generated for **Trainees Online modules**.



**19,562** certificates were generated for CPD eLearning modules and **5,320** were generated for **eLearning podcasts**.

## Promoting recruitment and retention in psychiatry

The annual round of our award-winning Choose Psychiatry campaign took place in October and November – and was the most successful in terms of visits to the College website and engagement via social media.

The campaign pages were visited three times more than in 2021 and visits to Become a Psychiatrist section of the College website were up by 150%.

The media launch of the campaign saw us generate a national media story, based on polling that showed the importance of the psychiatric workforce. The story achieved a potential reach of 1.8m including The Guardian, Daily Mail, Marie Claire, LBC and the Daily Express.

For the first time ever, the campaign – which was first launched in 2017 – featured films covering the work of every College Faculty.

We received support from celebrities and mental health campaigners, such as Stephen Fry and Alastair Campbell, who shared the Choose Psychiatry message with their Twitter followers, helping us reach a potential audience of nearly 15m people.

The positive impact of the Choose Psychiatry campaign continued to be felt, with another 100% fill rate for core psychiatric training places in England, Scotland, Wales and Northern Ireland.

We also influenced the creation of an additional:

- 150 training places, mostly in core training, in England
- 15 core training posts in Scotland, and
- Eight core training posts and seven speciality training posts in Wales

During the year, we approved 917 job descriptions for consultant and speciality grade roles in England, Wales and Northern Ireland – to ensure that the demands of the posts were realistic and had sufficient emphasis on the quality of patient care.

Meanwhile, we continued to work closely with University Psychiatric Societies and supported the 2022 National Student Psychiatry Conference, hosted by Dundee Psych Soc in February, and attended by 96 delegates.

We offered mentoring support and funding to 18 Psych Stars, including eight Faculty Psych Stars.



The positive impact of the **Choose Psychiatry campaign** continued to be felt, with another **100%** fill rate for core psychiatric training places in England, Scotland, Wales and Northern Ireland.



We influenced the creation of **150 training places** in England.



We influenced the creation of **15 core training posts** in Scotland.



We influenced the creation of **8 core training posts** and **7 speciality training posts** in Wales.

## Improving standards and quality across psychiatry and wider mental health services, and supporting the prevention of mental ill health

The College Centre for Quality Improvement (CCQI) provided support to the 1,552 mental health services in membership of its quality and accreditation networks.

Through this service, more than 50,000 members of the multi-disciplinary team in mental health services received advice and assistance on meeting standards and improving the quality of care.

In order to support the work of the quality and accreditation networks, CCQI completed 645 peer reviews – 141 of which were in person and 504 were online.

One CCQI webinar, on gender identity, triggered controversy when a small number of anonymous delegates posted comments in the chat – only visible to the speakers – that were hectoring, hostile and sustained.

The four speakers, who were all non-binary or trans, were upset by the disrespectful comments. The College tweeted to apologise to the speakers for the comments, which we said were not in line with our value of Respect. The tweet received 1,000 likes, which was more likes than for any previous College tweet. However, it also generated more than 600 negative tweets in response.

We continued to deliver the National Clinical Audit of Psychosis and the National Audit of Dementia, as well as the Prescribing Observatory for Mental Health that supports mental health services across the UK to improve their prescribing practice.

During 2022, our National Collaborating Centre for Mental Health (NCCMH) continued to deliver the largest quality improvement collaborative in mental health globally – providing support to 100 mental health services on how to continuously improve the quality of their patient care using the quality improvement methodology.

The programmes run in 2022 included the Suicide Prevention programme, the Quality Improvement in Tobacco Treatment programme, and the Advancing Mental Health Equality (AMHE) quality improvement programme – which helps services address health inequalities.



Membership of the **CCQI networks** held steady at just under **1,552** mental health services, which were based right across the four nations and beyond.



Our ground-breaking programme of **Quality Improvement (QI) collaboratives** provided support to **100** mental health services across the UK to improve their practice.



Through our CCQI networks we supported **50,000** members of the **multi-disciplinary team**.



We completed **645 peer reviews**, **141** in person and **504** online.

NCCMH also ran the Enjoying Work quality improvement collaborative, which demonstrably improved aspects of job satisfaction in participating services.

In May, we published the Medical Emergencies in Eating Disorders (MEED) guidance – with subsequent media coverage about the document achieving an aggregate reach of 181m.

The MEED report provided a comprehensive overview of the latest evidence associated with eating disorders – and became the most downloaded document on our website since 2018. It was downloaded over 20,000 times and the report’s landing page had over 45,000 page views.

Meanwhile, we helped to deliver the West Ugandan Mental Health Project, which was funded by a grant from the Tropical Health and Education Trust (THET).

The project was a 12-month piece of work, delivered in partnership with the East London Foundation Trust. It led to the training of more than 350 frontline medical professionals in the World Health Organisation’s Mental Health Gap methodology.

We also trained 50 trainees in Old Age, Forensic, Addictions and Child and Adolescent Psychiatry in Ghana, again with support from THET.

We offered support to colleagues in Ukraine and neighbouring countries, receiving Ukrainian refugees – including delivering two webinars, with more than 300 colleagues in attendance.

We provided guidance for medical specialties on how to support the mental wellbeing of Ukrainian refugees arriving in the UK, with the guidance being continuously referenced in Parliament.

During the course of the year, 77 members assisted us with our international work on a voluntary basis.



Our **Enjoying Work** quality improvement collaborative **improved** aspects of job satisfaction in participating services.



We achieved an aggregate reach of **181m** people through the media coverage we generated on our **Medical Emergencies in Eating Disorders** (MEED) guidance.



Our Medical Emergencies in Eating Disorders guidance was **downloaded 20,000** times.



We offered support to colleagues in **Ukraine**, including delivering two webinars with more than **300** colleagues in attendance.

## Being the voice of psychiatry

During 2022, we achieved our second highest media reach ever, with an aggregate reach of 841m people – up from an aggregate reach of 712.5m people in 2021.

Behind this were 11,387 media mentions – which was our third highest media mentions figure ever.

We secured six top stories on the Today programme and two front page stories in the national press.

We also achieved our second highest number of mentions and appearances in the Houses of Parliament, with 23 mentions in the Commons, 18 mentions in the Lords, and six appearances at Parliamentary committees.

The College supported the development of newly published NICE guidance on managing depression in adults, which focuses on shared decision-making with patients about the available treatment options, including prescribing of antidepressants and electroconvulsive therapy.

In July, we submitted the College's substantive response to the cross-government mental health and wellbeing plan to the Department of Health and Social Care, following extensive consultation with members.

Our response set out our vision of a world-leading mental healthcare system to be created in England by 2035, underpinned by almost four hundred College recommendations.

In our response, we called for the expansion of programmes to support those people who are receiving help for common mental health problems, to also have access to an employment adviser, with the Department of Work and Pensions announcing £122m investment into this area.

During 2022, we met with 36 MPs and over 60 Parliamentarians overall. We met with ministers and shadow ministers over 15 times, including attending four meetings with the Mental Health Minister Gillian Keegan, and meeting with the Shadow Mental Health Minister Dr Rosena Allin-Khan. We also attended roundtables with the then Health Secretaries Sajid Javid and Dr Thérèse Coffey.



We had **11,387 media mentions** overall – with an aggregate reach of **841m people**.



We secured **6 top stories** on Radio 4's Today programme.



We had **60 meetings** with Ministers and parliamentarians in Westminster.



We were mentioned or appeared **47 times** in Parliament through statements by politicians and appearances at Parliamentary committees.

RCPsych in Scotland's *What Good Looks Like* campaign led to the development of quality standards for secondary mental health services.

Following the campaign, the Scottish Government has committed to developing Scotland's first mental health workforce plan, with the College now actively engaging on the development of this plan.

The RCPsych in Northern Ireland secured key strategic places on the Department of Health workstreams, allowing us to substantially influence the content of the mental health workforce review, which was launched during the year by Health Minister Robin Swann.

We launched our manifesto for the Northern Ireland Assembly election, called *Close the Gap*, and held meetings with five political parties in the lead up to the election, with all of them adopting a number of our asks within their party manifestos.

RCPsych Policy Officer Thomas McKeever was awarded an Investor in Mental Health Award, by Aware, for his significant contribution to improving mental health.

The RCPsych in Wales informed the development of the Health Education and Improvement Wales Mental Health Workforce Plan. The plan gives several commitments to psychiatry, including the redesign of the training and education programme.

We also established the Royal College Mental Health Expert Advisory Group, in Wales, with partners across the sector, issuing our first annual report of activity in the Senedd in November.

Meanwhile, during 2022, the College website had 5.67m visits and 8.6m page views.

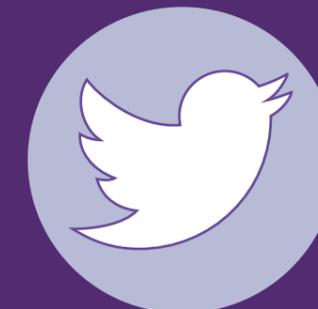
We continued to have the highest following on social media of any medical royal college – with 109,500 followers on Twitter, 20,450 followers on Facebook, 20,900 followers on LinkedIn, and 6,400 followers on Instagram.



Thomas McKeever was awarded an **Investor in Mental Health Award** for his significant contribution to improving mental health.



Our **website** had **5.67m** visits, with **8.6m** page views.



We had **109,500 followers** on Twitter and **20,450** on Facebook.



We had **20,900 followers** on LinkedIn and **6,400** on Instagram.

## Supporting psychiatrists to achieve their professional potential, by providing an excellent member experience

Towards the end of the year, we ran the election for our eighteenth President – in a poll contested by Dr Kate Lovett, Professor Russell Razzaque and Dr Lade Smith CBE.

When the ballot closed in January, 39.4% of our members had cast their vote – the highest turnout for 30 years.

On first preference votes, Lade secured 42.8% (2,720) of the vote, Kate won 30.9% (1,963), and Russell won 26.4% (1,678).

When Russell was eliminated and the second preferences of those who placed him as their first choice were included, in a second round, Lade won 54.1% (3,443), while Kate won 39.7% (2,526). Meanwhile, 6.2% (392) of the electorate were members who had voted for Russell as their first choice but expressed no second preference.

Lade will replace President Dr Adrian James when he demits office on 11 July, at our AGM, in Liverpool.

She will be the College's first Black President and the first Black female President of any UK medical royal college.

Last year, at our AGM, held during our International Congress in Edinburgh we put forward a series of proposed constitutional changes.

The changes – approved by Council and Trustees – included proposals to extend voting rights to College Affiliates and enable the College to routinely hold online/hybrid AGMs and EGMs.

In the first vote, 62% of members expressing a view voted in support of the proposed changes.



Our **presidential election** had a **39.4%** voting turn out rate – the highest for 30 years.



On **first** preference votes, Lade Smith CBE secured **42.8%** of the vote.



On the **second** preference votes Lade won **54.1%** of the vote.



Lade will be the College's **first** Black President and the **first** Black **female** President of any UK medical royal college.

However, the proposals immediately fell – as the College Officers had needed the backing of a two-thirds majority among those expressing a view, for them to be taken through a further series of votes.

Three months later, in September, a similar set of proposals were put forward at an EGM. This was held in nine locations across the UK concurrently, with all the sites being joined up by IT connectivity.

However, the meeting was abandoned after half an hour when we received the sad news that The Queen had passed away.

Consequently, we held a Special Meeting in November to propose one change: that we be enabled to routinely hold online/hybrid AGMs and EGMs. This time, the proposal was carried unanimously. This change was signed off by the Privy Council in April 2023, in time for our 2023 AGM.

At the International Congress, we held heats for our new Mindmasters quiz, with questions on psychiatry and general knowledge. The competition, which featured teams from our Devolved Nations and English Divisions, was devised by our Dean Professor Subodh Dave, and hosted by Dr Suhana Ahmed and Dr Derek Tracy.

The semi-final and final were held five months later at 21 Prescot Street, in November. The final was contested by a team representing the Northern Ireland Devolved Council and a team representing the Scottish Devolved Council – with Northern Ireland being the eventual winners.

Over the course of the year, our membership figure increased to 20,437, up from 19,796 in 2021.

Forty-six per cent of members in 2022 were female and 40% were Black, Asian and Minority Ethnic. Eighteen per cent were based outside the UK. According to our 2021 membership survey, 7% of members define themselves as LGBTQ+ and 8% have a disability.



At a Special Meeting in November, members voted to allow the College to hold **online/hybrid** AGMs and EGMs in the future.



The Northern Ireland Devolved Council team **won** our new **Mindmasters quiz**.



Our 2022 **membership** figure increased to **20,437**.



We had **3,790** of our members based **outside the UK**.

## Ensuring the effective use of College resources and delivering an excellent staff experience

Our Trustee Board held its annual Board Review Day on 1 December, at which it assessed to what extent it was working in line with the Charity Commission Governance Code for Large Charities – finding that there was a high degree of compliance.

Throughout the year, we ensured our 230 committees – such as our Faculties, Divisions and Special Interest Groups (SIGs) – received excellent staff support and our Finance team made sure that effective, reliable management information was provided to volunteer members on key committees and staff alike.

We also worked hard to ensure our staff team felt supported and valued.

Our gender pay gap narrowed to 2.85%, with women earning more on average than men.

Our 2022 gender pay report showed that 70% of our staff are women, with:

- 72% of people in our upper pay quartile being women
- 77% of people in our upper-middle pay quartile being women
- 66% of people in our lower-middle pay quartile being women
- 67% of people in our lower pay quartile being women.

Our ethnicity pay gap was 5.81%, with Black, Asian and Minority Ethnic staff earning more on average than White staff.

Our ethnicity pay report, published in August, showed that 21% of our staff are Black, Asian and Minority Ethnic, with:

- 19% of people in our upper pay quartile being Black, Asian and Minority Ethnic
- 30% of people in our upper-middle pay quartile being Black, Asian and Minority Ethnic
- 15% of people in our lower-middle pay quartile being Black, Asian and Minority Ethnic
- 17% of people in our lower pay quartile being Black, Asian and Minority Ethnic.

## Feedback from employees



**72%** of people in our upper pay quartile were **women**.



**19%** of people in our upper pay quartile were **Black, Asian and Minority Ethnic**.



**72%** said they are **coping well** with current work arrangements.



**83%** said they feel able to **bring up** problems and tough issues.

We won a Stonewall Gold Award, in February 2023, for our entry into the Stonewall Workplace Equality Index – which saw us being ranked as the 90th top employer body in the UK for creating an LGBTQ+ inclusive environment.

We also attained Level Two in the Disability Confident Employer Scheme.

In October, we carried out our latest annual employee survey, which was completed by 89% of our 232 employees.

The results were largely positive, with:

- The percentage of employees rating their morale as high or very high being 59%, up from 53%
- The percentage of employees who believe the College is good at promoting equality, diversity and inclusion being 87%, up from 85%
- The percentage of employees who are coping well with current work arrangements being 72%, up from 60%
- The percentage of employees who feel able to bring up problems and tough issues being 83%, up from 81%

The turnover figure for our employee team during 2022 was 23%.

Meanwhile, we carried out our latest annual patient and carer representative survey – as patients and carers are employed by the College as workers.

Again, the results were largely positive, with:

- The percentage of workers who feel the College provides them with the support they need to do their job well being 89%, up from 73%, and
- The percentage of workers who agree that information about things that will affect them in their role is shared effectively being 77%, up from 66%.



**59%** said that their morale was **high** or **very high**.



**87%** said they thought the College was a good employer when it comes to promoting **equality, diversity and inclusion**.



**89%** of **patient and carer representatives** feel the College provides them with the support they need.



**77%** of patient and carer representatives feel that information about things that will affect them in their role is **shared effectively**.

## Our values

**C**OURAGE

**I**NNOVATION

**R**ESPECT

**C**OLLABORATION

**L**EARNING

**E**XCELLENCE

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