

# Impact Report

31 December 2025



## CONTENTS

---

### Trustees' annual report 2025

- 8 — President and Chief Executive's foreword
- 10 — 2025 highlights
- 12 — **Making an impact** – Our work in 2025
- 70 — **Trustees' responsibility statement**
- 71 — **Treasurer's report & financial review**
- 84 — **Independent auditor's report**
- 87 — **Financial Statements**
  - 87 — • Statement of financial activities
  - 88 — • Balance sheet
  - 89 — • Statement of cash flows
  - 91 — • Principal accounting policies
  - 96 — • Notes to the accounts
- 117 — **About this report**
- 118 — **Our governance**

## Let Wisdom Guide





Dr Lade Smith CBE, President



Professor Owen Bowden-Jones CBE, Registrar



Professor Subodh Dave, Dean



Dr Ian Hall, Treasurer

## 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 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.

### Co-production

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

## Presidential Priorities

- Addressing the treatment gap
- Nurturing and supporting psychiatrists
- Fairness for all
- Promoting research in mental health
- Advancing international psychiatry and wider mental health services
- Ensuring excellent member experience and engagement.

Additionally, we have **core objectives**:

- Being the voice of psychiatry, and
- Delivering effective use of College resources and excellent staff experience.

## 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'.



Dr Lade Smith CBE, President



Sonia Walter, Chief Executive

## President and Chief Executive's foreword

This year has been challenging but rewarding. As we reflected on the year that we had as a College, we have realised how much our work has influenced the policymakers, legislation and the working lives of psychiatrists. We are making real progress.

Our main aim is to support psychiatrists so we can improve outcomes for our patients and we do this by engaging with senior decision-makers in the health and social care ministries of each of the four UK Nations, as well as politicians and other stakeholders across the mental health sector.

Our local capacity survey of over 1,000 members captured the scale of the pressure UK psychiatrists are under, with 81% of respondents experiencing or witnessing moral injury as a result of being forced to work in a way that is clinically unacceptable. Addressing these findings, we called on the UK Government to place mental health services at the heart of its vision for change. We warned that without this prioritisation we will continue to see further human and economic harms in the years to come.

It has also been our key priority to help grow our workforce. The Choose Psychiatry campaign has been so successful that psychiatry is now the second most popular medical specialty. However, we know that there is an ongoing issue with retention, so we launched our brand new successor campaign Thrive in Psychiatry aimed at supporting psychiatrists to overcome challenges and find satisfaction in the profession.

Alongside this, we have developed a new Retention Charter which provides employers with specific measures they can implement to support and nurture their staff.

Our Delivering for Disability campaign called on mental health employers in England to adopt 15 actions to help combat any disability discrimination faced by our membership working in the NHS.

It has been positive to see our membership grow from 21,620 to 22,171 members throughout the year.

There have been a number of key policy areas which affect mental healthcare, our patients and our work as psychiatrists. We develop relationships with key decision-makers to ensure that psychiatrists' views are taken into account when they are making policy. Waiting times for mental healthcare, the Independent Review into the Prevalence of Mental health and Neurodevelopmental conditions, Assisted Dying/Suicide legislation, the Mental Health Review Tribunal for Wales (Membership) Bill, minimum unit alcohol pricing, and the new Mental Health Act (England and Wales) are just a few areas where we ensured the voice of psychiatry was heard and influenced policymakers across different jurisdictions.

It feels like being a doctor is increasingly complicated. The RCPsych was one of the first medical royal colleges to state publicly and consistently that doctors cannot be replaced by Physicians' Assistants. We published the final report of our review of the PA role in July.

Its guidance and recommendations were designed to support employers of PAs working in mental health settings and were very much in line with and informed the subsequent Leng Review. We are working with the Leng Review team to implement their findings.

Our international work continues in line with our international strategy and this year we launched the Prague Agreement, which is a global call on international financial institutions and financiers to incentivise national investment in mental health. It has been signed up to by 50 psychiatric associations in the world as well as numerous other mental health charities.

We have worked to train and supervise psychiatrists all over the world, exemplified by the partnership with the Ghana College of Physicians and Surgeons to train Ghanaian doctors in psychiatric specialties. This work is now being spread to other African countries, including Kenya. There is no better way to improve standards than to ensure that those delivering the care are excellent at what they do.

We continue to feel incredibly proud of the work of our departments, including the College Centre for Quality Improvement (CCQI) and the National Collaborating Centre for Mental Health (NCCMH). Alongside its peer review network and invited service review work, the CCQI published the first service mapping report of the new National Audit of Eating Disorders. It provided an in-depth overview of services and highlighted areas where improvements can be made.

The NCCMH's Culture of Care programme is pioneering and has been working with services in England to improve standards of care and treatment. The feedback from this programme has been unprecedentedly positive. Embedding these approaches will be life-changing for many. Both NCCMH and the CCQI's quality and accreditation networks celebrate their 25th anniversaries in 2026 – we can't wait to see what comes next.

Sadly, we said goodbye to our Registrar, Dr Trudi Seneviratne OBE, and Treasurer, Professor John Crichton, after years of dedicated service to the RCPsych and its membership. Both were fierce advocates for people with mental illness – Trudi spearheaded some incredibly

tricky policy areas, for example Assisted Dying and job planning; while John helped to steer the College through some very difficult financial times, including making our banking arrangements more sustainable and he ensured we came to shore safely in the pandemic.

We were delighted to welcome Professor Owen Bowden-Jones CBE and Dr Ian Hall, who have hit the ground running as our new Registrar and Treasurer, respectively.

The Board of Trustees also welcomed three new lay trustees. Caroline Rivett, Joseph Morrow CVO CBE and Stuart Bell CBE, each of whom have a wealth of expertise and experience from a variety of sectors, including healthcare, finance, law and technology.

Of course, nothing is more important than speaking directly to our members which is why, in addition to Faculty, Division, Devolved Nation and Council representation, the membership newsletter, the President's Blog and Officers' Question Time, we also launched a new WhatsApp channel this year. Please make sure to follow it if you want to hear more about our ongoing work and the influence we are achieving.

The progress reflected in this report is a shared achievement, and we are deeply grateful to the many members who volunteer their time to support the College in advancing the field of psychiatry. You are the beating heart of the College and none of this would have been possible without your generosity, dedication, and expertise. We look forward to working with you in the year ahead to drive excellence in psychiatry and further the mission of the College.

Dr Lade Smith CBE  
President

Sonia Walter  
Chief Executive



## Our 2025 highlights

- ★ In 2025 our membership increased to a record 22,171, up from 21,620 in 2024.
- ★ We delivered 401 events and conferences, attracting a combined 52,461 registrations.
- ★ We supported 2,410 candidates to sit Paper A, 2,101 candidates to sit Paper B, and 1,856 candidates to sit the CASC during 2025.
- ★ The Culture of Care programme has been an outstanding success, working with every provider of inpatient mental health, learning disability and autism care in England, to improve care in line with NHS England's Culture of Care standards.
- ★ We launched the RCPsych Retention Charter, providing a practical framework to help healthcare organisations strengthen retention across the psychiatric workforce.
- ★ We led the development and advancement of the Prague Agreement, a global call to action, signed by 50 international organisations, urging international financial institutions and capital markets to prioritise and incentivise national investment in mental health.
- ★ We saw a 100% fill rate for Core Psychiatry, including six additional posts in Northern Ireland, and worked closely with employers to maximise capacity and to ensure the highest possible uptake of Higher Training posts across the UK, achieving an 86.7% fill rate.
- ★ We launched the RCPsych in Scotland 2026 Election Manifesto, based on five pillars which collectively demonstrate commitment to addressing the treatment gap in Scotland.
- ★ We continued to support and celebrate the important work of our SAS psychiatrists through the implementation of the SAS Doctors Strategy.
- ★ We launched the inaugural Thrive in Psychiatry campaign to highlight the importance of supporting psychiatrists to build sustainable and fulfilling careers so they can thrive at work, not just survive.

- ★ We launched the RCPsych in Northern Ireland 'Time to Bridge the Gaps' (TTBTG) report, a three-year strategy focusing on the data landscape and requirements of the mental health workforce in Northern Ireland and specialist service needs.
- ★ We launched the Delivering for Disability campaign, promoting our Providing Reasonable Adjustments essential guidance for mental health employers.
- ★ We established the Dyfodol programme, hosted within NCCMH and delivered in partnership with NHS Wales's Joint Commissioning Committee and RCPsych in Wales.
- ★ We influenced assisted dying legislation across all jurisdictions to ensure safeguards for patients with mental illness and intellectual disabilities, and the psychiatrists that look after them.
- ★ We consistently engaged in the final stages of the Mental Health Bill for England and Wales, through to Royal Assent.
- ★ Our National Clinical Audit programme continued to extend its reach, running audits focusing on the quality of dementia, eating disorders and psychosis care, as well as the Prescribing Observatory for Mental Health (POMH).
- ★ Professor Owen Bowden-Jones CBE was elected the next Registrar of the College, succeeding Dr Trudi Seneviratne OBE, and Dr Ian Hall was elected Treasurer, taking over from Professor John Crichton.
- ★ We published a Four Nations Inclusion Strategy to guide the complex remit of the College in supporting members and staff across the four nations of the UK and beyond.
- ★ We awarded Honorary Fellowships, the highest award the College bestows, to five individuals: Professor Peter Fonagy, Davina McCall, Sir Grayson Perry, Dr Altha Stewart and Dr Richard Wilson.
- ★ We continued to advocate for the psychiatric workforce and issued final guidance on Physician Assistants in mental health, emphasising the need for proper supervision to ensure patient safety, and to protect the training and development of psychiatrists.

## ADDRESSING THE TREATMENT GAP

To address the widening gap between the demand for care and the delivery of high-quality treatment, the College delivered significant and sustained influence across mental health policy in the UK.

Our work helped shape the Health and Social Care Committee's inquiry into community mental health services, ensuring a focus on adults with severe mental illness, with citations for the College's written and oral evidence in the final report.

We submitted evidence to the Westminster Autumn Budget consultation and to the Public Accounts Committee Inquiry on elective waits, ensuring mental health waiting lists were recognised as a pressing system issue.

To support system improvement, we secured meaningful early investment from the Estates Safety Fund, following sustained lobbying for a fairer capital allocation to mental health.

We strengthened partnerships across the sector, including through meetings with the Department of Health and Social Care (DHSC), NHS England Medical Director for Mental Health, and engagement with ICB leaders and Medical Directors. We chaired the Mental Health Policy Group for six months and led its coordinated engagement across stakeholders.

We consistently engaged in the final stages of the Mental Health Bill for England and Wales, through to Royal Assent in December, providing detailed written submissions, oral evidence, amendments, and regular discussions with the DHSC. This included raising concerns about detention criteria, implications for learning disability and autism, and applications of ECT. Issues raised by the College were highlighted to Ministers by Anna Dixon MP, following sustained engagement.

The College met with Dr Luke Evans, Shadow Mental Health Minister to discuss the Mental Health Bill and its implementation, the College's local capacity survey, and workforce retention.

A joint statement led by the College, and eight other professional bodies, successfully secured the withdrawal of proposed reforms that would have delegated police powers to health professionals.



The College delivered **significant and sustained influence** across mental health policy in the UK.



Our work helped shape the **Health and Social Care Committee's Inquiry** into community mental health services.



We submitted evidence to the **Westminster Autumn Budget** consultation and to the **Public Accounts Committee Inquiry**.

The College maintained a major focus on the Terminally Ill Adults (End of Life) Bill, providing evidence and briefings to both Houses in Westminster; emphasising persistent concerns about the reliability of consent procedures and the need for adequate safeguards. Ahead of all key parliamentary stages, we issued detailed analyses, press statements and in-person briefings, and worked jointly with the Royal College of Physicians to raise shared concerns. The College's Lead for Assisted Dying, Dr Annabel Price, provided evidence to the Committee, and a transcript of the session and detailed briefing was shared with Peers to support scrutiny. As the Bill moved to the House of Lords, we set out four essential assessment principles, identified inconsistencies within the current drafting, and provided ten recommendations. Our concerns were explicitly acknowledged in UK Parliament, including by Baroness Hollins.

In relation to the Crime and Policing Bill, we worked with over 20 health organisations to highlight risks associated with the proposed mandatory reporting duty and submitted a joint letter, cosigned by 11 organisations, outlining workable solutions to reduce negative patient consequences.

The College made a detailed submission to DHSC's call for evidence on the workforce plan for England, drawing on examples of good practice and making clear the need to address system pressures and workforce growth. The submission influenced other organisations, including the British Psychological Society, and led to a joint letter to the Secretary of State and the NHS England CEO. We also convened a senior leadership workforce meeting with NHS England to discuss psychiatric workforce challenges and provided data and analytical support, including for the Midlands workforce pilot.

We established a formal monthly forum for the leaders of 24/7 Mental Health Centre pilots and produced a one-year strategy to shape a national framework for wider adoption.

We continued to engage with the Chief Coroner for England and Wales, raising concerns about the interpretation of clinical risk and participating in the National Coroners Conference, to explain how Regulation 28 processes could be strengthened. This included an offer to provide training materials to support Coroners' Training.

Playing a prominent role in national debates on welfare reform, we engaged with the Milburn, Mayfield and Timms reviews.

We strengthened our relationship further with the Department for Work and Pensions and its Chief Medical Officer, whilst highlighting the impact of benefits cuts and work capability changes on people with mental illness.



We secured early investment from the **Estates Safety Fund** following lobbying for a fairer capital allocation to mental health.



We consistently engaged in the final stages of the **Mental Health Bill for England and Wales**, through to Royal Assent.



We influenced **assisted dying legislation** across different jurisdictions.

Our work on Right Care, Right Person continued to emphasise the need for national oversight of risks that cannot be resolved locally, including concerns around policing responses to the mental health crisis. We secured some traction on this point with the Home Office led National Oversight Group with an event held in December to reflect on increased reference to RCRP in Preventing Future Deaths Reports and what actions might be needed.

We published several clinical and policy documents in 2025, including: Valproate in psychiatry, Psychedelic and related substances (PARS) for medical use, Gabapentinoids in psychiatric practice, and Co-occurring substance use and mental health disorders (CoSum).

RCPsych in Scotland launched its 2026 Election Manifesto, based on five pillars which collectively demonstrate commitment to addressing the treatment gap by calling for statutory mental health funding, ensuring services have the resources required to meet demand; establishing a national neurodevelopmental strategy to reduce fragmentation and long waits; prioritising action to halve the mortality gap for people with severe mental illness, tackling longstanding inequalities in outcomes; strengthening leadership and accountability to reduce variation in access and service quality; and expanding early intervention and community based support, helping prevent escalation of need and relieving pressure on overstretched specialist services, all of which directly target the systemic causes of Scotland's mental health treatment gap.

Other key activities in Scotland included the launch of 'multi-system solutions for Autistic and ADHD people in Scotland,' a cross-party supported initiative designed to drive whole-system improvements across NDC pathways. Additionally, we saw extensive parliamentary engagement in Scotland, with 88 MSP meetings, active contributions to debates and legislative workstreams including Mental Health and Capacity Law Reform, and strong visibility across party conferences.

RCPsych in Northern Ireland launched 'Time to Bridge the Gaps' (TTBTG), a three-year strategy report focussing on the data landscape and requirements of the mental health workforce in Northern Ireland and specialist service needs. The report intends to inform healthcare administrators and policymakers about the scale of this crisis and its direct consequences for service delivery, financial stability, and patient care. The report unequivocally demonstrates a severe and unsustainable level of under resourcing and understaffing in psychiatry in Northern Ireland which remains the key campaigning topic for RCPsych in Northern Ireland. The launch of the TTBTG report was attended by Professor Sir Michael Marmot and Northern Ireland's Minister of Health, Mike Nesbitt MLA.



RCPsych in Scotland launched its **2026 Election Manifesto.**



RCPsych in Northern Ireland launched their three-year strategy **Time to Bridge the Gaps.**



RCPsych in Wales established the **Dyfodol programme** in partnership with **NHS Wales Joint Commissioning Committee.**

RCPsych in Wales issued its manifesto in advance of the Senedd election in Wales. The manifesto has several priorities to secure the best outcomes for people with mental illness, intellectual disabilities and developmental disorders in Wales.

RCPsych in Wales established the Dyfodol programme, a unique partnership with NHS Wales's Joint Commissioning Committee, hosted within the College's National Collaborating Centre for Mental Health (NCCMH). The programme has received funding from Welsh Government to deliver a suite of projects, reviews and programmes of work aligned to Welsh Government's delivery plan for the long-term Mental Health Strategy.

Most recently this has involved the development of a Pathway for Alzheimer's Disease and Dementia Care in Wales, and an accompanying Competence Framework. This work is informing the 10-year Dementia Strategy from Welsh Government.

The Dyfodol programme has created opportunity for the work of members to be developed to national application, and it has informed critical decisions on the development, investment and commissioning of services in Wales.

RCPsych in Wales carried out reviews of the NHS Wales 111 Press 2 service for mental health, the NHS Wales Alternatives to Admission programme for children and young people, and the Adult CMHT estate.

In collaboration with the CCQI, RCPsych in Wales developed standards for prison mental health and substance use in Wales, and baseline audits for all environments in Wales and established a partnership with Cardiff University.

The College Centre for Quality Improvement (CCQI) supported 1,486 mental health services through its quality and accreditation networks over the past year, completing 670 peer reviews across both in person and online formats. The networks hosted 69 events attended by 3,237 participants, alongside 94 training sessions for 1,238 reviewers and staff.

The Quality Network for Neuropsychiatry Services held its first reviews of inpatient services, having published their first edition of standards in 2024. A report summarising the aggregated findings and recommendations was published at the end of the year.

Across the networks, eleven sets of specialist standards were revised, and QNIC ROSE published its first annual report, summarising outcome measurement data from child and adolescent mental health services. The ACTION survey highlighted ongoing funding pressures and their impact on provision for alcohol care teams, while the Veterans network secured funding to work with NHS Op COURAGE services.



In collaboration with the CCQI, RCPsych in Wales developed standards for **prison mental health and substance use** in Wales.



CCQI supported **1,486 mental health services** through its quality and accreditation networks.



Our **National Clinical Audit** in programme ran audits focusing on dementia, eating disorders and psychosis care.

Our National Clinical Audit programme continued to extend its reach, running audits focusing on the quality of dementia, eating disorders and psychosis care, as well as the Prescribing Observatory for Mental Health (POMH). The National Clinical Audit of Psychosis published its first quarterly report using routinely collected data, and its Service User and Carer Reference Group won a Clinical Audit Heroes award from the Healthcare Quality Improvement Partnership (HQIP) for Patient and Public Involvement.

The National Audit of Eating Disorders released its first Service Mapping Report, which was cited in national media and recognised by HQIP for its lived experience involvement.

The Culture of Care programme has worked with every provider of inpatient mental health, learning disability and autism care in England. The programme aims to improve care in line with NHS England's Culture of Care standards, and includes quality improvement coaching with 215 wards, supporting 103 executive leaders with reflective conversations, working with corporate teams to connect them to the work on wards, and a programme of work to support organisations to move away from risk stratification.

The programme, coming to an end in March 2026, has been an outstanding success, with participants consistently reporting that it has been the best experience they have had as part of a national programme. A key factor frequently cited is our distinctive delivery approach with delivery teams including lived experience, QI expertise, clinical and academic leadership together as equal partners. Delivery has included over 4,000 coaching sessions, 150 events and 60 organisational support sessions, and patient experience has improved by 20% across the 12 Culture of Care standards, as well as aspects of staff experience.

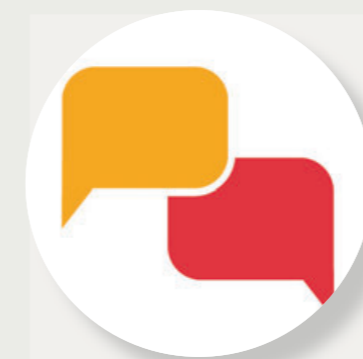
The Public Mental Health Implementation Centre (PMHIC) has been working with the Welsh Government to produce a series of frameworks for action on mental health and smoking, weight management, physical activity and substance misuse. PMHIC has also launched and run a learning community for anyone interested and involved in public mental health, running monthly sessions since Autumn 2024 where people share their work and experience.



The **Culture of Care programme** worked with every provider of inpatient mental health, learning disability and autism care in England.



The National Audit of Eating Disorders released its first **Service Mapping Report**.



**PMHIC** worked with the Welsh government to produce **frameworks for action** on mental health and smoking, weight management, physical activity and substance misuse.

## FAIRNESS FOR ALL

In 2025, we continued to use the College's influence to support system-wide transformation, working with mental health providers to reduce workforce inequities, lobbying for better data collection and accountability, and ensuring that our own policies and processes reflect our commitment to fairness.

In a difficult context where we are seeing increasingly polarised views and people questioning the value of EDI (equity, diversity and inclusion), the College has continued to make tackling discrimination a priority and central to delivering our mission.

The Equity Champions Network has been established to embed EDI activity across the College. Engaged across Devolved Councils, Divisions and Faculties, they ensure EDI is on the agenda, both in raising the profile of the College's work in this area but also to consider committee activities through an equity lens and encourage an increased focus on tackling health inequalities.

In 2025 there were EDI special editions of Faculty newsletters, equity workshops at Faculty events and our Equity Champions were involved in working groups, stakeholder events, blogs, podcasts, webinars, training sessions, and more. All of which support improved care not only for members but for patients.

We launched the College's Delivering for Disability campaign, which promoted our Providing Reasonable Adjustments essential guidance for mental health employers. Created by members for members and mental health workplaces, the guidance has 15 recommendations under four strategic domains, and 'how to' information and case studies. The guidance is complimented by our dedicated online hub with signposting and resources. The campaign was initially launched in England and we are working on the best approach and timing to launch the guidance in Scotland, Wales and Northern Ireland.

As part of UK Disability History Month, a free webinar was broadcast, called Beyond the clinic - why psychiatrists need support too, with speakers sharing personal and professional insights on disability and neurodivergence and offering practical strategies as set out in the reasonable adjustments guidance, to build psychologically safe, flexible, and equitable work environments.

Improvements around accessibility and supporting reasonable adjustments for those taking exams, and educating trainers, with a particular focus on neurodiversity have been made, including the creation of a Reasonable Adjustments form for all disabilities and doctors in training, SAS or consultant posts, the development of a neurodiversity toolkit for supervisors, and an e-CPD module.



### Tackling discrimination

remains a priority and central to delivering our mission.



Our **Equity Champions Network** continues to support us to embed EDI activity across the College.



### The **Delivering for Disability campaign**

was launched, promoting our Providing Reasonable Adjustments guidance for employers.

Whilst work continued on the Menopause and Mental Health Position Statement and the Women's Mental Health Strategy, there was widespread engagement with key stakeholders including the Department of Health and Social Care, on the review of the national women's health strategy for England, NHS Confederation, Royal College of Obstetricians and Gynaecologists and the Faculty of Sexual and Reproductive Health. Our Presidential Leads for Women's Mental Health also participated in a range of events to influence on women's mental health issues.

The English Divisions hosted a webinar series to help members better understand aspects of women's mental health to improve the care they provide to female patients.

In line with advancements in research data and the law relating to domestic abuse, members were supported with timely updates, including seminars on domestic abuse related deaths and the impact of domestic abuse on the brain, and updated CPD, e-learning and other educational materials.

As part of the NCCMH Culture of Care programme, an approach was designed to carry out trauma and autism informed environment reviews for inpatient services. Shared learnings and key findings were developed, alongside published material, practical resources and training on Trauma Informed Approaches, to support clinicians and services to adopt trauma informed practice.

Through the programme, we delivered virtual training sessions to 100% of mental health providers, and in person sessions to 50% of providers on the Patient and Carer Race Equality Framework.

Eighteen organisations are now signed up to the College's Act Against Racism campaign, including the largest Health Board in Scotland. At our second annual event for participating organisations, senior clinical and people leaders shared how they are using our framework to inform their organisation's equity objectives as they work towards creating a more inclusive culture.

In September we welcomed the second cohort of Aggrey Burke Fellows. The Aggrey Burke Fellowship is a two-year programme for Black medical students at UK universities. Through this scheme, we aim to create a more diverse workforce reflective of our communities as we know this group is under-represented within our College membership and within psychiatry in general (RCPsych membership data, Sept 2022).



Work has continued on the **Menopause and Mental Health Position Statement**, due for launch in March 2026.



Eighteen organisations are now signed up to our **Act Against Racism** campaign.



In September we welcomed the second cohort of **Aggrey Burke Fellows**.

Demand reached new heights for the Fellowship in 2025, with 15 times more applicants than places for the new cohort.

We also co-hosted an event with the Association of Black Psychiatrists (UK) in February, "Celebrating mentorship for early career professional development: The Aggrey Burke Fellowship model". The event provided an opportunity for students to network with potential role models and mentors. Guests included senior members of the College and ABP-UK, and Dr Burke himself was able to attend and meet the Fellows.

Across the year EDI awareness days were supported through a variety of events by and for the membership, staff, patients and carers, including Pride, Black History Month, International Women's Day, the Rainbow SIG conference, South Asian Heritage Month, and International Day of Persons with Disabilities.

We hosted a visit for a small group of Commonwealth Fellows from UCL to learn about the College's work on EDI and particularly LGBTQ+ and health inequality initiatives.

Our Presidential Leads for Equity and Equality continued to work with the International Congress Executive and staff team to improve equity considerations within the submission and scoring process to ensure the College's flagship event is as accessible and inclusive as possible.

The Board of Trustees completed an "EDI Foundations in Charity Governance" training session, where the group reflected on the vital role of equity within the College, addressing current challenges and setting future priorities.

RCPsych in Scotland championed equity-focused mental health reform through its role as secretariat and co-chair of Scotland's Mental Health Partnership, helping drive a cross-sector manifesto that called for improved funding, ethical commissioning and better support for underserved groups. This commitment to fairness was further demonstrated through the publication and parliamentary launch of its Neurodevelopmental Conditions report, which set out system-wide recommendations to address longstanding inequities for autistic and ADHD people and secured cross-party backing.

In June, we hosted an Access to Medicine event in partnership with The Careers Office for over sixty school students from widening participation backgrounds.



## EDI awareness days

were marked and supported throughout the year with various events and blogs.



RCPsych in Scotland championed equity-focused mental health reform through its role as secretariat and co-chair of **Scotland's Mental Health Partnership.**



This year, our annual **National Student Psychiatry Conference** was hosted by Leeds Psych Soc.

## NURTURING AND SUPPORTING PSYCHIATRISTS

Throughout the year, the College continued to support psychiatrists to feel safe, valued and able to thrive at work.

In July, we launched the RCPsych Retention Charter providing a practical framework to help healthcare organisations strengthen retention across the psychiatric workforce. The Charter outlines key actions across four domains: creating a culture of belonging, supporting psychiatrists' health and wellbeing, supporting psychiatrists' career planning and those considering leaving, and developing medical leadership.

Following the launch of the Retention Charter, the influencing strategy began with a meeting with the Chair of the Mental Health All Parliamentary Party Group (APPG), to discuss dissemination with key stakeholders.

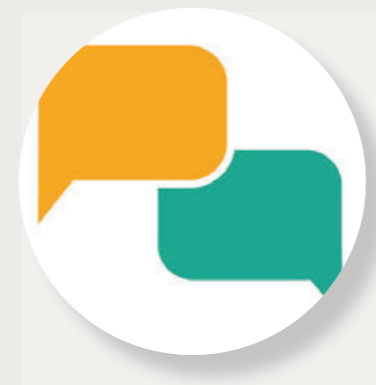
The APPG on Mental Health held a stakeholder meeting on the mental health of the NHS workforce, attended by seven parliamentarians. The College contributed to the main panel, alongside representatives from the Royal College of Nursing, Rethink Mental Illness, the British Association of Social Workers, a local NHS trust and an expert by experience. The APPG submitted outcomes from this meeting to the Health Secretary as part of the consultation on the new NHS Workforce Plan.

In October we launched the inaugural Thrive in Psychiatry campaign to highlight the importance of supporting psychiatrists to build sustainable and fulfilling careers so they can thrive at work, not just survive. Through blogs, podcasts and shared lived experiences from psychiatrists across different career stages, the campaign has helped open up conversations about carer responsibilities outside of work, neurodiversity, burnout, career breaks and the important contribution SAS doctors make, with a focus on SAS by choice.

Together, the Thrive in Psychiatry campaign, the Retention Charter, and our influencing strategy support a coordinated approach to retention, raising awareness of the challenges psychiatrists face while equipping employers with clear guidance and tools to build healthier, more supportive work places.



The **RCPsych Retention Charter** provides a practical framework to strengthen retention across the psychiatric workforce.



The **Thrive in Psychiatry campaign** highlights the importance of supporting sustainable and fulfilling careers.



We continued to support and celebrate the important work of our **SAS psychiatrists**.

Our confidential peer support service, the Psychiatrists' Support Service, received 53 contacts, 48 of which progressed to confidential calls with our small group of Peer Support Psychiatrists.

In response to members raising concerns, we undertook a national survey of the membership on inpatient capacity pressures. We received over 1,000 valid responses and used the findings to influence the development of the 10-Year Health Plan.

Throughout the year, we continued to support and celebrate the important work of our SAS psychiatrists through the implementation of the SAS Doctors Strategy. The College supported the SAS Six statements from the SAS Collective, and the principles that underpin them, and recognised the hard work of the SAS workforce during SAS Celebration Week.

RCPsych in Wales launched its SAS Network, to strengthen connections between SAS psychiatrists across Wales, offering a platform for collaboration, peer support, and shared learning.

We continued to deliver a high quality, reliable and fair exam in order to set high standards in psychiatric practice.

We delivered three diets of the MRCPsych Paper A and Paper B theory exams and supported 2,410 candidates to sit Paper A, and 2,101 candidates to sit Paper B.

We supported a total of 1,856 candidates to sit the CASC during 2025, 33% more than in 2024.

We delivered two record breaking diets of the CASC in the UK and more than doubled our capacity at the Singapore diet.

We successfully delivered our first CASC in the Middle East, improving access for our international candidates and relieving capacity pressures in the UK.

A total of 842 candidates achieved the MRCPsych in 2025, nearly 200 more than in 2024.



We supported a total of **1,856 candidates to sit the CASC** in the UK and more than doubled capacity at the Singapore diet.



We successfully delivered our **first CASC in the Middle East**, in Doha.



We saw a **100% fill rate for core psychiatry** with all 484 posts filled across the UK and we saw an **86.7% fill rate in higher training** across the UK.

In 2025, we actioned 440 CCT applications, which is the greatest amount in over five years.

We reviewed 749, and approved 357, job descriptions for roles in England, Wales and Northern Ireland.

We saw a fill rate of 100% in Core Psychiatry with all 484 posts filled across the UK, and we secured an additional six core training places in Northern Ireland since 2007, the first formal expansion there since 2017.

The fill rates for Higher Training also improved, with a 86.7% fill rate across the UK, including 100% fill rates in the North East of England and in Yorkshire and the Humber, and over 85% fill rates in Scotland, in Wales and in the East Midlands, Kent Surrey and Sussex, London, and the Thames Valley in England.

We continue to advocate for better working conditions for psychiatrists. Following years of campaigning by RCPsych in Scotland, we welcomed the abolition of 9:1 job plans, and the commitment to a three-year Workforce Specialist Service contract. Further investment in the mental health workforce, at Higher Training and beyond, continues to be a priority for the College, particularly as consultant vacancy rates remain a concern and rose to nearly 30% in Northern Ireland.

The 2025 International Congress took place at the ICC in Newport, Wales. A total of 2,843 delegates from 55 countries attended this flagship event, including over a third of our membership in Wales. The Congress offered high-quality academic sessions alongside a varied fringe programme including art and dance workshops.

The Congress Webinar Library launched in August, with 2,459 CPD certificates issued by the end of 2025, and blended learning courses continued to run through the year, including new cohorts for Mental Health Act training around Section 12 and Approved Clinicians, and for the Public Mental Health Leadership (PMHL) Certification Course.

We generated 9,247 CPD certificates to support members' continuing professional development and revalidation process.



A total of **842 candidates** achieved the MRCPsych, nearly 200 more than in 2024.



Our **International Congress** took place in Newport, Wales with **2,843 delegates** from 55 countries attending.



The **Congress Webinar Library** launched in August, with **2,459** CPD certificates issued by the end of 2025.

Over the last year, the College has expanded and enhanced its e-learning portfolio, delivering high-quality, evidence-based education to members across the UK and internationally with 26,490 modules completed.

Our recommendations for Formative Assessment have been approved by the GMC and will be incorporated into training and the ePortfolio from August 2026.

Throughout 2025, the College worked with Resident Doctors to support them through their training pathway, acknowledging the desire for increased flexibility during training, including training less than full time, being able to take career breaks and moving in and out of training.

We held core and higher Resident Doctor welcome sessions for new Resident Doctors joining psychiatry at the February and August changeover dates, as well as two conferences.

In April, we held a sell-out two-day annual Resident Doctors' Conference in Birmingham with 180 attendees. This year's theme was 'Empowering Minds, Transforming Lives', and sessions were designed to link curricula Higher Level Outcomes, providing not only an excellent opportunity to engage with the College and the Psychiatric Resident Doctors' Committee (PRDC), but also a learning experience that could enhance individual training progress.

Furthermore, the online International Medical Graduates' annual conference held in February, with support from the PRDC, Chief Examiner and Trainee Support Committee (now known as the Resident Doctors' Committee) highlighted the challenges that IMGs working and living in the UK face, and how we can continue to support them in a changing training landscape.

In January, we held our annual National Student Psychiatry Conference hosted by Leeds Psych Soc at their Medical School with over 100 medical students attending the two-day event. Additionally, our Medical Student Psych Star scheme continues to grow, receiving more applications this year than any previous year.



RCPsych in Northern Ireland saw the first formal expansion **six core training places** since 2007.



Wales has seen an **increase in specialty training places** following years of 100% fill rate in core training.



We continued to work closely with **Resident Doctors** to support them through their training, with welcome sessions and two conferences.

## PROMOTING RESEARCH IN MENTAL HEALTH

In 2025 our publishing portfolio of five journals, scholarly books and the BJPsych app continued to support and promote research in mental health.

All our journals retain excellent impact factors, including an impact factor of 7.8 for BJPsych.

Articles from our journal portfolio were downloaded 11.4 million times in 2025, a 3 million increase on 2024, and article submissions across the portfolio rose by 22% in 2025 compared to 2024.

The BJPsych Journals app continues to grow and has now been downloaded over 4,300 times.

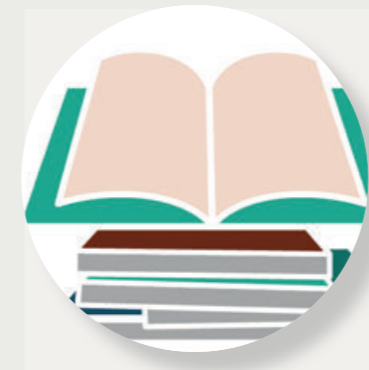
We published 10 new book titles in 2025, with titles including *Practise Psychiatry*, *Essential Neuroscience for Psychiatrists*, and *Research Methods in Psychiatry*, thought-provoking multidisciplinary explorations such as *Doppelganger*, and the very popular *How to Talk to Your Child about Drugs*.

Several journal articles published in 2025 have had significant pick up in the media; A study on life expectancy in ADHD was picked up by over 250 news outlets, widely shared on social media and has been downloaded over 90,000 times. Other articles in the portfolio with media impact and high readership were on topics ranging from a community singing intervention for postnatal depression, the ketogenic diet in bipolar disorder and treatment-resistant depression.

We secured around 450 mentions in print, online and broadcast media following a media briefing to health journalists, on the College's position statement on the use of psychedelics to treat mental health, calling for more research to understand the impacts better.

Mental Health Watch was expanded to include workforce and spending data for Scotland and Wales, and two new dashboards were developed covering adult acute length of stay and access to children and young people services.

Campaigner Kate Northcott-Spall, who tragically lost her brother due to complications from Clozapine usage, continues to work with the College to develop a new protocol for members and gave a keynote speech at the International Congress.



All our journals retain **excellent impact factors**, including an impact factor of **7.8 for BJPsych**.



Articles from our journal portfolio were **downloaded 11.4 million times** in 2025, a 3 million increase on 2024.



The **BJPsych Journals app** continues to grow and has now been downloaded over 4,300 times.

The publication of the RCPsych in Scotland's report 'Multi-system solutions for meeting the needs of autistic people and people with ADHD in Scotland' demonstrated the College's commitment to promoting research in mental health by providing an evidence based, systemwide analysis of the needs of autistic and ADHD people in Scotland; producing ten themed, research informed recommendations, and elevating these findings directly into national policy discourse through a parliamentary launch supported across political parties.

RCPsych in Wales has undertaken three separate reports into Physical Health and Severe Mental Illness in Wales. These have covered physical activity, smoking, and weight management, and have been delivered in partnership with the College's Public Mental Health Implementation Centre (PMHIC).

Additionally, with PMHIC, RCPsych in Wales has undertaken a rapid evidence assessment of the attendance interventions in Schools. This work has complemented our focus on the front door of mental health services in Wales.

Over 70 young people from across Wales have submitted entries for our National Mental Health Research Award for Young People; whilst our Summer School in partnership with the Senedd received a record attendance.

We have increased the number of Psychiatrists undertaking the NIHR Associate Principle Investigator Scheme to 90 participants.

During 2025 we delivered eight Dean's Grand Rounds for 4,935 learners. Topics included gambling disorders, Ketamine misuse and Biopsychosocial Psychiatry.

The NCCMH published evaluations of the Sexual and Reproductive Health Rights, Inclusion and Empowerment (SHRINE) QI programme at the Bethlem Royal Hospital, and of both phases of our Advancing Mental Health Equity (AMHE) programme.

The NCCMH research team also worked on the landmark ODDESSI trial into Open Dialogue, which is expected to be published in 2026.

PMHIC was successful as a collaborator on two NIHR grants in 2025, both led by Oxford University. One on improvement postpartum outcomes of severe mental illness in ethnically diverse mothers (POSIE) and one on experience-based co-design of psychosis centred integrated care services for ethnically diverse people with multimorbidity (CoPics). Both programmes will begin in 2026.

The Child and Adolescent Psychiatry Surveillance System marked its 15th anniversary with an in-person symposium looking back at the achievements of the programme, and the Prescribing Observatory for Mental Health (POMH) published new research on rapid tranquilisation for psychiatric inpatients.



RCPsych in Scotland **published the report** 'Multi-system solutions for meeting the needs of autistic people and people with ADHD in Scotland.'



RCPsych in Wales has **undertaken three reports** into Physical Health and Severe Mental Illness in Wales.



NCCMH published evaluations of the **SHRINE QI programme** and of both phases of our **AMHE programme**.

## ADVANCING INTERNATIONAL PSYCHIATRY AND WIDER MENTAL HEALTH SERVICES

The College has led the development and advancement of the Prague Agreement, a global call to action urging international financial institutions and capital markets to prioritise and incentivise national investment in mental health.

Launched at the World Psychiatric Congress in Prague, the Agreement brings together national psychiatric associations and mental health organisations to reframe mental health not only as a human rights imperative, but also as a strategic economic investment. By amplifying the collective voice of psychiatry on the global stage, the Agreement aims to influence policy and financing decisions ahead of major international forums, positioning mental health as essential to productivity, prosperity, and sustainable development.

Building on this work, the international team co-produced an Open Letter to leaders at the World Economic Forum, Mental Health Investment as Economic Strategy, urging them to recognise mental health as a core pillar of sustainable development and economic resilience.

Our partnership with Medical Aid for Palestinians (MAP) entered its fifth year, evolving from regular bimonthly supervision sessions with Bethlehem Psychiatric Hospital into a broader programme encompassing mentorship, protocol and strategy development in the West Bank, alongside continued volunteer-led training for UNRWA workers supporting children in refugee camps.

The Ghana Health Workforce Programme, building on the Ghana Future International Project (2022), successfully delivered all planned activities, including four subspecialty modules across Old Age, Forensic, Child and Adolescent, and Addictions psychiatry, supported by in-country teaching in Accra and Kumasi and trainee participation at the RCPsych International Congress.



We developed and launched the **Prague Agreement** at the WPA Congress in Prague a **global call to action** urging financial institutions and capital markets to incentivise investment in mental health.



The **Ghana Health Workforce Programme**, successfully delivered all planned activities.



Our partnership with **Medical Aid for Palestinians (MAP)** entered its fifth year.

Alongside this, the College progressed exploratory engagement with new partners in the Levant, Sub-Saharan Africa and East Asia, strengthened ties in West Africa through engagement with Nigerian and regional psychiatric bodies, and deepened collaboration with the China Association for Mental Health through high-level participation in its national conference and the signing of an MoU.

The first cohort for the RCPsych International Diploma in Older Adults' Mental Health completed their studies and submitted their final summative assessments in August. The second cohort commenced their studies in September, with 15 learners across all International Divisions, and early feedback from the module surveys has been extremely positive again.

RCPsych in Wales is working with the CAMHS Service, Government of Western Australia, on a suite of projects on the mental health of children and young people, which includes looking at comparative work between Australia, and work being undertaken by RCPsych in Wales with Welsh Government.

To date, this has included access to early interventions, the 'front door' of mental health services for children and young people, as well as the reduction in inpatient admissions. An initial joint roundtable 'From Crisis to Care: the NHS 111 Journey across Continents', was held with support by the Learned Society of Wales. This has led to several research projects that will inform policy across both countries.

Throughout 2025, the International Divisions delivered a series of high-impact events that strengthened global collaboration and professional development, with Dean's Grand Rounds and educational webinars at the core of this work. These initiatives attracted 861 attendees across the membership.

Additionally, the International Divisions convened in-person and online meetings around major conferences, including the RCPsych International Congress, with networking events held in North America, Doha, and online across Africa and South Asia.



We welcomed the first cohort for the RCPsych **International Diploma** in Older Adults' Mental Health.



RCPsych in Wales worked with the **CAMHS Service, Government of Western Australia** on projects focusing on children and young people.



International Divisions delivered events that **strengthened global collaboration** and professional development.

## PROVIDING AN EXCELLENT MEMBER EXPERIENCE AND MEMBER ENGAGEMENT

In 2025 our total membership increased to 22,171, up from 21,620 in 2024.

Throughout the year we continued to promote openness and transparency. We structured Council agendas to provide opportunities for meaningful discussion time and genuine debate. We have also emphasised the representative nature of Council roles to ensure members are able to have their voices heard through their Council representative.

To demystify our governance, we have also launched resources showing how the College works and how decisions are made.

In April, Professor Owen Bowden-Jones CBE was elected the next Registrar of the College, succeeding Dr Trudi Seneviratne OBE who served an exceptional five-year term in office. The ballot saw a turnout of 19.4% (3,303 votes) in an election that saw six impressive contenders in the running for the Officer role.

A few months later in June, Dr Ian Hall was elected the next College Treasurer, and consequently stepped down from his role as elected Fellow on Council. He succeeds Professor John Crichton who announced in March that he would be stepping down from the role in June. The election had a 14.2% (2,392 votes) turnout.

We extend our heartfelt thanks to Dr Trudi Seneviratne OBE and Professor John Crichton for their exceptional years of service, outstanding commitment and dedication to the roles of Registrar and Treasurer.

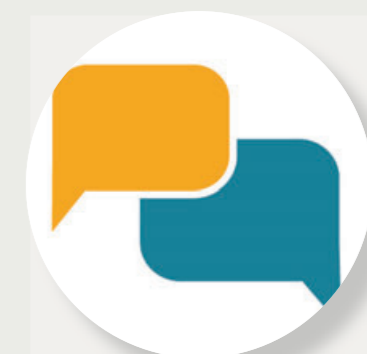
We were delighted to welcome 2,015 guests to 11 ceremonies during the year, presenting 392 new Members, 87 Fellows, five Honorary Fellows, and 72 CCT/CESR holders.

During 2025, in total, we welcomed:

- 744 new Members
- 15 new Specialist Associates
- 155 new Affiliates
- 29 new International Associates, and
- 817 new Pre-Membership Psychiatric Trainees



In 2025 our total **membership increased to 22,171**, up from 21,620 in 2024.



To demystify our governance, we launched resources showing **how the College works and how decisions are made**, and strengthened Council structures.



Professor Owen Bowden-Jones CBE was elected the **next Registrar of the College**.

We awarded Fellowships to 187 members of the College, and Honorary Fellowships, the highest award the College bestows, to five individuals: Professor Peter Fonagy, Davina McCall, Sir Grayson Perry, Dr Altha Stewart and Dr Richard Wilson.

Forty-eight per cent of members in 2025 were female, 47% were Black, Asian, or from minoritised ethnic backgrounds, and 18% of members were based outside the UK.

Following feedback from members and staff we worked to improve the way that members begin their roles at the College by providing a solid background and introduction for all elected and appointed member roles. We launched a more thorough and accessible induction ensuring members receive clear and consistent information, signposting and guidance to aid their work.

For the first time we had an Art Hub at our International Congress allowing delegates to contribute to a process piece, as well as appointing four members to be 'Roving Artists' to capture Congress in their own ways whilst celebrating the creativity of our members. Furthermore, the Exhibitions Group supported two exhibitions at Prescott Street (Adam Hines-Green's *In Practice* and Gavin Miller's *Psychiatry in the Mind*).

In October we published a Four Nations Inclusion Strategy to guide the complex remit of the College in supporting members across the Four Nations of the UK and beyond. The strategy is divided into four pillars: embedding a Four Nations lens across College work, fostering a culture of belonging, collaboration and inclusion across all offices, clarifying College governance, roles and remits, and improving visibility and communication.

We delivered three excellent President's Lectures which members enjoyed in person, and remotely. In January, Sir Michael Marmot gave a speech titled 'Social justice and health equity' looking at the background to health inequity and inequality across the UK and solutions in Northern Ireland. Professor Seena Fazel spoke on Severe mental illness and violence: how effective treatment can improve stigma, at the RCPsych in Wales 20th Anniversary Winter Conference. And Sir Graham Thornicroft spoke about community mental health, during a fantastic evening which was combined with the Seni Lewis Award, for the first time, at our London offices in December.



Dr Ian Hall was elected the **next College Treasurer.**



We welcomed **2,015 guests to 11 ceremonies** during 2025.



We welcomed **774** new Members, **15** new Specialist Associates, **155** new Affiliates, **29** new International Associates, and **817** new PMPTs.

We continue to offer Question Time with the Officers video updates, answering our members' questions.

During 2025 we launched three new social media channels, as we looked to find better ways of communicating with members and other stakeholders. We went live on Bluesky and Threads in February and followed that by launching our own WhatsApp channel for members, at International Congress in June.

We undertook a widescale review of our social media channels which will shape our use of social media in 2026 and beyond.

We published 22 e-newsletters for members during the year, packed with stories.

RCPsych Insight, continued to highlight key College activities and workstreams aligned to its strategic priorities, including addressing the treatment gap, promoting equity and supporting psychiatrists at every stage of their careers.

A new cohort of Parliamentary Scholars was recruited in the summer and has been introduced to the workings of Parliament, supporting a cross-party group of Peers.

In improving public understanding of mental illness, our mental health information resources were awarded Patient Information Forum (PIF) Tick accreditation, for the third consecutive year, recognising the College as a Trusted Information Creator that produces health information through a robust, evidence-based process.

We transformed our online shop, making it much easier for employer bodies, patients, carers and other stakeholders to buy our mental health leaflets and packs.

Over the year, we published a wide range of new and updated materials on topics including self-harm, behavioural problems, physical illness, ADHD, tics and Tourette syndrome, personality disorder, schizophrenia, schizoaffective disorder, psychosis, valproate, sleep and gambling disorder. Additional resources on benefits and debt advice and updates to existing antidepressant and CYP depression materials were also delivered.



We **awarded Honorary Fellowships** to Professor Peter Fonagy, Davina McCall, Sir Grayson Perry, Dr Altha Stewart and Dr Richard Wilson.



We launched a more **thorough and accessible induction module** for members starting new elected and appointed College roles.



In October we published a **Four Nations Inclusion Strategy**.

We published 130 translations in 25 languages, including an emergency translation of our coping after a traumatic event resource, into Burmese to respond to the earthquake in Myanmar. The total number of views online for all our translated resources was just under two million.

The International Congress was shortlisted in the Association of British Professional Conference Organisers (ABPCO) Awards in the "Best Member Engagement" category, recognising the College's commitment to putting members first and creating events that serve and connect the College community.

During 2025, the College delivered 401 events and conferences. The events attracted a combined 52,461 registrations, a 27% increase on 2024.

RCPsych in Scotland offered a high-quality, well attended programme of events, expanding opportunities for members to shape policy through the newly established Scottish Policy and Public Affairs Forum, and maintained strong participation in Chair's drop-in sessions which enabled members to discuss key professional issues and directly influence national positions.

RCPsych in Wales celebrated its 20th year with several different initiatives to support members, including working with HEIW (Health Education and Improvement Wales) to secure funding to maximise credential and masterclass opportunities for members in Wales.

The Trafod programme was established in Wales, which involved a roadshow across Health Boards in Wales, and a series of 12 accessible CPD sessions that were led by the membership.

RCPsych in Northern Ireland launched two member surveys; one regarding capacity and bed flow data and one regarding workforce retention. Both surveys received the greatest engagement in member surveys we've ever experienced and were of great value in communicating member needs to policy makers in NI.

We held dedicated sessions at our International Congress for Specialty and Specialist Psychiatrists, Resident Doctors, Foundation Doctors and Medical Students in our networking lounges and at our bursary holder breakfasts.



We launched three new social media channels this year – **Bluesky**, **Threads**, and our own **WhatsApp** channel.



Our mental health information resources were awarded **PIF Tick accreditation** for the third consecutive year.



In 2025 the College delivered **401 events and conferences**, attracting a combined **52,461 registrations**.

## BEING THE VOICE OF PSYCHIATRY

Over the year, the College increased its media mentions by 91%, from 8,845 items in 2024 to 16,902 items in 2025.

The College issued a press release announcing we could not support the Terminally Ill Adults (End of Life) Bill for England and Wales in its current form. President Dr Lade Smith outlined these concerns in an exclusive interview with BBC Newsnight and we secured 2,500 pieces of online coverage, 1,000 pieces of broadcast coverage and nearly 100 pieces of print coverage. This is one of the College's most successful campaigns to date.

To improve awareness and understanding of bipolar disorder among the general public, the College worked with the BBC to raise the profile of bipolar in the media. This included contributing to a lead package with Health Editor Hugh Pym and supporting a documentary for the BBC about bipolar with celebrity chef Heston Blumenthal.

For the first time ever, the College held briefings with the Science Media Centre for leading health and science journalists. These were on the topics of Co-occurring Substance use and mental health and the use of psychedelics and related substances to treat mental illness.

Our President sat as a Commissioner on The Times' Crime and Justice Commission ensuring there was a mental health perspective reflected in the recommendations for Government.

We secured a front-page article following a sit-down interview with the Health Editor Shaun Lantern at the Sunday Times on the link between cannabis and psychosis.

Following concerns that police powers of detention could be extended to medical practitioners under proposed reforms of the Mental Health Bill in England and Wales, we issued a press release highlighting our concerns that these plans could cause significant harm. This secured 240 pieces of media coverage including in the Today Programme, LBC, Guardian, Daily Mail, PA, Independent, Express, Standard and Medscape. Our Instagram post was viewed more than 25,000 times, 81% of which were from non-followers. This proposal was removed from the Bill.



College **media mentions increased** by **91%**, from 8,845 items in 2024 to 16,902 in 2025.



We issued a press release announcing we could not support the **Terminally Ill Adults (End of Life) Bill for England and Wales** in its current form.



We worked with the BBC **to raise the profile of bipolar disorder** in the media.

We secured more than 250+ pieces of media coverage highlighting concerns over £835,000 worth of potential cuts to eating disorder services. There was good broadcast coverage on BBC Breakfast, BBC Radio 2, 4 and 5 Live, Sky News TV and Radio. This helped secure a Westminster Hall debate on eating disorders which was led by the Liberal Democrat MP Wera Hobhouse (chair of the APPG on Eating Disorders).

RCPsych in Scotland significantly strengthened its national profile across major media. Chair Dr Jane Morris highlighted Scotland's escalating mental health emergency through coverage in The Herald and a primetime panel discussion on STV's Scotland Tonight. The Vice President secured further visibility through widespread reporting of an FOI revealing more than 22,000 people waiting for psychological therapies. Senior members also provided expert national commentary on Scotland's ongoing drug death crisis across BBC Scotland and major print and broadcast outlets.

A major milestone this year was the launch of RCPsych in Scotland's neurodiversity campaign, delivered in partnership with STV News. The campaign generated extensive national pickup, and sustained media interest across regional and national platforms. As part of continued advocacy, the RCPsych in Scotland made a high profile call ahead of the 2026 Scottish Budget for Scotland to lead the UK in improving support for autistic people and those with ADHD.

Senior members appeared on BBC Scotland's Sunday Show and contributed to national and regional coverage of CAMHS waiting times, acute admissions, and the need for greater consistency across health boards. Neurodiversity assessment delays remained a major topic throughout the year, including reports of backlogs of up to four years, which received wide follow up coverage across major Scottish and UK outlets.

In Northern Ireland, to get attention for our policy asks, we launched our urgent call for investment in mental health services which achieved widespread press attention with 344 pieces of coverage with a total reach of around 12m. Pickup was in Northern Ireland, Ireland and the rest of the UK but also further afield such as Australia and Malaysia. The story also featured on numerous local radio stations including BBC Radio Ulster and BBC Radio Tyrone.



For the first time ever, we held briefings with the **Science Media Centre** for health and science journalists.



Our President sat as a Commissioner on **The Times' Crime and Justice Commission**.



We secured a **front-page article** in The Sunday Times on the link between cannabis and psychosis.

RCPsych in Northern Ireland Addictions Faculty Chair Dr Joy Watson also featured in a BBC NI story on addiction to painkillers.

In December, RCPsych in Northern Ireland called for Minimum Unit Pricing to be introduced as alcohol misuse reaches an estimated £900m a year. The story appeared on UTV/ITV News as an exclusive and several other print titles including Belfast Live and the Irish News.

In Wales we ran a YouGov poll for World Mental Health Day on the lack of education, stigma and misconceptions around SMI which was used for parliamentary engagement. The team also welcomed the Mental Health Review Tribunal for Wales (Membership) Bill following concerns about the Tribunal's capacity to operate effectively within timeframes. A comment from RCPsych in Wales also featured on BBC News online on this issue.

The College saw good growth on most of its social media channels during 2025. Our LinkedIn audience grew by 18% to 32,000, and on Instagram our followers increased by 19% to 11,000. Our new channels saw strong growth, with the Bluesky audience finishing the year on 1,200, the Threads audience on 1,510 and members WhatsApp channel reaching 2,375 followers.

We secured a 4.5-fold increase in Parliamentary mentions in Westminster. From 36 mentions in 2024 to 161 mentions in 2025; this included 101 mentions in the Commons, with two in written questions, and 61 mentions in the Lords.

The College had a successful programme of engagement at the 2025 UK Party conferences, with the staff team supporting the President, Dean and Registrar at the Labour, Liberal Democrats and Conservative Party Conferences, respectively. We also had a staff presence at the Reform UK Conference.

As joint secretariat of the Mental Health APPG, we supported three events in Parliament during the year, focusing on the Mental Health Bill, the mental health of the NHS Workforce and the reform of Adult Social Care. Working closely with the APPG's Chair, Sojan Joseph MP, we also coordinated a response to the DHSC response to the consultation on the NHS Workforce Plan.



We raised urgent concerns about extending police detention powers to medical practitioners in a **press release that generated major media coverage.**



We secured significant media coverage highlighting concerns over £835,000 worth of **potential cuts to eating disorder services.**



Dr Jane Morris highlighted **Scotland's escalating mental health emergency** through coverage in The Herald and on STV's Scotland Tonight.

The College supported a joint meeting of the APPG on Mental Health, and the APPG on Adult Social Care to discuss the CQC's annual State of Care report.

A number of strategic parliamentary meetings took place with ministers and members across both the houses of the Commons and Lords to influence on the College position on a number of areas including urgent care pressures, the impact of social media and AI on young people, and mental health challenges in rural communities, IPPs and the NHS Long Term Workforce Plan.

In February, RCPsych in Scotland launched its mental health guide for MSPs, receiving prominent coverage in Holyrood Magazine with commentary from the Chair and a lived experience partner. Throughout the year, RCPsych in Scotland strengthened its national influence by promoting its 2026 Election Manifesto, holding 88 meetings with MSPs, and maintaining a strong presence across all major party conferences. It shaped key legislation including the Assisted Dying for Terminally Ill Adults (Scotland) Bill through repeated oral evidence to Parliament and secured parliamentary motions and a full debate endorsing its work.

The eight English Divisions established regular meetings with Medical Directors to maintain local relationships and address service pressures, including overspend, workforce retention, locally employed doctors and Mental Health Act reforms.

The English Divisions also played a key role in national system forums, partnering with the NHS Confederation and Health Devolution Commission to influence community mental health work at ICS neighbourhood level. With national changes across NHSE and ICBs, these issues remained a priority, and members ensured strong communication between committees and the College Policy Team to feed back key challenges.



RCPsych in Scotland's **neurodiversity campaign**, delivered in partnership with STV News, generated extensive national pickup and media interest.



RCPsych in Northern Ireland's **urgent call for investment in mental health services** achieved widespread press attention.



The College saw good growth on its social media channels including **LinkedIn and Instagram**.

RCPsych in Wales commissioned an independent perception audit of Senedd Members (MSs) to assess views of our work and to sense-check manifesto priorities ahead of the 2026 Senedd election. MSs from across the Senedd, across all parties took part.

Key findings from the perception audit show that the RCPsych in Wales enjoys exceptional cross-party standing, with 88% of MSs reporting high engagement and 94-100% expressing confidence and trust in our advice. Respondents demonstrated strong mental health literacy and a clear understanding of psychiatry as a compassionate, specialist profession.

Crucially, there was broad support across the Senedd for manifesto calls, including improved physical health checks for people with SMI, a Wales-specific SMI profile, and a dedicated workforce plan for psychiatry.

The College set up a National Recruitment and Selection Processes Task and Finish Group to review current recruitment and selection methods for core psychiatry training, consider alternative methods and evidence supporting these, and make recommendations to the Medical and Dental Recruitment and Selection (MDRS) Sub-Group on future core psychiatry training recruitment and selection methods.

The Task and Finish group includes representatives from the Psychiatric Resident Doctors' Committee (PRDC), the National Psychiatry Recruitment Board and the NHSE operational delivery team.



The College had a successful programme of engagement at the **2025 UK Party Conferences**.



English Divisions established **regular meetings with Medical Directors** to maintain local relationships and address service pressures.



RCPsych in Wales commissioned an **independent perception audit** of Senedd Members to assess views of our work.

## ENSURING THE EFFECTIVE USE OF COLLEGE RESOURCES AND DELIVERING AN EXCELLENT STAFF EXPERIENCE

The Board of Trustees met quarterly to ensure the organisation was running efficiently and effectively, in line with the business plan set at the start of the year

We appointed three new Lay Trustees to our Board this year. Caroline Rivett, Joseph Morrow CVO CBE, and Stuart Bell CBE. Each bring a wealth of expertise and experience from various sectors including healthcare, finance, law and tech.

The Finance Team has continued to work with the Treasurer to strengthen the College’s financial management and support informed decision making across committees and departments. Building on the foundations laid in previous years, the team focused on enhancing financial systems, improving transparency, and supporting long-term planning to ensure the College remains financially resilient and well positioned to deliver its strategic objectives.

A major milestone this year was the full rollout of the new finance system, which went live in phases beginning in January. The introduction of a new Finance Helpdesk Portal, developed in collaboration with the IS team, provided a cost-effective support mechanism and improved accessibility for staff queries. This transition represents a significant step in modernising the College’s financial processes.

Financial planning remained a key focus throughout the year, with the budget for 2026–2028 completed. This multi-year budget is designed to deliver a modest surplus on unrestricted activities while ensuring the College continues to fund strategic priorities and member focused initiatives. The structured planning approach supports the College’s aim to manage resources proactively and sustainably.



We appointed **three new Lay Trustees** to our Board – Caroline Rivett, Joseph Morrow CVO CBE, and Stuart Bell CBE.



A major milestone this year was the full rollout of a **new finance system**.



Financial planning remained a key focus throughout the year, with the **budget for 2026–2028 completed**.

The College continues to be grateful for the generosity of its members and supporters through their donations and legacies. These contributions play a vital role in enabling the College to make a greater impact and ensuring we can continue to honour the intentions of members who choose to support our work.

The 2025 Facilities programme focused on increasing contract value and service.

Retendering of the in-house hospitality and catering at 21 Prescot Street and the College travel contracts were successfully completed, with a retendering process of the maintenance contract planned for early 2026.

Facilities projects at Prescot Street continued to focus on building safety compliance and implementing our Capital Improvements plan, with initial phased refurbishment and upgrade works to our main lifts and fire doors, and a rolling redecoration of the First Floor events space.

Compliance and lifecycle surveys of our building maintenance assets and fabric were updated to underpin the future building infrastructure and investment.

The College continues to deliver an excellent staff experience with our staff survey showing that 83% of respondents consider the College to be an excellent place to work.

The gender pay gap has reduced, with the mean gap falling to 4.27% (from 6.48% in 2024) and the median gap decreasing significantly to 1.15% (from 6.36%), demonstrating continued progress towards gender pay equity.

The ethnicity pay gap shows that White staff are paid more on average than Black, Asian, Mixed Race and Other Ethnic Group staff, with a mean gap of 6.66% and a median gap of 10.92%. While this represents an increase from the previous year, the College continues to maintain a relatively moderate gap alongside strong ethnic diversity across its workforce, providing a positive foundation for targeted actions to further strengthen equity and progression.



We continue to be grateful for the generosity of our members and supporters through their **donations and legacies.**



Our Facilities programme this year focused on **increasing contract value and service.**



Retendering of our **in-house catering and travel** contracts were successfully completed.

During 2025, 33 policies underwent EDI review to ensure inclusive language and equitable application, and a standard EDI commitment statement is being embedded across all policies. Two Equality Impact Assessments were completed in 2025 to support office relocation and expansion, ensuring health, safety and accessibility considerations were fully addressed.

Our staff fora, the African and Caribbean Forum (ACF), Disability Forum and Sexuality, Gender Equality Inclusion (SGEI) Forum, continued to play an important role in shaping the College's culture, influencing internal policy development, strengthening safeguarding and wellbeing approaches and leading awareness and engagement initiatives. The staff fora continued involvement reflects the College's commitment to inclusive decision-making and valuing lived experience.

In April we launched our first LGBTQ+ Staff Inclusion Strategy and the ACF and Disability Forum are currently working towards the production of their own strategy, to be launched next year.

Our Learning Programme made a significant contribution to improving the College's effectiveness and staff experience. The programme was aligned to strategic priorities and informed by organisational learning needs, providing a wide range of opportunities including leadership and management development, technical and professional skills, wellbeing support, mandatory training, and personal development.

The College maintained its commitment to Disability Confident Leader standards through continued improvements to inclusive recruitment, accessibility of employment materials, workplace adjustments and collaboration with the Disability Forum, ensuring disability inclusion remained embedded across the staff experience.

Co-production training delivered in partnership with employees, patients and carers further strengthened inclusive practice and embedded lived experience into the College's work and decision-making.



This year's staff survey showed that 83% of respondents consider the College to be an **excellent place to work.**



Our **gender pay gap reduced**, with the mean gap falling to 4.27% (from 6.48% in 2024) and the median gap to 1.15% (from 6.36%).



In April we launched our first **LGBTQ+ Staff Inclusion Strategy.**

## Our values

**C**OURAGE

**I**NNOVATION

**R**ESPECT

**C**OLLABORATION

**L**EARNING

**E**XCELLENCE

 @rcpsych


 RCPsych


 linkedin.com

 thercpsych

 @RCofPsychiatrists

 rcpsych.bsky.social

 @thercpsych

 soundcloud.com/rcpsych

Charity Commission for England and Wales Registration Number 228636.  
Office of the Scottish Charity Regulator Registration Number SC038369.

