

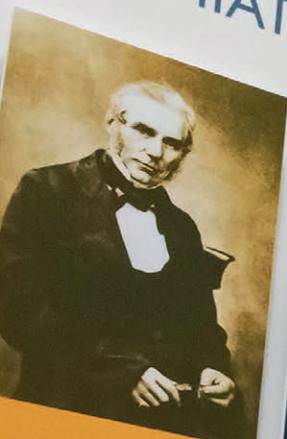
Impact Report

31 December 2021



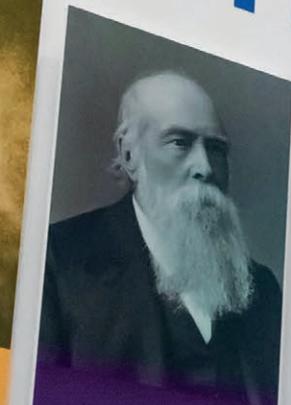
RC
PSYCH
ROYAL COLLEGE OF
PSYCHIATRISTS

Our History



1841

Dr Samuel Hitch proposes a meeting, leading to the setting of our first predecessor organisation, the Association of Medical Officers of Asylums and Hospitals for the Insane



1853

Dr John Charles Bucknill, is appointed as the first editor of the Asylum Journal (predecessor of the British Journal of Psychiatry)



1865

The Association of Medical Officers of Asylums and Hospitals for the Insane changes its name to the Medico-Psychological Association



1926

Dr John C. Lush, President in 1926

The Medico-Psychological Association receives its royal charter, becoming the Royal Medico-Psychological Association



1939

Dr Helen Bayly becomes the Royal Medico-Psychological Association's first female President



1971

The Royal Medico-Psychological Association becomes the RC Psych with Professor Sir Martin Roth, a Jewish psychiatrist, becoming its first President



1972

The RC Psych becomes the successor body to the MPA/MPA Association



1989

The RC Psych becomes the successor body to the MPA/MPA Association



1993

The RC Psych becomes the successor body to the MPA/MPA Association



1995

The RC Psych becomes the successor body to the MPA/MPA Association



2001

The RC Psych becomes the successor body to the MPA/MPA Association

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• Front cover features an image of our RCPsych History Wall, installed at our main office, at 21 Prescot Street, in central London, to mark our 180th anniversary in 2021.

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 2021 highlights



We celebrated our 180th anniversary with blogs, webinars, a special video, a celebratory logo and features in our membership magazine RCPsych Insight.



We shaped the debate on mental health services by securing 12,972 media mentions – with an aggregate reach of 712.5m people.



We enabled a total of 4,661 candidates around the world to sit our digitised MRCPsych exam, from their homes or exam centres, safe from the risk of contracting COVID-19.



We delivered 357 webinars, which secured 54,249 live and on-demand member views.



We delivered our first ever fully digital International Congress, which had a record number of delegates for any congress – with 3,457 people logging in to watch sessions live or on-demand.



We delivered 647 digital visits to mental health services, across the four nations and beyond, via our College Centre for Quality Improvement (CCQI) quality and accreditation networks.



We completed the refurbishment of our main office at 21 Prescot Street, in central London, to enhance member experience, on time and within budget.



Our ground-breaking programme of Quality Improvement (QI) collaboratives provided support to 136 mental health services across the four nations of the UK to improve their practice.



We carried out our first ever full membership survey, which showed that 64% of members view the RCPsych as good to excellent, and 62% believe the College has supported them well during the pandemic.



We won the Highly Commended Award for Best Member Support during COVID-19 in the 2021 'memcom' UK membership sector awards.



We won the Stonewall Silver Award for our 2021 entry to the Stonewall Workplace Equality Index – with our being named as the 134th top employer organisation in the UK for promoting an LGBTQ+ friendly workplace.



We reduced the gender pay gap for RCPsych staff to 6.22% – down from 17% in 2019.



President and Chief Executive's foreword

As with all organisations, 2021 saw us having to contend with the many ongoing challenges of the COVID-19 pandemic – with the ever-changing rules, restrictions and lockdowns introduced by the four governments of the UK.

The intensity of the pandemic continued to fluctuate sharply – with the terrible peak of infections in early 2021, followed by the decline in new cases and an easing of pressure on hospitals, during the spring and summer, and then the renewed increase in infections and number of people in hospital towards the end of the year.

Having migrated all our activities online during 2020, we dealt with the ever-changing picture by continuing to operate as a virtual college throughout 2021.

As well as continuing with our digitised exam and programme of virtual ceremonies and events, we staged our first ever digital International Congress, in June – which had a record number of delegates and the most positive feedback of any College congress.

While we couldn't meet in person, due to the virus, we celebrated our 180th anniversary through member webinars, events at the digital International Congress and our website.

We proactively engaged with senior NHS leaders, key stakeholders, politicians, ministers and Chief Medical Officers across the four nations of the UK to make the case to decision-makers that psychiatry, and better funded mental health services, are essential to the delivery of high-quality patient care.

During the summer, we ran our first ever membership survey – which indicated that 64% of members rate the College positively and just 9% of members see the College in a negative light.

The survey also indicated that the four phrases most commonly associated with the organisation, among our members, are – 'diverse', 'inclusive', 'influential' and 'forward-thinking'.

Over recent years, we have made equality, diversity and inclusion an organisational priority – and this work reached an important staging point in January, when we published our three-year RCPsych Equality Action Plan.

In line with our commitment to equality, diversity and inclusion, we were pleased to announce in September that we had reduced our gender pay gap for our 380 staff to 6.22% down from 17% in 2019.

In the autumn, our excellent work was recognised when we won the Highly Commended Award for Best Member Support during COVID-19 at the UK 2021 membership sector 'memcom' awards.

With the College operating as a virtual organisation, and very few staff working at our main office, in central London, we took the opportunity to carry out a major refurbishment of the building, enhancing

its look and feel, and ensuring it better reflects the history and diversity of the organisation, and is more sustainable.

We also ensured the building is better prepared for the post-lockdown era, and is able to host fully face-to-face, fully digital and hybrid events.

Throughout the year our membership continued to grow, and at the end of 2021 we had a total of 19,796 members and affiliates – with 3,622 of those based outside of the UK.

We would like to thank all our volunteers across the four nations of the UK and beyond who contribute to the services and activities of the College, as well as our dedicated staff team, who worked so hard throughout another difficult year.

We would also like to thank all those who work in psychiatry and the wider multi-disciplinary team, who continued to deliver excellent patient care as the pandemic continued to cause upheaval and uncertainty across the UK, and globally.

Dr Adrian James
President

Paul Rees MBE
Chief Executive

Equality and Diversity

In January, we published our three-year Equality Action Plan – which sets out 29 actions to promote equality, diversity and inclusion for College members and staff of all backgrounds, as well as staff working in mental health services, and patients and carers.

During the course of the year, we completed 13 Year One actions, as well as completing two from Years Two and Three. By the end of the year, we had turned our attention to the remaining 14 actions which are set to be delivered in Years Two and Three (2022 and 2023) respectively.

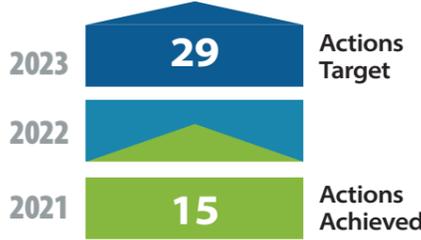
Across our wider work on equality, diversity and inclusion, we worked to a total of 408 actions and completed 346 of them.

Our focus on inequality generated significant coverage across national, regional and trade media, with 336 pieces of College coverage related to race equality and an aggregate reach of 33.2m people.

We generated a major item on Channel 4 News – which revealed the extent of discrimination experienced by ethnic minority doctors working in NHS mental health services.

At the same time, the College joined the Stonewall Diversity Champion Scheme. We also entered the Stonewall Workplace Equality Index – and in early 2022 were named as the 134th top employer in the UK for promoting an LGBTQ+ friendly workplace, securing a Stonewall Silver Award in the process. Later in the year, we also joined the Disability Confident Employer Scheme.

Having launched a gender equality action plan in 2020, we were pleased when our latest gender pay audit showed that the median average gender pay gap was down to 6.22% and the mean gender pay gap had reduced to 4.86%. In a separate piece of work, we established that 81% of people promoted among our employee team were women.



Three Year Action Plan
we completed **15 Year One** actions.



Equality, diversity and inclusion
408 target and **346** achieved.



336 pieces of College coverage related to race equality and an aggregate reach of **33.2m people**.



134th top employer in the UK promoting an **LGBTQ+** workplace.



81% of people **promoted** among our employing team were **women**.

Parity of esteem

Throughout 2021, we promoted parity of esteem for mental health patients across the healthcare system.

We influenced the recommendations of the independent review on the misuse of drugs led by Professor Dame Carol Black, published in July, which called upon the Government to invest an additional £552m over the course of five years in addictions services in England. The final report also stressed the importance of getting more people into treatment who require it, diverting people away from the criminal justice system.

Meanwhile, we launched a CCQI quality network for alcohol care teams to promote high quality care for services providing support to patients with addictions.

We monitored and influenced the rollout of the Long-Term Plan in England, to ensure that commitments to expand and improve access to liaison services were delivered throughout 2021.

We worked to ensure our views on public mental health, physical health checks and health inequalities were reflected in the latest phase of the Government's work on prevention in England.

We also relaunched our Mental Health Watch online tool, which allows people to assess how the mental health system in England is performing, through tracking and analysing trends in the data.

Within the College, we ensured the principles of co-production were adhered to across our organisation, in our work with our 150 patient and carer representatives.



The independent Review of Drugs report by Professor Dame Carol Black – called for an additional **£552m** over **5 years**.



RC PSYCH
ROYAL COLLEGE OF PSYCHIATRISTS

ACTION
ALCOHOL CARE TEAM
INNOVATION AND
OPTIMISATION NETWORK

We launched a **CCQI quality network** for **alcohol care** teams.



We relaunched our **Mental Health Watch** online tool.



We ensured the principles of **co-production** for **150 patients** and **carers**.

Workforce wellbeing

Throughout 2021, we supported our members, as they faced the many challenges caused by the pandemic and increasing workload.

Our Psychiatrists' Support Service (PSS) – which provides free, high-quality peer support by telephone to psychiatrists experiencing particular challenges – delivered support to 64 psychiatrists.

The PSS pages on the College website also received 4,782 page views, and our PSS help sheets received 747 views.

Meanwhile, we assessed 700 consultant job descriptions, ensuring they all included a wellbeing section – and created a network of wellbeing champions to promote the need for flexibility in job plans.

We launched an Enjoying Work collaborative, which saw a number of teams from within NHS mental health services join our programme to use quality improvement techniques to help their staff implement what brings them joy in their work and enhance their wellbeing.

We also launched a programme of early intervention work – supported by Health Education England and the General Medical Council – to support international medical graduates and Black, Asian and Minority Ethnic trainees to attain higher scores in our MRCPsych exam, as on average they get lower scores in the exam than their White British counterparts.

Through this workstream, we delivered two intensive masterclasses in July and two in November, both assisting candidates to prepare for the Clinical Assessment of Skills and Competencies (CASC) element of the MRCPsych exam.

Overall, 88 trainees participated in the masterclasses. The feedback was positive and early analysis of CASC pass rates suggest the masterclasses had a positive impact on scores and trainee progression.



Our Psychiatrists' Support Service (PSS) delivered **support** to **64 psychiatrists** on a one-to-one basis.



We assessed **700 consultant jobs** and created a network of **wellbeing champions**.



We relaunched an **Enjoying Work QI** collaborative with **45 mental health teams**.



Intensive **masterclasses and support** helped **88 trainees** overcoming differential attainment.

Sustainability

In May, we published a position statement on Our Planet's Climate and Ecological Emergency.

The document said that: "Increasing rates of climate-related hazards are exacerbating existing mental health problems and leading to psychological distress and the onset of new episodes of mental illness."

"Our role in joining other health professionals to demand action on the climate and ecological emergency is non-negotiable."

In the document, among other things, we pledged to:

- Commit the College to an ambitious plan for sustainability, including a pledge that by 2040 it will achieve net-zero carbon dioxide levels for emissions it directly controls
- Support the creation of an alliance across mental health organisations to better represent the mental health impacts of, and potential solutions to, the climate and ecological emergency, and
- Continue to support the integration of social prescribing and nature-based care into mental health services.

We published a survey in 2021, showing that 60% of the public say climate and ecological emergencies affect their mental health; 84% of people say climate and ecological emergencies will be a concern in ten years' time and 22% say they realise climate and ecological emergencies contributed to the outbreak of COVID-19.

In late October and early November, we attended the COP26 conference, in Glasgow, as official observers. Throughout the two weeks, we made the case to politicians that the climate crisis is a key driver of mental ill health and that climate chaos must be seen as a public mental health issue.

At the end of the year, we completed the refurbishment of our main office, in central London – with light fittings being brought up to current standards, reducing energy use; a reception area upgraded to reduce energy requirements; and air conditioning being improved to bring it up-to-date and improve energy efficiency. Additional spaces for bikes were also added.

Like in 2020, carbon emissions directly generated by the College were sharply down in 2021 compared to the pre-COVID era. In 2019, we generated 464 tonnes of carbon through our buildings and travel. In 2020 we generated 257 tonnes. Meanwhile, in 2021, we generated 306 tonnes.



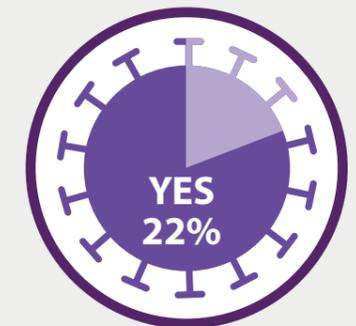
We attended the **COP26 conference** and made the case to politicians linking mental ill health and climate chaos.



Do climate and ecological emergencies affect your **mental health** now and do you expect that to continue in the future?



Do you think the climate and ecological emergencies will be a concern in **ten years time?**



Did you realise climate and ecological emergencies **contributed** to the **outbreak** of **COVID-19?**



Our CO2 emissions were **sharply down** from **464 tonnes** in 2019 to **306 tonnes** in 2021.

Supporting members through COVID-19 and beyond

Throughout 2021, as the effects of the pandemic continued to be felt across the globe, we delivered a comprehensive package of services and events online, as a fully virtual college.

We enabled a total of 4,661 candidates around the world to sit our digitised MRCPsych exam, from their homes or exam centres, safe from the risk of contracting COVID-19.

Through a number of diets, more than 1,000 candidates sat the virtual Clinical Assessment of Skills and Competencies (CASC) and 3,632 candidates sat the written Papers A and B.

We delivered a wide-ranging programme of online ceremonies and events for members, with a total of 54,249 live and on-demand views for 357 webinars.

In June, we delivered our first ever fully digital International Congress, which had a record number of delegates for any College congress – with 3,457 people logging in to watch sessions live or on-demand.

The congress, which saw 1,464 unique attendees viewing Congress content after it had closed, also had the best ever delegate feedback of any International Congress.

Our clinical guidance on how best to deliver mental health services in the midst of a pandemic, which was hosted on the College website, continued to be popular with members both in the UK and overseas.

We delivered 647 digital visits to mental health services, across the four nations and beyond, via our College Centre for Quality Improvement (CCQI) quality and accreditation networks.

Despite the many challenges of the year, we ended up delivering a second consecutive surplus, during the pandemic era – ensuring the College remains financially stable and able to continue supporting psychiatrists and members of the multi-disciplinary team around the world.



We enabled a total of **4,661 candidates** around the world to sit our digitised MRCPsych exam, from their homes or exam centres, safe from the fear of contracting COVID-19.



We delivered a wide-ranging programme of online ceremonies and events for members, with a total of **54,249** live and on-demand views for **357 webinars**.



We delivered our first ever fully digital International Congress, which had a record number of delegates for any College congress – with **3,457** people logging in to watch sessions live or on-demand.



We delivered **647 digital visits** to mental health services, across the four nations and beyond, via our College Centre for Quality Improvement (CCQI) quality and accreditation networks.

Delivering education, training and promoting research in psychiatry

During 2021, 4,661 candidates sat at least one element of our digitised MRCPsych examination.

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

- In January, there were 364 candidates, with a 99.45% completion rate
- In March, there were 22 candidates, with a 100% completion rate
- In May, there were 115 candidates, with a 98.29% completion rate, and
- In September, there were 528 candidates, with a 99.81% completion rate.

When it came to our Papers A and B:

- In March, 769 candidates sat Paper B, with a 95% completion rate
- In June, 1,108 candidates sat Paper A, with a 92% completion rate
- In October, 808 candidates sat Paper B, with a 98% completion rate, and
- In December, 947 candidates sat Paper A, with 92% completion rate.

The pass rates in the MRCPsych exam were 56.9% for our CASC and 55.7% for our Papers A and B.

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

Our most distinguished journal, the BJPsych improved its impact factor to 9.319 meaning it was rated as the ninth most influential journal in psychiatry globally out of 156 leading journals.

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



Candidates **CASC** exam pass rate in 2021 was **56.9%**.



Candidates **Written** exam pass rate in 2021 was **55.7%**.



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



Our distinguished journal the **BJPsych** became the **ninth most influential** journal in psychiatry globally out of **156** publications.

The total reach of all our journal content was up by 1.3m downloads in 2021, with 7.8m full text downloads.

In October, we made the final submission to the General Medical Council following a three-year review of the Psychiatry Core and Higher Curricula. Our Curricula Framework and Psychiatric Silver Guide were approved at the end of 2021, subject to minor actions, which we addressed in January 2022.

During the year, we also issued annual certificates for 9,315 members, who chose to use our CPD submissions process to support their appraisal and revalidation with the GMC.

Our eLearning sites underwent a major upgrade project, with CPD Online being rebranded and relaunched as CPD eLearning.

Around 200 modules and 160 podcasts were available via CPD eLearning, with 20,899 CPD certificates generated for completed modules and 3,345 for podcasts.

More than 2,000 certificates were generated for the Section 12 Induction course, and 369 for the Section 12 Refresher course.

Meanwhile, more than 1,400 certificates were generated for the Approved Clinician Induction course, with a further 939 certificates generated for the Approved Clinician Refresher course.

Fifty-nine modules were also available for Trainees Online, with 2,266 learners accessing the modules over the year.

During 2021, we set up our Public Mental Health Implementation Centre, which will review the evidence on public mental health and support the implementation of public mental health interventions across the UK.

Meanwhile, we also supported 30 overseas psychiatrists to enhance their training through access to the Medical Training Initiative. We initially had 160 applications for places on the scheme, however because fill rates for psychiatry are currently so high, we could only accommodate a limited number of candidates.



We issued annual certificates for **9,315 members**, who chose to use our CPD submissions process.



Around **200 modules** and **160 podcasts** were available via CPD eLearning.



59 modules were available for Trainees Online, with **2,266** learners accessing the modules.



2,000 certificates were generated for the Section 12 Induction course and **1,400** for the Approved Clinical Induction course, with a further **939** for the Approved Clinical Refresher course.

Promoting recruitment and retention in psychiatry

In the autumn, we published our biennial workforce census, which showed that overall there are now 9,260 psychiatrists working across the UK, as consultants and SAS doctors. The census also showed that in 2021 there were 726 consultant posts that were vacant or unfilled.

Throughout the year, we continued to promote a career in psychiatry to medical trainees and foundation doctors, through our award-winning Choose Psychiatry campaign.

Since the campaign was rolled out, we have hugely increased fill rates in core psychiatric training places. In 2021, the fill rate in Northern Ireland reached 100% and fill rates across England, Scotland and Wales stood at 99.5%, with 623 filled training places. This was up from 558 filled training places in 2020.

We ran two national careers webinars and participated in major national careers fairs, such as the BMJ Careers Fair.

We funded, promoted and delivered the National Psych Students conference alongside funding and promoting psych socs activities throughout 2021.

We offered mentoring support and funding to ten medical students, through the Psych Stars programme, and to 40 foundation doctors, through the Foundation Fellowship scheme, in England. We also supported medical students and foundation doctors in the devolved nations.

We developed a taskforce for Academic Training, led by the Associate Dean for Academic Training and set out a clear academic pathway for all psychiatrists.



Following the success of our **award-winning** Choose Psychiatry campaign, fill rates in core psychiatric training places in Northern Ireland reached **100%** and fill rates across England, Scotland and Wales stood at **99.5%** with **623** filled training places up from 558 places in 2020.



Our biennial workforce census showed that there are now **9,260 psychiatrists** working across the UK, as consultants and SAS doctors.



The census showed that in 2021 there were **726 consultant** posts that were vacant or unfilled.



We secured **increased funding** for our Choose Psychiatry Scotland campaign – and rolled out new initiatives, such as introducing a new e-newsletter for Trainees.

We supported our Psychiatric Trainees Committee to deliver their second annual virtual conference – which looked at a range of topics including how to ensure psychiatric trainees feel supported and valued in the workplace and advice around best practice on using social media as a doctor.

We also delivered an educational conference for Physician Associates and further engaged with employers to promote the value of new roles in the mental health workforce.

We secured increased funding for our Choose Psychiatry Scotland campaign – and rolled out new initiatives, such as introducing a new e-newsletter for Trainees.

Following the Senedd election in May, the RCPsych in Wales helped influence the Welsh Government to commit to a new medical school in North Wales, a long-term plan for the mental health workforce, and a promise to prioritise investment into mental health.

Our members in RCPsych in Northern Ireland continued to engage with Queens University Belfast Mind Matters and we were delighted when they won Psych Soc of the Year in the RCPsych Awards.

The College in Northern Ireland also delivered an intensive course in mental health for schools to over 150 teachers and staff. In addition, it presented to core psychiatric trainees in Northern Ireland to explain the role of the College and how it can support them in their psychiatric training.



We delivered an **educational conference** for Physician Associates.



The RCPsych in Wales helped influence the Welsh Government to commit to a **new medical school** in North Wales.



We were delighted when RCPsych in Northern Ireland won **Psych Soc of the Year** in the RCPsych Awards.



The College in Northern Ireland also delivered an intensive course in mental health for schools to over **150 teachers** and **staff**.

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) continued to support members of its quality and accreditation networks via virtual platforms throughout 2021.

It completed 647 peer review visits and had 5,084 live and on-demand views for its webinars.

During 2021, the membership of the CCQI networks held steady at just under 1,600 mental health services which were based right across the four nations and beyond.

In the summer, we ran our first ever membership survey for the networks. The feedback was very positive, with 83% of respondents saying the networks had supported their service 'very well' or 'quite well' during the pandemic. Meanwhile, 93% of those who had attended a CCQI online event during the pandemic were 'very satisfied' or 'quite satisfied'.

In the second quarter of 2021, we worked with NHS England and NHS Improvement to establish a new network for alcohol care teams. The Alcohol Care Team Innovation and Optimisation Network (ACTION) will work with alcohol care teams to promote consistency of care and provide an assessment process to allow them to benchmark themselves against other services, while also providing learning and development opportunities for teams.

We continued to deliver the national audits of psychosis and dementia. In addition, we carried out audits of clozapine prescribing, prescribing practice for alcohol detoxification, and physical health monitoring and intervention for people with psychosis in the community.

During 2021, our ground-breaking programme of Quality Improvement (QI) collaboratives provided support to 136 mental health services across the UK to improve their practice.

Sixty-nine services took part in our Sexual Safety QI collaborative to produce a set of standards, support inpatient mental health teams to use QI to improve sexual safety, and produce a library of resources.

Forty-five services belonged to our Enjoying Work QI collaborative, supporting health care teams to find ways to enhance their wellbeing.

In addition, 22 services signed up to our Advancing Mental Health Equality (AMHE) QI collaborative – which aims to support mental health care providers to reduce mental health inequalities in their local areas.

Meanwhile, we provided guideline development support for mental health services in Ukraine, developing guidelines on common mental disorders – such as depression, generalised anxiety disorder and social anxiety disorder.

In addition, we carried out a survey of children and young people's mental health services to understand the quality of care offered to young people with psychosis – and completed competence frameworks for Children and Young People's inpatient services.



Membership of the CCQI networks held steady at just under **1,600** 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 **136** mental health services across the UK to improve their practice.



69 services took part in our Sexual Safety QI collaborative to produce a set of standards, support inpatient mental health teams to use QI to improve sexual safety, and produce a library of resources.



45 services belonged to our Enjoying Work QI collaborative, supporting health care teams to find ways to enhance their wellbeing.

Being the voice of psychiatry

We had another busy year being the voice of psychiatry and wider mental health services, securing 12,972 media mentions overall – with an aggregate reach of 712.5m people.

During the course of the year, we appeared nine times on Radio 4's Today programme – the show that shapes the national media agenda each day.

We proactively engaged with senior NHS leaders, key stakeholders, politicians, ministers and Chief Medical Officers across the UK.

We had 22 meetings with Ministers and parliamentarians in Westminster; three meetings with the Minister for Health in Northern Ireland alongside engagement with Members of the Legislative Assembly; over 20 meetings with MSPs and Scottish Government Ministers; and 16 meetings with Welsh Government Ministers and Senedd Members.

We were also mentioned 55 times in Parliament by various politicians. On one occasion, we were mentioned in Prime Minister's Questions.

Our influencing work helped secure £111m for Health Education England to continue to expand training in psychiatry, starting with an additional 120 core psychiatry training places in key areas.

Many of our proposals for the reform of the Mental Health Act were adopted by the Government in its response to the Mental Health Act Review, which had been chaired by our former President Professor Sir Simon Wessely. In addition, we published research highlighting the number of extra psychiatrists that would be required to deliver reforms to the Mental Health Act in England.

We upgraded our innovative online data tracking tool, Mental Health Watch, which tracks how the mental health system is performing. The enhancement saw inclusion of new datasets on perinatal mental health services, discharge follow up, substance misuse treatment and NHS staff survey scores related to the Workforce Race Equality Standard. Local area reports can now be generated, allowing bespoke comparisons of how different areas are performing against each other.



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We appeared **9 times** on Radio 4's Today programme.



We had **22** meetings with Ministers and parliamentarians in Westminster; **3** meetings with the Minister for Health in Northern Ireland alongside engagement with Members of the Legislative Assembly; **20** meetings with MSPs and Scottish Government Ministers; **16** meetings with Welsh Government Ministers and Senedd Members.



We were mentioned **55 times** in Parliament by a variety of politicians and featured in Prime Minister's Questions.

The RCPsych in Scotland's No Wrong Door campaign won the CIPR Scotland Silver Award for the Best Public Affairs Campaign. The campaign helped shape the manifestos of all the main political parties in the Scottish devolved elections in May, with the Scottish Government going on to adopt all five key priorities.

The RCPsych in Wales held six meetings with Welsh ministers and a further 10 meetings with Senedd members. It also helped members secure investment for FDG-PET scanning to aid early, effective diagnosis of dementia; the adoption of the new medication, Buvidal, for at-risk ex-heroin users; and video consultations across the NHS in Wales in response to COVID-19.

The RCPsych in Northern Ireland played a key role in influencing the publication of the country's first ever national Mental Health Strategy, a 10-year plan published in June. In addition, the College in Northern Ireland's campaign for specialist community perinatal services came to fruition when the Minister for Health announced funding for these services in January. The Northern Ireland Addictions Faculty also influenced the development of the Northern Ireland Substance Use Strategy.

In line with our International Strategy, we worked with partner organisations, such as the World Psychiatric Association, as we strove to support psychiatrists and other members of the multidisciplinary team worldwide.

We helped support national policy change in Palestine, after supporting the revision of patient safety guidelines, particularly around the safe delivery of ECT. We also secured two Tropical Health & Education Trust (THET) grants for projects in Uganda and Ghana. In addition, we delivered an online workshop for doctors in South Asia on Adults with ADHD.

During 2021, our website was used by 5m users, with 6.8m visits and 10m page views.

In addition, we continued to have the most followers on social media of all the medical royal colleges – with 102,900 followers on Twitter, 19,350 on Facebook, 19,100 on LinkedIn and 5,400 on Instagram.



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

In the summer of 2021, we held the first ever full membership survey in our 180-year history.

Overall, the survey had a participation rate of 18.4% – which is higher than the average rate of 17% for a typical membership survey in the UK.

The survey results were largely positive – with 64% of members viewing the organisation in positive terms and 62% saying the College had supported them well during the pandemic.

The four most popular phrases used to describe the College, were 'diverse', 'inclusive', 'forward-thinking' and 'influential'.

This was a marked improvement on the feedback we received from members when we carried out focus groups in 2016, in which members described the organisation as 'authoritative' but also 'London-centric' and 'exclusive'.

Not all the feedback was positive however, with some members saying they did not understand the full range of work the College did and were unclear how to influence the organisation's direction.

In response, the College has launched a member survey action plan through which we will better communicate with members on the whole package of services and activities that we deliver.

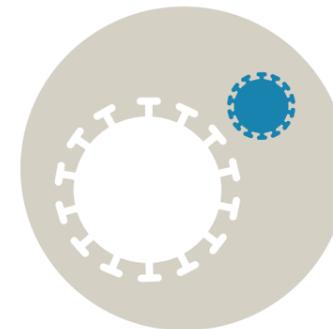
Looking to the future, there was a strong level of support for the continuation of services being delivered online in the post-lockdown era, with 83% of members wanting the ability to engage with College courses, conferences and events via online and face-to-face platforms – with only 4% wanting purely face-to-face delivery.



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Four most popular phrases used to describe the College, were **'diverse', 'inclusive', 'forward-thinking'** and **'influential'**.

When it came to College CPD activities, 78% of members wanted to engage via online and in-person platforms, and just 1% wanted to engage face-to-face only.

In response to the survey, the College published an action plan, including measures to better communicate the whole package of services and activities it delivers – and a promise to deliver a blended model of services and activities, with both online and face-to-face platforms, in the post-lockdown era.

The College continued to promote its values of Courage, Innovation, Respect, Collaboration, Learning and Excellence. In April, College President Dr Adrian James and Chief Executive Paul Rees gave an address to the presidents of the other medical royal colleges setting out the way the College has been transformed as a result of its values-based approach.

A number of other medical royal colleges have subsequently looked to incorporate the RCPsych's values-based approach.

Throughout the year, we delivered online ceremonies – such as the New Members Ceremony, the New Fellows Ceremony and the RCPsych Awards – with a total of 1,246 live views.

Meanwhile, a total of 154 members were appointed as Fellows to mark their achievements to the specialty.

Over the course of the year, our membership figure grew to 19,796 people – an increase of 636 on December 2020, and our highest number ever.

In terms of the demographic profile of our membership, 46% were female and 40% were Black, Asian and Minority Ethnic – and 18% were based outside the UK. According to our membership survey, 7% of members define themselves as LGBTQ+ and 8% say they have a disability.



We committed to deliver a blended model of services and activities, with both online and face-to-face platforms, in the post-lockdown era.



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

Our Board of Trustees held a Board Review Day in December, to ensure it was working in line with the Charity Commission Governance Code. We also implemented the lessons learned from our Board Review Day in 2020.

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 to staff alike.

Throughout 2021, we worked to ensure that our staff team felt valued and supported.

Our annual gender pay audit revealed that the gender pay gap at the RCPsych in 2021 had fallen to a median average of 6.22%.

Our gender pay report also showed that 70% of our staff team in 2021 were women, with:

- 72% of people in our upper pay quartile being female
- 74% of people in our upper middle pay quartile being female
- 78% of people in our lower middle pay quartile being female
- 56% of people in our lower pay quartile being female.

Meanwhile, 20% of our staff during 2021 were Black, Asian and Minority Ethnic.

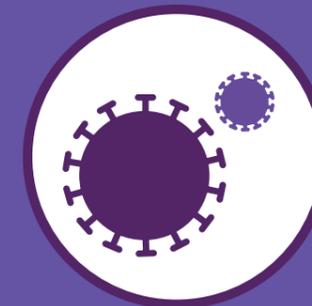
We joined the Stonewall Diversity Champions Scheme and entered the Stonewall Workplace Equality Index – and joined the Disability Confident Employer Scheme.

Throughout the year, we held reflective conversations for our staff to attend on a voluntary basis, at which they discussed key social issues.

Feedback from employees



53% said that their morale was **high** or **very high**.



87% said the College had managed its staff well during the pandemic.



60% said they felt the College was committed to their professional development.



92% said they were satisfied with the frequency of communications from the College leadership since the start of the pandemic.

In late December, we carried out our latest annual employee survey, which was completed by 83% of our 230 employees.

The results were largely positive:

- 53% of employees said that their morale was high or very high
- 87% of employees said the College had managed its staff well during the pandemic
- 60% of employees said they felt the College was committed to their professional development
- 92% of employees said they were satisfied with the frequency of communications from the College leadership since the start of the pandemic
- 85% of employees said they thought the College was a good employer when it comes to promoting equality, diversity and inclusion
- 74% of employees said they thought the College was good at empowering and enabling staff
- 77% of employees said the College lives up to its values
- 68% of employees said they thought their work is valued by the College as a whole.

For the first time, we held virtual conferences for our 150 patient and carer representatives, whom we employ as workers.

Eighty-two patient and carer representatives attended the March event, which received an average rating of 4.22 out of 5 from attendees.

In September, 80 patient and carer representatives attended the second conference, which received an average rating of 3.93 out of 5.

In addition, in a survey of our patient and carer representatives, 90% said they felt their work is valued by the people they work with at the College – and 88% said they would recommend the College as a place to work as a patient or carer representative.

The employee turnover for the year was 19.9%.

Feedback from employees



85% said they thought the College was a good employer when it comes to promoting equality, diversity and inclusion.



74% said they thought the College was good at empowering and enabling staff.



77% said the College lives up to its values.



68% said they thought their work is valued by the College as a whole.

Our values

COURAGE

INNOVATION

RESPECT

COLLABORATION

LEARNING

EXCELLENCE

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Registration Number 228636
Office of the Scottish Charity Regulator
Registration Number SC038369

