

# Impact Report

31 December 2023



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## 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



Dr Trudi Seneviratne OBE, Registrar



Professor Subodh Dave, Dean



Professor John Crichton, Treasurer

## Our vision for 2021-23

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

## Our mission statement

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

## Our strategic priorities

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

## Our core objectives

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

## Our organisational competencies

### Fairness

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

### Allyship

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

### Coproduction

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





## Our 2023 highlights



We ended the year with a record 21,174 members.



Dr Lade Smith CBE took office as President of the College.



Our Choose Psychiatry Campaign resulted in a fill rate of 99.8% in Core Psychiatry, with 524 posts filled compared with 480 in 2022.



We upskilled 1,150 psychiatrists on behalf of National Health Service England (NHSE) through our National Autism Training Programme for Psychiatrists.



We launched the Act Against Racism Campaign to help mental health employers Tackle Racism in the Workplace.



We appointed Presidential Leads for Global Mental Health Strategy; Retention and Wellbeing; Physical Health; Equity and Equality; Women and Mental Health; and Compassionate and Relational Care.



We launched member engagement initiatives, including 'Question Time with the Officers' and a listening exercise.



We held our first in-person Clinical Assessment of Skills and Competencies (CASC) since January 2020 and saw an aggregate of 4,887 candidates sitting our MRCPsych examinations.



We responded to emergencies in Turkey, Syria, Ukraine, Pakistan, Sudan, Libya, Morocco, Israel, and Palestine.



We delivered 387 events with a total of 39,363 registrations.



We completed all 29 key actions set out in our Equality Action Plan.



We introduced our first members' app; the *BJPsych Journals* app.



We continued to raise the profile of the College as a source of evidence-based expertise, and further established its position as the voice of psychiatry – generating 11,765 mentions in broadcast, print and online media across the UK.



We improved the quality of the mental health debate in Parliament by sending out 30 parliamentary briefings and securing 62 mentions of the College.



We published a landmark College Report on infant and early childhood mental health. Drawing on its findings and recommendations, we called on governments to prioritise the mental health and wellbeing of young children.



We supported 1,612 mental health services across the UK and beyond to improve the quality of patient care through the work of our 28 College Centre for Quality Improvement (CCQI) quality and accreditation networks.



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



We were appointed by NHS England to deliver its Culture of Care programme over the next three years.



We were accredited as a Level 3 member of the Disability Confident Employer Scheme.





Dr Lade Smith CBE, President



Sonia Walter, Chief Executive

## President and Chief Executive's foreword

Last year was one of successes, challenges and transitions for the College.

Throughout the year, we continued our commitment to supporting our 21,174 members as they faced a mental health emergency with record levels of demand and patients struggling to access the care they need.

We said goodbye to our President Dr Adrian James, who demitted office in July, and our Chief Executive, Paul Rees MBE, who left to take on a new challenge at the National Pharmacy Association.

Adrian guided the College skilfully through the challenges of COVID-19, always ensuring RCPsych had a seat at the table and was representing mental health. Paul completely modernised the College and has left a legacy of values and equality, diversity and inclusion. We would like to thank them both for

their leadership and dedication to the College.

In April the College published its first SAS Doctor Strategy. This strategy sets out how the College will support SAS psychiatrists to fulfil their potential, gain recognition and have rewarding careers, as well as improving their access to development and leadership opportunities.

In the summer we launched our Act Against Racism campaign, aimed at promoting guidance for mental health employers, across the four nations, to Tackle Racism in the Workplace. At the time of writing this, 15 employer organisations have committed to introducing the guidance in their organisations.

Supported by a multi-media launch, We published a landmark College Report on infant and early childhood

mental health. Drawing on its findings and recommendations, we called on governments to prioritise the mental health and wellbeing of young children.

This year we welcomed Presidential Leads for Global Mental Health Strategy; Retention and Wellbeing; Physical Health; Equity and Equality; Women and Mental Health; and Compassionate and Relational Care.

In September, we saw the CASC return to Sheffield for its first face to face diet since January 2020.

We spent the autumn months developing the College's 2024-2026 Strategy in close collaboration with the College Honorary Officers, Board of Trustees, Presidential Leads, Council, our Senior Management Team, and key members of staff.

New initiatives were launched across 2023 including the *BJPsych* Journals app, Question Time with the Officers, member listening exercises and the Aggrey Burke Fellowship.

We also helped upskill 1,150 psychiatrists through our National Autism Training Programme.

In November, our Choose Psychiatry campaign – which promotes recruitment and retention in psychiatry – was successful in helping to secure a fill rate of 99.8% in Core Psychiatry, with 524 posts filled compared with 480 in 2022. We continued to raise the profile of the College as a source of evidence-based

expertise, and further established its position as the voice of psychiatry – generating 11,765 mentions in broadcast, print and online media, and provided 30 parliamentary briefings which secured 62 mentions for the College.

We finished the year on great news - The National Collaborating Centre for Mental Health (NCCMH), along with its partners the National Confidential Inquiry into Suicide and Safety in Mental Health (NCISH), Neurodiverse Connection (NdC) and Black Thrive Global (BTG), won its biggest ever contract to deliver the bulk of NHS England's Culture of Care programme, aiming to coach 200 wards and work with Executives in all 57 providers of inpatient mental health care in England from 2024-2026.

The achievements featured in this report would not have been possible without the dedication and expertise of our members, affiliates, patients and carers, staff and partners. We look forward to building on this success and continuing to advocate, educate and collaborate to achieve excellence in psychiatry.

Dr Lade Smith CBE  
President

Sonia Walter  
Chief Executive

# Equality and Diversity

We maintained our focus on Equality, Diversity and Inclusion (EDI) as a strategic priority and ended the year having fully delivered on the commitments set out in our Equality Action Plan (2021–2023), which has been our framework for the last three years.

This has involved a huge collaborative effort across the College and although we recognise there is more to do, this work has laid strong foundations for future work that will continue as part of the Fairness for All priority for the next three years.

In times of crisis, where recruitment and retention of the mental health workforce are more important than ever, we progressed several initiatives to reduce discrimination and improve the workplace experience of our members.

Our Act Against Racism campaign has been impactful, with 15 mental health organisations signing up to adopt the 15 actions in our Tackling Racism in the Workplace Guidance.

We developed and published a set of commitments around LGBTQ+ equality to help employer organisations to tackle discrimination faced by their LGBTQ+ staff, and we called on all mental health organisations to prioritise these actions. Two organisations have signed up.

Our disability working group made substantial progress on developing guidance to ensure people who need reasonable adjustments receive them proactively from their employer organisations. Once complete, we will publish and promote this via a UK-wide campaign.

We also acted on recommendations from the disability working group to improve accessibility at our International Congress, which generated great feedback from delegates on the positive impact these actions had made.



This year **15** organisations **signed up** to adopt our **Tackling Racism in the Workplace** guidance.



We published a set of **commitments** around **LGBTQ+ equality** and called on all mental health organisations to **prioritise** these actions.



Our ethnicity pay gap **narrowed** to just **2.02%** compared to a national average of **21.9%** among other large charities.



We **progressed** from **Level 2** to **Level 3** in the **Disability Confident Employer Scheme**.

We published a Gender Pay Gap Action Plan with 10 actions.

Equity for women – both those who access our services and those who are part of our workforce – is a priority area for the College from 2024 onwards, and we have plans to publish a ‘Women’s Mental Health Matters’ strategy.

The RCPsych Advancing Mental Health Equality (AMHE) Collaborative led by the NCCMH, supported 20 mental health organisations to work with their local communities to co-produce and implement solutions to tackle health inequalities.

Both the College’s gender pay gap and its ethnicity pay gap among its staff reduced further in 2023, with the former down to 2.13% (from 17% in 2019) and the latter down to just 2.02% (which is far lower than the average among large charities at 21.9%).

We progressed from Level 2 to Level 3 in the Disability Confident Employer Scheme, having improved how we recruit, retain and develop disabled people.

We encouraged the sharing of experiences and improved understanding of EDI issues through staff awareness days. We celebrated over 100 awareness days in 2023, with more UK and international members, staff and others taking part than ever before.

We were delighted to have our EDI work recognised as an example of best practice – we won the Charity Times Campaigning Team of the Year award and our Gender Pay Gap case study was promoted by the Equality and Human Rights Commission.



**20** organisations took part in our **Advancing Mental Health Equality** collaborative.



We published a gender pay gap plan with **ten actions**, and intend to publish a **Women’s Mental Health Matters** strategy.



The College’s gender pay gap **reduced** from **17%** in 2019 to **2.1%** in 2023.



We celebrated over **100 awareness days** in 2023, with **more** UK and international members, staff and others taking part **than ever before**.



## Parity of esteem

We submitted detailed representations to HM Treasury ahead of the Spring Budget 2023 and welcomed the Chancellor's decision to increase funding for employment support services, digital mental health and addiction treatment.

While implementation of the reforms to the Mental Health Act (1983) in England and Wales stalled in 2023, we responded to the Report of the Joint Committee on the Draft Mental Health Bill, which supported several College recommendations.

We published a landmark College Report on infant and early childhood mental health in October.

To promote the report among Government, stakeholders and the public, we launched a media campaign highlighting that children under five are at risk of suffering from lifelong mental health conditions that can be prevented with the right care and support. We called on the Government to introduce new specialist services and ensure every family has access to the support they need, regardless of where they live.

College Registrar, Dr Trudi Seneviratne OBE, was interviewed by BBC Breakfast, LBC, Sky Radio (IRN) and TalkTV. Additionally, ITV Lunchtime News and multiple radio stations covered the story, securing more than 100 broadcast mentions in total. The report was also covered in print and online by BBC News, ITV News, The Telegraph, Daily Mail, Independent, BMJ and over 200 additional outlets.

Other College reports we published were on 'The role of genetic testing in mental health settings', 'Job planning for a community consultant psychiatrist (England)' and 'ADHD in adults: Good practice guidance'.



We published a landmark College report on **infant and early childhood mental health**.



We achieved **100 broadcast mentions** of the report including on **BBC Breakfast** and **ITV lunchtime news**.



The report was covered by **200 other outlets** including **The Telegraph**, **Daily Mail** and **BMJ**.



The report was picked up by **BBC online** and **ITV news**, among other digital channels.

We opposed the implementation of mandatory reporting law for child sexual abuse because of our concerns about insufficient child-safeguarding infrastructure and the potential harms of a reporting culture.

We held the system to account for delivering on the mental health commitments in the NHS Long Term Plan, including submitting evidence to the Public Accounts Committee's inquiry on mental health services.

We comprehensively highlighted the need for mental illness to be considered in the development of urgent and emergency care pathways, winter planning, police involvement in mental health callouts and the rapid review on patient safety.

We submitted a substantive response to The Rt Hon Patricia Hewitt's review on the oversight and governance of integrated care systems (ICSs), which supported several of the College's key recommendations.

We set out the College's views on proposals to introduce assisted dying in Jersey, which were reflected throughout the Jersey Government's Assisted dying in Jersey: Phase 2 Consultation Feedback Report. We also submitted evidence to a Health and Social Care Committee inquiry on assisted dying.



We highlighted the need for **delivering** on the mental health commitments in the **NHS Long Term Plan**, including submitting evidence to the Public Accounts Committee's inquiry on mental health services.



We comprehensively **highlighted** the need for mental illness to be considered in the development of **urgent and emergency care pathways**, winter planning, police involvement in mental health callouts and the rapid review on patient safety.



We submitted a **substantive response** to **The Rt Hon Patricia Hewitt's** review on the oversight and governance of **integrated care systems** (ICSs), which supported several of the College's key recommendations.



# Workforce wellbeing

The RCPsych in Scotland (RCPsychiS) published its 'State of the Nation: the Psychiatric Workforce in Scotland' report in October, which was the culmination of several years of evidence-gathering and analysis by the Scottish Workforce Chair and committee. RCPsychiS is now working with Scottish Government, NHS Education for Scotland (NES) and other partners to progress these recommendations.

RCPsychiS also published 'A Threatened Species: Where Have All The Higher Trainees Gone?' which explores insight from trainees on the reasons behind the attrition in fill rates between core and higher training in Scotland. The report's recommendations have influenced national work on the matter, leading to Psychiatric Trainees Committee (PTC) members undertaking a follow-up survey to capture the diversity of experience in training, and factors influencing trainees' choices.

Dr Samir Shah and Dr Saadia Muzaffar were appointed as co-Associate Registrars for Wellbeing and they have been scoping out a number of areas of focus to support psychiatrists to thrive in the workplace.

It is clear that our members are still facing considerable challenges on the frontline and our online peer support network for psychiatrists affected by suicide is a safe place for psychiatrists of all grades to share their experiences in a reflective way.



Our Psychiatrists' Support Service (**PSS**) delivered free, high-quality peer support to **49 psychiatrists** on a one-to-one basis.



The Psychiatrists' Support Service web section received **5,800** page views from **2,100** users during 2023.



The College published its first ever **strategy** for Specialty and Specialist (SAS) doctors.



We approved **806** job descriptions for consultant and speciality grade roles in **England, Wales, and Northern Ireland**.

The College published its first SAS Doctor Strategy in April. This strategy sets out how the College will support SAS psychiatrists to fulfil their potential, gain recognition and have rewarding careers, as well as improving their access to development and leadership opportunities. It focuses on four key areas: education and research, improving care, influencing system-level change and fostering a sense of belonging to the College.

RCPsych in Wales continued to scrutinise progress of the Health Education and Improvement Wales (HEIW) Mental Health Workforce Plan and ensured that NCCMH was commissioned to deliver work on educational mapping to support the plan.

RCPsych Northern Ireland continued to apply pressure and influence the Department of Mental Health Services Workforce Review.

Our Psychiatrists' Support Service (PSS) – which provides free, high-quality peer support to psychiatrists experiencing particular challenges – delivered direct support to 49 members.

In addition, the PSS section of the College website received 5,800 page views from 2,100 users during 2023.

During the year, we approved 806 job descriptions for consultant and speciality grade roles in England, Wales, and Northern Ireland to ensure that the demands of the posts were realistic and had sufficient emphasis on the quality of patient care. We also created a search function on our College website so members can ensure that advertised roles are approved by the College.



The RCPsych in Scotland (**RCPsychiS**) delivered its comprehensive **State of the Nation: the Psychiatric Workforce in Scotland** report.



RCPsych in Wales continued to scrutinise progress of the **Health Education and Improvement Wales (HEIW)** Mental Health Workforce Plan.



RCPsych Northern Ireland continued to **influence** the **Department of Mental Health Services Workforce Review**.



# Sustainability

This has been an integral year to lay the foundations for both current and future sustainability work at the College, and the achievements have ensured we are able to move forward with an exciting yet challenging programme.

The Net Zero Action Group, chaired by the College Treasurer, Professor John Crichton, continues to monitor and implement all College carbon reduction actions.

The College has committed to completing an annual carbon footprint report as its primary method of tracking its operational carbon output. This allows us to review year-on-year figures, which provides greater clarity regarding our progress on the journey towards Net Zero.

We have completed and launched a successful report for the NHS England Net Zero Mental Health Care project led by our NCCMH and CCQI teams. Following the release of this report, we aim to work alongside both teams to identify whether the findings can further support our own sustainability work and Net Zero targets.

We continue to review ways in which we can reduce our carbon output at our London headquarters on 21 Prescott Street, and we have installed green technologies, such as air source heat pumps within our reception area – which remove our reliance on gas to heat this part of the building.

There were also plans to install solar electricity panels during 2023. However, following an extensive period of review, it became clear that this was not feasible due to the essential works required to improve or repair parts of the roof. This project is on hold indefinitely.

We remain committed to running our building as sustainably as possible, and we estimate that 21 Prescott Street emitted 320 tonnes of CO2 in 2023, which is a 4% reduction on the 333 tonnes of CO2 emissions in 2022. This is despite running a greater number of events.

The electricity purchased to power 21 Prescott Street is procured from 100% renewable resources, certified through the REGO scheme administered by Ofgem.

The College received the Sustainability Award at 2023's Memcom Awards. This reflects the level of work completed thus far to further support and promote sustainability as a key strategic priority at the College.



The College has committed to completing an **annual carbon footprint report** as its primary method of tracking its operational carbon output. This allows us to review **year-on-year** figures.



We achieved a **4% reduction** of our CO2 emissions despite running a greater number of events this year from **333 tonnes** in 2022 to **320 tonnes** in 2023.



The electricity purchased to power 21 Prescott Street is procured from **100% renewable resources**, certified through the **REGO** scheme administered by **Ofgem**.



The College received the **Sustainability Award** at **2023's Memcom Awards**.

## Supporting members through COVID-19 and beyond

We submitted a substantive response to a Rule 9 request for Module 3 of the UK COVID-19 Public Inquiry, in which we made a compelling argument for mental health to be better prioritised in areas of planning, capacity and collaboration, infection prevention and control, and protection of doctors and other healthcare staff.

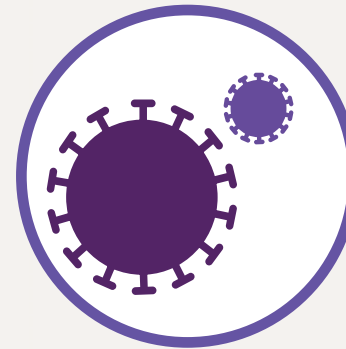
We carried out a full review of our assessment strategy to improve learning outcomes, reduce differential attainment, enhance formative assessments and establish the best delivery method for CASC post-pandemic.

The review determined that a face-to-face examination with some digital elements would be the most appropriate format to ensure fairness, reliability, and validity.

In May, we delivered our last digital CASC diet and in September we held our first face-to-face diet since January 2020 in Sheffield.

Our International Congress was held in-person in Liverpool, you could also access sessions online after the meeting.

We saw increased demand for in-person, peer-review visits to mental health services via the CCQI quality and accreditation networks, with 61% of all reviews being in person, compared with 22% in 2022.



We submitted a **substantive response** to the **UK COVID-19 Public Inquiry** making a compelling argument for **mental health** priorities.



We delivered our last **digital CASC** exam and we held our first **face-to-face** exam since January 2020.



We saw increased demand for **in-person** peer review visits to mental health services via the **CCQI** quality and accreditation networks, with **61%** of all reviews being **in-person** compared to **22%** in 2022.



Our **International Congress** was held in-person in Liverpool, you could also **access** sessions **online** after the meeting.



## Delivering education, training and promoting research in psychiatry

During 2023, an aggregate of 4,887 candidates sat our exams. While Paper A and Paper B remained online, September saw the return of the face-to-face Clinical Assessment of Skills and Competencies (CASC) in Sheffield. A new CASC syllabus was published in March ahead of its use at the September exam.

A total of 708 candidates sat the CASC digitally over two diets with an average pass rate of 50.6%. In September 565 candidates sat the first in-person CASC since 2020, which had a pass rate of 49.6%

We saw 2,044 candidates sit Paper A over three diets, with an average pass rate of 51%.

A total of 1,569 candidates sat Paper B over three diets, with an average pass rate of 46.6%.

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

Three of the journals acquired a new Editor-in-Chief, one of whom is the new College Editor, Professor Gin Malhi.

*BJPsych* received an impact factor of 10.5 and continued to be the most downloaded journal on the Cambridge University Press website.

The *BJPsych* Journals app was launched at the International Congress and since launch there have been just over 2,000 downloads.

2023 was also the most successful year for book releases, with 15 titles released.



During 2023, **4,887** candidates sat our exams.



A total of **2,044** candidates sat **Paper A** with an average pass rate of **51%** and **1,569** candidates sat **Paper B** with an average pass rate of **46.6%**.



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



**BJPsych** received an **impact factor** of **10.5** and continued to be the **most downloaded** journal on the Cambridge University Press website.

In October, we submitted the review of our curricula to the General Medical Council (GMC) which included recommendations to have better communication with the Deaneries, Heads of School and Training Programme Directors, and to annually review the trainee experience with the curricula and adjust accordingly.

Meanwhile, 3,790 delegates received Section 12 and Approved Clinician induction and refresher certificates.

The 2023 International Congress, our flagship conference, took place in Liverpool for the first time in 10 years and was attended by 2,331 delegates. In addition to offering the chance to attend in person, the event offered online access to recordings of key sessions via our webinar library.

We held a total of 387 events for 39,363 delegates on a wide variety of clinical, professional and wellbeing topics.

We developed and delivered the National Autism Training Programme for Psychiatrists on behalf of NHS England. The programme includes a short foundation training course for psychiatrists working across a variety of settings, and an enhanced development course for psychiatrists seeking to increase their specialist knowledge and skills in autism, including diagnosis, co-morbidity and therapeutic approaches.

We continued our commitment to offering high-quality, easily-accessible eLearning content by launching the College's webinar library in January, and we enhanced the content of the CPD eLearning platform which hosted 209 modules and 165 podcasts.

Throughout the year, 17,884 certificates were generated for CPD eLearning modules and 7,470 were generated for eLearning podcasts. In addition, there were over 33,000 RCPsych podcast plays on SoundCloud.

Meanwhile, we supported 19 overseas psychiatrists to enhance their training through access to NHS posts through the Medical Training Initiative.

The College completed the developments of its Eating Disorders Credential in October and welcomed a new cohort of learners from England and Wales.



We launched the **BJPsych Journals app** at the International Congress and since launch there have been over **2,000 downloads**.



Our **International Congress in Liverpool** was attended by **2,331** delegates.



We held **387 events** for **39,363 delegates** on a wide variety of clinical, professional and wellbeing topics.



**17,884** certificates were generated for CPD eLearning modules and **7,470** were generated for **eLearning podcasts**.



## Promoting recruitment and retention in psychiatry

In 2023, we saw a fill rate of 99.8% in Core Psychiatry with 524 posts filled, compared with 480 in 2022.

These figures are the result of our Choose Psychiatry campaign 2022 which won Best Marketing Campaign of the Year in the Association Excellence Awards. It came second for Best Podcast, Blog or Video, and was awarded third place for Best Awareness Campaign or Advancement of a Cause, in the same national awards scheme. Judges praised Choose Psychiatry, describing it as “a well thought out campaign with clear objectives and impressive results,” and said it made “great use of multiple channels to deliver messages to different audiences.” The campaign was also ‘Highly Commended’ at the Memcom UK sector membership awards.

We welcomed the announcement of an additional 273 psychiatry training posts in England, as well as 13 additional posts in Wales and 15 in Scotland, and the publication of the NHS Long Term Workforce Plan for England.

The 2023 annual Choose Psychiatry campaign took place from October to November and secured more than 200 media mentions including coverage in the Independent, Daily Mail, I Paper, Mirror and Evening Standard.

The campaign launched with the support of Stephen Fry and Alastair Campbell. Stephen Fry recorded a video supporting the College’s efforts, whilst Alastair Campbell shared his support on social media.

The website’s Choose Psychiatry section received 35,600 page views during the seven-week campaign and we attracted the highest ever number of new student associates.



In 2023 we saw a fill rate of **99.8%** in Core Psychiatry with **524** posts filled, compared with **480** in 2022.



Our Choose Psychiatry campaign won **Best Marketing Campaign of the Year** in the 2023 Association Excellence Awards.



We welcomed the announcement of an additional **273 psychiatry training posts** in England, as well as **13 additional posts** in Wales and **15** in Scotland.

We continued to work closely with University Psychiatric Societies, and in February we hosted the 10th annual National Students' Psychiatry Conference for King's College' London Psych Soc.

Our Psych Stars scheme continues and during 2023 we recruited 10 College Psych Stars and 14 Faculty Psych Stars with funding and mentoring.

Following a successful bid for funding, we developed the Aggrey Burke Fellowship to support Black medical students in their careers. Three Aggrey Burke Fellows have been appointed and they attended a welcome dinner at the College in November to meet with senior members of the College and their mentors.

Focused support for doctors in Foundation Training continued, with 46 doctors joining the 2023 cohort of Psychiatry Foundation Fellows.

The College continued to process the Certificate of Completion of Training (CCT) and Certificate of Equivalence of Specialist Registration (CESR) to advise the General Medical Council (GMC) of those doctors who are eligible to enter the Specialist Register.

In November, the College launched the first in-person Specialist Registration Ceremony at Prescott Street, inviting all doctors who have achieved CCT or CESR in the past 18 months. Around 45 members attended and the intention is this ceremony will continue annually.



Our successful **Psych Stars scheme** recruited **10 College Psych Stars** and **14 Faculty Psych Stars** in 2023.



**46 doctors** joined the 2023 cohort of the **Psychiatry Foundation Fellows**.



**45 members** who achieved **CCT** and **CESR** attended an **in-person** Specialist Registration Ceremony at Prescott St. We will hold these ceremonies as an annual event from 2024.

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

The College Centre for Quality Improvement (CCQI) provided support to the 1,612 mental health services who are members of the 28 quality and accreditation networks.

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

In order to support the work of the quality and accreditation networks, CCQI completed 643 peer reviews – 392 of which were in-person and 251 were online.

The Enabling Environments network, which supports services to develop relational practice, received an additional three years' funding to continue to work with the National Probation Service.

We continued to deliver a programme of national clinical audits, publishing five key national reports in 2023. The National Audit of Dementia published the Round 5 report and a Spotlight Audit of memory services. The Prescribing Observatory for Mental Health published three reports covering melatonin, valproate and lithium prescribing.

The National Clinical Audit of Psychosis also released benchmarked data to Early Intervention in Psychosis services via a data dashboard and provided quality improvement coaching to 18 clinical teams. There were 465 member subscriptions to our 360-degree appraisal systems, supporting psychiatrists to collect feedback from colleagues and patients.

Across the CCQI, 88 events were held which were attended by 4,015 people. These events supported members of the multi-disciplinary team to share learning and innovative practice.

The CCQI and NCCMH were jointly commissioned by NHS England to establish a net zero mental health commission. Through this work, a guide was published to support clinicians and services to deliver net zero care. A launch event was held at the College and four online webinars were delivered which provided additional learning.

Through their Quality Improvement (QI) collaboratives, including the expansion of the Quality Improvement in Tobacco Treatment (QUITT), the launch of the Demand, Capacity and Flow (DCF), and the continuation of the Advancing



The College Centre for Quality Improvement **CCQI** provided **support** to the **1,612** mental health services who are members of the **28** quality and accreditation networks.



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



We completed **643 peer reviews**, **392** in person and **251** online.



We continued to **deliver** a programme of national clinical audits, publishing **five key national reports** in 2023.



Mental Health Equalities (AMHE) collaboratives, the NCCMH is providing QI coaching into 53 out of the 58 providers of mental health services in England (including those in the independent sector) as well as voluntary and statutory organisations in Wales and Northern Ireland.

In December 2023, the NCCMH, along with its partners the National Confidential Inquiry into Suicide and Safety in Mental Health (NCISH), Neurodiverse Connection (Ndc) and Black Thrive Global (BTG), won its biggest ever contract to deliver the bulk of NHS England's Culture of Care programme, aiming to coach 200 wards and work with Executives in all 57 providers of inpatient mental health care in England from 2024-2026.

We published two important reports for NHS England, concerning the use of Patient Reported Outcome Measures (PROMs) in Community Mental Health Services, and providing Net Zero Mental Health services.

Furthering our commitment to equity in mental health, we published the first mental health commission from the NHS Race and Health Observatory (RHO) in England on racial inequities in IAPT services, and are working on a further commission from the RHO to develop an implementation strategy for them.

During 2023 our Public Mental Health Implementation Centre (PMHIC) developed a six module e-learning certificate, which we will be launching in Spring 2024.

RCPsych in Wales established a Welsh Government commissioned partnership programme 'Dyfodol' with NHS Wales' National Collaborative Commissioning Unit (NCCU) and completed reviews into the Provision of Electroconvulsive therapy (ECT) in Wales, Environment of care in CMHT's in Wales, and the Provision of medical detoxification in Wales.

We secured additional funding from the Tropical Health and Education Trust (THET) to continue subspecialty training for trainee psychiatrists in Ghana in Old Age, Forensic, Addictions and Child and Adolescent Psychiatry.

The College Emergency Response plan was used to respond to emergencies in Turkey, Syria, Ukraine, Pakistan, Sudan, Libya, Morocco, Israel, and Palestine. This included contacting the leadership of the national psychiatric association to offer College support including translated public mental health materials, and psychological first aid training.

We held a roundtable discussion in Parliament on the future of Public Mental Health. Chaired by Dean Russell MP (Co-Chair APPG on Mental Health) the event was attended by 16 key stakeholders including parliamentarians, experts by experience, clinicians, and the College leadership. There was widespread agreement on the need for cross-Government support and additional funding to help reduce the implementation gap.



Across the CCQI, **4,015** people attended **88** events, supporting members of the **multi-disciplinary team** to share learning and innovative practice.



We held a roundtable discussion in **Parliament** on the **future of Public Mental Health**.



We secured **additional funding** from the Tropical Health and Education Trust to continue sub specialty training for trainee psychiatrists **in Ghana**.



During 2023 our Public Mental Health Implementation Centre (**PMHIC**) developed a **six module** e-learning certificate, which we will be **launching** in 2024.

## Being the voice of psychiatry

In 2023, we achieved 11,765 mentions in broadcast, print and online media across the UK.

We also secured seven top stories on the Today Programme, over 50 news reports on BBC Radio 4 and four front page stories in the national print press and the *British Medical Journal* (BMJ).

In a first for the College, we marked Mental Health Awareness Week by running a media campaign highlighting the link between severe mental illness and premature deaths from preventable physical illnesses.

The story received extensive broadcast coverage from over 40 radio stations, including BBC 5 Live, TalkRadio and an extensive live interview on LBC's breakfast show. Reaching an estimated audience of 3.4 million people, the campaign was supported by influencers such as Ruby Wax.

Over the course of 2023, we ran a number of media campaigns to help improve people's understanding of psychiatry and break down the discrimination surrounding severe mental illness. These campaigns included Maternal Mental Health Awareness Week; Eating Disorders among Children and Young People (CYP); Right Care, Right Person; World Mental Health Day; Addictions – Grand National; Gender Pay Gap; World Suicide Prevention Day; Dr Lade Smith CBE as President; Dr Trudi Seneviratne OBE and the Royal Foundation; and Palliative Care for Eating Disorders.

Having sent out over 30 parliamentary briefings on a large array of topics, we saw an unprecedented increase in parliamentary engagement. We secured 30% more mentions of the College in debates, Select Committee appearances and in written questions, taking us from 47 parliamentary mentions in 2022 to 62 in 2023.

We worked hard to influence a number of Bills that made their way through Parliament. Working independently and with stakeholders, we influenced the development of the Online Safety Act 2023, Illegal Migration Act 2023 and the Victims and Prisoners Bill, which is still making its way through the House of Lords. This has led to the mental health impacts of these Bills being repeatedly raised and debated in Parliament.

Working with members, we have provided expert evidence and opinion to a number of Government Committees including the Education Committee in the House of Commons, the Lord's Integration of Primary and Community Care Committee and Select Committee on Health and Social Care.



We achieved **11,765 mentions** in broadcasts, print and online media, across the UK.



We secured **seven top stories** on the Today Programme, over **50 news reports** on BBC Radio 4 and **four front page stories** in the national print press and the BMJ.



Having sent out over **30** parliamentary briefings, we saw an **unprecedented 30% increase** in mentions of the College from **47** in 2022, to **62** in 2023.



Our influencing has contributed changes to the **Online Safety Act 2023**, **Illegal Migration Act 2023** and the **Victims and Prisoners Bill** still making its way through the House of Lords.

We raised the profile and quality of the debate on mental health at the three main political party conferences. We did this by ensuring College President, Dr Lade Smith CBE, was able to ask questions and hold the parties to account.

Following the success of the Party Conferences over the past two years, we have managed to secure regular engagement with Government and Shadow Cabinet ministers, senior officials, and Special Advisors (SpAds). These will be vital relationships for the College in the election year.

We published seven new patient information resources in 2023: Caring for someone with a mental illness; Physical illness and mental health; ADHD in adults; Depression in older adults; Isotretinoin and mental health; Binge-eating disorder; and Mental health tribunals. Just under 140 translations of the resources were published in 26 languages, including four 'emergency translations' in response to global humanitarian disasters.

In the absence of an Executive and Assembly, RCPsych in Northern Ireland has continued to have a presence at the All-Party Groups (APPG) which have been taking place. RCPsych in Northern Ireland worked alongside the Department of Health, the Public Health Agency, and the Strategic Planning and Performance Group, acting as the lead for influencing all strategic decisions to ensure the voice of psychiatry is heard.

During 2023, RCPsych in Scotland provided political briefings to 58 individuals on 23 topics and sent letters to 29 stakeholders on 12 subjects. RCPsych in Scotland also contributed to two parliamentary committee evidence sessions.

RCPsych in Scotland also achieved 1,034 media articles or mentions across multiple forums during 2023.

RCPsych in Wales hosted 5 drop-in sessions for members of the Senedd to highlight specific areas of work. RCPsych in Wales were commissioned to support James Evans MS, Shadow Minister for Mental Health, in development and introduction of a Private Members' Bill on Mental Health. Following the publication of an explanatory memorandum and debate on a Mental Health Standards of Care (Wales) Bill (December 2023), James was granted 'leave to proceed' with cross-party support for the Bill. The Bill looks to bring forward several elements of the proposed Mental Health Act reform into law in Wales.

Meanwhile, during 2023, the College website had 9.8m page views from 3.7m people.

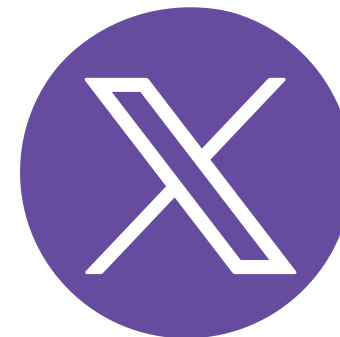
We continued to have the highest following on social media of any medical royal college – with 112,400 followers on X (formerly known as Twitter), up 2.6% from 2022; 21,060 followers on Facebook up 2.9% from 2022; 23,817 followers in LinkedIn up 14% from 2022; and 7,466 followers on Instagram, up 17% from 2022.



We published **seven** new patient information resources and nearly **140** translations in **26** languages, including **four** 'emergency translations' in response to global humanitarian disasters.



The College **website** had **9.8m** page views from **3.7m** people.



We ended the year with **112,400 followers** on X (formerly known as Twitter) up **2.6%** and **21,060** on Facebook up **2.9%** from 2022.



We had **23,817 followers** on LinkedIn up **14%** and **7,466 followers** on Instagram up **17%** from 2022.



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

Over the course of the year, our membership figure increased to 21,178, up from 20,437 in 2022.

During 2023 we welcomed:

- 627 new Members
- 20 new Specialist Associates
- 103 new Affiliates
- 14 new International Associates
- 826 new Pre-Membership Psychiatric Trainees

We also awarded Fellowships to 135 members of the College, and Honorary Fellowships, the highest award the College bestows, to five individuals.

Forty-seven per cent of members in 2023 were female and 44% were Black, Asian, or from minoritised ethnic backgrounds, 19% were based outside the UK. According to recent membership research, 8% of members have a disability and 7% identify as LGBTQ+.

Following the results of the Special Meeting held in November 2022, we obtained approval from the Privy Council for online voting in Annual General (AGM) and Special Meetings.

At the AGM at International Congress in Liverpool in July, motions to change the name of the Council to Council of the College and to include International Division Chairs as members of Council were carried, and were subsequently submitted to the Privy Council for final approval. This builds on the College work to ensure that diverse and inclusive perspectives are included throughout the decision-making structures.

A resolution to extend voting rights to Affiliates was not carried, with 43.9% voting in favour and 56.1% voting against.

Additionally, at the AGM, we saw our then President, Dr Adrian James, demit office as he handed the presidency to Dr Lade Smith CBE.



Our 2023 **membership** figure increased to **21,178**.



We welcomed **627** new Members, **20** new Specialist Associates, **103** new Affiliates, **14** new International Associates and **826** new Pre-Membership Psychiatric Trainees.



We awarded **Fellowship** to **135** members of the College and **Honorary Fellowship** – the College's highest award – to **5** members.



In 2023 **47%** of members were **female**.

Dr Smith appointed Presidential Leads for Global Mental Health Strategy; Retention and Wellbeing; Physical Health; Equity and Equality; Women and Mental Health; and Compassionate and Relational Care.

We introduced Question Time with the Officers to offer the opportunity for members to ask questions to be answered by the Honorary Officers.

In October, we held a strategy collaboration day to inform the 2024–26 College Strategic Plan. The day was attended by members of the Board of Trustees, Council, Presidential Leads and Patient and Carer representatives.

In December, we invited a small group of members who had expressed dissatisfaction with the College to attend a full day listening exercise with the Honorary Officers.

Throughout the year, we continued to deliver excellent support to our devolved councils, faculties, divisions, special interest groups (SIGs) and 230 committees.

Our members in England were supported by our eight English divisions who arranged 50 events for members, attracting 4,861 delegates, an increase of 110% from 2022.

We provided additional support to our faculties, with the appointment of a Faculty Project Manager to work with them in drafting the first RCPsych Faculty strategy. This has been an opportunity to celebrate successes so far and understand what areas of collaboration and development there might be to amplify faculty work further.

We continued to provide free webinars for members, including the popular Dean's Grand Rounds, which aim to discuss the evidence-practice gap using a quality improvement approach.

We held our second MindMasters quiz, featuring teams from the devolved nations, English divisions, and international divisions, led by our Dean Professor Subodh Dave. Defending champions, Northern Ireland, were the winners for the second year running.

We were delighted to welcome 1,913 guests to 14 ceremonies during the year, presenting 484 new Members, 109 Fellows, 6 Honorary Fellows and 39 CCT/CESR holders.



In 2023 **44%** of members were Black, Asian or from minoritised ethnic backgrounds and **19%** of members were based outside the UK.



The College has **8%** of members with a disability and **7%** of members identify as **LGBTQ+**.



We welcomed **1,913** guests to **14** ceremonies during the year, presenting **484** new Members, **109** Fellows, **six** Honorary Fellows and **39** CCT/CESR holders.



We continued to deliver excellent support for the **230** committees, Devolved Councils, Faculties, Divisions and Special Interest Groups (SIGs).

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

The Board of Trustees met quarterly to ensure the organisation was run efficiently and effectively in line with the strategic plan. Our Finance team made sure that effective, reliable management information was provided to volunteer members on key committees and staff alike.

Following the 2022 refurbishment of the College's London headquarters at 21 Prescott Street, it was anticipated that the College would be able to generate some income from hiring out of the premises as an events space to support its wider activities. To this end we welcomed a global brand to the College to film their 2023 Christmas advert under a commercial arrangement.

We signed a Memorandum of Understanding with a leading mental healthcare provider in the UAE to explore areas of collaboration and support that the College can provide on a commercial basis.

We were also part of a Healthcare UK delegation to Arab Health in Dubai, where we showcased College capabilities and joined a Department of Business and Trade roundtable discussion with NHS and UAE-based mental health leaders.

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

Senior Project Manager, Pippa Paton, won a High Commendation for the Memcom Rising Star Award.



The Board of Trustees met **quarterly** to ensure the organisation was run **efficiently** and **effectively** in line with the strategic plan.



Our **Finance team** made sure that **effective, reliable** management information was provided to volunteer members on key committees and staff alike.



We signed a **Memorandum of Understanding** with a leading mental healthcare provider in the **UAE** to explore areas of collaboration and support that the College can provide on a commercial basis.



We were part of a Healthcare UK delegation to **Arab Health in Dubai**, where we showcased College capabilities and joined a Department of Business and Trade roundtable discussion with NHS and UAE-based mental health leaders.



Our gender pay gap for 2023 was 2.13%, with men earning more on average than women.

Our 2023 gender pay report showed that 73% of our staff are women, with:

- 68% of people in our upper pay quartile being women
- 72% of people in our upper-middle pay quartile being women
- 67% of people in our lower-middle pay quartile being women
- 85% of people in our lower pay quartile being women.

Our ethnicity pay gap was 2.02%, with White staff earning more on average than Black, Asian, and staff from minoritised ethnic backgrounds.

Our ethnicity pay report, published in August, showed that 16% of our staff are Black, Asian or from minoritised ethnic backgrounds, with:

- 20% of people in our upper pay quartile being Black, Asian, or from minoritised ethnic backgrounds
- 15% of people in our upper-middle pay quartile being Black, Asian, or from minoritised ethnic backgrounds
- 16% of people in our lower-middle pay quartile being Black, Asian, or from minoritised ethnic backgrounds
- 14% of people in our lower pay quartile being Black, Asian, or from minoritised ethnic backgrounds.

Our work as an inclusive employer was recognised when we attained Level Three – Disability Confident Leader in the Disability Confident Employer Scheme.



We welcomed a **global brand** to the College to film their **Christmas advert** under a commercial arrangement.



In 2023 **73%** of our staff are **women** and **68%** of people in our upper pay quartile are also **women**.



In 2023 **16%** of our staff are **Black, Asian** or from minoritised ethnic backgrounds and **20%** of people in our upper pay quartile were **Black, Asian** or from minoritised ethnic backgrounds.



We attained **Level Three – Disability Confident Leader** in the Disability Confident Employer Scheme.

## Our values

- C**OURAGE
- I**NNOVATION
- R**ESPECT
- C**OLLABORATION
- L**EARNING
- E**XCELLENCE



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

