

Annual Review 2022



 **RCPCH**

Royal College of
Paediatrics and Child Health
Leading the way in Children's Health

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President's letter

Like so many junior doctors, I remember endlessly hearing about “the College” when I was training. I really didn’t have much of an idea of what it was – although I do remember getting my MRCP at a wonderful ceremony at the Royal College of Physicians on Regents Park. It was several years later that I began to realise that “the College” was a group of people – paediatricians and staff – not just a building. I also realised that it was a dynamic organisation that I could become part of.


My decision to get involved at RCPCH began when I met Simon Newell, then RCPCH Vice President for Training and Assessment. He made a huge impression on me. I was a newish consultant and had volunteered to help pilot the embryonic START assessment and I ended up chatting to him. My abiding memory was of someone who genuinely cared about helping me develop my career. He gave me time and I felt like I had his undivided attention. I’ll never forget the conversation I had with Simon and that was the moment that I realised that the College is a collection of incredibly dedicated paediatricians who genuinely want to further their specialty and child health and are driven largely by altruism. It was a turning point for me and since then I have found a variety of ways to volunteer and contribute to work at RCPCH.

Being President is the most amazing experience! I am immersed in working with incredible paediatricians and College staff every single day. The role allows me to travel around the UK and abroad and wherever I go, I am struck by what a brilliant specialty we have and how the common goal of wanting to improve health outcomes for children is a truly binding force. I invariably return from meetings and trips with my head buzzing because we are so much stronger together and sometimes problems I’ve been worrying about for ages, are resolved very simply because someone else has a different perspective and can see the solution more easily. Together we can make magic and I see my role as being to enable

the extraordinary talent and wealth of ideas that I know is in our specialty, to be heard and channelled. We are so much bigger than our constituent parts.

Finally – my deepest joy at the College is the kindness and connection that I have found. As we tackle a variety of really difficult issues and have to try and solve some deeply entrenched and longstanding problems, the sense of community is inspiring, and I have found new friends who I know I’ll have forever!

I trust that this Review of 2022 gives you the flavour of who we are at RCPCH and what makes us tick. I am truly proud of what we have collectively achieved and the impact we are making on children’s health and wellbeing, both in the UK and internationally.



Camilla Kingdon
RCPCH President



★RCPCH Conference

Liverpool 28-30 June 2022



Excellence in paediatrics

In 2022 we honoured six physicians and a York-based research centre for their outstanding work in research, patient engagement and clinical practice.

Simon Newell award

Dr Seilesh Kadambari

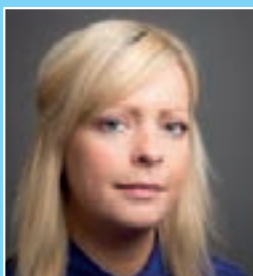


This award is sponsored by RCPCH, Sparks and Great Ormond Street Hospital to honour an outstanding young medical research worker in British paediatrics.

Paediatric Involvement and Engagement in Research (PIER) award

The Martin House Research Centre (MHRC), team members including Professor Lorna Fraser, Dr Julia Hackett, Dr Andrew Papworth and the Family Advisory Board (FAB)

Dr Julia Hackett



Professor Lorna Fraser



Dr Andrew Papworth



Lorber Prize

Dr Andrew McArdle



This award is named after Professor John Lorber (1915 -1996) who made contributions in the field of medical ethics, childhood tuberculosis and neural tube defects. It is given to a pre-consultant grade medical practitioner working in the UK for the best scientific paper related to paediatrics.

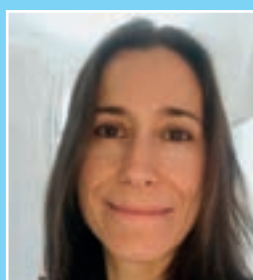
Paediatric Awards For Training Achievements (PAFTAs)

The national PAFTAs recognise the very best in paediatric training in the UK annually. The College oversees the national PAFTA judging process to award: Junior Trainee (ST 1-3), Senior Trainee (ST 4-8) and Educational Supervisor.

Dr Neethu Treasa Sebastian



Dr Anastasia Alcock



Dr Laura Combe



CEO's foreword

It's been another remarkable year for the College, full of achievements across the range of our activities. Despite the backdrop of uncertainty in an ever-changing world, we can be proud in what we've been able to do.

This testifies to the College's great strengths in having an inspiring mission and vision, which are important ambitions for such a time as this. These provide us with an exciting focal point for what we do and the difference that we want to make to paediatrics and child health. Personally, I draw great energy from the unique opportunity that we have – this is definitely the place to be. It's a real privilege to be involved in work that has such direct impact and which is much needed.

The annual review serves to remind us that our collective voice does resonate strongly in the UK and internationally. It has been wonderful to see us furthering our strategy, speaking with confidence and authority on diverse areas such as child health inequalities, legislation affecting children and young people, and climate change. We continue to harness knowledge, data and intelligence to improve the quality of care for children and young people through our audits and quality improvement. On training and assessment, we focused on readiness for Progress+ and we also launched RCPCH Learning. And on developing our

member community, we introduced Thrive Paediatrics to deliver a framework for wellbeing and best practice for sustainable staffing.

These are just a few highlights, and many more examples of impressive successes are contained in the review. Quite simply, none of this would be possible without solid collaboration by all involved. My warm thanks and appreciation to our members, staff, trustees, children and young people, and all the stakeholders that we work with.



Rob Okunnu
CEO



James Spence medal



The James Spence medal is awarded each year at our RCPCH Conference to honour the outstanding contribution of paediatricians within the field of clinical or social paediatrics, public health, clinical science, epidemiology or family practice.



Professor Sir Andrew Pollard is Professor of Paediatric Infection and Immunity at the University of Oxford, Honorary Consultant Paediatrician at Oxford Children's Hospital and

Vice Master of St Cross College, Oxford. He has contributed to the overlapping fields of paediatrics, vaccinology and public health. He is well known as an authority on the design, development and testing of vaccines for adults and children—having taken a leading role as Director of the Oxford Vaccine Group during the Covid-19 pandemic.

Professor Imti Choonara is founding editor of BMJ Paediatrics Open (an open access journal from BMJ and RCPCH, publishing research on the health and wellbeing of neonates, infants,

children and young people) a nationally and internationally renowned paediatrician and pharmacologist. He has contributed greatly to our understanding of clinical trials of medicines for children and was active within the National Institute for Health and Care Research (NIHR) and more broadly in supporting and assessing trials of medicines for children. In addition to his many commitments, Professor Choonara has given his time to children in Cuba where he has volunteered for many years.



2022 Honorary Fellows

Dr Nick Brown

Editor in Chief – Archives of Disease in Childhood

Professor Steven Clifford

Director, Newcastle University Centre for Cancer and Professor of Molecular Paediatric Oncology

Ms Yvonne Coghill

Director for the Workforce Race Equality Implementation Team NHS London

Dr David Evans

Consultant Neonatologist, Southmead Hospital Bristol

Ms Kath Evans

Director of Children's Nursing, Barts Health NHS Trust

Professor Humayun Iqbal Khan

Head of the Pediatrics Department in Services Hospital Lahore

Dr Michael Linney

Retired Consultant Paediatrician

Dame Mary Marsh

Past Chair of the Board of Trustees at RCPCH

Professor Mala Rao

Senior Clinical Fellow at Imperial College London

Dr Robert Ross Russell

Director of Studies in Medicine at Peterhouse, Cambridge

Dr Amanda Thomas

Retired Medical Director

Professor Russell Viner

Professor of Adolescent Health at the UCL, Institute of Child Health



A leader in child health

We began 2022 getting use to the idea of living with COVID-19 and all the challenges that come with it. By late winter, we were bracing for what would come next as the news from Ukraine became more and more unsettling. The cost-of-living crisis exacerbated the challenges many were experiencing, exposing health inequalities. As summer came into view, growing potential for industrial action by groups of NHS workers began to permeate conversations as the NHS managed COVID-19 backlogs amidst the foreshadow of another challenging winter, with an even further stretched workforce. Our collective voice as the Royal College of Paediatrics and Child Health (RCPCH) mattered even more for the benefit of our members and the children and young people they serve.

Our focus is on the recruitment, training and retention of paediatricians with a mission to improve health outcomes for children and young people in the UK and abroad. Our work in 2022 helped to deliver on this promise by standing in solidarity with colleagues in Ukraine calling for the protection of children and young people. We submitted evidence to inform country specific reports on the situation of children's rights as defined under the United Nations Convention on the Rights of the Child (UNCRC). Our landmark health inequalities campaign brought attention to how poverty influences children's health and wellbeing, asking members and the public to help #ShiftTheDial.

Our members, who are at the core of what we do, met face-to-face for the first time since the beginning of the pandemic at our conference in Liverpool. The energy and excitement could be felt and seen at the break-out sessions, our lively RCPCH &Us sessions and Bake off. Our staff have been resilient as we pivoted through lockdown and entered a new normal introducing a formal hybrid working pattern that allowed our staff more work/life balance.

We have come through a global pandemic and faced the challenges brought on by a cost-of-living crisis, but our mission has never been more clear – to be a leader in improving health outcomes for children and young people. Our work as a Royal Medical College and charity is made possible by our dedicated staff and thousands of member volunteers. In this annual review, we share highlights of the work done across the College and we hear from some of the people behind the scenes who make our everyday possible.



Education and training

The recruitment, training and retention of our members is vital to paediatrics. More importantly, making sure our members have access to the best training opportunities and that they feel supported throughout their journey. This has been a strategic focus for us in 2022.

Our teams have been busy transitioning back to face-to-face exams and preparing to launch the General Medical Council (GMC) approved two-level, run through speciality training programme Progress+---scheduled for Summer 2023. We produced updated guidance for trainees and trainers, educational supervisors and tutors. Working with hundreds of volunteers and our dedicated staff, we took a holistic view of paediatric training and introduced initiatives that work to support careers, training and wellbeing.

Our workforce team participated in dozens of consultations such as The Health and Social Care Committee oral evidence session with Health Education and Improvement Wales (HEIW) and

“I think that good education and professional development are vital to excellence in paediatric care. They are also part of what brings fulfilment and satisfaction to our work. And I’d go so far as to say that it is the lifeblood of our specialty.”

Dr Jonathan Darling, Vice President for Education and Professional Development



Social Care Wales (SCW) and long-term workforce planning with Health Education England (HEE). The College Workforce Census provided an overview of paediatric and child health workforce, focusing on consultants and SAS doctors working in the UK.

We also celebrated the one-year anniversary of our #ChoosePaediatrics programme introducing rebranded assets that included a highly successful social media campaign and careers booklet. This led to an impressive 7% increase in foundation membership and more than 1,000 ST applications.

Associate Director of Workforce and Careers Dr Megan Peng

My first real experience of paediatrics was in the final rotation of my FY2 year at a small district general hospital back in 2012.

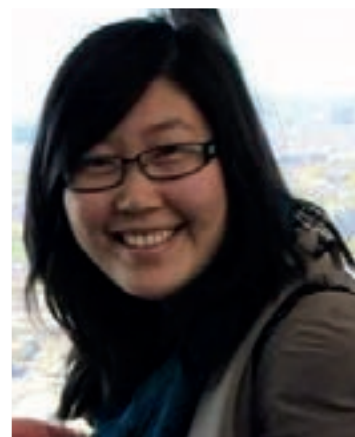
From the incredible camaraderie and team spirit of our multi-professional community to the support and encouragement of senior colleagues, and the shared purpose and passion for improving the health and wellbeing of our patients and their families - I knew paediatrics was unique and special, and it was the only specialty I considered for core training.

Over the last five years working at the College, I have seen first-hand the impact it has on driving improvements in the standards of care for children and young people, and on highlighting wider child health concerns at national level – we have often been the only voice advocating

for the rights of children and young people in a room crowded with other competing priorities.

A sustainable child health workforce is the backbone of paediatric services, and core to all our work within the Recruitment, Lifelong Careers and Workforce teams. I'm incredibly proud of the immense work every single one of the team pours in to enable the paediatrics workforce to not just survive, but thrive.

In an ever demanding and difficult NHS landscape, we want to do all we can to ensure our child health community never loses the joy and purpose of a lifelong career in paediatrics.



Coming in summer 2023

RCPCH Progress+
Paediatric training for excellence



RCPCH Learning launched in June attracting nearly

5,000
registered users



950

courses taken (from
June 2022)

11 training principles
through the eyes of trainees
delivered monthly as we
moved towards Progress+

Thrive Paediatrics
launched in Autumn
2022. Its intention is to
activate change through
the co-creation of a
vision and to empower
individuals and regional
communities to
accelerate our collective
efforts for sustaining
a thriving paediatric
workforce

**Introduced College
tutors resource hub
and Stepping Up
guidance for trainers
and trainees**



1,967
STI-4 trainees



Education Learning Board
Launched autumn 2022 to review
all new course requests to ensure
they are fit for purpose.

Dinwoodie Charitable Company

A successful grant bid application was accepted to pilot best practice principles, forge new communities focusing on wellbeing, innovation and networking and explore ways to drive change



Workforce project

Fed in on more than a dozen consultations across the UK like safe staffing in Wales, Northern Ireland election manifesto and the Health and Social Care committee inquiry



4,035
in paediatric
training

3,350

RCPCH learning
training hours

We held several well-attended supervisor and tutor events held throughout the year focusing on member training and wellbeing



Paediatric workforce and evidence library to support members, workforce planners and other stakeholders



Speaking with confidence

Our policy and advocacy work in the UK and abroad has indicated that ours is a leading voice in child health. We held dozens of consultations with government across all four nations in the UK publishing first of its kind guidance. The College had a leading voice in advocating for changes to the Health and Care Bill in England. We've made impact that will be felt for years to come and may inspire future paediatricians to join our ranks.

Becoming a medic was always a vocation that has stretched my abilities and capacity. The College has been a constant source of support through my years in training and later as a consultant. At times I drifted away from College activities, but it was never too far from my work, whether it was important guidelines, training standards or simply knowing that someone was lobbying for better child healthcare on my behalf. I never really felt I would be a good 'College person', having neither the time nor feeling I had much to offer. It was therefore a surprise when someone suggested it might be something for me. Being supported by fellow paediatricians across the UK was however, hugely gratifying and extremely humbling. It really is an honour.

Of course, there is much work to be done and the College has given me a great opportunity to express

"I volunteer at the College because it enables me to express some of the passions and values I have, to feel valued and listened to, and although it is sometimes demanding, it really is great fun!"

Vice President for Policy, Dr Mike McKean



myself, to share some of the things I have come to appreciate over the years. We are facing some big challenges in child health but the collective spirit of staff, College Officers and the many paediatricians we work alongside is tremendously energising. That energy has lifted me on many occasions and has been so important for me personally since taking up my College role.

Highlights that come to mind from my first year as Vice President for Policy are

around meeting new paediatric colleagues, working with College staff who are incredibly talented and kind and attending the College conference where I was able to reconnect with areas of paediatrics I had not thought of for many years. I volunteer at the College because it enables me to express some of the passions and values I have, to feel valued and listened to, and although it is sometimes demanding, it really is great fun!

Dr Mike McKean- Vice President for Policy

Interim Co-Executive Director of Membership, Public and External Affairs, Melissa Ashe

I remember when I first joined the College, around seven years ago, part of a team building exercise was to answer a series of questions including what we wanted to be when we were at school. Surprisingly to me, but perhaps not surprising at all for you as readers, a significant proportion of my colleagues at the time all wanted to be doctors, including me! Unfortunately, I was terrible at science, so watching Mark Green and Nurse Hathaway on TV each week probably played a big role in keeping me interested in healthcare.

My role at the College, to lead our policy, external affairs and strategic projects functions, means I have the privilege of working closely with members, advising the President and other Officers on policy issues, and driving forward our influencing work with governments, the NHS and other key decision makers. Working closely with paediatricians means our teams have a direct line into what really

works (and also what doesn't) on the ground, with open and rigorous dialogue about how to take forward sticky issues in child health.

There is no denying that the pressures and priorities for our members, within the NHS and those in public health, academia, and science, are enormous. The College plays a unique role in being able to create platforms for exploration and learning. We collaborate and convene members to build a consensus on key issues and that informs our advocacy and confidence in being able to speak out on paediatricians' behalf, and to amplify the voice of children and young people. I work among ambitious, kind and motivated colleagues who bring with them technical expertise and a shared set of values. It's these values that supports us all to drive forward the College's mission to lead the way in child health.





#ShiftTheDial e-action campaign garnered

1,019
signatures from
across the UK

Landmark child health inequalities campaign launched to great success. Campaign included multiple resources aimed to support paediatricians in clinical practice



30+

media appearances where College senior leaders were featured as thought-leaders and agents of change. Featured in The Guardian, The Independent, BBC and others



Supported first of its kind policies:

- External second opinions guidance
- Health and Care Bill response
- Safeguarding guidance for early medical abortions
- National guidance for the management of children in hospital with viral respiratory tract infections
- Child modern slavery and human trafficking guidance for paediatricians

100+

statements to government to call for action in improving child health outcomes

Responded to and signed statements of support to several inquiries such as the Hilary Cass review, BBC investigation into severe NHS Dentistry shortages, an intergovernmental panel on climate change and more



In Wales:

Met with key stakeholders and decision makers including the Children's Commissioner for Wales; the Deputy Minister for Mental Health and Well-being; and Senedd Members covering children and young people from Welsh Labour, Plaid Cymru and the Welsh Conservatives



In Northern Ireland:

All College recommendations were accepted by the Review of the Child Death Overview Panel in Northern Ireland

Launched a campaign and manifesto for the Northern Ireland assembly.

50+

responses to government calling for better nutrition, better mental health support and more



In Scotland:

Scottish Officer Dr Mairi Stark gave evidence to the Health, Social Care and Sport Committee's inquiry into the Health and Wellbeing of Children and Young People

We stood in solidarity with Ukraine publishing a statement of support, holding a briefing for members, responding to the reported strike on a children's hospital and drafted a letter members could send to their MPs to call for humanitarian support--this was forwarded to 30 different MPs



 **RCPCH & Us**
The voice of children,
young people and families

RCPCH &Us is more than a children and young people's (CYP) programme at the College. It is led and driven by hundreds of CYP, parents, carers and clinicians who believe in our philosophy that the voices of children and young people are embedded in all areas of the College.

The work we do at the College is valuable because of the difference it makes to the lives of children, young people, families and RCPCH members. Seeing children and young people growing in confidence, developing skills, challenging for better and being part of the solutions is just fantastic. We've heard from them, families and Drs the difference their involvement has on them as individuals, on services and on other parts of their lives too. Being able to support children and young people's development, their sense of purpose and identity at the same time as helping to improve paediatric and child health services and experiences is really such a gift and gives me motivation each day.

"Seeing children and young people growing in confidence, developing skills, challenging for better and being part of the solutions is just fantastic."

**Head of CYP
Engagement
Emma Sparrow**



RCPCH &Us volunteers in 2022

1,006





Epilepsy12 Youth Advocates win Richard Driscoll Memorial Award for outstanding patient involvement in clinical audit

3,405

unique online engagement session on RCPCH Quality Improvement sharing hub

More than 50 RCPCH staff trained in safer working practices

983

RCPCH &Us volunteer hours

1,000+

health professionals trained in engagement, rights and what matters to children and young people

What our RCPCH &Us volunteers have to say:

"I joined RCPCH &Us to be able to meet with other people who have the same medical condition as me and it's been fantastic being able to talk to others about how they feel and deal with everyday things."

"RCPCH &Us have helped to connect me with other young people who have medical conditions, and this connection has helped with the isolation I have felt at times following my diagnosis. Connecting with others in this way has enabled us to connect all our experiences together and help to make powerful changes for others in the future."

"Why engagement matters to me is because if there's not much engagement, children might not necessarily want to talk about their problems. And they probably suffer without anyone else really knowing or being able to help."

"It is so interesting and inspiring to see how much work everyone in the College does and goes into making everything achievable. It's just awe inspiring."

"Being involved helps young people feel needed and helps with our mental wellbeing."

"Engagement matters to me because children and young people need to be heard. So many great things could be improved if we were listened to. And engagement is the way we can make this happen."





“Unfairly, it is people living in the countries which contributed least to global emissions that are bearing the brunt of the increased burden of disease, and children are especially vulnerable.”

Chair and co-chair of the Climate Change Working Group, Bernadette O’Hare and Haytham Ali

Climate change

The climate crisis is a child health crisis. Our response has been to embed climate change work into our strategy. Since 2021 our programme has gone from strength to strength.

We published our Tackling Climate Change action plan in January 2022 outlining six ambitions and led by members of our Climate Change Working Group. They are tasked with covering five workstreams—advocating for change, research, support for members, international, College building and resources. We shared statements responding to wealthy nations stepping up global climate change

action, achieved the highest score among Royal Medical Colleges in the climate change and health scorecard, highlighting the success of our dedicated action plan to tackle climate change which is central to the organisation. We know that children everywhere are not accessing their most fundamental rights, which are critical for good health. Alarmingly, many are already seeing these current deprivations being amplified because of the changing climate. Unfairly, it is people living in the countries which contributed least to global emissions that are bearing the brunt of the increased burden of disease, and children are especially vulnerable.

Volunteering with the Royal College of Paediatrics and Child Health's Climate Change Working Group (international strand) allows us to be part of a community that highlights the current and future deprivations and advocates for action. It allows us to network with other global child health groups to strengthen the call for leaders to remember that the climate crisis is a child rights crisis. It allows a unique opportunity to reach out to overseas members and other paediatric associations in countries most impacted by the crisis.

We hope to provide a platform for the voice of those who witness the devastating impact on children day in and day out and are best positioned to offer advice on how to make practical adaptation suggestions and thus contribute to shared learning. We plan to

make their testaments of the impact on children widely available as this will strengthen the call of the RCPCH on leaders to recognise that the climate crisis is a child rights crisis. We hope their voices will motivate leaders to ensure all children everywhere access their fundamental economic and social human rights, including clean air, safe water, sanitation, and affordable and nutritious food and prioritise the delivery of a rapid and just transition away from fossil fuels, including cessation of all fossil fuel exploration and subsidies.

Bernadette O'Hare, MD, MPH, FRCPCH, Senior Lecturer in Global Child Health

Haytham Ali, FRCPCH, MBA, Senior Consultant Neonatologist, Sidra Medicine, Qatar



Funding secured for Sustainability Fellow to help develop educational and quality improvement resources



Presented at national and international climate change and health events, various, including NHS Confed Expo, a European Paediatric Society and St David's Day in Wales



Hosted a parliamentary roundtable for MPs on setting stronger targets for air quality in England.

Harnessing knowledge

Research and quality improvement isn't just about the numbers. It is about the thousands of children who receive better care, the hundreds of doctors who have updated clinical guidance and the dozens of NHS Trusts who can provide better service.

In 2022 we published a new clinical framework for acute hepatitis to provide a structure for the investigation, transfer and management of children with novel non-A-E acute hepatitis in the context of an emergence of a novel disease. Our National Paediatric Diabetes Audit published in April 2022 achieved 100% participation by paediatric diabetes teams in the 2020/21 NPDA despite the challenges associated with delivering, recording and submitting details of care provided, and with participation being voluntary during this first year of the COVID-19 pandemic. We also published new 'rapid' clinical frameworks developed to support clinicians in the treatment and management of new and novel conditions including Mpox (monkeypox) and acute hepatitis in children.

"The greatest advances in science come from research. What we do in research and our other scientific endeavours makes a difference, a huge difference to the health and lives of the children and young people will look after. We need to ensure that UK paediatricians, including our trainees, have the best opportunities to be able to do this."

Vice President for Science & Research, Professor Paul Dimitri



Executive Director of Research and Quality Improvement, Emily Arkell

During my career at the RCPCH, I have benefitted from the development opportunities provided at the College by the People and Culture Division.

I have had three different roles – spanning both policy and media and external affairs before being promoted into the role of Director of Research and Quality Improvement. Alongside formal and informal coaching and mentoring, this has enabled me to develop in my roles and in turn to support colleagues in their development too.

The best thing about working at the RCPCH is the collaborative way of working with paediatricians, child health professionals and children and their family that is adopted and encouraged in all aspects of our work

The RCPCH has real impact: this is demonstrated by successes in areas of work hosted at the College such as the Diabetes Quality Programme which has supported clinicians working in units to influence for greater investment into their services and improved ways of working through quality improvement collaboratives. The impact is inspiring to see and with clear outcomes from the day-to-day work the College does, that is why I work here.



“ I work at the College because I am passionate about and dedicated to improving child health outcomes for all children and young people and supporting the paediatric workforce in the NHS and beyond to enable them to do that. I have worked at the College for 10 years, joining as Head of Policy.”



Published three major reports:
National Neonatal Audit, National
Paediatric Diabetes Audit, and
Epilepsy12 Audit

QI Central - RCPCH's
quality improvement
sharing hub:

15,146 unique sessions

31,665 page views



QI Central e-module
series launches with

6,100+

unique sessions
across the three
modules in first
six months

QI Central and
RCPCH &Us national
showcase shortlisted
for the National
Improvement Award
in the 'spreading
change and
improvement across
systems' category



New genomics programme initiated
and hosted at College in response to the
development of whole genome sequencing
programme for newborn babies

Medicines for Children new website launch- Over 220,000 unique sessions on the new Medicines for Children website in first three months alone



Diabetes QI podcast series and Diabetes QI microsite had 10,000 total views across 30+ video resources and over 4,000 total streams across six podcast series



Epilepsy Quality Improvement microsite:
4,300 page views
1,300 unique sessions

Epilepsy QI programme had 17 participating NHS Trusts including an Integrated Care System, over 1,200 unique sessions on the new EQIP microsite



Journal articles published following British Paediatric Surveillance Unit (BPSU) studies contributed to the evidence base about how rare and infectious diseases affect children and young people



Dr Vincent Tse – North East England area officer, Dr Liz Marder – RCPCH Treasurer, Dr Jonathan Darling – RCPCH VP for Education and Professional Development at Bath membership ceremony

Our member community

A community that bakes together stays together and we couldn't agree more. Our members are the reason why we exist and we take that responsibility very seriously.

In 2022 we introduced Thrive Paediatrics, a framework for wellbeing, agency and sustainable staffing. We placed an emphasis on wellbeing and mental health with online webinars and stories shared from our members. Our members supported our climate change action by participating in Ride for their Lives, raising £5,000. We welcomed members back to our hybrid conference in Liverpool with more than 1,000 arriving in person.



Global health

Our mission to improve health outcomes for children and young people does not stop at our borders. Our global programme provides training opportunities for our members and partnerships with international paediatric societies.

These valuable relationships allow our members to participate in an exchange of ideas and clinical practice. RCPCH Global continues to build its programme of work on global child health advocacy, including feeding into the All-Party Parliamentary Group on Global Health's new report on the global health workforce.



“One of the strengths of the RCPCH is that we don't see ourselves as working in isolation from other parties, be there in country or be that with other agencies who are working in country or indeed other organisations ”

**RCPCH Global Officer,
Dr Sue Broster**



Dr Camilla Kingdon and
Dr Sue Broster in Rwanda.

RCPCH membership

22,000+



RCPCH Membership:
Number of countries
represented

30+

We initiated a 2-year
Multi-Country Assessment
Programme (MCAP), working
with teams of international
College members in selected
countries to analyse the
state of secondary care
for maternal, neonatal and
paediatric

20,556

hours worth of
Podcast downloads



£5,000

raised by members for climate
change projects




£3.3million

in grants and funding
secured for projects
across the College

RCPCH Global developed a new programme to support Palestinian children living in refugee camps across Lebanon. The programme aims to strengthen local organisation's capacity to prevent, identify and manage developmental delays and disabilities



 Twitter followers
33,500

 Instagram followers
4,093

 Facebook followers
23,300



We partner with paediatric societies globally to support neonatal and maternal health programmes. These experiences enrich our member volunteers and offer needed support to local clinics

Strength from within the College

Our College values are made real by our staff. We have 181 people working across the four nations to educate our members, advocate for their patients and work to make our mission to improve health outcomes for children and young people a reality.

We moved to a fully hybrid working model to support work/life balance and introduced functional workspaces and pods. We even welcomed new neighbours into our building that share our values as a health charity. The College also secured more than £3M from a mix of grants and fundraising to help support our campaigns and College-wide projects.

The results speak for themselves and include the provision of a wide range of development opportunities including programmes accredited by the Institute of Leadership & Management, coaching and mentoring, technical skills and a real focus on practical skills, for example presentation skills.

“Joining the College in 2011, I quickly realised that as an organisation its energy and commitment to staff development and engagement is for the long term. My role was to harness this energy and commitment and turn this into tangible outcomes for staff across the College.”

Executive Director of People and Culture, Louise Beauchamp



The College's commitment to the employee voice has seen the establishment of an employee forum, with representatives from across the College, informing and consulting on a wide range of initiatives which may affect staff. This inclusive approach is at the very heart of the College ethos to best working practices. This commitment saw the College awarded Investors in People status in 2022 which was a moment of celebration for the College. I take enormous pride working for such a committed and passionate organisation.



Head of Facilities and Services, Deborah Sayers

I have been working at the College since August 1994 when we were known as the British Paediatric Association. I started as a junior secretary, providing support for all 10 members of staff and slowly moved up the ranks. I worked within the membership team, Academic Board and became Assistant to PA of the College Secretary. After assisting with leasing of additional office space at Cornwall Terrace and then the purchase of our first owned building at Hallam Street, I was encouraged to apply for the role of Building Manager and have never looked back.

Over the past 29 years I have worked with 11 presidents, 9 CEOs and 7 managers who have all given me many opportunities to grow and advance my skills and position. Being open minded to new ideas and change is key to the ever-evolving work place I continue to enjoy my job at the College and hope to hit my 30-year anniversary in 2024!



“ I enjoy solving problems and finding solutions and being prepared that there is never a standard working day.”



Breaking the Bias for International Women's Day 2022



Finance update

In 2021-22 the College once again exceeded its budgetary targets, producing a surplus of £1.7m across all three funds (General, Restricted and Designated) against a budgeted deficit of £0.5m. The environment for our investments has been more challenging, with an unrealised loss of £0.2m negating the unrealised gain recorded in 2020-21, reflecting the volatility and downward pressure on values seen in global markets throughout the year.

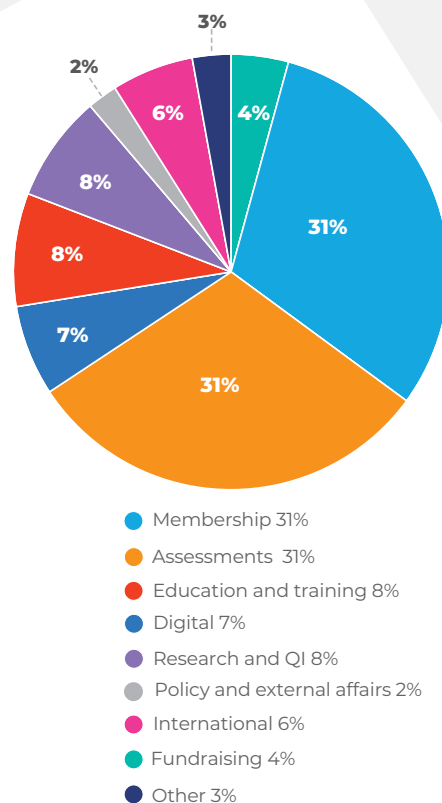
The year saw us embark on two major finance driven initiatives that will impact across the whole College, namely the implementation of an Enterprise Resource Planning platform (ERP) and renewed focus upon multi-year budgeting. The ERP system chosen was Microsoft's Business Central Product which is scheduled to be introduced in two-stages, firstly the finance system that sits at the products core and then the integration of other College systems. The streamlined functionality that this provides will capture efficiencies across the College allowing for smarter working patterns and the elimination of reconciliations currently necessitated as data is passed from one system to another.

The second initiative requires the movement away from a budgetary process focusing on a single year and towards multi-year budgeting and financial planning. This enables the College to take smarter investment decisions, particularly around our investment in digital systems or income diversification opportunities since both will have implementation timeframes spanning multiple years. It will also highlight the future returns we aim to derive from those investments, while ensuring that College reserves are maintained at the appropriate level to manage risk.

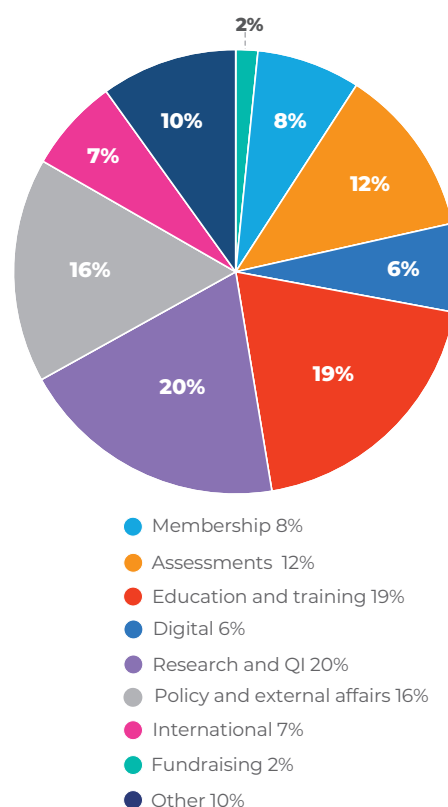
The Trustees Report and Accounts is now available on the College website.

Auditors: Sayer Vincent, Investment Managers: Abrdn

Summary income sources for 2021-22



Summary expenditure areas for 2021-22



Chair's message



2022 was my first full year as Chair of the Board of Trustees. I joined the College just after our anniversary celebration and set to work as we looked forward to another 25 years.

The Board was strengthened this year by two brilliant new Trustees. My sincere thanks go to all the Trustees for their continued dedication to the effective management of the College. Their scrutiny and oversight have enabled us to support our charitable objectives while remaining financially sustainable despite the challenges we face. I would also like to thank College Officers, volunteers and staff for their commitment as we continue to be a leading voice in child health.

This Annual Review showcases many of the people behind our advocacy campaigns, education and training, and staff engagement and support. Much has been achieved this year through the collaborative effort of College volunteers, such as our influence in the Health and Care Bill in England and the extraordinary work done to #ShiftTheDial in health inequalities. Our first face-to-face RCPCH Conference since the pandemic, and my first as Chair, was a special milestone. Its huge success was due to the tremendous efforts of our staff and member committees.

The entire Board is committed to building on this excellent work as we continue our vital work to support paediatricians and safeguard child health through the challenges to come.

Chair, RCPCH Board of Trustees
Joanne Shaw

Board of Trustees

Chair

Ms Joanne Shaw

External Trustees

Ms Adrija Bhattacharyya,
Beneficiary Trustee (Children and Young People)

Mr Adam Igra,
Innovation Director, Royal Brompton and Harefield Hospital

Mr Simon Meredith,
Partner, NGM Tax Law

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RCPCH Registrar



Annual Review 2022
Royal College of Paediatrics and Child Health

The Royal College of Paediatrics and
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in England and Wales (1057744)
and in Scotland (SCO38299)

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