



GOAL 1

The size, skill and welfare of the UK child health workforce are prioritised by senior NHS decision makers to meet the needs of children and young people across the four nations.

- Reviewed our entire assessment structure and related psychometrics.
- Reviewed our Theory Examination structure.
- GMC gave us full approval for Progress+ following a successful first year.
- Delivered core work across all levels of, training support and beyond with improvements for the future.
- Grew our educational outputs with positive reviews – new podcasts, webinars and courses.
- New rostering guidance, multidisciplinary team resources, SAS careers hub, data resources incl. evidence library, Physician Associates member research.



GOAL 2

Child health is at the centre of decision making across the four nations.

- Our engagement with paediatricians and children and young people led to the inclusion of multiple policy actions for child health across the Department of Health and Social Care 10 Year Plan.
- Our call to government to ban disposable vapes was implemented on 1 June 2025.
- Our proposed amendment to include Equal Protection from physical punishment in the Children's Wellbeing and Schools Bill received the most support from MPs of any amendments to the Bill, but the UK government is yet to concede.
- Our campaigns on RSV vaccination and community waiting times led to four-nation government action.



GOAL 3

Research, evidence and clinical standards improve safety and child health outcomes.

- Launched the new RCPCH QI Community to support members foster connection, collaboration and skill development within child health.
- Continued delivery of all three national clinical audits (Epilepsy12, National Neonatal and Paediatric Diabetes).
- Launched the newly digitised Physical Signs of Child Sexual Abuse (Purple Book)
- Hosted the Research Essentials Day for Paediatricians in Training 2025 with over 150 attendees.
- Supported children, young people and parents/carers to meet with our Royal Patron to celebrate 10 years of RCPCH &Us and showcase the impact of their volunteering with the College.



GOAL 4

RCPCH has an international impact in paediatrics and child health.

- MRCPCH Clinical examinations successfully delivered for first time in Qatar and Sri Lanka.
- RCPCH Learning welcomed over 12.5k active users from around the world, reflecting our expanding global reach and the value our learning resources.
- Delivered high-impact programmes despite a challenging global health finance landscape.
- Theory Diploma of the RCPCH (TDRCPCH) approved in recognition of Member's achievement passing the College's three theory exams.

Enablers:

1. Launched our Regional Paediatrics Visits programme, with a visit to Blackpool Victoria Hospital, embarked on a major website development project and launched a dedicated North of England page with further regions to follow.
2. Undertook Members with College Roles review and created action plan for delivery, awarded Silver by Investors in People and implemented neurodiversity toolkits for both managers and staff.
3. Explored options for a generous legacy from Gordon Denney. Also spent much of the year undertaking the initial stage of the College's internal financial transformation as agreed by the Audit, Finance & Risk Committee.



GOAL 1

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- Expansion of RCPCH Learning, virtual on demand exam resources and monthly leadership podcast series, Leading the Way.
- Development of our flagship Spotting the Sick Child programme, bringing vital learning to life in new and accessible formats.
- National guidance on person specifications and flexible working
- The next phase of Thrive Paediatrics, - Choose. Join. Thrive.
- Recommendations for exams, START and workplace-based assessments shared, piloted and discussed with regulators, global partners and, most importantly, our members following completion of our assessment review.



GOAL 2

Child health is at the centre of decision making across the four nations.

- Pro-active engagement with governments across the four nations on key child health policy issues outlined in our new advocacy plan.
- A comprehensive framework for 'Making decisions to limit treatment in life-limiting and life-threatening conditions in children (DtLT)' and updated clinical guidelines.
- A refreshed State of Child Health report, building on our landmark 2020 edition.
- Updated Facing the Future standards for acute general paediatrics, children with ongoing health needs and emergency care.
- A new campaign focused on the early years and improving health for 0-5s.



GOAL 3

Research, evidence and clinical standards improve safety and child health outcomes.

- Development of our RCPCH QI Community supporting members to foster connection, collaboration and skill development within child health.
- Retendering and delivery of national clinical audits - Epilepsy12, Neonatal, Diabetes.
- Inaugural digital conference dedicated to advancing child health technology and transforming paediatric care.
- A range of researcher engagement events to ensure research preparedness amongst paediatricians.
- A digital skills catalogue, where members can access case studies and signposting to digital solutions.
- First children and young people's conference, within RCPCH Conference 2026.



GOAL 4

RCPCH has an international impact in paediatrics and child health.

- A review of our international recruitment programmes.
- Further open access to our online learning for international members.
- Continued support for child health clinicians in our grant-funded humanitarian programmes.
- Strengthening of our work with partner paediatric organisations in Nigeria, South Africa and Nepal on mitigating the air pollution effects of climate change on newborn, child and lifelong health.

Enablers:

1. Build on our Regional Paediatrics Visits programme, deliver the Senior Member definition changes, implement new service desk improving how we communicate with members who have an enquiry and look to renew and refresh our membership offer.
2. Comprehensive recruitment and engagement plans created for Members with College Roles, and a strengthened approach to coaching and mentoring for staff to support growth and progression.
3. Efficiencies unlocked through strategic projects such as a new membership database and Help Centre implementation, further refinement of our financial model as supported through the Audit, Finance and Risk Committee