



Annual Report and Financial Statements 2018

www.rsph.org.uk

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Reference and administrative details

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Introduction from the Chair



Philip Woodward Chair

Increasing levels of inequality and, seemingly, a plateau in life expectancy make it more important than ever to consider the efforts we put in to preventing ill health before we need to call on acute healthcare services. RSPH has been promoting this mantra for over 160 years and the message is as relevant now as in the 19th century.

RSPH has made substantial progress in improving and protecting the public's health through its broad range of campaigns and expanding education programmes, qualifications and publications and in my final year as Chair of RSPH I wanted to highlight a few of our current activities.

The growth in health inequalities has been well evidenced with the results of austerity falling disproportionately on those already most disadvantaged. I am proud that during 2018, RSPH shone a light on the social conditions that cause these unacceptable inequalities. Our *Health on the High Street: Running on Empty* report had blanket news coverage and showed with great clarity that the poorest cities and towns have not only the most unhealthy high streets but that these correlate with the multiple indices of poverty and deprivation. The recommendations for action in the report provide a blue print on how to improve neighbourhoods and begin to tackle inequalities.

As part of our role in the 'End High Cost Credit Alliance' we produced 'Life on Debt Row', which for the first time, showed the impact of debt on health and wellbeing. These influential reports, widely disseminated, showed how we might plan for a more equal and healthy future.

We continued to grow our membership, expand our digital reach, provide up-to -date information through all our educational services and increased the readership of our international journals, *Public Health* and *Perspectives in Public Health*. On the ground we delivered the Connect 5 programme to support mental wellbeing and provided quality assurance for community pharmacy through the Health Living Pharmacy Register.

This Annual Report highlights our activities and impact for the year and I would like to thank my fellow trustees for their commitment and support throughout the year to the RSPH. At our AGM last September, we celebrated the 10 years of Lord Philip Hunt's presidency of the RSPH as he handed over the reins to Professor Lord Patel of Bradford. Lord Hunt has championed the work of the RSPH for a decade and we are very grateful. We were also delighted to welcome during the year broadcaster, Natasha Kaplinsky and actor, Michael Sheen to the RSPH in their roles as Vice Presidents.

There has never been a greater need to promote and protect the public's health and wellbeing and we thank all our supporters, partners and members for helping us to meet our vision.

Philip Woodward Chair

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Our year in numbers 2018

MEMBERSHIP

Members



Over **6,500** members

Members represent **46** professions

Members from over **90** countries



Events

Most popular event



'What is the future of water and public health'

Student conference in Sheffield
13 December 2018

Most popular webinar

'Arts and mental health:

the similarities and differences between arts therapies and arts practices' with over **370** registrations from **37** countries

Public Health Journal

Over **1,500** original submissions

Over **675,400** downloads



Most downloaded paper –

'Why is changing health - related behaviour so difficult?' By Kelly M.P., Barker M. with over **29,100** downloads

Perspectives in Public Health Journal

Over **200** original submissions

Over **104,100** downloads



QUALIFICATIONS



Over **50,400** candidates registered

Over **700** RSPH approved centres

83 qualifications were available



Our most popular qualifications were

RSPH Level 2 Award in Food Safety and Hygiene

RSPH Level 1 Award in Food Hygiene Awareness

RSPH Level 2 Award in Understanding Health Improvement



12 new qualifications launched

NATIONAL AND REGIONAL PROGRAMMES

Healthy Living Pharmacy



Over **9,000** pharmacies on the HLP register

Connect 5



Over **280** Connect 5 trainers on the national register

Young Health Champions

Over **120** Young Health Champions trained

E-learning

Over **1,300** users accessed our e-learning programmes, covering topics including health improvement, food safety, campylobacter, and gambling



EXTERNAL AFFAIRS

Media profile



Over **7100** articles written about RSPH

Over **1900** mentions of RSPH in broadcast coverage



10 billion combined potential views

56 countries reached

Social media followers



52% increase



37% increase



19% increase



Creative projects

RSPH partnership with ADCAN



Healthy Lives photography exhibition
(Supported by Health Foundation)

Dystopian short story 'What you want'



www.rsph.org.uk/our-work/creative-projects.html
(Supported by Health Foundation)

Partnership reports

March 2018 - Life on Debt Row
(with End High Cost Credit Alliance)



May 2018
- Going the Distance
(with UK Active)



June 2018 - That Age Old Question
(supported by Gulbenkian Foundation)



High profile campaigns

#ScrollFreeSeptember

With over **4,800** sign ups our campaign Scroll Free September offered social media users the opportunity to take a break from all personal accounts for 30 days.



Health on the High Street

Our campaign to **raise awareness** on the negative impact of clustering of unhealthy businesses on local community health and wellbeing.



1. Objectives and activities

About us

The Royal Society for Public Health (RSPH) is an independent health charity dedicated to improving and protecting the public's health. Our vision is that everyone should have the opportunity to optimise their health and wellbeing, regardless of their background. We are the independent voice for the public's health and use this to raise awareness of major public health issues, including through our policy and campaigning. We support and enable practice through a broad range of services, which we provide, including qualifications, accreditation, e-learning and programmes. We are also the main home of anyone who wants to make a positive difference to the health and wellbeing of the public, and we have a growing membership and a range of active interest groups and networks.

2018 represented the final year of our strategic plan (2014-18) and significant progress was made in all our activities, which support our vision. RSPH was particularly successful in building its qualifications portfolio, reaching out internationally through our webinars and journals and educating the public and influencing policy on a range of challenging issues for the public's health.

All the activities of RSPH support at least one of the strategic goals and are reported on regularly both through the management of the annual operational plan by the Executive Management Team and reports to the Council.

Our strategic priorities

We are dedicated to improving the public's health. In order to deliver on this mission, we have defined six strategic priorities that determine our key areas of focus so that we can maximise our impact.

- **Addressing the social determinants of health**

Where we are born, grow and develop, whether we work and the nature of it, and how we age, all have an important role to play in shaping our health. 'Social determinants' of health are critically important and behind many of the health inequalities we see. Our vision is for everyone to optimise their health and wellbeing regardless of their life circumstances and so much of our work is centred around addressing these health inequalities and the 'causes of the causes' of poor health and wellbeing. We work to make communities healthier through place based activities, influencing national and local policies, and through shining a spotlight on such issues as the impact of high cost credit on health outcomes.

- **Health at every age**

Our aim is to optimise health and wellbeing at every age and stage, from early years, through adolescence to working age, and in later life. We recognise childhood obesity as a key public health challenge and our Child's Obesity Strategy has provided a platform for raising awareness of it. Our qualification for Young Health Champions provides young people with practical skills they can use to promote health and wellbeing to their peers at school, work and in the community.

Our Workplace Health Champions scheme encourages employers to be more health promoting and to support colleagues in leading healthier lives. We have also undertaken projects looking at later life, including the impact of attitudes towards ageing on our health and wellbeing.

- **Supporting harm reduction and promoting mental wellbeing**

We campaign on some of the biggest threats to healthier lifestyles, often from a harm reduction perspective. We support drug testing at festivals as a way of tackling deaths from drug overdoses and discouraging drug use; we support e-cigarettes for smokers as a harm reduction tool to get people off tobacco; and we have pioneered a wide range of labelling initiatives to make the public aware of the calories in their food and alcohol. Much of our work on these issues is embedded within the training, qualifications and resources we provide to people who work to improve the public's health, including Health Champions. We also promote positive mental wellbeing, including our Connect 5 programme which is aimed at improving confidence, self-esteem and resilience, and in our support for areas such as the arts and health and sleep as a public health issue.



John Snow House



- **Protecting the public's health**

The prevention and control of infectious diseases and other environmental threats is a vital part of maintaining the public's health and wellbeing. Much of our work is based on ensuring that professionals have access to the right training, qualifications and resources so that they can play their part. We also develop policy on a range of health protection issues, from food safety to vaccinations. Our qualifications, covering areas such as food safety and pest control, are vital in ensuring that professionals are trained to effectively manage risks to the public's health. Vaccination programmes also ensure health protection, and this is a growing area of focus for us, while our programme of webinars on water safety help to share best practice around the world.

- **Wider public health workforce**

With over 15 million workers in the UK alone, including firemen, hairdressers and postal workers, the wider workforce can support the public's health in a variety of ways. By working with a range of different occupational groups, including the emergency services, pharmacies and Allied Health Professionals, we provide the means for professionals within the wider workforce to maximise their impact on the public's health. We also provide a wide range of essential resources and tools to support the wider workforce in their interactions with patients and clients - all with the goal of improving the public's health.

- **Working internationally**

The issues impacting upon the public's health have relevance across the globe and our work is aimed at an international audience. We regularly participate in leading international events such as the American Public Health Association's annual conference, while our membership spans the world, with representation from over 90 countries.

Digital platforms allow us to engage internationally with public health professionals, enabling them to join our webinars and access our journals. Our campaigning and policy work regularly attracts attention from overseas with our Health on the High Street campaign being adapted for the USA as well as our Social Media and Young People's Mental Health campaign creating global media interest. We have also led and supported a number of international initiatives such as the European Young Health Champions.

2. Achievements and performance

External context

The environment for public health remained uncertain during 2018 in the UK with numerous factors at play.

The most significant being uncertainty around Brexit which has the potential to affect many areas of health and wellbeing. Brexit has also occupied much attention from national Government, arguably at the expense of other priorities, such as public health. At the same time Local Authority Funding is precarious with many authorities in financial difficulties. Overall budgets to local authorities have reduced over 30% in recent years and the public health grant continues to diminish. This makes it a complex context for many of RSPH services (training, qualifications, accreditation) where contracts from local authorities have been important for our income.

The Secretary of State for Health and Social Care, Matt Hancock MP announced that his three priorities are digital, workforce and prevention and he launched his vision for prevention. The NHS has been promised an extra £20bn of public funding and has announced its long term plan. This prioritizes some secondary prevention but there is little expectation that public health funding will be increased or that there will be any investment in primary prevention. Devolution has meant that the four UK nations are increasingly diverging in their response to public health.

Key Achievements 2018

- **RSPH membership** continues to thrive and we now have a record 6500 members of RSPH, with particular growth in Associate and Student Membership and four influential Special Interest Groups;
- We launched our first public facing campaign, **Scroll Free September**, aimed at encouraging more meaningful use of social media – we had over 5000 sign ups, significant media attention and stakeholder support;
- We received both a record number of applications for the **RSPH Health and Wellbeing Awards** and record turnout for the ceremony – now in its 11th year;
- **RSPH Qualifications** submitted 9 new qualifications to the OFQUAL Register of regulated qualifications and 4 qualifications were developed as part of our internally regulated provision;
- We launched our first **All Party Parliamentary Group**, chaired by Chris Ellmore MP – the APPG on social media and young people's mental health and wellbeing;
- Over 9500 pharmacies signed up to the RSPH registry of Healthy Living Pharmacies;
- Building on our championing of the wider public health workforce, we launched a report on the role of the health and fitness workforce in supporting the public's health and embarked on a new partnership with Future Fit training which take our qualifications into a new market;
- We continued to develop a range of new partnerships with charitable trusts, companies and Universities to support our activities.

Qualifications

The context for Awarding Organisations is difficult at the present time due to austerity and changes in the marketplace. Qualifications income was below budget in 2018, in contrast to 2017 which was a bumper year due to the significant increase in demand for our Understanding Health Improvement qualification. This was, in part, driven by a requirement in the Pharmacy Contract for Healthy Living Pharmacies to have an RSPH qualified health champion in place. We were pleased that overall our food safety qualifications were doing well in a very competitive market.

Local Authorities have not been investing in training due to their financial constraints and all of our health improvement/ behaviour change qualifications were affected by this except where we had specific projects. Some local authorities are planning transformational change and an increased use of the wider workforce and we will aim to target these areas.

We were approached by Public Health Wales to develop a qualification for tattooists and those involved in body piercing. Infections are high and public safety is a concern. Wales plans to be the first country in the UK to have a qualification for tattooists and gaining a licence to practice will be dependent on having the qualification. The 32 London boroughs are also creating a licensing system and are interested in the qualification. We expect that once Wales insists on the qualification, other areas will follow. There are estimated to be around thousand people in Wales who will need the qualification.

We launched the new Level 2 Award for Young Health Champions, our updated qualification with induction packs for teachers and many more resources. We also updated the level 2 in Understanding Sexual Health which contains increased material on the important issue of consent. We launched the level 2 in Understanding Emotional Wellbeing which is a stand- alone one-day course as well as part of the YHC Award. In April the updated qualification, Level 2 in Supporting Behaviour Change was launched and it includes many more case studies.

External Affairs and Marketing

RSPH continued to maintain our exceptionally high media profile through a range of different policies and campaigns aimed at improving and protecting the public's health. We continued our principle of including the views of the general public in all our policy papers and campaigns as we believe that alongside the evidence base for specific issues we need to reflect the voice of the public to develop increased public engagement and dialogue which in turn will support people to make healthier, evidence-based choices for their own lives. In 2018 the department won its first award with two DARE Awards for Media Relations Campaign of the Year – for our joint campaign with Slimming World in 2017 called Size Matters, which explored the contribution upselling makes towards weight gain and obesity.

We continued to take forward various activities around our three main campaigns - **Health on the High Street**, **Taking a New Line on Drugs**, and **Status of Mind**; as well as delivering a number of partnership projects.

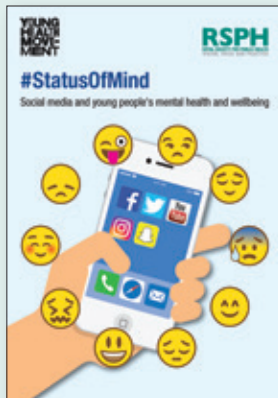
Health on the High Street

Following on from our initial report in 2015, RSPH published *Health on the High Street 2: Running on Empty* which was supported by Robert Wood Johnson foundation. This report examined how our high streets were changing and what impact businesses might have on our health and wellbeing. Our second report received more publicity than our initial report and we were pleased at the level of interest given that it was a busy news day. We also had films on our website of some of the unhealthiest high streets which received good media pick up. For the morning of November 2, it was the most read article on BBC online and we had 858 press/ online pieces as well as 763 broadcast mentions. Broadcast highlights included Victoria Derbyshire, Good Morning Britain, Sky and Five News. We also received coverage on Gogglebox which is a new addition for our campaigns. The report also received a full page in the Evening Standard, as well as the Times, Guardian and Mail Online. .

Our report did attract a small amount of negative commentary and feedback from some elected officials and members of the public health community, particularly in areas that were in the unhealthiest league table. They felt that our methodology was simplistic and that we had unfairly judged, and 'shamed' their areas. We did publish the limitations of our research and methodology both in the report and on the website.



Several RSPH representatives attended the first meeting of the Advisory Board for the US adaptation for Health on the High street which is being led by our US partner UCLA. This meeting took place in San Diego as it coincided with the American Public Health Association conference, at which RSPH spoke at two sessions – one on Health on the High Street and another on our Status of Mind campaign. The advisory board met there (or were on Skype) with the UCLA team to advise on the definition of a 'high street' and the kind of retail outlets that should be included. They have brought together a very strong group and we expect that the US adaptation will have some significant differences.



#StatusOfMind Report

Status of Mind

We launched the All Party Parliamentary Group (APPG) on social media and young people's mental health in Westminster. Chris Elmore MP (Lab) is chairing the APPG and William Wragg (Con) is the secretary. During 2018 the APPG conducted a national Inquiry on the issue of social media and mental health and wellbeing. RSPH was also invited to give evidence to the House of Commons Science and Technology Committee Inquiry into impact of social media on health.

September saw the launch of our first public-facing campaign, Scroll Free September, which aims to encourage more meaningful use of social media platforms to ultimately improve mental health and wellbeing. The campaign was hugely successful with over 5000 official sign ups and significant media and stakeholder attraction and support. In the campaign we gave people a choice of how they might give up personal social media.

Cold turkey was withdrawing from social media for the whole month, Busy Bee was giving up during school or work hours, Sleeping Dog was not having your phone in your bedroom, Social Butterfly was not looking at social media while you are socialising and Night Owl was giving up after 6pm.



Scroll-free September



APPG Launch

There were over 2000 press and broadcast features about the campaign, including Sky News who featured case studies all month and did an initial interview in the RSPH offices. We were featured in the Guardian, Independent, Grazia, Telegraph, Evening Standard, Metro and on ITV News, CNN, BBC Breakfast, Fox news and had our first interview on Al Jazeera. We also developed merchandise in relation to the campaign with Tote Bags, and T-Shirts featuring the illustrations.



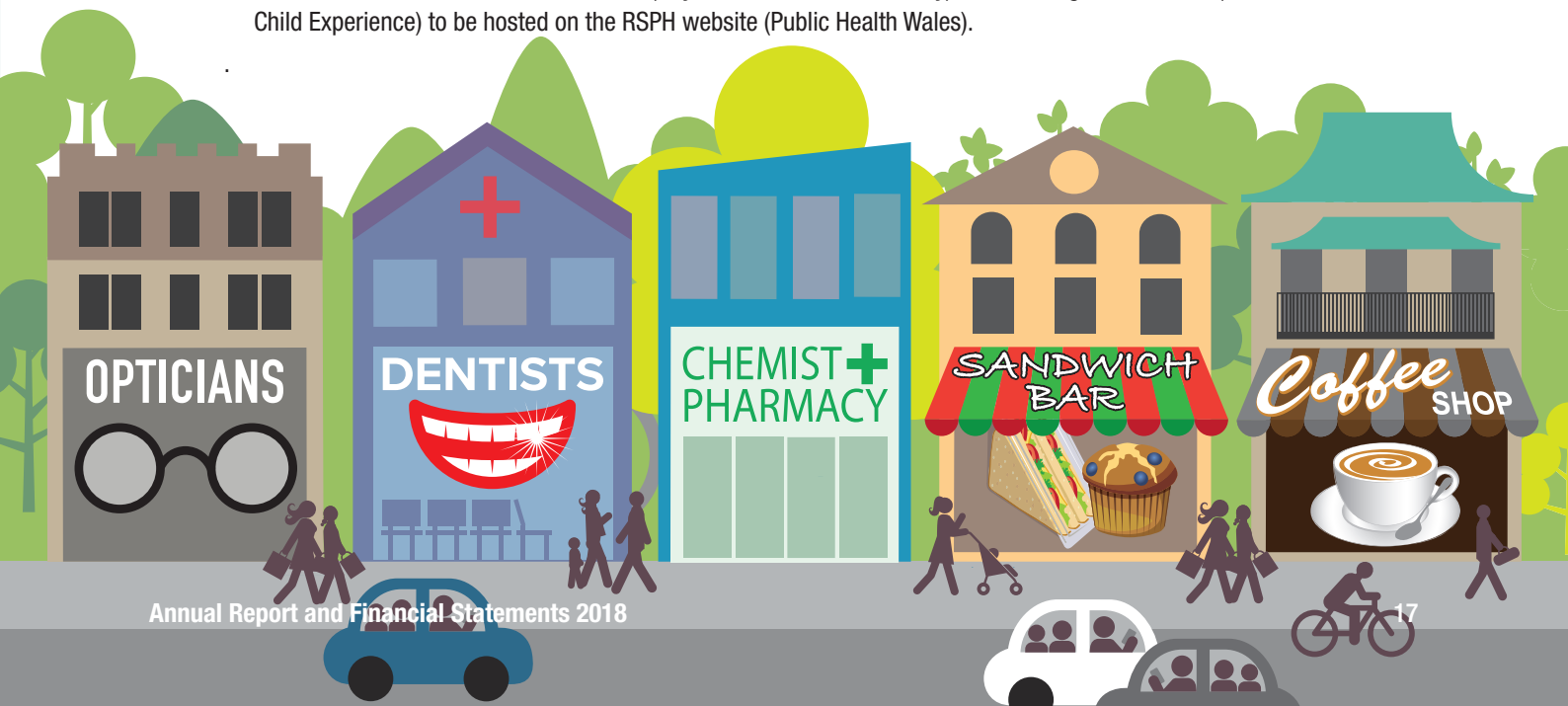
Taking a New Line on Drugs

We were delighted that the Royal College of Physicians (RCP) agreed to support our health harms approach to drugs policy and after much debate their council voted to support TANLOD. The RCP put out a press releases about the decision and supported by us and the BMJ, they received positive press.

We continued to make progress on the establishment of a new Drugs Health Alliance which will help us take the approach forward with a broad range of stakeholders across health, criminal justice and other interested parties although this was impeded slightly by the loss of our project lead for the initiative.

Partnerships and collaborations

- The start of the year began with the publication of “Labelling the Point” – which explored with the public their views on alcohol labelling. The report sets out what alcohol labelling could look like if it carried the health information which the public and experts believe would support people into making healthier choices – including the Chief Medical Officer’s guidelines, calorie labelling and cancer warnings. The report was welcomed by our colleagues in the alcohol health lobby and received a good spread of coverage with 236 pieces of press/ online and 238 pieces of broad cast coverage the day it was launched. Highlights included BBC Breakfast, 5 News, Sky News, The Guardian, Mail online, Huffington Post, Metro and the BMJ.
- As part of our work with the End High Cost Credit Alliance we launched ‘Life on Debt Row’ which highlighted the impact of debt on health and wellbeing. We detailed the impact on both mental and physical health and our research showed that pay day loans had the worst impact on health and wellbeing. We launched the report in a committee room in Parliament with Alliance Founder and RSPH Vice President, Michael Sheen. Many members of the Alliance were present and there was good media coverage of the Alliance and the report, including the One Show on BBC 1 which was a first for RSPH.
- Each year we build on our wider workforce theme and in May we launched our report with UKactive on the potential of exercise professionals to be an important workforce to improve the public’s health. This report showed the willingness of exercise professionals to be involved in a broader range of health and wellbeing issues and some of the barriers that need to be overcome. We also outlined a number of recommendations. The report served as a useful starting point for RSPH undertaking more work in the area of health and fitness, particularly in the areas of qualifications and membership, and we developed a new partnership with Future Fit Training to support this endeavour.
- We launched a report ‘That Age Old Question’ examining how attitudes to ageing effect our Health and Wellbeing – the report was supported by the Calouste Gulbenkian Foundation. We accompanied the report with a panel discussion event held 28 Portland Place which included the broadcaster Janet Street Porter.
- We launched an Emergency Services Information Hub, funded by PHE, hosted on our website as the best place for materials related to the wider workforce. The hub is to showcase all best practice and materials related to public health and the Blue Light Services.
- We commenced work on a number of funded projects including a report exploring vaccinations across the lifecourse (MSD); attitudes of young people to online gambling (GambleAware); the obesogenic street environment in Lambeth and Southwark (Guys and St Thomas’s Charity) and creating an ACES hub (Adverse Child Experience) to be hosted on the RSPH website (Public Health Wales).



Membership and Education Services

A review of Accreditation, Training and e-learning was conducted which resulted in them being combined into one cost centre sitting within the Membership and Educational Services department. This area also now links directly to membership and corporate membership to help drive business and income in all these areas.

Membership

RSPH has a diverse membership from many professional groups who are involved in protecting and improving the public's health. In 2018 we increased our membership to over 6,500 and promoted our new Associate membership offer to students and members of the wider workforce. We developed new partnerships with a number of Universities including Nottingham, Wolverhampton and Salford.

Our four active special interest groups (SIG) in the areas of, Food Safety, Water, Arts and Health and Behaviour Change all continued to thrive with their own series of webinars which reach thousands of interested individuals world-wide. We regularly have between 300 and 400 people on the webinars. This is a way of providing up-to-date information and dialogue to members and others about public health issues.

Accreditation

Our accreditation programme is an important mark of quality assurance for many public health programmes and training. We secured a range of new accreditation clients including Live Well Dorset, Mental Health First Aid and with the Armed Forces and Veterans and Created out of Mind (Arts and Health).

E-learning

We developed new e-learning programmes during 2018 including a commission by GambleAware to translate their brief intervention guide into an open access e-learning programme. This has been viewed more than 2,600 times. We also launched e-learning on Campylobacter to support health protection and the Level 1 in Health Improvement to support our centres and students.

Conference and events

During 2018 we held 5 conferences as well as a member's event at Nottingham University. Our Conferences in health protection included 'Cryptosporidiosis: an essential update on the risks from recreational waters, drinking water and food' and a successful Food Safety Conference in London. Our health improvement conferences included 'Breastfeeding: a public health priority' in partnership with the Institute of Health Visitors and 'Practical skills to increase motivation for behaviour change in hard to reach clients'. Our webinars included 'Interventions to Support the Health and Wellbeing of Young People as they enter Adulthood'; 'Food Allergies, Risks and Responsibilities'; 'Water for Special Use: Reverse Osmosis and Equipment Disinfection'; 'Water for Special Use: On Board Ships'; 'Water for Special Use: Maternity'

The Hygeia Awards, to celebrate our students who gained outstanding marks in their qualifications, were held on the same day as our AGM in September and hosted by our Vice President, Natasha Kaplinsky.

In 2018, we ran two full Diploma in Occupational Medicine Courses which are highly rated by the students and continue to have an international reputation.





RSPH National Health and Wellbeing Awards

We had a record number of applications to our National Health and Wellbeing Awards in 2018. We have expert panels of assessors in 6 categories and the finalists of all the categories were presented to the Department of Health & Social Care for consideration for the Public Health Ministers Award. This was the second year of our evening awards and we had over 300 people attending a gala celebration in Canary Wharf. Our Vice President, Lord Patel of Bradford was master of Ceremonies alongside TV presenter and RSPH Vice President, Natasha Kaplinsky and entertainment was provided by Bucks Fizz and Breathe Magic. We had excellent feedback from the evening which included two special commendation awards from Public Health England (PHE). This event celebrated the excellent work being done at grass roots level across the country and is a way of sharing excellent practice.

Public Health, Perspectives in Public Health

The RSPH has two successful journals, *Public Health* which is an international peer reviewed journal and *Perspectives in Public Health* which is our member's journal. *Perspectives in Public Health* published a special issue on, 'Water Safety: emerging threats' in September and a special issue on 'Behaviour Change'. The impact factor increased from .919 (2016) to 1.52 (2017) which is the highest to date. The journal has moved up the rankings and is now ranked 84 out of 156 in Public, Environmental and Occupational Health.

In 2018 *Public Health* received 686k downloads representing an increase of 17% compared to 2017 and reached a record number of submissions with 1,650 original papers submitted during the year. The scope of the journal continues to be international in nature with papers from Asia representing the highest proportion of overall submissions. The 2018 impact factor was 1.441 and the journal published two special issues: Migration: a global public Health issue and Health and High Temperatures

National and Regional Programmes

Development of a Social Investment Fund

We conducted research in the West Midlands into the characteristics needed for a successful Social Investment Fund through facilitated conversations with key players, focus groups, surveys and desk research. There is a need for alternative, sustainable sources of funding for many voluntary organisations and social enterprises. As a result of this research bid to develop the Fund based on the learnings from the research. We were delighted that the Esmee Fairbairn Charitable Foundation and the Barrow Cadbury Foundation agreed to support the development of a blended social investment fund in the Birmingham area. During 2018 we conducted the planning for the new Fund which will be implemented during 2019.

Young Health Champions

We developed a new strategy for our Young Health Champions programme, working closely with our awarding body and the centres. This involved creating a new network and database and a Youth Health Forum which will encourage local YHC campaigns to feature on the website. We aim to highlight the impact of YHC across a number of different sectors.

We trained another 80 Young Health Champions on the Aston University Medical School's 'Pathway to Healthcare Programme'. This partnership has seen 125 learners trained over the last 2 years. Wigan Council held a celebration event for the 90 YHC's they have trained since the beginning of 2017. Many of these champions supported our Scroll Free September Campaign, were featured on BBC TV and they travelled to London to meet Chair of the APPG on Social Media and Young People's Health, Chris Elmore MP.



Youth Health Champions accepting their award

As a result of YHC and our European research on peer to peer learning we have become a member of the International Sports and Cultural Network and we delivered a presentation in Italy. We are now a formal charity partner with Edgbaston Cricket Foundation and will be working with them on a new YHC project.

Health Living Pharmacy Register

RSPH was commissioned by Public Health England to establish a national registry of Health Living Pharmacies and to deliver a quality assurance process to support the profession-led self-assessment. There are over 9,000 pharmacies on the Register and during 2018 RSPH undertook 175 quality assurance checks including visits to a range of pharmacies and portfolio checks. Out of the 124 pharmacies visited 75% were compliant and 25% had non conformities with the HLP Quality Criteria. For the non-compliant pharmacies an improvement action plan was drawn up and implemented. This programme will help to standardise the provision of HLP's across the country and improve services for the public.

Connect 5: improving mental wellbeing

We continued to disseminate the Connect 5 programme during 2018, which builds the capacity and capability of the non-specialist frontline workforce to have conversations to support mental health and wellbeing. We supported the roll out of the programme across the North West of England and conducted an evaluation of the programme. The Connect 5 training participants reported an increase in knowledge and understanding of mental health and wellbeing as well as an increase in confidence as a result of the programme. In 2018 Connect 5 trainers cascaded training to 670 individuals in a range of settings including local authorities. This is an important programme to build mental wellbeing across the population

3. Our plans for the future

During 2018 the trustees and senior staff developed a three-year plan, (2019-2021) for the organisation. We recognised that with leaving the EU in 2019, there are many areas that are uncertain, including the funding of public health post 2020, so a 3-year plan will be more feasible.

Our agreed priorities for 2019-21 include:

- To lead on social media and health issues so that young people have a balanced approach to social media and improved mental health
- To be part of a national strategy for the wider workforce for the public's health, including mental health
- Understanding and communicating our contribution to closing the gap in health inequalities, including tackling the social determinants of health
- To have a health harms approach to drug policies
- To have the public's health and wellbeing embedded in agriculture policy
- To see an increase in health promoting environments including UK high streets (with a decrease in childhood obesity)

- **Support for the Wider Workforce**

RSPH is considered the leader in championing and developing the wider workforce for the public's health and wellbeing in the UK. Our building capacity and capability in communities is key to our strategic aim of 'enabling communities to make the most of their health and wellbeing. During 2019-21 we will aim to drive the Associate Membership of RSPH including from individuals who are part of the wider workforce and to provide support to these individuals via our online resources, qualifications and networks such as the behaviour change SIG. This will include undertaking further strategic partnerships and marketing activities to support this work.



- **Creating healthier environments**

We will continue to work with partners to raise awareness of and support the creation of healthier environments, where people live, work, play and learn. We have a number of longer term projects and follow up activities planned at international, national and local level.

In 2019-21, we will continue to increase our focus on the impact of gambling on the public's health. Our work with GambleAware will include aiming to better understand the extent and nature of gambling activity among young people, and establishing a Gambling Health Alliance. We will take forward a number of partnerships at the local level including Community Spirit Level, a research project funded by the Health Foundation, and in partnership with Locality, and the creation of a Demonstration Fund in the West Midlands, with support from the Esmée Fairbairn Foundation and the Barrow Cadbury Trust.

- **Supporting Harm Reduction and promoting mental wellbeing**

While we will continue to maintain positioning across the main areas of public health, we will particularly focus on the main challenges such as obesity, drugs (including tobacco and alcohol) and mental health and wellbeing.

We will continue to take forward active campaigns in the area of obesity, given that it is one of main public health challenges facing the UK. We have a number of campaigns planned, including to better understand what positive steps industry can take to reverse the growing trends in childhood obesity.

In the area of mental health and wellbeing we will build on our work around social media and young people's mental health during 2019-21. The report from the All Party Parliamentary Group's Inquiry into Social Media and Young People's mental health will report in the Spring of 2019. We plan to run Scroll Free September on an annual basis as public facing campaign to support the public in improving their relationship with social media.

With regards to our work on drugs, we will aim to take forward our leadership role on this area by securing funding to develop a Drugs Health Alliance.

- **Protecting the public's health**

Our work on health protection will include growing our activities within existing areas, as well as developing new initiatives. In 2019 we will launch a new qualification for Public Health Wales for those individuals who have licenses including as Tattooists or Body Piercers. We will continue to run our 2 Diploma in Occupational Medicine Courses in London. We will continue our webinar programme on water led by our Special Interest Group on Water supported by Pall Medical. In 2019 we will run 12 webinars on water as well as a conference on water safety in buildings. We are developing an international profile on this issue. We will also run conferences on Allergies, Food Safety and Travel Health. We will also continue to market our food safety qualifications to targeted markets and campaign for mandatory 'scores on the doors' in England, to match Wales and Northern Ireland. We will also aim to increase the profile of RSPH in terms of food safety with RSPH Membership and the Food Safety Special Interest Group.

- **Supporting the health of young people**

We will continue to maintain a strong focus on our Young Health Champions programme. Over 2,000 young people have achieved the YHC qualification which has enabled them to help and support their peers on a broad range of health and wellbeing issues in a range of different settings. For the next 3 years we plan to grow the core of the programme by increasing the number of centres to 100 and training an additional 2000 champions by the end of 2021. We have redefined how we interact with the Centres who offer YHC to provide a better experience for the learner and an improved relationship with the Centre.

- **Working Internationally**

We have people from over 200 countries visiting our website with the most numerous from the USA, Canada, India, Germany, Australia, France, Nigeria, Ireland and Spain. We have increased our number of webinar participant's year on year and in the last 12 months 35% of registrants were international, about 1,400 people, from 83 countries. RSPH currently has 1,300 international members with the most from the USA, India and Nigeria. Our journals enhance our international presence as 90% of our submissions are international, particularly from the USA and China. We will work with the upcoming editors of Public Health to develop a plan to increase our international journal influence

For 2019, Salford University will be our new Centre partner in delivering RSPH food safety qualifications overseas. Initially this will be in Bahrain and we will have around 1,000 students in the first year.

We will continue to work with Unilever by accrediting their Lifebuoy international 'Help a Child Reach 5' hand washing educational campaign. This campaign is in over 60 countries and has supported hand hygiene in schools and hospital settings to improve childhood survival rates from diseases that can be prevented by better hygiene.

4. Structure, Governance and Management

The Trustees are pleased to present their report together with the financial statements of the Charity for the year ended 31 December 2018. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Royal Charter, applicable law and the requirements of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Structure, Governance and Management

RSPH is a registered charity in England & Wales (Reg.No 1125949) and in Scotland (Reg. No.SC040750) and governed by a Royal Charter and Bye-Laws dated 30 September 2008 and as amended on 10 February 2016. The direction and management of RSPH and its affairs and business are vested in the RSPH Council. The Council members, as charity trustees are responsible for the RSPH and its property and funds. The Council of the RSPH consists of not less than 10 and not more than 15 members including the Chair, Vice Chair and Treasurer. Trustees are appointed by the Council to ensure an optimum match of expertise and experience to suit the strategic needs of the Charity that exists at any given time. All members of the Council act as trustees of RSPH and have a vote.

New trustees are appointed through recruitment campaigns and occasionally on the basis of recommendation depending on the experiences and skills needed. RSPH members are notified of Council vacancies and are invited to apply. New trustees are asked to provide a CV and complete a statement setting out their suitability as a trustee. Short listed candidates are interviewed by members of the Nominations and Governance Committee. New trustees are given a formal induction to RSPH with senior staff and Council members and are provided with all the key governance documents including guidance for trustees from the Charity Commission.

The normal term of office for trustees is three years, renewable for a further immediate term of three years. In order to provide both continuity and engagement of new trustees, one third of the Council is required to stand down each year. New Council members are offered induction meetings with the Chair, Chief Executive and senior staff of the RSPH. Ongoing training opportunities are offered to all trustees.

RSPH reviews its long term strategy regularly with trustees and the executive management team. It operates three standing sub-committees, 'Audit and Risk', 'Nominations and Governance' and 'Qualifications Governance' to provide support to the Council on issues defined by terms of reference. It also creates task and finish groups to explore specific and timely issues when necessary. The trustees meet four times per year as a full trustee group as well as at the AGM and in 2018 also held a Board away day.

RSPH is managed on a day-to-day basis by an Executive Management Team led by the Chief Executive. To facilitate effective operations, the Chief Executive has delegated authority to act within a Scheme of Delegation approved by the trustees, for all operational matters including finance and employment. The current trustees are listed on page 2 of this report.

Key Management Personnel

The Council of trustees and members of the Executive Management Team comprise the key management personnel of the Charity in charge of directing and controlling, running and operating the RSPH on a day to day basis. All trustees give of their time freely and no trustee received remuneration in the year for their responsibilities as part of the Council. The Executive Management Team members are the Chief Executive, Director of Membership & Educational Services, Director of External Affairs and Marketing, Director of Finance & Corporate Resources, Director of National and Regional Programmes, and Director of Qualifications.

The pay of the executive management team is reviewed annually and normally increases in accordance with inflation. The Charity benchmarks salaries based on the market rates.

Risk Management

The Council has assessed the major risks to which the RSPH is exposed, in particular those related to the operations and finances of the RSPH, and is satisfied that systems are in place to mitigate the exposure to major risks. The trustees have set up an Audit and Risk Committee comprising five trustees to oversee the risk issues. This Committee reports to Council on relevant matters and sets its own agenda for action and is free to consider any matters relating to the health of the RSPH, which could have serious deleterious effects or bring the RSPH or its work into disrepute. Where appropriate, risks are covered by insurance. A risk register has been set up and is reviewed quarterly by the Audit & Risk Committee and the Council at its meetings.

The following framework is central to ensuring adequate risk assurance:

- regular identification and monitoring of major risks and development of action plans
- a clear structure of delegated authority and control
- regular review of internal control systems
- regular summary reports on risk management to the Council
- regular reports on risk management to the Audit & Risk Committee.

Key risks

- As an Awarding Organisation, the RSPH is regulated by the OfQual. It is important for RSPH to satisfy the regulatory requirements to maintain the accredited status of its qualifications. The Compliance Manager and other senior staff keep up to date with OfQual guidance on the Regulatory Conditions. This is overseen on a quarterly basis by the Qualification Governance Committee.
- As any organisation across the world, the RSPH is also exposed to threats caused by cyber-attack. To mitigate this risk, the RSPH updates regularly the 'anti-virus' software which is on every device on our network. In addition to this, RSPH maintains a 'SPAM filter' system which is hosted externally by our IT advisors. We also regularly review the access controls of the RSPH computer files by staff members. We have in place a disaster recovery system in which our files are backed up at a remote location as well as on tapes. In an event of data loss, our data can be re-stored within a short period of time.
- Over the last few years, the Charity has achieved unprecedented media coverage for its campaigns on key public health issues. This has exposed the RSPH to reputational risk. The RSPH has established good media relationships and engages in robust research on topics by our dedicated and trained staff. The RSPH also engages Trustees and other experts in special campaigns.

Reserves Policy

The Executive Management Team has considered the RSPH's requirements and established a policy whereby the unrestricted general fund held by the RSPH should be approximately two thirds of the expenditure. The budgeted expenditure for the year is £3.3 million and therefore, the target reserve level is approximately £2.2 million and the management is confident that at this level they would be able to continue the current activities of the RSPH in the event of a significant drop in income. At the end of the year, the level of unrestricted general funds stood at over £2.2 million.

The Trustees have reviewed the requirements of all designated funds of the Charity and decided to keep only the 'Building Fund' for any future refurbishment and maintenance works in relation to its freehold property at 59 Mansell Street, London E1. It has designated an amount of £175,231 which would be adequate for this purpose and it is expected to draw down this fund over the next 3 years. Please refer note 12 of the accounts.

The Charity has a few restricted funds and at the end of the year total balance of the funds was £ 407,019. Please refer note 12 of the accounts.

Fundraising

Following the implementation of the Charities (Protection and Social Investment) Act 2016, the Charity has reviewed its fundraising activities and confirms that it complies with the regulation. The Charity did not make use of any external fundraisers. No complaints were received in respect of its fundraising activities.

Objects

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by the RSPH.

The objects of the RSPH as set out in the Royal Charter are “for the promotion and protection of public health in such ways as are charitable in law”. Through advocacy, mediation, empowerment, knowledge and practice we advise on policy development, provide education and training services, encourage scientific research, disseminate information and good practice.

Financial Review

Funding for RSPH's work is generated by its core activities in education and training and also through the support of specific projects from charitable sources. It is also supported by income from the investment portfolio. The total income from all sources has increased by 4% to £3,500,026. (2017- £3,365,207).

Total expenditure for the year has also increased by 3% to £3,650,175 (2017- £3,542,334) which includes an expenditure of £143,700 in relation to the restricted funds.

Total net expenditure before gains/(loss) on investments amounted to £150,149. (2017-net expenditure £177,127). As per the requirements of the SORP, the RSPH depreciates its leasehold property and an amount of £55,555 is included in the net results.

Providing qualifications is one of the main activities of the Charity which has generated an income of nearly £1 million for the year which is 20% lower than the previous year. The other main activities; membership and publishing have generated an income of £666,954 for the year which is 6.5% higher than the previous year. Income from projects for the year is £811,288 which is 94% higher than the previous year income of £418,129. In addition to this, the Charity has also provided other activities such as courses & conferences, accreditations services, training, and sold resources which have generated a combined income of £509,614 for the year.

Overall the Charity's net expenditure after investment gains, unrealised losses and depreciation is £208,956 compared to a net expenditure of £97,094 in the previous year.

Investment policy and performance

Investments are managed by external managers, Rathbones Investment Management Ltd who have many years' experience of investment management and are authorised persons within the Financial Services and Markets Act 2000.

RSPH delegates power to Rathbones Investment Management Ltd to use their best endeavours in managing the portfolio within clearly defined policy guidelines. Investments are with corporations who have produced audited accounts in the last five preceding years and trade within the ethical restraints imposed by RSPH.

The Investment Manager is required to report all transactions within fourteen days and submit a comprehensive performance report quarterly. The Manager is frequently invited to present his report to the Audit & Risk Committee. RSPH reviews the delegated arrangement with the Manager annually. RSPH also undertakes an annual review of its investment objectives which meet the requirements of the Financial Services Authority (FSA).

RSPH's priority is for capital growth with medium income. The portfolio is based on medium risk and may include government and other fixed interest investments and equities. Indirect exposure through UK companies trading internationally is permitted.

During the year, the RSPH acquired stocks with a value of £29,625 and disposed stocks with the market value of £390,479. The market value of the RSPH investment portfolio at the end of the year stood at £643,704 (2017- £1,063,365).

At the end of the year the unrealised loss on opening market value stood at £130,311.

Thomas Latimer Cleave Memorial Trust

The RSPH administers the above charitable fund which has been registered with the Charity Commission under the number 296180. The RSPH is the only trustee of the fund.

5. Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations. Charity law in England and Wales and the Royal Charter require the Trustees to prepare financial statements for each financial year. Under the law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Charity and of the surplus or deficit for that period. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- follow applicable accounting standards, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



Phillip Woodward
Chair of Council

6. Independent Auditor's Report

Opinion

We have audited the financial statements of Royal Society for Public Health for the year ended 31 December 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2018 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity, or returns adequate for our audit have not been received from branches not visited by us; or
- sufficient and proper accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act, and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP
Haysmacintyre LLP
10 Queen Street Place
Statutory Auditors
London, C4R 1AG

Date: 5 August 2019

Haysmacintyre LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

7. Statement of Financial Activities

Royal Society for Public Health

Statement of Financial Activities for the year ended 31 December 2018

			2018	2017
INCOME FROM:	Unrestricted Funds £	Restricted Funds £	TOTAL £	TOTAL £
Donations and sponsorship	41,847	-	41,847	22,684
Charitable activities 3(a)	2,651,313	364,969	3,016,282	2,880,865
Other trading activities: income	411,702	-	411,702	429,943
Investments	23,196	6,999	30,195	31,715
Total	3,128,058	371,968	3,500,026	3,365,207
EXPENDITURE ON:				
Raising funds				
Trading operations	369,482	-	369,482	376,881
Charitable activities	3,136,993	143,700	3,280,693	3,165,453
Total 3(b)	3,506,475	143,700	3,650,175	3,542,334
Net expenditure before gains/(loss) on investments	(378,417)	228,268	(150,149)	(177,127)
Investment gains and losses:				
Realised investment gain	71,504		71,504	143,157
Unrealised investment gain/(loss)	(130,311)	-	(130,311)	(63,124)
Net expenditure	(437,224)	228,268	(208,956)	(97,094)
(Decrease)/Increase in revaluation reserve	-	-	-	(300,000)
Net movement in funds	(437,224)	228,268	(208,956)	(397,094)
Reconciliation of funds				
Funds brought forward	10,694,908	178,751	10,873,659	11,270,753)
Funds carried forward 12	10,257,684	407,019	10,664,703	10,873,659

The statement of financial activities includes all gains and losses recognised in the year.

8. Balance Sheet

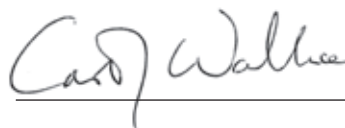
Royal Society for Public Health Balance Sheet as at 31 December 2018

		2018	2017
		£	£
Fixed Assets	Note		
Tangible Assets	6	13,648,925	13,727,784
Investments	7	643,704	1,063,365
		14,292,629	14,791,149
Current Assets			
Stock		3,739	3,739
Debtors	8	409,260	554,707
Cash at bank and in hand		13,622	102,014
		426,621	660,460
Creditors: amounts falling due within one year	9	(876,817)	(1,201,744)
Net current liabilities		(450,196)	(541,284)
Total assets less current liabilities		13,842,433	14,249,865
Creditors: amounts falling due after more than one year	10	(3,177,730)	(3,376,206)
Net assets		10,664,703	10,873,659
Funds	12		
Restricted funds		407,019	178,751
Unrestricted funds			
General		2,201,001	2,465,200
Designated and revaluation reserve		8,056,683	8,229,708
		10,664,703	10,873,659

These financial statements were approved and authorised for issue by the Council on 25 June 2019 and were signed below on its behalf by;



Mr Phillip Woodward
Chair



Professor Carol Wallace
Treasurer

9. Statement of cashflow

Royal Society for Public Health

Statement of Cash Flows for the year ended 31 December 2018

	2018	2017
	£	£
Cash flows from operating activities (see note below)	(260,680)	155,939
Cash flows from investing activities		
Dividends received	30,195	31,715
Proceeds from sale of investments	390,479	404,805
Purchase of investments	(29,625)	(309,839)
Purchase of fixed assets	(14,473)	(11,505)
Net cash provided/(used) by investing activities	376,576	115,176
Cash flows from financing activities		
Repayments of borrowing	(204,288)	(209,855)
Net cash used in financing activities	(204,288)	(209,855)
Cash and cash equivalents at the beginning of the year	102,014	40,754
Cash and cash equivalents at the end of the year	13,622	102,014
Notes to the Cash Flow Statement	2018	2017
Reconciliation of Net Movement in Funds to Net cashflow from operating activities	£	£
Net (expenditure)/income for the year	(208,956)	(97,094)
Depreciation	93,332	109,826
Dividends and interest	(30,195)	(31,715)
Net loss/(gain) on investments	58,807	(80,033)
(Increase)/decrease in Debtors	145,447	(80,648)
Decrease in stock	-	639
(Decrease)/increase in Creditors	(319,115)	334,964
	(260,680)	155,939
	2018	2017
Analysis of Cash and Cash Equivalents	£	£
Cash at Bank and in hand	13,622	102,014

10. Notes to the accounts

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern

Given the charity's level of free reserves available at the year end, the Trustees consider that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Accordingly the financial statements have been prepared on a going concern basis.

Judgements and estimates

Judgements made by the Trustees in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the valuation of investments and are discussed below.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are funds subject to specific restrictive conditions imposed by donors or by the purpose of the appeal.

Income

All incoming resources are included in the SOFA when the charity is legally entitled to the income, it is probable that income will be received and the amount of income receivable can be measured reliably. Income is accounted for on an accruals basis. Part of the income from investments is allocated to the restricted funds and this is calculated at the rate of 1% above the Bank of England's base rate on the average balance of the funds during the year.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregated all costs related to the category.

Support costs, which include the central office functions such as general management, budgeting and accounting, information technology, marketing and financing are

allocated across the categories of charitable expenditure, governance costs and the costs of generating funds. The basis of costs allocation has been explained in the note 3 (c). Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable activities

Costs of charitable activities comprise all costs identified as wholly or mainly attributable to achieving charitable objects of the charity. These costs include staff costs, wholly or mainly attributable support costs and apportionment of general overheads.

Operating leases

All the operating lease rentals are charged to the income and expenditure account on a straight line basis over the terms of the lease.

Pensions

The RSPH operates a group personal pension scheme with AEGON Scottish Equitable for its employees and this scheme complies with the employer pension duties applicable under Part 1 of the Pensions Act 2008. This is a contributory scheme and the RSPH contributes 10% to Senior Managers and up to 7.5% to all the other employees. The assets of the scheme are held separately from those of the charity in independently administered funds. The pension cost charge represents contributions payable under this arrangement by the RSPH to the funds. The RSPH has no liability other than for the payment of those contributions.

Governance costs

Governance costs comprise all costs identified as wholly or mainly attributable to ensuring the public accountability of the charity and its compliance with regulation. These costs include external audit and trustee costs. Governance costs are now apportioned on the same basis as support costs.

Fixed assets

Tangible fixed assets, except long leasehold property, are stated at cost less accumulated depreciation. Depreciation is provided so as to write off the cost of tangible fixed assets over their estimated useful lives of:

- Computer hardware and software - 3 years
- Office equipment - 3 years
- Office furniture - 3 years

The lease on the property at 28 Portland Place expires in the year 2131. Historic cost of the property is £2,619,065 and the Charity decided to adopt the policy of revaluation and it was re-valued at £9.75 million as of 31 December 2016. Trustees believe that the current valuation reflects the realisable value of the premises under current market conditions.

The freehold property at 59 Mansell Street, London E1 was acquired by Charity on 27 January 2011 for £3.35million.

Notes to the accounts cont...

Investments

Realised and unrealised gains or losses on revaluation are disclosed in the Statement of Financial Activities.

Goodwill

Goodwill is the difference between amounts paid on the acquisition of a business and the fair value of the identifiable assets and liabilities. It is amortised to the Income and expenditure account over its estimated economic life.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash only.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Employee benefits

• Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

• Employee termination benefits

Termination benefits are accounted for on an accruals basis and in line with FRS 102.

2. Taxation

As a registered charity, the Society is potentially exempt from taxation on its income and gains falling within s505 Income & Corporation Taxes Act 1988 and s256 Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable purposes. No tax charge has arisen in the year.

3. (a) Income - Charitable activities - 2018

	Un-restricted General funds £	Restricted funds £	2018 Total £
Qualifications	1,028,426	-	1,028,426
Membership and publishing	666,954	-	666,954
Courses & conferences	294,702	-	294,702
Accreditation	100,000	-	100,000
Projects	446,319	364,969	811,288
Training	92,150	-	92,150
Bookshop	22,762	-	22,762
	2,651,313	364,969	3,016,282

(b) Income - Charitable activities - 2017

	Un-restricted General funds £	Restricted funds £	2017 Total £
Qualifications	1,289,767	-	1,289,767
Membership and publishing	625,750	-	625,750
Courses & conferences	330,815	-	330,815
Accreditation	111,000	-	111,000
Projects	418,129	-	418,129
Training	78,859	-	78,859
Bookshop	26,545	-	26,545
	2,880,865	-	2,880,865

Notes to the accounts cont...

3. (b) Total Expenditure - 2018

Costs of generating funds	Direct costs £	Indirect costs £	2018 Total £
Rental and room hire costs	211,589	149,996	361,585
Investment managers fees	7,897	-	7,897
	219,486	149,996	369,482

Charitable activities

Qualifications	654,970	409,266	1,064,236
Membership and publishing	350,837	247,956	598,793
Courses & conferences	257,529	96,828	354,357
Accreditation	37,870	34,926	72,796
Projects	646,914	211,925	858,839
Training	119,546	27,038	146,584
Bookshop	9,736	7,598	17,334
Policy and communications	167,754	-	167,754
	2,245,156	1,035,537	3,280,693
	2,464,642	1,185,533	3,650,175

Total Expenditure - 2017

Costs of generating funds	Direct costs £	Indirect costs £	2017 Total £
Rental and room hire costs	206,554	162,525	369,079
Investment managers fees	7,802	-	7,802
	214,356	162,525	376,881

Charitable activities

Qualifications	632,231	504,293	1,136,524
Membership and publishing	356,790	237,372	594,162
Courses & conferences	268,032	111,167	379,199
Accreditation	53,175	43,777	96,952
Projects	214,394	148,892	363,286
Training	166,413	46,618	213,031
Bookshop	13,520	10,069	23,589
Policy and communications	326,941	31,769	358,710
	2,031,496	1,133,957	3,165,453
	2,245,852	1,296,482	3,542,334

Notes to the accounts cont...

3. (c) Support costs - 2018

Costs of generating funds	Premises £	Other Overheads £	2018 Total £
Rental and room hire costs	16,295	133,701	149,996
	16,295	133,701	149,996
Charitable activities			
Qualifications	44,912	364,354	409,266
Membership and publishing	26,958	220,998	247,956
Courses & conferences	10,033	86,795	96,828
Accreditation	3,762	31,164	34,926
Projects	22,966	188,959	211,925
Training	2,828	24,210	27,038
Bookshop	813	6,785	7,598
Policy and communications	-	-	-
	122,272	923,266	1,035,537
	128,867	1,056,966	1,185,533

Support costs - 2017

Costs of generating funds	Premises £	Other Overheads £	2018 Total £
Rental and room hire costs	17,841	144,684	162,525
	17,841	144,684	162,525
Charitable activities			
Qualifications	53,708	450,585	504,293
Membership and publishing	26,057	211,315	237,372
Courses & conferences	11,805	99,362	111,167
Accreditation	4,622	39,155	43,777
Projects	16,345	132,547	148,892
Training	3,284	43,335	46,619
Bookshop	1,105	8,963	10,068
Policy and communications	3,487	28,282	31,769
	120,413	1,013,544	1,133,957
	138,254	1,158,228	1,296,482

Notes to the accounts cont...

Other overheads	2018 Overheads £	2017 Total £
Overhead staff costs	432,920	548,271
Marketing and communications	95,828	133,529
Administration expenses	410,760	363,943
Governance	22,855	21,955
Loan interest and charges	94,603	90,530
	1,056,966	1,158,228

Support costs have been allocated on the following basis;

- Premises costs allocated based on the floor space basis occupied by each department.
- Overheads allocated based on turn over basis

3. (d) Governance costs

	2018 £	2017 £
Staff costs	32,140	33,989
AGM	612	3,682
Audit fees	12,650	12,275
Council meeting expenses	9,593	5,998
	54,995	55,944

3. (e) Staff costs

	2018 £	2017 £
Salaries	1,343,272	1,431,470
Social security costs	133,458	140,437
Pension and other benefits	133,800	108,388
Redundancy pay	-	8,000
	1,610,530	1,688,295

The average number of employees during the year was:

	2018 Number	2017 Number
Royal Society for Public Health	43	46
	43	46

Notes to the accounts cont...

The number of employees whose salary and benefit in kind fell within the following scales is as follows:

	2018 Number	2017 Number
£110,001 - £120,000	1	1
£70,001 - £80,000	2	1
£60,001 - £70,000	3	3

Key management personnel

Key Management Personnel are the Trustees and members of the Executive Management Team. Trustees are not paid any remuneration for their role as members of the Council(Board). The Executive management team members are the Chief Executive, Director of Membership & Events, Director of External Affairs, Director of Finance & Corporate Resources, Director of Qualifications and Director of National & Regional Programs. The total employee benefits paid to the Executive Management Team were £487,983. (2017 - £ 469,523).

3. (f) Related parties

Travelling expenses totalling £4,024 (2017-£5,004) were reimbursed to 8 (2017- 5) trustees during the year to 31 December 2018.

Trustees liability insurance premium of £7,056 (2017-£6,930) was paid in the period.

4. Operating costs

The deficit is stated after charging:	2018 £	2017 £
Depreciation charge	93,332	109,826
Auditors' remuneration	12,650	12,275
Finance costs	94,603	90,530

5. Commitments under operating leases

At 31 December 2018 the charity had annual commitments under non-cancellable operating leases as follows:

Operating leases - Equipment	2018 £	2017 £
Due within one year	17,731	17,731
Due within two years	2,335	17,731
	20,066	35,462

Notes to the accounts cont...

6. Tangible fixed assets

Cost	Freehold property £	Long leasehold property £	Computers & software £	Furniture & Office Equipment £	Total £
At 1 January 2018	7,350,000	6,500,000	210,697	236,340	14,297,037
Additions in the period	-	-	12,759	1,714	14,473
Disposal	-	-	(33,589)	-	(33,589)
At 31 December 2018	7,350,000	6,500,000	189,867	238,054	14,277,921
Depreciation					
At 1 January 2018	-	166,665	175,181	227,407	569,253
Charge for the period	-	55,555	32,884	4,893	93,332
Disposal	-	-	(33,589)	-	(33,589)
At 31 December 2018	-	222,220	174,476	232,300	628,996
Net book value					
At 31 December 2018	7,350,000	6,277,780	15,391	5,754	13,648,925
At 31 December 2017	7,350,000	6,333,335	35,516	8,933	13,727,784

At 31 December 2018 there were authorised capital commitments of £Nil (2017: £Nil).

Historic cost and the revaluation of freehold property

Historic cost of the freehold property, 59 Mansell Street, was £3.35million. At 31 December 2017, this property was valued at £7.35 million by Richard Moss of Cluttons, a registered RICS valuer.

Historic cost and the revaluation of long leasehold property

Historic cost of the leasehold property, 28 Portland Place, was £2,619,065. At 31 December 2014, this property was valued at £6.5 million by Anthony Martin of Cluttons, a registered RICS value. The charity decided to keep this building at this value for depreciation purposes. At 31 December 2016, the value of the building was £9.75 million.

7. Investments

RSPH investment portfolio	2018 £	2017 £
Market Value of Investments on 1 January 2018	1,063,365	1,078,298
Additions	29,625	309,839
Disposal proceeds	(390,479)	(404,805)
Net Investment (Loss)/Gains	(58,807)	80,033
Balance at 31 December 2018	643,704	1,063,365
Historic Cost of Investments	543,294	832,637

All investments are quoted on a registered UK stock exchange.

Notes to the accounts cont...

8. Debtors

	2018 £	2017 £
Trade debtors	305,796	465,359
Other debtors	48,426	21,975
Prepayments	55,038	67,373
	409,260	554,707

9. Creditors: amounts falling due within one year

	2018 £	2017 £
Other taxes and social security costs	56,684	65,873
Trade and other creditors	278,231	309,954
Bank loans	201,394	207,205
Accruals	177,740	44,717
Deferred Income	162,768	573,995
	876,817	1,201,744

Included within other creditors is an amount of £14,832 (2017: £10,096) of pension contributions to be paid across to scheme.

Deferred income-movements during the year:

	2018 £	2017 £
Balance at 1 January	573,995	229,077
Amounts released to income in the year	(573,995)	(229,077)
New deferred income in the year	162,768	573,995
Balance at 31 December	162,768	573,995

Notes to the accounts cont...

10. Creditors: amounts falling due after more than one year

	2018 £	2017 £
Bank loans	3,177,730	3,376,206
	3,177,730	3,376,206

On 27 January 2011, the RSPH obtained a loan of £4.4 million, mainly to facilitate the freehold acquisition of John Snow House and to repay the RSPH's existing loan of £500,000. This loan is secured by charges over the freehold and long leasehold properties. Term of the loan is 22 years from 27 January 2011 and the capital repayments have commenced from January 2013. The RSPH is paying interest at variable rate of base rate plus bank's margin of 2.15%. The RSPH obtained another loan of £40,000 on 5 April 2016 to fund the replacement costs of our computer servers and its peripherals. This is a short term loan for three years and interest is paid at a fixed rate of 4.19%.

<i>The loan is repayable</i>		£
- two to five years		781,460
- in more than 5 years		2,396,270
		3,177,730
- in one year		201,394
		3,379,124

11. Analysis of net assets - 2018

	General Fund £	Designated Fund £	Revaluation Reserve £	Restricted Fund £	2018 Total £
Tangible fixed assets	5,867,488	-	7,781,437	-	13,648,925
Investments	543,689	-	100,015	-	643,704
Current assets	(155,629)	175,231	-	407,019	426,621
Liabilities	(4,054,547)	-	-	-	(4,054,547)
	2,201,000	175,231	7,881,452	407,019	10,664,703

Analysis of net assets - 2017

	General Fund £	Designated Fund £	Revaluation Reserve £	Restricted Fund £	2017 Total £
Tangible fixed assets	5,946,749	-	7,781,035	-	13,727,784
Investments	832,637	-	230,728	-	1,063,365
Current assets	263,764	217,945	-	178,751	660,460
Liabilities	(4,577,950)	-	-	-	(4,577,950)
	2,465,200	217,945	8,011,763	178,751	10,873,659

Notes to the accounts cont...

12. Funds - 2018

	1 Jan 18	Income	Expenditure	Gains, Losses & Transfers	31 Dec 18
	£	£	£	£	£
General fund	2,465,200	3,128,058	(3,463,761)	71,504	2,201,001
Designated funds and revaluation reserve					
Building Fund	135,258	-	(42,714)	82,687	175,231
Book shop Development Fund	14,953	-	-	(14,953)	-
Projects designated	41,673	-	-	(41,673)	-
Peter Gardner fund	2,916	-	-	(2,916)	-
Awards Fund - Unrestricted	23,145	-	-	(23,145)	-
Revaluation reserve	8,011,763	-	-	(130,311)	7,881,452
	8,229,708	-	(42,714)	(130,311)	8,056,683
Restricted funds					
Nigel Symonds	1,091	19	-	-	1,110
Harben Trust	79,221	1,386	-	-	80,607
Heggie fund	57,844	1,012	-	-	58,856
Thomas Latimer Cleave Memorial Trust	7,760	136	-	-	7,896
Awards Fund -	31,969	384	(10,000)	-	22,353
EMC Wilson Bequest Fund	866	15	-	-	881
Robert Wood Johnson	-	369,016	(133,700)	-	235,316
	178,751	371,968	(143,700)	-	407,019
Total funds - 2018	10,873,659	3,500,026	(3,650,175)	(58,807)	10,664,703

Notes to the accounts cont...

Funds - 2017

	1 Jan 17	Income	Expenditure	Gains, Losses & Transfers	31 Dec 17
	£	£	£	£	£
General fund	2,394,838	3,320,892	(3,393,687)	143,157	2,465,200
Designated funds and revaluation reserve					
Building Fund	179,849	-	(44,591)	-	135,258
Book shop Development Fund	14,953	-	-	-	14,953
Projects designated	-	41,673	-	-	41,673
Peter Gardner fund	2,916	-	-	-	2,916
Awards Fund - Unrestricted	23,145	-	-	-	23,145
Revaluation reserve	8,408,053	-	-	(396,290)	8,011,763
	8,628,916	41,673	(44,591)	(396,290)	8,229,708
Restricted funds					
Nigel Symonds	1,075	16	-	-	1,091
Harben Trust	78,050	1,171	-	-	79,221
Heggie fund	56,989	855	-	-	57,844
Thomas Latimer Cleave Memorial Trust	7,645	115	-	-	7,760
Awards Fund	41,497	472	(10,000)	-	31,969
EMC Wilson Bequest Fund	853	13	-	-	866
Youth Health Champion (PHE) project	58,124	-	(58,124)	-	-
Philipp Family Foundation	2,766	-	(2,7)	-	-
	246,999	2,642	(70,890)	-	178,751
Total funds - 2017	11,270,753	3,365,207	(3,509,168)	(253,133)	10,873,659

Notes to the accounts cont...

13. Funds

The RSPH has designated certain funds as follows:

Building fund - represents amounts set aside for property repairs and maintenance over the next three years.

Major restricted funds of the RSPH as follows:

Harben Trust fund - represents amounts restricted for the purpose of an annual lectureship “dealing with some subject embodying the results of original research in conjunction with the science of public health”.

Heggie fund - represents amounts restricted for the specific purposes of
a) the refurbishment and maintenance in perpetuity of ‘James Heggie Room’ in 28 Portland Place.
(b) the development of courses and examinations for anatomical pathology technicians.

Thomas Latimer - represents amounts restricted for the purpose for the advancement of education and in furtherance

Cleave Memorial fund thereof to provide prizes, awards, scholarships and grants to students of food science subjects.

Awards fund - represents all the individual restricted award funds from the predecessor organisations Royal Institute of Public Health and the Royal Society for the Promotion of Health.

Robert Wood Johnson - to support the Health on the High Street campaign in the USA

14. Pension Commitments

The charity participates in the AEGON Scottish Equitable Group Personal Pension Plan. The scheme is a defined contribution arrangement and the charity contributes 10% for Senior Managers and 7.5% for all other employees. The total pension cost to the charity for the year was £133,800 (2017: £108,388). Outstanding liability at the year-end was £14,832(2017: £9,977).

15. Post Balance Sheet Event

Post year end and prior to approval of these accounts, an offer was made and accepted for the sale of our Portland Place property in the sum of £9.5 million.



RSPH

ROYAL SOCIETY FOR PUBLIC HEALTH
VISION, VOICE AND PRACTICE

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