

Impact Report

31 December 2024



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Our values

Courage

- Champion the specialty of psychiatry and its benefits to patients
- Take every opportunity to promote and influence the mental health agenda
- Take pride in our organisation and demonstrate self-belief
- Promote parity of esteem
- Uphold the dignity of those affected by mental illness, intellectual disabilities and developmental disorders.

Innovation

- Embrace innovation and improve ways to deliver services
- Challenge ourselves and be open to new ideas
- Seek out and lead on new and, where possible evidence-based, ways of working
- Have the confidence to take considered risks
- Embrace the methodology of Quality Improvement to improve mental health services and the work of the College.

Respect

- Promote diversity and challenge inequalities
- Behave respectfully – and with courtesy – towards everyone
- Challenge bullying and inappropriate behaviour
- Value everyone's input and ideas equally
- Consider how own behaviour might affect others
- Respect the environment and promote sustainability.

Collaboration

- Work together as One College – incorporating all members, employees, patients and carers
- Work professionally and constructively with partner organisations
- Consult all relevant audiences to achieve effective outcomes for the College
- Work together with patients and carers as equal partners
- Be transparent, wherever possible and appropriate.

Learning

- Learn from all experiences
- Share our learning and empower others to do the same
- Value and encourage personal feedback
- Use feedback to make continuous improvements
- Create an enabling environment where everyone is listened to, regardless of seniority
- Positively embrace new ways of working.

Excellence

- Deliver outstanding service to members, patients, carers and other stakeholders
- Promote excellent membership and employee experience
- Always seek to improve on own performance
- Promote professionalism by acting with integrity and behaving responsibly
- Demonstrate accountability in all that we do
- Uphold the College's 'Core Values for Psychiatrists'.



Dr Lade Smith CBE, President



Dr Trudi Seneviratne OBE, Registrar



Professor Subodh Dave, Dean



Professor John Crichton, Treasurer

Our vision

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

Our mission statement

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

Our organisational competencies

Fairness

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

Allyship

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

Co-production

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

Presidential Priorities

- Addressing the treatment gap
- Fairness for all
- Nurturing and supporting psychiatrists
- Promoting research in mental health
- Advancing international psychiatry and wider mental health services
- Ensuring excellent member experience and engagement.

Additionally, we have **core objectives**:

- Being the voice of psychiatry, and
- Delivering effective use of College resources and excellent staff experience.

Our underlying principles

Sustainability

We are committed to supporting mental health services to become fully sustainable and as an organisation, the College is committed to being Net Zero by 2040.

Co-production

In order to support the delivery of excellent mental healthcare, we value the meaningful involvement of patients and carers. We involve them in our work using our Working Together model which is primarily based on the principle of co-production.



Our 2024 highlights

- ★ We ended the year with a record 21,620 members.
- ★ We delivered 396 events with a total of 41,198 registrations.
- ★ We delivered two diets of the CASC in the UK and relaunched the CASC diet in Singapore, supporting a total of 1,293 candidates to sit the CASC.
- ★ We saw a fill rate of 99.7% in Core Psychiatry with 660 posts filled, compared with 662 in 2023.
- ★ The RCPsych in NI Devolved Council approved the strategy 'Time to Bridge the Gaps' that will form the foundation of policy lobbying, influencing and media activity in Northern Ireland over the next three years.
- ★ Along with partners, NCCMH was commissioned by NHS England to support 60 providers of inpatient mental healthcare across England to embed the Culture of Care standards.
- ★ Our Act Against Racism campaign expanded this year, with 17 organisations now signed up to adopt actions in our Tackling Racism in the Workplace Guidance, including the largest Health Board in Scotland.
- ★ RCPsych in Wales's work on the Mental Health Standards of Care (Wales) Bill led to commitments from the Welsh Government to revise existing mental health legislation.
- ★ We influenced legislation on assisted dying across different jurisdictions in the UK and in September, we held a landmark President's Debate on the subject.
- ★ The Physician Associates' Review Task and Finish Group issued interim guidance on the employment, role, supervision and training of Physician Associates working in psychiatry.
- ★ More than 2,000 members gave feedback on their membership experiences, giving us valuable insights into how they engage with the College, what they value most and where they'd like to see improvement.
- ★ Our Choose Psychiatry campaign was covered 200 times across national and local media, launching with the support of Jo Brand, Ruby Wax, Sir Stephen Fry and Alastair Campbell.
- ★ We launched our second International Strategy which sets out bold and ambitious targets and recommits the RCPsych to being an effective force in improving global mental health outcomes.
- ★ We influenced the Mental Health Bill for England and Wales as it passed through the House of Lords.
- ★ CCQI secured two major grants for National Clinical Audits (Eating Disorders and Dementia), with a combined value of £2.4 million.
- ★ We launched our International Diploma in Older Adults' Mental Health in September.
- ★ We established the RCPsych Learn Oversight Board, bringing together our learning products in the service of improving patient care and outcomes.
- ★ The RCPsych in Scotland marked its 30th anniversary in October, designing and registering an RCPsych in Scotland tartan to mark the occasion, and hosting a two-day residential conference that included a celebratory gala dinner and ceilidh.
- ★ We recruited 24 members into our UK-wide Equity Champions Network and conducted our first ever Women's Mental Health survey.
- ★ We awarded Honorary Fellowships, the highest award the College bestows, to five individuals - Dr Gwen Adshead, Dr Adrian James, Dame Kelly Holmes, Dr Gerry Lynch and Dr Joseph Morrow.



Dr Lade Smith CBE, President



Sonia Walter, Chief Executive

President and Chief Executive's foreword

The last year has been filled with opportunities to directly engage with some of the most important issues affecting people with mental illness and the mental health workforce. The College has firmly established itself as the go-to organisation for reliable and evidence-based mental health understanding.

The expansion and retention of the psychiatric workforce remained one of our top priorities.

Our Choose Psychiatry campaign helped secure a 99.7% fill rate in Core Psychiatry, with 660 posts filled. The campaign received widespread national media coverage as well as support from key influencers and celebrities such as Jo Brand, Ruby Wax, Sir Stephen Fry and Alastair Campbell.

In summer, more than 2,200 of our existing members shared their views on the benefits of College membership and areas where improvements could be made. As a result, we developed an action plan and appointed our first Head of Engagement to ensure we are providing additional support to members wherever possible. Thank you all for taking the time to give us your insights and thoughts.

Our Public Mental Health Leadership Certification Course, which offers an innovative blend of eLearning, interactive webinars and self-study to help psychiatrists develop new leadership skills, was launched at the House of Lords in March.

Assisted dying/assisted suicide was one of the most prominent and complex issues of the year with much debate in the UK Parliament, Holyrood, Senedd, Jersey and the Isle of Man. We worked to influence stakeholders and the media, and all our efforts were informed by our cross-College Assisted Dying/Assisted Suicide Working Group, survey of members and colleagues and experts in the devolved nations. Our President's Debate on the issue covered a wide range of views from leading experts in the field as well.

We shared our evidence-based views on the Mental Health Bill with parliamentarians as it moved through the House of Lords.

The RCPsych in Northern Ireland approved its 'Time to Bridge the Gaps' strategy which sets out their priorities for the next three years and will inform their policy lobbying, influencing and media activity.

The Welsh Government committed to revising existing mental health legislation due to the RCPsych in Wales's work on the Mental Health Standards of Care (Wales) Bill.

In October, the RCPsych in Scotland celebrated its 30th anniversary with a residential conference. Throughout the year it continued to have a prominent voice in Scottish politics, influencing on a range of different issues affecting people with mental illness, such as the Scottish Mental Health and Capacity Law Reform Programme.

Our Physician Associates' Review Task and Finish Group published interim guidance on the role, supervision and training of PAs working in mental healthcare ahead of a final report that is due to be released in 2025.

The College Centre for Quality Improvement (CCQI) won a bid to establish a new national clinical audit for eating disorders and secured a grant to continue the national audit of dementia.

NHS England commissioned the National Collaborating Centre for Mental Health (NCCMH), and its partners, to help 60 inpatient mental healthcare providers across England embed the Culture of Care standards.

We renewed our commitment to improving global mental health outcomes with the launch of our second International Strategy. It set out key objectives to highlight the impact that shortages of psychiatrists are having internationally and provide evidence of the effectiveness of strong mental health services, among many other things.

Our International Diploma in Older Adults' Mental Health was established to support learners from across the world, including Afghanistan, Bahamas, Jamaica, Malaysia and South Africa.

The College's strategic priority to promote Equity, Diversity and Inclusion (EDI) moved from strength to strength as an additional 17 organisations supported our Act Against Racism campaign, including the largest Health Board

in Scotland. They all made a commitment to adopt the actions in our Tackling Racism in the Workplace Guidance.

Our UK-wide Equity Champions Network recruited 24 new members, and we also carried out our first ever Women's Mental Health survey.

The RCPsych Learn Oversight Board was launched and brought together our eLearning products, Certification courses, International Diplomas, blended learning, conferences and events. Nearly 6,000 delegates registered for RCPsych Learn events throughout the year.

We also lay the groundwork to move to a modernised financial management system that has already put the College in a stronger financial position and will enable us to better meet the needs of our members, staff and patients and carers.

None of these accomplishments would have been possible without the full support and input of our members, fellows, affiliates, patients and carers, staff and partners.

Your dedication, expertise, and passion for psychiatry drive everything we do. It is because of your commitment and generosity that we are able to achieve so much and continue to grow as a college and a profession.

We will continue to work with you all to promote and advance psychiatry in 2025 and build on the successes of this year.

Dr Lade Smith CBE
President

Sonia Walter
Chief Executive

ADDRESSING THE TREATMENT GAP

The College has made significant efforts to help reduce the gap between the number of people who need care and those who are receiving treatment, which is of a high-quality, safe, timely and therapeutic.

Over the course of the year, we have established a close working relationship with the Law Society, to influence the Mental Health Bill for England and Wales as it passes through the House of Lords. This included tabling amendments and engaging with the Department of Health and Social Care on areas of concern, including the implications of the reforms on learning disability and autism, aspects of detention criteria and its provisions in relation to the application of electroconvulsive therapy (ECT).

The RCPsych in Scotland continues to be an active voice in the Scottish Mental Health and Capacity Law Reform Programme, with members of the College's Scottish Legislative Oversight Forum involved in all ongoing workstreams and engaging comprehensively with proposed amendments to the Adults with Incapacity (Scotland) Act.

We continued to advocate for patients in crisis, mental health services and our members on the negative impacts of the way the Right Care, Right Person programme is being implemented. This secured traction with the lead at the National Police Chiefs Council, agreeing that the College should be involved in the training of police in their understanding of mental illness. Similar work is ongoing in Scotland to strengthen links between mental health and policing following Police Scotland's own report, including the updating of psychiatric emergency plans (PEPs) and local liaison structures.

Through engagement with the Chief Medical Officer in the Department for Work and Pensions (DWP), we secured a reversal in an initial Ministerial Decision to remove significant risk as a category for awarding a higher rate of benefit to those with mental illness. This has meant many people with severe mental illness (SMI) have continued to receive their rate of benefit and have been protected from entering sanction-based job seeking arrangements.

We published a College response to the independent review of the care of people in long-term segregation led by Baroness Sheila Hollins, which led to an agreement to improve the current definitions of long-term segregation and seclusion to maintain a distinction between them.

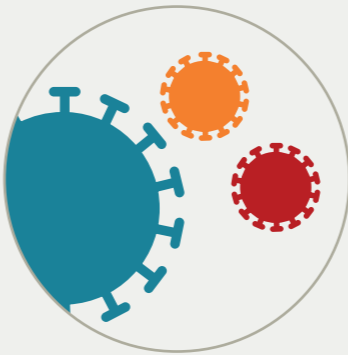
We successfully applied to be a Core Participant of the Lampard Inquiry which is investigating the deaths of mental health inpatients in Essex and held its initial hearings in September.



We influenced the **Mental Health Bill** for England and Wales as it passed through the **House of Lords**.



We successfully applied to be a **Core Participant** of the **Lampard Inquiry** which is investigating the deaths of mental health inpatients in Essex.



We submitted written evidence to **Module Three** of the **UK Covid-19 Inquiry**.

We submitted written evidence to Module Three of the UK Covid-19 Inquiry, setting out a timeline of relevant events from the College's perspective, making the case that people with mental illnesses, intellectual disabilities and developmental disorders were not offered the same level of protection as the rest of the population during the pandemic.

In July, we launched a new National ICB Mental Health Partners Network in England, jointly with the NHS Confed, which brings together mental health partner members from all 42 Integrated Care Boards with representatives from all eight College English Divisions.

The College issued a statement and briefing in response to the Terminally Ill Adults (End of Life) Bill debated in Westminster, which resulted in a front page on The Daily Telegraph and 42 additional pieces of national, regional and trade coverage. The briefing was widely welcomed for its balanced and expert position on the considerations and possible impacts on those with mental illness, intellectual disabilities and neurodevelopmental conditions, and implications for the psychiatric profession.

RCPsych in Scotland (RCPsychiS) has also contributed substantially to the discussion on the Assisted Dying in Terminally Ill Adults Bill (this work pre-dated the Westminster Bill and subsequent survey). The RCPsychiS undertook a member survey focused on the provisions of the Bill, held multiple member discussions, and gained approval from Scottish Council, Officers and the Legislative Oversight Forum. Dr. Stephen Potts, the Scottish Lead for this work, has provided evidence to the Parliamentary Committee and shared insights with the UK working group on this issue, as well as the two prior Assisted Dying Bills that the RCPsychiS was involved with.

RCPsychiS also engaged in multiple other legislative developments in Scotland, including the Learning Disability, Autism and Neurodiversity Bill, Conversion Therapies Bill, Palliative Care Bill and the Right to Recovery Bill, for which we have been called to give evidence to the Parliamentary Committee. The Legislative Oversight Forum, with staff support, led these efforts and also continues to participate in mental health law reform workstreams and the Mental Health Tribunal Service.

The Core Mental Health standards (the outcome of the College in Scotland's 'What Good Looks Like' campaign) which seek to improve quality and consistency across Scottish services, has progressed to implementation and Board self-assessment. We are now working towards the development of service specifications and target operating models for general and older adult services to clearly define the scope and remit of these services and in doing so, help alleviate some of the current strain they, and the staff and patients within them, are facing.

RCPsych in Wales's work on the Mental Health Standards of Care (Wales) Bill led to commitments from the Welsh Government to revise existing mental health legislation.



We launched a new **National ICB Mental Health Partners Network** in **England**.



We issued a statement and briefing in response to the **Terminally Ill Adults (End of Life) Bill** debated in **Westminster**.



RCPsych in Scotland engaged in various legislative developments, including the **Learning Disability, Autism and Neurodiversity Bill**.

Additionally, we provided formal oral evidence to the Senedd's inquiry into Managing Chronic Conditions and engaged with officials on the development of long-term mental health and suicide prevention strategies. We continue to chair the Royal College Mental Health Expert Advisory Group.

RCPsych in Wales produced evidence-based submissions to the Spring and Autumn Westminster budgets in 2024, covering key priorities on the need for investment in mental health estate, retention and recruitment, supporting improvements to patient flow, increasing access to support for children and young people, and driving up investment in local authorities, including substance use disorder services and public mental health. Similarly, we engaged extensively with the Scottish budget, advocating for continued investment in mental health to meet existing targets and strengthening of accountability within Health Boards and Integration Joint Boards. Our comprehensive briefings led to cross party engagement and meeting requests from over 10 MSPs.

RCPsych in Scotland has also been an active voice in ongoing NHS reform planning in Scotland.

We comprehensively engaged in the development of the future NHS strategy in England, submitting evidence to the 10 Year Health Plan engagement exercise, and before that, the independent investigation into the NHS led by Lord Darzi.

In response to the Government commitment to deliver 8,500 new mental health staff, we submitted a briefing paper to the Department of Health and Social Care setting out our recommendations for how these posts should be distributed.

We authored a chapter in the Chief Medical Officer for England's 2024 annual report 'Health in cities', focusing on the impact of urban environments on mental health.

RCPsych in Wales and the College's Public Mental Health Implementation Centre (PMHIC) collaborated, as part of the 'Dyfodol' programme, to produce reports on smoking and on healthy weight management in people with severe mental illness in Wales.

Following two years of lobbying, the RCPsych in Northern Ireland welcomed the publication of the Medical Workforce Plan for Psychiatric Specialties 2022-2031 by the Department of Health (DoH). This report provides insights and recommendations for the psychiatric workforce in Northern Ireland. We engaged with various stakeholders, including NI Medical and Dental Training Agency (NIMDTA) and the DoH Mental Health Directorate, to highlight significant vacancies in the psychiatric workforce.



RCPsych in Wales's work on the **Mental Health Standards of Care (Wales) Bill** led to commitments from Welsh Government.



RCPsych in NI Devolved Council approved the three-year **'Time to Bridge the Gaps'** strategy.



We produced **evidence-based submissions** to the Spring and Autumn **Westminster budgets**.

In December, the RCPsych in NI Devolved Council approved the strategy 'Time to Bridge the Gaps' that will form the foundation of the RCPsych in NI policy lobbying, influencing and media activity over the next three years. This strategy includes three strategic pillars and recommendations focussing on reducing vacancy levels, fixing pipeline shortages and addressing specialist service needs.

RCPsychiS focused on implementing recommendations from the 'State of the Nation' Psychiatric Workforce in Scotland report. This was achieved through collaboration with the National Psychiatry Recruitment and Retention Group, which includes NES, Health Boards, and the Scottish Government. The group has made significant progress and will issue final recommendations in the spring.

RCPsychiS made efforts to strengthen policymaker and public understanding of the increasing dependence on locum psychiatrists to fill substantive gaps, the reasons driving doctors to choose this option, and the significant impact this has on patient care and outcomes.

RCPsych in Wales issued a one-year evaluation of the NHS Wales '111 press 2 for mental health' service, which was highlighted in the Senedd during the Minister for Mental Health & Wellbeing's Autumn Statement. The College also conducted a rapid review of barriers to school attendance in partnership with the College's PMHIC and Swansea University, at the request of the Minister for Education.

The College Centre for Quality Improvement (CCQI) supported 1,611 mental health services through 29 quality and accreditation networks, benefiting over 50,000 multidisciplinary team members. They established a new quality network for neuropsychiatry services, with thirteen members in its first year, and completed 670 peer reviews, both in-person and online.

The Quality Network for Inpatient CAMHS (QNIC) received NHS England funding to support members during the transformation of children and young people's inpatient care, including webinars and tailored reviews.

Additionally, CCQI secured two major grants for national clinical audits, including the National Audit of Eating Disorders and the continuation of the National Audit of Dementia, with a combined value of £2.4 million. They provided Quality Improvement coaching to Early Intervention in Psychosis teams and hosted shared learning sessions attended by hundreds.

CCQI produced several reports throughout the year, hosted 44 events with 2,441 attendees, and conducted 21 reviewer training sessions.



We authored a chapter in the **Chief Medical Officer for England's** 2024 annual report.



We engaged in the **development** of the future **NHS strategy in England**, submitting evidence to the **10 Year Health Plan**.



CCQI secured two major grants for National Clinical Audits (Eating Disorders and Dementia), with a combined value of **£2.4 million**.

FAIRNESS FOR ALL

Throughout 2024, our focus continued on Equity, Diversity and Inclusion (EDI) as a strategic priority, following the strong foundations laid by the previous three-year Equality Action Plan (2021 – 2023).

Through our Fairness for all priorities, we are aiming to move from equality to equity, with an increased focus on addressing intersectional inequities. Our goal is to embed EDI throughout the fabric of the College.

Our Act Against Racism campaign expanded this year, with 17 organisations now signed up to adopt actions in our Tackling Racism in the Workplace Guidance, including the largest Health Board in Scotland. The guidance was signposted in the NHS Board Anti-Racism guidance, published by the Scottish Government for all Health Boards.

We recruited 24 members into our UK-wide Equity Champions Network, engaging across the Devolved Councils, Faculties and Divisions to bring an equity lens to all College activity.

We reviewed the RCPsych job approval process to reduce bias and ensure applicants are not disadvantaged due to gender, race or ethnicity, religion, disability, sexuality and intersectionality.

To better understand the needs of our members and women accessing mental health services, we conducted our first Women’s Mental Health survey and held patient and carer workshops. The insights gained from this research are informing the development of our UK-wide Women’s Mental Health Matters strategy, to be published in 2025.

The College completed its guidance on reasonable adjustments for providers of mental health services to combat disability discrimination. These recommendations will be promoted throughout the UK in 2025.

The RCPsych Advancing Mental Health Equality (AMHE) Collaborative led by the NCCMH, supported 20 mental health organisations to work with their local communities to coproduce and implement solutions to tackle health inequalities. As part of this, a new resource on coproduction was developed.



EDI continues to be a **priority** as we move from **equality to equity**, with a **focus** on addressing **intersectional inequalities**.



We held our first **Women’s Mental Health survey**, the insights of which will inform our **UK-wide Women’s Mental Health Matters Strategy** in 2025.



We recruited **24 members** into our UK-wide **Equity Champions Network**.

Throughout the year, we progressed work on the first Menopause and Mental Health Position Statement, with evidence-based recommendations to enhance awareness, inform best practice and improve responses for those experiencing the menopause who use mental health services.

In December, we established an Expert Working Group for our intersectionality priority and held preliminary discussions on how the College can support mental health providers and psychiatrists to integrate intersectionality in their work.

We continued to support our three Aggrey Burke Fellows into their second year, with mentors, CPD funds and resources. This scheme was the first of its kind to encourage more medical students from Black backgrounds, the most under-represented group - to consider a career in psychiatry.

The Neurodiversity in Training Working Group has published a reasonable adjustment form and guidance. These can be used as a template to guide discussion between a resident doctor and their clinical supervisor, with support from the training programme director.

We improved accessibility and reasonable adjustments provision for those taking exams, with a particular focus on neurodiversity and a CPD module in development to educate trainers.

Our NCCMH team, along with its partners, the National Confidential Inquiry into Suicide and Safety in Mental Health (NCISH), Neurodiverse Connection (NdC) and Black Thrive Global (BTG), were commissioned by NHS England to support 60 providers of inpatient mental healthcare across England to embed the Culture of Care standards. The vision is that all patients feel safe and cared for and can access a choice of therapeutic treatments. At the heart of this programme are three equity principles that set out that inpatient care should be anti-racist, autism informed, and trauma informed.



The **AMHE collaborative** supported **20 mental health organisations** to work with local communities to implement solutions to tackle **health inequalities**.



We progressed work on the first **Menopause and Mental Health Position Statement**.



We continued to support our **three Aggrey Burke Fellows** into their second year.

NURTURING AND SUPPORTING PSYCHIATRISTS

Throughout 2024, the College continued its work to ensure every psychiatrist feels safe, valued and is able to thrive at work.

Our confidential peer support service, the Psychiatrists' Support Service received 32 contacts via both our dedicated email and phone helpline, which have led to confidential calls with our small group of Peer Support Psychiatrists. We also support psychiatrists of all grades affected by patient suicide through our peer support network.

The Physician Associates' Review Task and Finish Group issued interim guidance on the employment, role, supervision and training of Physician Associates working in psychiatry as well as consideration of those working in Emergency Care and Primary Care settings.

We continued to deliver a high quality, reliable and fair exam in order to set high standards in psychiatric practice.

We delivered three diets of the MRCPsych Paper A and Paper B theory exam and supported 2,159 candidates to sit Paper A, and 1,934 candidates to sit Paper B.

We also delivered two diets of the CASC in the UK and relaunched the CASC diet in Singapore. We supported a total of 1,293 candidates to sit the CASC during 2024.

A total of 651 candidates achieved the MRCPsych in 2024.

We recommended 385 psychiatrists to the GMC for Certificates of Completion of Training, and 440 recommendations for Certificates of Completion of Specialty Training, including dual training and endorsements. We successfully supported 14 psychiatrists to achieve their Certificate of Eligibility for Specialist Registration and the new GMC Portfolio Pathway.



We supported **2,159** candidates to sit **Paper A**, and **1,934** to sit **Paper B** over three diets of the MRCPsych exam.



We delivered **two CASC** diets in the **UK** and relaunched the **CASC** diet in **Singapore**.



A total of **651** candidates **achieved** the **MRCPsych** in 2024.

We saw 34 participants complete the RCPsych Eating Disorders Credential, and 55 participants complete the perinatal trainee (resident doctor), SAS and consultant top up programmes.

We established the RCPsych Learn Oversight Board, bringing together our learning products in the service of improving patient care and outcomes. This new Oversight Board encompasses our eLearning products, Certification courses, International Diplomas, blended learning and many of our conferences and events. A total of 5,805 delegates registered for RCPsych Learn events during 2024 (excluding RCPsych Congress).

Our highly successful International Congress took place in Edinburgh with 2,871 delegates attending the four-day conference.

We generated 9,291 CPD certificates to support members' continuing professional development and revalidation process.

We started working on a Retention Charter; a practical, action focused charter for employers to support the retention of psychiatrists in the UK workforce.

We saw a fill rate of 99.7% in Core Psychiatry with 660 posts filled, compared with 662 in 2023.

Our Choose Psychiatry campaign took place from September to November and was covered 190 times across national and local media. The campaign launched with the support of Jo Brand, Ruby Wax, Sir Stephen Fry and Alastair Campbell.



RCPsych Learn Oversight Board

was established, bringing together our learning products in the service of **improving patient care** and outcomes.



A total of **5,805** delegates registered for **RCPsych Learn events** during 2024.



Our **International Congress** took place in **Edinburgh** with **2,871** delegates attending the four-day conference.

Choose Psychiatry website pages were visited over 35,000 times and we broke our records achieving the highest number of sign-ups to become Student Associates and Foundation Associates since the campaign started in 2017.

We appointed 25 Psych Stars. This one-year scheme is open to UK medical students with an interest and commitment to psychiatry seeking mentoring and financial support for activities intended to increase awareness and knowledge of psychiatry.

RCPsych in Wales held its annual Summer School for young people in partnership with the Senedd, and with the support of the Centre for Neuropsychiatric Genetics and Genomics.

We continued to roll out our RCPsych SAS strategy to support SAS psychiatrists to fulfil their potential and have a rewarding career by focusing on four areas: supporting education and research, improving care, influencing system-level change and belonging to the College.

We hosted our first ever SAS Lounge at Congress with lunchtime sessions on leadership and management, meet the officers, working with the College and the new Portfolio Pathway (formerly CESR) route onto the Specialist Register. We also launched our SAS eNewsletter.

In March, we launched our Public Mental Health Leadership Certification Course at the House of Lords.

We continued to deliver our National Autism Training Programme for psychiatrists. This NHSE funded course began in 2021 and 1,800 psychiatrists in England have now been trained.



We launched our **Public Mental Health Leadership Certification Course** at the **House of Lords**.



We saw a fill rate of **99.7%** in **Core Psychiatry** with **660** posts filled.



Our **Choose Psychiatry campaign** launched with support from **Jo Brand, Ruby Wax, Sir Stephen Fry** and **Alastair Campbell**.

PROMOTING RESEARCH IN MENTAL HEALTH

Our publishing portfolio of five journals, learned books and BJPsych Journal App continued to advance psychiatry and promote insight and learning.

We signed new five-year contracts with Cambridge University Press to continue as our publishing partners.

All the journals now have impact factors, including an impact factor of 8.7 for BJPsych, and, where applicable, have moved up in their category rankings this year, with two of our journals now in the top quartile, illustrating the credibility, trust, and dissemination of the journals content.

Articles from our journal portfolio were downloaded 8.4 million times this year, an 8% increase on 2023, and article submissions across the portfolio rose by 25% in 2024 compared to 2023.

In its second year since launch, the BJPsych Journals app has now been downloaded over 3,400 times.

We released 11 book titles including the seminal Fish’s Clinical Psychopathology, the absorbing memoir An Improbable Psychiatrist, and Journey to the Centre of the Self – narrating meaningful clinical stories and experiences and providing scientific insights and understanding.

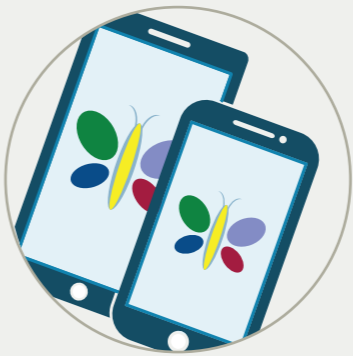
Dr Hilary Cass submitted her final report and recommendations on how to improve NHS gender identity services to NHS England in early April. Our President, Dr Lade Smith CBE issued an initial response on our website. Key coverage of Dr Smith’s response was included in the Guardian, Independent, Daily Mail, iNews, and The Standard.



All our journals now have **impact factors** and moved up in their **category rankings** in 2024, with **BJPsych** receiving an **impact factor** of **8.7**.



Articles from our journals were downloaded **8.4 million times** in 2024, an **8% increase** on 2023.



The **BJPsych Journals app** has now been downloaded **over 3,400** times.

Dr Cass delivered a keynote address at the College's International Congress.

The College has been working in collaboration with campaigner Kate Northcott-Spall, who tragically lost her brother due to complications from Clozapine usage, to develop a new protocol for members.

The NCCMH published several research reports in 2024, including the results of two evaluations: (1) of the NHS early implementer sites that are providing tobacco dependency services in the community for people with severe mental illness; and (2) of a pilot of physical activity interventions introduced into NHS Talking Therapies for anxiety and depression services.

The NCCMH has also been working on a project to review the impact of the diagnostic label of 'personality disorder' with the ultimate aim of reducing prejudice and discrimination experienced by people with this diagnosis, moving towards open-hearted care and services for all. The project is multi-faceted, comprising research workstreams and is co-produced with 50/50 representation from clinicians and patients and carers.

RCPsych in NI worked with the Public Health Agency Research and Development team to support their development of a high-level scoping paper to detail the requirements around establishing a Centre of Excellence for research. Additionally, to explore how the RCPsych in NI can assist the PHA with their task around the Mental Health Strategy Action 35 Centre for Mental Health Research.



Our President **Dr Lade Smith CBE** issued a response to **Dr Hilary Cass's** report on **gender identity** services.



NCCMH worked on a project to review the **impact** of the diagnostic label of '**personality disorder**'.



RCPsych in NI collaborated with the **PHA** to develop a scoping paper detailing the requirements of establishing a **Centre of Excellence** for research.

ADVANCING INTERNATIONAL PSYCHIATRY AND WIDER MENTAL HEALTH SERVICES

By embedding our international work into the work of the College, using the experience and skills of our members, and working closely with our international partners, we have taken significant steps to meeting our vision of being a strong and progressive College that supports psychiatrists and health professionals to deliver patient centred care all over the world.

We launched our second International Strategy which sets out bold and ambitious targets and recommits the RCPsych to being an effective force in improving global mental health outcomes.

We launched our International Diploma in Older Adults' Mental Health in September. This cohort includes 15 learners from all over the world including Afghanistan, Bahamas, Jamaica, Malaysia and South Africa.

Our regular supervision sessions for resident doctors, in partnership with Bethlehem Psychiatric Hospital in the West Bank, continue and include training on de-escalation. In December, we agreed the areas of focus for the coming year which will include training on child and adolescent psychiatry as well as on supporting families who have experienced trauma.

Following the successful completion of the Ghana Future International Workforce Project in 2022, we were awarded a 12-month grant by the Tropical Health and Education Trust (THET) in 2024.

In partnership with the Ghana College of Physicians and Surgeons (GCPS), the College is providing subspecialty education in four areas: Forensic, Addictions, Child and Adolescent, and Old Age psychiatry. This programme supports a cohort of approximately 50 resident doctors and their supervisors.

Two in-person training sessions took place in Kumasi and Accra during 2024. As part of the project, the Child and Adolescent module has been extended to Kenyan trainees on a pilot basis, avoiding the need for a separate grant application.

We delivered three Dean's Grand Rounds with a specific international focus. The European Division hosted a Dean's Grand Rounds on *Catatonia and ECT: a European perspective*, and the West Pacific Division organised Dean's Grand Rounds on *Improving outcomes for people with intellectual disability and challenging behaviour*.



We launched our second **International Strategy**, recommitting us to being an effective force in **improving** global mental health outcomes.



Following the successful completion of the **Ghana Future International Workforce Project**, we were awarded a 12-month **grant** by **THET**.



In partnership with the **Ghana College of Physicians and Surgeons**, we are providing **subspecialty education** in Forensic, Addictions, Child and Adolescent, and Old Age psychiatry.

The College also worked with the World Network of Psychiatric Trainees to deliver Dean's Grand Rounds on *Addressing the Dementia Care Gap: Leveraging Primary Care in Low- and Middle-Income Countries*.

Our partnership with Medical Aid for Palestinians (MAP) is now in its fourth year.

The continuation, and expansion, of the war in the Middle East continues to weigh heavily on us all. Through our partnership with MAP, we have offered psychological first aid training to service providers who are working with the affected communities in and around Palestine.

We have written to the British Arab Psychiatric Association, the Lebanese Psychiatric Society, and the Israel Psychiatric Association, offering our assistance. We have formally offered access to the College's emergency resources, including freely accessible mental health information on coping after a traumatic event, as well as an eLearning module on Complex Humanitarian Emergencies: mental health and psychosocial response. Our resources for international disasters are freely available on the College website.

We continue to deliver the Medical Training Initiative (MTI) to support international trainees to further their medical education in the UK whilst also supporting UK NHS services. 102 applications were received for the 2024 cohort of MTI, with 41 applicants successful after interview.

As part of the College's commercial strategy to expand into new geographies, we joined the Healthcare Education UK mission to China, organised by the UK Department for Business and Trade.

We presented at the UK-Shanghai Healthcare Innovation Symposium and engaged with key stakeholders, including two national mental health associations, five healthcare authorities, six universities, and 23 hospitals.

We continue to explore opportunities to support guidelines development, service improvements and workforce capacity-building, and we hosted three Chinese delegations in 2024.

We also attended Arab Health in Dubai, where we met existing and new partners and members of the College and discussed potential opportunities on how the College can contribute to the development of the mental health services landscape in the UAE and across the region.



Our partnership with **Medical Aid for Palestinians (MAP)** is now in its fourth year.



We continued to deliver the **Medical Training Initiative (MTI)** to support **41 international trainees** further their education in the UK.



We joined the **Healthcare Education UK** mission to **China**, organised by the UK Department for Business and Trade.

ENSURING EXCELLENT MEMBER EXPERIENCE AND ENGAGEMENT

Over the course of the year, our membership figure increased to 21,620, up from 21,046 in 2023.

We were delighted to welcome 1,861 guests to 11 ceremonies during the year, presenting 390 new Members, 83 Fellows, five Honorary Fellows and 71 CCT/CESR holders.

During 2024, in total, we welcomed:

- 648 new Members
- 22 new Specialist Associates
- 144 new Affiliates
- 24 new International Associates
- 864 new Pre-Membership Psychiatric Trainees

We awarded Fellowships to 142 members of the College, and Honorary Fellowships, the highest award the College bestows, to five individuals - Dr Gwen Adshead, Dr Adrian James, Dame Kelly Holmes, Dr Gerry Lynch and Dr Joseph Morrow.

Forty-seven per cent of members in 2024 were female and 45% were Black, Asian, or from minoritised ethnic backgrounds, 18% were based outside the UK.

During June and July, 2,231 members gave feedback on their membership experiences, giving us valuable insights into how they engage with the College, what they value, and most importantly, how we could improve the way we support our global membership of over 21,000 doctors.

The results showed us that members highly value the College's conferences, webinars and events, with 72% rating it valued or extremely valued as a benefit and 64% rating our CPD eLearning the same. Amongst trainees, Portfolio Online and eLearning are amongst the highest rated benefits.



Our membership figure **increased** to **21,620**, up from **21,046** in 2023.



We welcomed **648** new Members, **22** new Specialist Associates, **144** new Affiliates, **24** new International Associates and **864** new Pre-Membership Psychiatric Trainees.



We awarded **Fellowships** to **142** members of the College, and **Honorary Fellowships** to **five** individuals.

Of the functions of the College, 83% of members valued or highly valued the College's delivery of education and training, and 76% rated the promotion of standards and quality improvement in mental health services as valued or highly valued.

Another key area highlighted was the importance of the College as the voice of psychiatry in influencing decision makers and stakeholders, such as politicians and health providers, with 67% of respondents rating this as valued or highly valued as a College function.

As a result of the feedback, we have begun to implement an 11-point action plan, and we have appointed the College's first Head of Engagement to provide additional support to members.

The College published its first patient information resource on autism and mental health. It has fast become one of the most popular resources, receiving 6,700 page views in its first week.

We updated our stopping antidepressants resource, which after the College's home page is the most popular page on our website, receiving 198,000 views in 2024. This resource is endorsed by the Royal College of General Practitioners, the Royal Pharmaceutical Society, and the College of Mental Health Pharmacy.

The College's attention deficit hyperactivity disorder (ADHD) in adults' resource was highly commended in the BMA Patient Information Awards. The panel of judges said: "The social model of disability shines through in the work. A well thought out piece of work which will be a great asset to those in this community."

Members networking receptions took place all over the world including at the RANZCP Annual Meeting in Canberra, the APA Annual Meeting in New York, the APAA Meeting in Abu Dhabi, and the ANCIPS Annual Meeting in Kochi.

Our African Division held regular Division-wide meetings for members in order to establish stronger networks and engagement across Africa.



Members **highly value** the College's conferences, webinars and events, with **72%** rating it valued or **extremely valued**.



Amongst trainees, **Portfolio Online** and **eLearning** are amongst the highest rated benefits.



We published our first patient information resource on **autism and mental health**.

The International Newsletter, which showcases the work of the International Divisions as well as other international activities continues to be a popular newsletter with members.

We held a total of 396 events in 2024 for 41,198 delegates on a wide variety of clinical, professional and wellbeing topics. This is a 5% increase on the total number of delegates in 2023.

A total of 5,218 delegates registered for conferences and events organised by the College's Faculties and Special Interest Groups in 2024.

A total of 5,918 delegates registered to attend 59 events delivered by the RCPsych English Divisions. These included a series of ADHD webinars organised by the Eastern Division.

RCPsych in Scotland delivered 17 events with 705 registrations; including a two-day residential conference with a gala dinner and ceilidh to celebrate its 30th anniversary in October.

RCPsych in NI delivered nine events to 504 attendees. These events included a Neuropsychological Assessment Masterclass and an RCPsych in NI Trainees conference.

RCPsych in Wales delivered five events to 429 attendees. These events included the RCPsych in Wales Faculty of Addictions Psychiatry Conference and the RCPsych in Wales Faculty of Old Age Psychiatry Conference.

We held monthly 'Question Time with the Officers' events throughout 2024, providing regular opportunities for members to engage with Honorary Officers, drawing in between 300 and 600 members each time.



Our **stopping antidepressants** resource was the most popular page on our website (after the homepage), receiving **198,000 views**.



Our **ADHD in Adults'** resource was highly commended in the **BMA Patient Information Awards**.



We held a total of **396 events** in 2024 for **41,198 delegates**.

BEING THE VOICE OF PSYCHIATRY

Over the year more than 8,000 pieces of media coverage mentioning the College were achieved in broadcast, print, and online media across the UK.

We secured the front page of the Guardian and a lead story across BBC Radio 4's World at One, Sky News Radio and Times Radio for Children's Mental Health Awareness Week, when we highlighted a 53% increase in referrals for children and young people in crisis in four years. The story secured more than 375 mentions across the media.

In raising awareness of postpartum psychosis to mark Maternal Mental Health Awareness Week, the College highlighted that between 600 and 1,200 women are estimated to suffer from the illness each year. The story gained widespread coverage including key national outlets such as ITV News, Guardian, Independent, The Times, Mirror and the i Paper.

The College also issued a press release highlighting that child and adolescent eating disorder services have never achieved NHS waiting time targets. It secured more than 200 pieces of print and online media coverage. This included the Independent, Daily Mail, MSN UK, BMJ, Metro and Yorkshire Evening Post. Dr Ashish Kumar, Chair of our Eating Disorders Faculty, was interviewed by the Press Association.

In Scotland, story highlights included continued coverage of CAMHS waiting times including commentary and op-eds. Chair of RCPsychiS Dr Jane Morris also appeared on Channel Four News speaking about CAMHS and the mental health crisis in general – this story was broadcast across the UK. There was also coverage on the drug death and addictions issue as well as our funding calls for mental health services in general. The issue of locums was also covered in the Daily Record, BBC News, Guardian and Sunday Herald.



We achieved more than **8,000** pieces of **media coverage** in broadcast, print and online media across the UK.



We secured front page of the **Guardian** and **375 mentions** across the media for our story on increased referrals for children and young people in crisis.



We gained widespread coverage for our story raising awareness of postpartum psychosis to mark **Maternal Mental Health Week**.

Dr Julie Anderson, Chair of RCPsych in Northern Ireland was interviewed on BBC Radio Ulster to discuss what needs to be done to solve pressure on NI's mental health services – for the good of patients and the workforce.

The College sent out 31 parliamentary briefings and held 43 meetings with ministers and members of both the House of Lords and the Commons. We secured 36 mentions of the College in the Houses of Parliament, this included 14 times in the Commons, 22 in the Lords and two in written questions.

Similar engagement took place across the nations, with numerous briefings, debates and engagement with parliamentarians to raise written and oral questions pertinent to the challenges facing mental health services and psychiatric workforce.

Ahead of the general election, we met with the three main political parties from Westminster to influence their party-political manifestos, where we saw an unprecedented number of commitments to mental health.

This influencing activity included publishing our own manifesto, successfully hosting a number of dinners at the College with the shadow mental health team, engaging with the Secretary of State for Health and Social Care at roundtables, and a meeting with the Shadow Secretary of State and his special advisor.

In partnership with Rethink Mental Illness, we also promoted the voting rights of people living with a mental illness.

At the Labour Party Conference, we hosted a roundtable with the Royal College of Emergency Medicine and the British Geriatrics Society, on reforming Emergency Care. The event was attended by several MPs include Dr Zubir Ahmed, MP for Glasgow Southwest and Parliamentary Private Secretary (PPS) to Secretary of State, Wes Streeting MP.



Our press release on child and adolescent eating disorder services waiting times secured more than **200** pieces of **print** and **online media**.



In **Scotland**, story highlights included continued coverage of **CAMHS waiting times**.



We sent out **31** **parliamentary briefings** and held **43** meetings with ministers and members of the **House of Lords** and the **Commons**.

The President also spoke at fringe events at the Labour, Liberal Democrat and Conservative Party Conferences on how education policy supports children's wellbeing and mental health.

We worked hard to influence Bills that made their way through Parliament. Working independently and with stakeholders we briefed on the Mental Health Bill, the second reading of the Tobacco and Vapes Bill and the second reading of the Terminally Ill Adults (End of Life) Bill. We also met with Kim Leadbeater MP who tabled the Bill.

In December, the Mental Health Bill had its second reading in Parliament. We briefed peers ahead of the debate, and were mentioned seven times in the debate, with peers highlighting some of the College's concerns about the legislation.

The College coordinated a joint letter to the Minister and attended a round table on the Bill alongside the Minister for Health and Minister for Mental Health and Women's Health Strategy.

The debate on welfare reform and the UK's sick note culture continued this year with comments from the Prime Minister at the time, Rishi Sunak, as well as Secretary of State for Work and Pensions, Mel Stride. The President refuted claims that people with mental illness were exaggerating their symptoms to avoid working while making it clear that they need financial support to reach their full potential. Overall, we secured more than 300 pieces of media coverage on this and took the lead in countering a harmful and false narrative about people with mental illness.

For Mental Health Awareness Week, we delivered an integrated communications campaign which warned that outcomes for people with severe mental illnesses, will only get worse unless society champions their right to acceptance and support.

The campaign focused on sharing a variety of lived experience voices and featured a podcast hosted by Dr Jane Morris, with expert by lived experience Graham Morgan, and a feature from award-winning campaigner Kate Northcott Spall, who advocates for greater awareness and safety around the use of antipsychotic medication Clozapine.



Ahead of the **general election**, we met with the **three** main political parties from Westminster to influence their **party-political manifestos**.



The President spoke at fringe events at the **Labour, Liberal Democrat and Conservative Party Conferences** on how education policy supports children's mental health.



We continued to work hard to **influence Bills** that made their way through **Parliament**.

We also briefed Parliamentarians during two debates in Parliament – one in the House of Lords and one in Westminster Hall.

In September, we held a landmark President's Debate on assisted dying. The debate was attended by more than 400 members online and in person.

We carried out a detailed review of our website which included member focus groups, an online survey, interviews with senior stakeholders, and a benchmarking exercise looking at the websites of 18 other organisations in mental health, healthcare, science and beyond. From these exercises we produced a programme of improvements to the site, which will be delivered in 2025 and 2026.

The social media team published thousands of posts throughout the year across our main social media channels. Our election manifesto post on X reached over 30,000 people, our post about mental health being missing from the party leaders' TV debate reached 60,000 people and our response on the Prime Minister's plans to reform the fit note system reached 50,000 people.

The College's LinkedIn and Instagram accounts saw significant growth in followers this year.

We supported the publication of several College Reports including CR239: Supporting staff following a patient-perpetrated homicide (PPH), and CR240: Outcome measures in psychiatry, CR241: Framework for routine outcome measurement in liaison psychiatry (FROM-LP II) and CR242: Protecting the mental health of people seeking sanctuary in the UK's evolving legislative landscape.

We worked with the UK Health Alliance on Climate Change to develop a joint policy report, A Just Energy Transition for the Good of Health, which emphasises the devastating health impacts of fossil fuel dependency and provides actionable recommendations for a cleaner, healthier future.



We held a landmark **President's Debate** on **assisted dying** that was attended by more than **400** members online and in person.



We worked with the **UK Health Alliance** on Climate Change to develop the policy report, **A Just Energy Transition for the Good of Health**.



Our **LinkedIn** and **Instagram** accounts saw **significant growth** in followers.

DELIVERING EFFECTIVE USE OF COLLEGE
RESOURCES AND EXCELLENT STAFF EXPERIENCE

The Board of Trustees met quarterly to ensure the organisation was running efficiently and effectively, in line with the strategic plan set at the start of the year.

Our Finance Team ensured that reliable information was provided to volunteer members on key committees and staff alike. A three-year budget plan was introduced to enable long-term decision making by allowing the College to better anticipate multi-year financial needs and allocate resources accordingly.

The delivery of the 2024 budget was executed with a focus on efficiency and tighter controls on expenditure. Through strict monitoring and careful allocation of resources, we ensured that key priorities were funded while maintaining financial discipline. As a result, we not only adhered to the approved budget but also achieved better-than-expected financial outcomes.

The College continues to encourage donations and legacies. We are grateful to have received a generous bequest of £100k from a member who passed away in 2023 to support the College’s work and initiatives, with an additional amount expected in 2025. Every contribution we receive enables the College to make a greater impact and ensures that we can honour and fulfil our members’ wishes.

The Facilities Team concentrated on substantial upgrades and essential improvements to the fire preparedness, building management, and security systems of the Prescot Street building. Additionally, roof safety measures were completed to facilitate further remedial works in 2025.



We are grateful to have received a generous **bequest** of **£100,000** to support the College’s work and initiatives.



The **Facilities Team** oversaw **substantial upgrades** and essential **improvement works** to the Prescot Street building.



RCPsych in Wales moved to a larger workspace in the **Creative Quarter**, in Cardiff. The space includes a members area and meeting room.

Both the College's gender pay gap, and its ethnicity pay gap among its staff rose slightly in 2024, with the former now at 6.36% (up from 2.13% in 2023), and the latter at 9.85%, (up from 2.02% in 2023), but still far lower than the average among large charities at 21.9%.

We continued to work hard to ensure our staff team felt supported and valued.

The College is proud to be a Disability Confident Leader, reviewing ways in which it can ensure its recruitment process is as fair and accessible as it can be. One change made in 2024 was the addition of easy-read job adverts.

Our staff fora – the Sexuality, Gender Equality and Inclusion Forum (SGEI), the African Caribbean Forum (ACF), and the Disability Forum supported the College's EDI work by reviewing various staff policies, reviewing the College's approach to supporting LGBTQ+ staff, and marking awareness days such as Pride, Black History Month and International Day of People with Disabilities.

Additional training for staff is ongoing including a new, bespoke autism awareness session and we have finalised plans for further mandatory EDI training in 2025.

We improved the customer experience for ordering and paying for patient leaflets by introducing a new streamlined process.

In July, the RCPsych in Wales moved to a larger workspace in the Creative Quarter, in Cardiff. This larger space includes a members area and a meeting room. This workspace is being utilised frequently to support member activity and Faculty meetings, and has been well received by members, staff, and stakeholders.



We continue to be a proud **Disability Confident Leader** and welcomed the addition of **easy-read job adverts**.



Staff fora supported our **EDI work** by reviewing staff policies and helping to mark **awareness days** such as **Pride** and **Black History Month**.



We launched a new bespoke **autism awareness training** for staff.

Our values



 @rcpsych  RCPsych  linkedin.com  thercpsych  @RCofPsychiatrists

 rcpsych.bsky.social  @thercpsych  soundcloud.com/rcpsych

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

