



RSPH
ROYAL SOCIETY FOR PUBLIC HEALTH
VISION, VOICE AND PRACTICE

ANNUAL REPORT 2024

TABLE OF CONTENTS

3	REFERENCE AND ADMINISTRATIVE DETAILS
4	CHAIR'S FOREWORD
5	RSPH IMPACT IN NUMBERS
7	OVERVIEW OF ACTIVITIES AND IMPACT
21	PRIORITIES FOR 2025
22	RSPH 2025 PLAN
24	STRUCTURE, GOVERNANCE AND MANAGEMENT
30	STATEMENT OF TRUSTEES' RESPONSIBILITIES
31	INDEPENDENT AUDITOR'S REPORT
37	STATEMENT OF FINANCIAL ACTIVITIES
38	BALANCE SHEET
39	STATEMENT OF CASH FLOWS
40	NOTES TO THE ACCOUNTS

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No: 1125949 England and Wales, SC040750 Scotland

Principal and registered office: John Snow House, 59 Mansell Street London E1 8AN

Trustees: Members of the Council since 1 January 2024

Dr Jonathan Pearson–Stuttard	Chair
Margaret Waterston	Treasurer
Jeremy Benson	
Dr Rebecca Cooper	
Malcolm Groat	
Meir Hakkak	
Professor Nick Harding	
Dr Rachel Isba	
Abigail Johnston–Hume	Appointed 20 February 2024
Halima Khan	To 19 September 2024
James Morris	To 31 May 2025
Nilam Prinjha	
Charlotte Wood	
Elizabeth Wynn	

Bankers:

HSBC Bank, Wimbledon Branch, 5 Wimbledon Hill Road, London SW19 7NF

Legal Advisors:

Hempsons, 40 Villiers Street, London WC2N 6NJ

Auditors:

Moore Kingston Smith LLP, 9 Appold Street, London EC2A 2AP

Investment Advisors:

Rathbones Investment, Management Ltd 1 Curzon Street, London W1J 5FB

CHAIR'S FOREWORD

2024 was another very important year for the public health community in the UK and around the world. Political change and global economic headwinds have reshaped the landscape over the past year.

Despite that change, the work and principles that underpin public health have never been more important especially given the health challenges that we are facing as a nation.

Health inequalities continue to cause great harm across our communities resulting in too many people living shorter, unhealthier lives. More and more people are leaving the workforce due to ill health which has steep costs for both our economy, communities and the individuals impacted. We have also seen the return of vaccine preventable diseases that we once thought eradicated such as polio and measles.

It is against this backdrop that I take huge pride in the work that the Royal Society for Public Health has continued to deliver in 2024.

We know the impact that high-quality public health education can have in changing lives for the better and during 2024 tens of thousands of people have benefitted from our qualifications, courses, and events. Our leading academic journals have been downloaded over a million times meanwhile we have welcomed more members into our community that share our vision of a healthier and more equal future.

Over the course of 2024 we have used our voice to articulate a bold vision on our strategic ambitions on tackling health inequalities, strengthening the wider public health workforce, and building healthier workplaces.

To continue playing our unique role in the public health system it is vital that we remain financially sustainable as an organisation. That's why I'm delighted that for the third year running we delivered financial balance, putting us on firm footing to deliver on our ambitions in 2025.

Our progress and impact is testament to our people. The RSPH staff team's commitment and energy to their work has been incredible. My fellow Council Trustees and the broad range of expertise they bring has been an immense asset to our organisation and the wider impact of our members and broader partners ensures we deliver as much impact for the public's health as we can.

While we remain encouraged by the progress we have made in 2024, we know that the year ahead will be challenging. We are committed to deliver above and beyond in 2025 so that more people can experience the benefits of a healthier, more prosperous society.

I invite you to explore this report to learn about our collective achievements in 2024 and our shared ambitions for the year ahead.

Dr Jonathan Pearson-Stuttard FRSPH FFPH
Chair of Council

INTRODUCING THE RSPH AND OUR IMPACT IN NUMBERS

Health is essential for individuals and communities to thrive.
This is why we exist.

It is our mission at the Royal Society of Public Health, to protect and promote good health and wellbeing so that people live fulfilling lives. Founded in 1856, our early achievements resulted in improvements to sanitation and prevented the spread of deadly diseases. We are the world's oldest public health organisation and have been at the forefront of this movement through our work to advocate for reform and educate the public. We know that health - physical and mental - varies from person to person and we also work across communities and societies to address the wider factors which affect health and wellbeing.

Today, we are an independent charity working in the UK and globally to influence change, to connect and empower, and to enable through education and skills. Our focus is on vision, voice and practice:

Vision: influencing change

- At an individual level, we provide information and resources to help people make informed choices about their health.
- At a societal level, we advocate for policies and initiatives that promote public health and well-being.
- Supporting this, we conduct research on key public health issues, providing evidence-based insights.

Voice: connecting and empowering people and partners

- Our membership supports organisations, professionals and people who care passionately about this mission to protect the public's health.
- We publish respected peer-reviewed journals to share knowledge and inspire action.

Practice: enabling others through education and skills

- We are the UK's leading regulated qualifications Awarding Organisation in Public Health, offering a wide range of qualifications and training courses for public health professionals.
- We set and maintain high standards of education within the public health sector.

WHAT WE ACHIEVED IN 2024

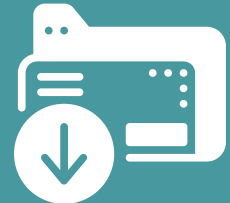
THE YEAR IN NUMBERS

TOTAL CPD HOURS
CLOCKED:

56,176

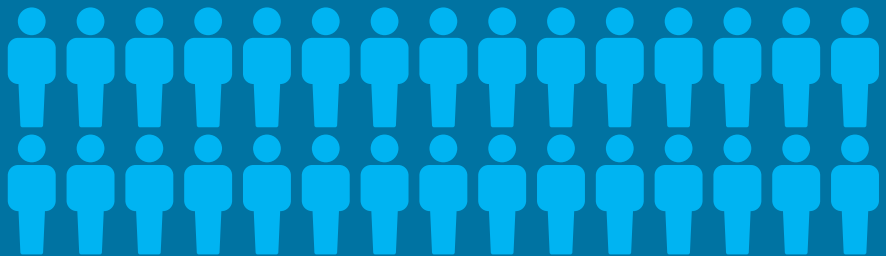


1.6 JOURNAL
DOWNLOADS
MILLION



TOTAL NUMBER
OF MEMBERS.

6,000



NUMBER OF
TRAINING CENTRES

410



TOTAL NUMBER OF
QUALIFICATIONS DELIVERED

23,226



DIPOC MED
SATISFACTION RESULTS.

100%



1,600
MEDIA MENTIONS

TIMES THAT OUR POLICY
CONTRIBUTIONS WERE
VIEWED ON OUR WEBSITE

4,107



SUBMISSIONS:

6,000



OVERVIEW OF ACTIVITIES AND IMPACT

1. RSPH in 2024 and our impact on the political landscape

As the world's oldest public health agency, the Royal Society for Public Health (RSPH) has a proud history of supporting the wider public health workforce through education, training, research and influencing.

In the UK, it's clear that some people are much healthier than others, and money worries are making health worse. That's why our work is so important.

As we committed to in our most recent strategy, we'll support the people who work in public health, push for everyone to take responsibility for health (especially the roles of workplaces and governments), and work hard to fix the unfair health differences.

This section describes how, in 2024, we worked to keep people and populations healthy and happy. We pushed for real solutions, focused on stopping problems before they start, and tackling those health inequalities. It was also a global election year with many countries holding elections with consequences for public policy and impacting public health.

We know we can do even more and we have some exciting plans for 2025 to make a bigger difference in the UK and other countries.



Prevention as a priority

We advocated for a fundamental shift to prioritise preventative measures in public health policy, something that we recognise is also essential for long-term health and economic prosperity.



We published two reports in 2024 highlighting the importance of vaccination and how societies can improve uptake, especially in communities where the evidence shows uptake is lower. Our research showed that parents, carers and professionals want to be able to make informed decisions about vaccinations. Our polling made the case that most people recognise the importance of vaccines for their health but that there is a knowledge gap, particularly in some communities. It also shows public concerns about the impact of vaccines on respiratory illness and wider vaccine safety and we made the case that understanding public attitudes, developing more targeted communication and more accessible routes to vaccinations is key.

Addressing health inequalities

The widening of health inequalities is a continuing concern for us at the RSPH. We called for policies that target the social determinants of health, recognising that factors like poverty, housing, and education significantly impact health outcomes.

In May, with our partners at the Royal Society of Medicine, the Faculty of Public Health, and the Association of Directors of Public Health, we hosted an anti-poverty event: Tackling Poverty - A Call to Action. This helped to bring a focus on the millions of people in the UK living in poverty and destitution. Our data shows the profound impact that poverty has on health and we know that there are solutions that can help: decent homes, good jobs and access to social security.

**“WITH THE UK HEADING TO THE POLLS THIS JULY,
WE’RE CALLING ON THE NEXT GOVERNMENT TO IMPLEMENT
PREVENTATIVE MEASURES TO BUILD A HEALTHIER AND MORE
PRODUCTIVE FUTURE FOR ALL.”**

RSPH’s ‘Vision for the next government’



Focus on the wider determinants of health

We recognise that health is influenced by a wide range of factors beyond healthcare and so we advocated for policies that address these wider determinants. This included projects on workplace health and wellbeing, access to healthy food, safe housing, and opportunities for physical activity.

The importance of the public health grant

The RSPH remains vocal about the need to increase funding for public health and prevention including an increase to the Public Health Grant. Adequate resources are crucial for the delivery of effective preventative services.

The wider public health workforce

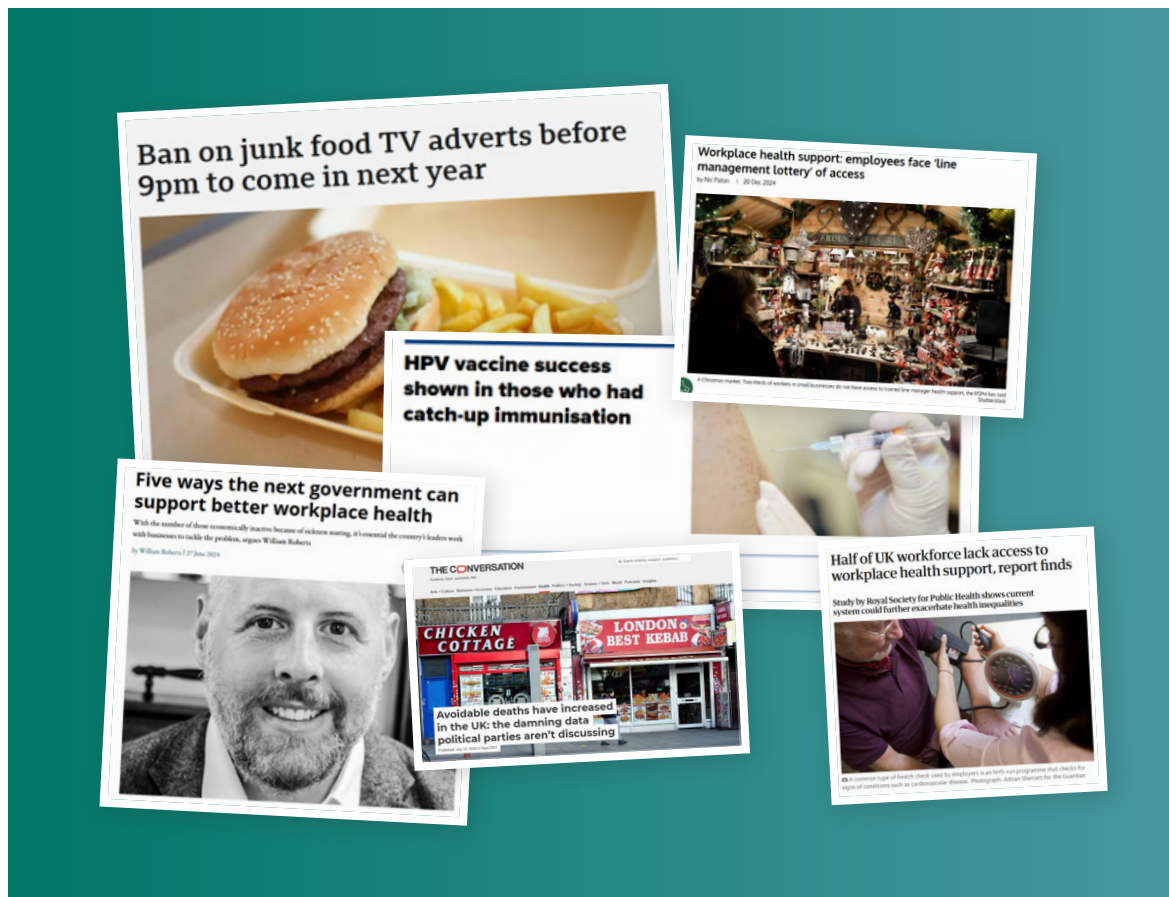
The RSPH is pushing to recognise and empower the wider public health workforce. We continue to promote the idea that public health is not solely the responsibility of healthcare professionals but involves a diverse range of individuals and sectors.

With the political landscape changing, we actively engaged with policymakers to ensure that public health remains a priority. We provided evidence-based recommendations to inform policy decisions, particularly in areas like food policy, alcohol regulation, and tobacco control.

2024 was a year of political change and we sought to influence the agenda in the UK with our thinking on what public health needs from new governments. Aligned with our charitable objectives, in advance of the UK election, we called for the new government to tackle inequalities through investing in the public health grant and implementing the Tobacco and Vapes Bill. We talked about the opportunities of empowering the 1.5 million people who make up the wider public health workforce to create a prevention network and helping to reduce pressure on the NHS. We called for healthy places to work as improving workplaces benefits all.

“WE SPEND A GREAT DEAL OF OUR ADULT LIVES IN AND AROUND THE WORKPLACE. WE NEED TO THINK ABOUT HOW WE USE OUR WORKPLACES TO BUILD HEALTH, KEEP PEOPLE WELL, AND PREVENT PEOPLE BEING SIGNED OFF SICK.”

William Roberts, Chief Executive, RSPH, quoted in The Guardian



Media coverage RSPH featured in throughout the year

In the UK, 2024 saw the importance of public health and prevention underlined by Lord Darzi's *Independent Investigation into the NHS in England*, commissioned by the new UK Government (Independent Investigation of the National Health Service in England (2024)). The deteriorating health of the nation, the report said, is a significant factor contributing to the challenges faced not only by the NHS but also wider society and the UK economy. The sobering report made as one of its key conclusions a call for a shift from treatment to prevention, something we not only welcomed but will also take action to support. The conclusions include a cross-government goal to increase healthy life expectancy in addition to highlighting:

Deteriorating health

The overall health of the nation has deteriorated, with a significant rise in the number of people living with multiple long-term conditions.

Health inequalities

Persistent and widening health inequalities, with certain groups such as those living in poverty, experiencing disproportionately poor health outcomes.

Prevention

The importance of prevention despite cuts to public health grants and a call for greater investment in preventative measures.

2. Unlocking the potential of the wider public health workforce

Against the backdrop of a shifting political landscape, our long-term focus on the wider public health workforce remained steadfast in 2024. To truly move to a preventative system that builds health outside traditional models – we believe it is essential to look beyond the usual suspects and settings.

We know that there are millions of people across the UK workforce that are making a positive contribution to health of the public through their roles. While this isn't always recognised, we believe that there is transformative potential to build a healthier future by developing and supporting the wider public health workforce

Over the course of 2024 we made significant progress on our strategic ambitions for the wider workforce through a range of advocacy, research, and developmental activities.



RSPH
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The Unusual Suspects: Unlocking the Potential of the Wider Public Health Workforce

In March we published our flagship 'Unusual Suspects' report. Developed in collaboration with the public health system, the report set out a compelling case for greater recognition of the impact with the wider workforce, clearer routes into public health, and the need for a cross-sector national strategy for the whole UK Public Health Workforce.

"THE WIDER PUBLIC HEALTH WORKFORCE BRINGS A DIVERSE RANGE OF EXPERTISE AND PERSPECTIVES TO PUBLIC HEALTH, AND WE MUST RECOGNISE THESE CONTRIBUTIONS AND DRAW OUT OPPORTUNITIES FOR DEVELOPMENT AND LEADERSHIP."

Professor Kevin Fenton FRSPH, President of the Faculty of Public Health

The report received endorsement from across the public health system, representative industry bodies and other stakeholders. Its launch was accompanied by a webinar which was attended by well over 100 people and brought together representatives from public health, government and the wider public health workforce.

“I’M HEARTENED TO SEE THAT RSPH, ALONGSIDE THE REST OF THE PUBLIC HEALTH SECTOR, HAS COME TOGETHER TO CALL FOR RECOGNITION FOR OUR VITAL ROLES AS PART OF THE WIDER PUBLIC HEALTH WORKFORCE.”

Denise Hanson, Commercial Director, British Institute of Cleaning Science

The report was widely shared on social media and received thousands of views on our website. As well as deep digital engagement, the report was also accompanied by a series of thought leadership articles that raised awareness with key political stakeholders.

“SUPPORTING THE WIDER PUBLIC HEALTH WORKFORCE OFFERS THE POTENTIAL TO HELP PRODUCE BETTER HEALTH OUTCOMES, REDUCE PRESSURE ON THE NHS AND GROW THE ECONOMY. IF LABOUR COMES TO POWER, WE URGE THEM TO MAKE THE MOST OF IT.”

William Roberts, Chief Executive, RSPH, in a Fabian Society article (11/04/24)

The successful launch of the report led to several constructive meetings with stakeholders from national and devolved government, and relevant workforce committees, to discuss the contents and recommendations in the report. We remain committed to continuing these conversations in 2025.

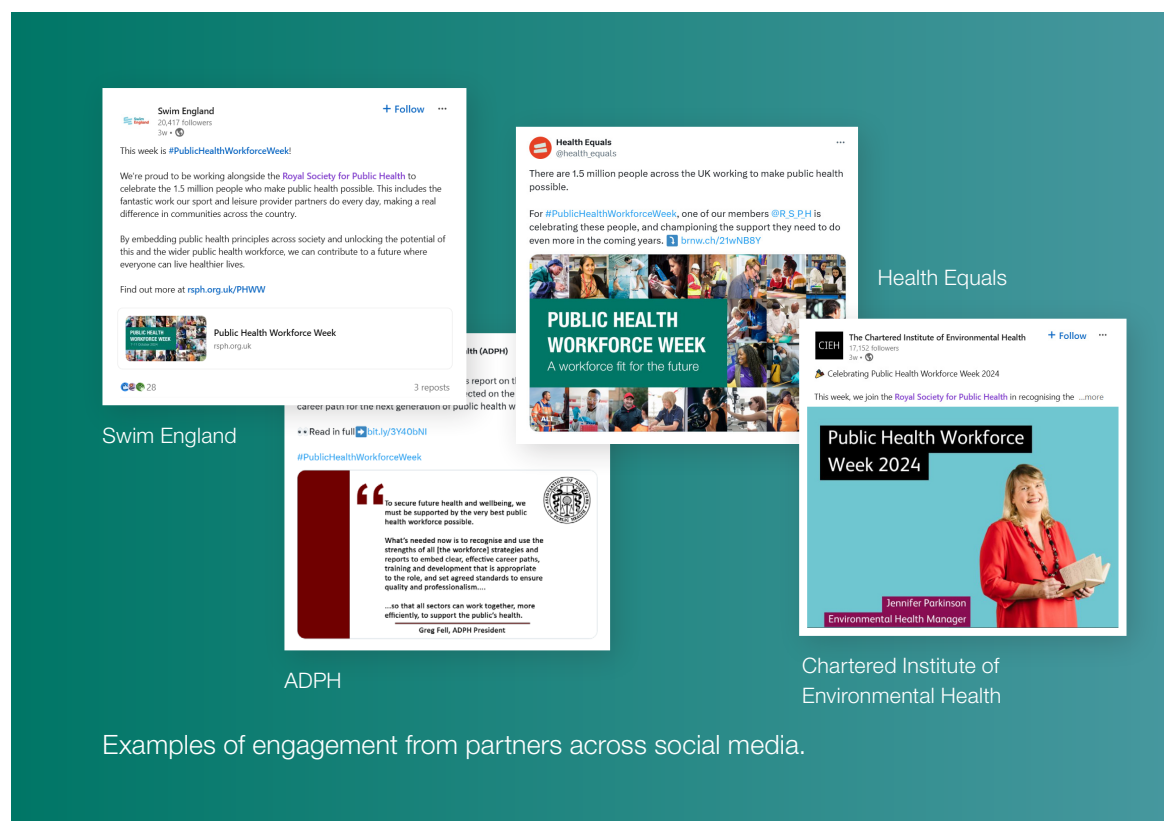
Public Health Workforce Week - 7-11 October

Celebrating the impact of the public health workforce was a thread that ran through 2024. For the third year running, we led Public Health Workforce Week. Designed to celebrate the contributions made across the workforce to make our society healthier, this year’s theme was centred on building ‘a workforce fit for the future’.

In the run up to the week we published a series of reports that looked at different challenges and opportunities facing the public health sector:

- ➔ [Public Health 2040: Ageing Demographics and the Wider Public Health Workforce](#)
- ➔ [Public Health 2040: How Technology and AI is Reshaping the Wider Public Health Workforce](#)
- ➔ [Public Health 2040: Health Protection in a Warming World](#)

Our staff made a concerted effort to make the week as participative as possible. The communications pack was downloaded over 50 times and the webpages created for the week were viewed over 500 times. Partners from across different sectors took part in the week including Swim England, The Association of Directors of Public Health, Chartered Institute of Environmental Health, British Pest Control Association, the University of Salford, and many more.



The week culminated in an online webinar 'Public Health 2040: Future Challenges for Public Health' which had over 300 registrations.

Creating accessible routes into public health

2024 was a landmark year for raising public awareness and recognition of the wider public health workforce. This was followed up by a huge effort behind the scenes by our staff to pave the way for a transformation of the public health education landscape in 2025.

As the UK's leading provider of high-quality public health education, we have a key role to play in helping unlock routes into it – which was a core recommendation of the 'Unusual Suspects' report. Over the course of 2024 our staff undertook a range of developmental work to help make this a reality.

This included extensive engagement with industries like sport, social care, pest control, the NHS and more to build a clear picture of the educational needs of different workforces. We also garnered the views of the wider public health workforce through direct consultation with them to understand their career challenges, and crucially, what structured support they need to go further.

“IT WOULD INDICATE THE BELIEF IN OUR WORK AS PART OF PUBLIC HEALTH, AND ALLOW US TO FURTHER DEVELOP AND COMMUNICATE THAT; BE RECOGNISED BY OTHER AGENCIES AS WORKING IN PUBLIC HEALTH.”

Consultation response from a member of the wider public health workforce on the prospect of more accessible routes into public health

Creating accessible routes into public health careers is a vital part of our strategic ambitions for 2025. We are confident that the development work we have done in 2024 puts us on a solid footing to continue delivering on our vision of a well-supported public health workforce that is equipped to make a positive impact on our nation's health and wellbeing.

3. Celebrating the transformative power of public health education

Our long-term focus on the wider workforce is informed by our fundamental belief in the transformative power of high-quality public health education. This underpins our vision for a healthier future in the UK, and across the world.

As an educational charity we take enormous pride in the impact of our membership, educational services, three renowned academic journals, showcase events, and industry leading qualifications.

Every single day, the thousands of people we support through our educational offering put their learning into practice to prevent disease, promote healthier lifestyles, and protect the health of the public.

Our educational functions are also core to our organisational sustainability and our ability to continue to be an independent anchor and voice for the public health system.

A global community of people dedicated to improving public health

We are home to a membership of 6,000 people that share our vision of building a healthier future in the UK and around the world.

Our membership includes food safety specialists, healthcare professionals, environmental health experts, policy makers, academics, students and many other people from all walks of life at different points in their career. Despite global economic uncertainty, we were pleased to welcome more members in 2024 growing our community to over 6,000.

A concerted focus on member engagement was a theme that ran throughout 2024. Over 5,000 people benefited from free educational webinars on water safety, public health, food safety, art and health, and behaviour change. RSPH members continued to access free eLearning on public health, menopause, mental health and infection control.

We held our annual Members' Open Day at John Snow House. Our members enjoyed the opportunity to hear from our senior management team about our organisational focus and priorities. Our Chief Executive William Roberts delivered the annual AGM lecture on the 'Unusual Suspects' report.

Over the course of 2024 we also held a number of RSPH 'Sparks Debate' webinars which featured leading figures in public health and beyond. '*Health Inequalities: how can we turn back the tide?*', chaired by William Roberts and with guest speaker Jim McManus, had an audience of around 800 and was our most watched webinar of the year.

Other notable webinars saw Lucy Easthope deliver a webinar on pandemic preparedness and the Children's Commissioner, Dame Rachel De Souza, on children and young people's health.



William Roberts delivering our Member's Open Day lecture

A trusted source in uncertain times

In a world where disinformation and distrust have become increasingly prevalent forces in global health discourse, our three academic journals continue to be a trusted source for the public health community.

We work with our editors and reviewers managing RSPH's three peer reviewed academic journals to publish relevant and ethical research which improves the public's health adding immense value to the knowledge base and debate on global health.

Our three academic journals (Public Health, Public Health in Practice and Perspectives in Public Health) were downloaded over 1.6 million times and received 6,000 submissions.

We produced special issues on Health Inequalities, Creative Global Health, the Burden of Disease in Latin America, Promoting Efficiency and Equity in Healthcare and Improving Population Health. Our most highly cited papers included:

- Associations of loneliness and social isolation with physical and mental health among adolescents and young adults - J Christiansen et al.
- What is the evidence that advertising policies could have an impact on gambling-related harms? A systematic umbrella review of the literature - E McGrane et al.
- Adapting an integrated acute respiratory infections sentinel surveillance to the COVID-19 pandemic requirements, Egypt, 2020–2022 - Manal Fahim et al.

A market leader in providing high-quality public health qualifications

Achieving an RSPH qualification is about so much more than a certificate. We want every learner that achieves an RSPH qualification to be equipped with the vocational knowledge they need to make a meaningful impact on the health and wellbeing of others.

In a challenging financial climate for awarding organisations, we maintained our position as the UK's leading provider of public health qualifications.

Through our 410 training centres 23,266 people became RSPH qualified. We also launched a new qualification, the Level 4 in Suicide First Aid with The National Centre for Suicide Prevention Education and Training CIC.

“WE ARE EXTREMELY PROUD TO ANNOUNCE OUR PARTNERSHIP WITH THE ROYAL SOCIETY FOR PUBLIC HEALTH (RSPH) ALONG WITH OUR NEW LEVEL 4 QUALIFICATION IN SUICIDE FIRST AID®, AND HOPE THAT THROUGH WORKING TOGETHER, WE CAN CONTINUE TO MAKE A REAL DIFFERENCE IN PREVENTING SUICIDE, AND EMPOWER OTHERS TO DO THE SAME!”

Jamie Compton-Rea, Chief Operating Officer, (NCSPET)

Embedding public health skills across the UK workforce

RSPH educational products are rigorously developed so that our learners are equipped to address real-world challenges, enhancing both their careers and health of the communities they work in.

Covering topics like infection prevention control, food safety, mental health in the workplace, and navigating the menopause – we were encouraged to see a third year of sustained engagement with our eLearning and trainer-led courses.

- Total number of learners (eLearning and training) in 2024: **9,418**
- Number of CPD hour achieved in 2024: **56,176 CPD hours**

As well as being a provider of eLearning, we also worked with partners to deliver bespoke products to meet the public health needs of specific audiences. Notably, in collaboration with NHS England, we launched a series of educational products around Violence Prevention and Reduction.

Commissioned by the Department of Health and Social Care, we developed a free access [eLearning course for the Social Care workforce](#) across England to help them recognise the vital role of this workforce in public health and how their work can improve health and wellbeing outcomes.

“THE SOCIAL CARE WORKFORCE ALREADY PLAYS A CRITICAL PUBLIC HEALTH ROLE, BUT THIS NEW RESOURCE WILL SUPPORT THEM EVEN FURTHER TO INCREASE THEIR KNOWLEDGE AND CONFIDENCE IN THIS AREA OF CARE.”

Professor Jamie Waterall, Deputy Chief Public Health Nurse for England

We were also commissioned by the Greater Manchester Combined Authority to develop a [mental wellbeing eLearning course](#) for all residents living or working in Greater Manchester. The course supports individuals to understand the difference between mental health and poor mental health, self-care strategies to support our mental health, and the benefits of sharing with those we trust.

We published an evaluation report of the Making Every Contact Count (MECC) for Mental Health programme in the North East of England and Yorkshire. Nine Lead Trainers and 54 Local Trainers delivered training to 362 end-users. The report showed that our training had the potential to influence 38,500 interactions every two weeks.

Celebrating the very best of public health

The RSPH Health & Wellbeing Awards 2024 was a landmark date in our calendar. In November we brought hundreds of people together to celebrate the innovative and impactful work of organisations that are building health in communities up and down the country.

The Awards were established in 2007 and this year we were inundated with high-quality applications from organisations working across the breadth of public health. Alongside the six categories, all of this year's 30 finalists were entered into the Public Health Minister's Award.

The winners of the 2024 RSPH Health & Wellbeing Awards were:

- ➔ **Arts and Health (supported by the Philipp Family Foundation):** National Arts in Hospitals Network - Our National Health Stories
- ➔ **Community Health Development (supported by Future Fit):** Volunteer Centre Hackney - Volunteering in Primary Care (Together Better)
- ➔ **Health & Wellbeing in Workplaces (supported by Business for Health):** Swansea Bay UHB, Sharing HOPE – The Art of Healing Together
- ➔ **Health at Every Age (supported by ukactive):** University of Southampton LifeLab

- **Healthier Lives (supported by Faculty of Public Health and Association of Directors of Public Health):** British Red Cross, South East London Out of Hospital Project
- **Mental Health & Wellbeing:** James' Place
- **Public Health Minister's Award:** James' Place

“OUR PUBLIC HEALTH COMMUNITY HAS CONTINUED TO DELIVER ABOVE AND BEYOND TO PROTECT AND IMPROVE THE HEALTH OF THE PUBLIC, AND I AM THRILLED THAT WE HAVE HAD THE OPPORTUNITY TO CELEBRATE THEIR IMPACT AND THANK THEM FOR THEIR WORK TODAY.”

Dr Jonathan Pearson - Stuttard FRSPH, Chair of RSPH



Staff from James' Place receiving their Award

Additionally, Olympic gold medallist and active travel campaigner, Chris Boardman CBE, received the John Snow Outstanding Contribution to Public Health Award. This award recognises individuals that go 'above and beyond' to improve the health of the public. Boardman has received this year's award for his campaigning and leadership efforts to encourage movement and active travel through walking, wheeling and cycling.

“THIS AWARD MEANS A LOT TO ME AND IT’S ALSO TESTAMENT TO THE PEOPLE THAT I WORK WITH. GETTING PEOPLE MOVING THROUGH FORMS OF ACTIVE TRAVEL OR SPORT IS FUNDAMENTAL TO BUILDING HEALTH.”

Chris Boardman CBE

Honorary RSPH Fellowships were also awarded to individuals that have made a notable contribution improving the health of the public. These were:

- Natasha Kaplinsky OBE
- Professor Linda Bauld OBE
- Linda Hindle OBE
- Nicola Close MBE
- Professor Kevin Fenton CBE



Chris Boardman receiving the John Snow Award

OUR FOCUS IN 2025

In 2022, we set out a [strategy](#) to grow the reach, impact and influence of RSPH. We are proud of the progress described in this annual report and includes growth in our core education and training offer, impact and influence through our wider policy and project work, and strong organisation financial and staff measures.

While we conclude 2024 in a positive place, external factors will also shape the world in which we work in 2025:

- ➔ Changing political landscapes, both in the UK and across the world, presenting both opportunities and challenges in how we deliver our mission
- ➔ A continuing volatile and competitive financial environment resulting in changes to our activity

This points to the need for us to not just evolve but to transform over the next three years. We are lucky to work with hugely talented staff and a wider network of members and partners. We will nonetheless bring energy and focus to delivering our long-term goals to increase our:

- ➔ Scale and reach
- ➔ Growth and stability
- ➔ Influence and relevance

Through a systematic planning process involving all our people and led by our values, we have a clear plan, measures of success and budget which will underpin our delivery in 2025.



RSPH 2025 PLAN

Why plan?

To be guided by our charitable objective



- 'The promotion and protection of public health'

To respond to the world around us

- We are making great progress through valued services, as a trusted leader and with great organisational stability
- Although RSPH services face trading challenges, there are opportunities including a stated 'shift to prevention'
- RSPH needs a step-change to meet and maximise our impact

What we'll do

Involve everyone in delivering our plans



- **Communications:** to create a distinct voice and engage new and existing audiences including a new website and podcast
- **Corporate resources:** Supporting our people's health and wellbeing, a great working environment, and clear decision making to make RSPH a recommended place to work
- **Impact and innovation:** providing value to RSPH teams to develop, deliver and evaluate innovations as well as being ready to respond to external opportunities
- **Membership and Educational Services:** to maintain high quality public health education, journal publications in key health areas, and grow membership
- **Policy and influencing:** through stronger public health policies and partnerships, build a parliamentary platform advocating for 'healthy places' and the wider public health workforce
- **Qualifications:** continue to provide high quality qualifications to strengthen our impact underpinned by a new IT system, new qualifications and scoping a potential international offer

Focus our transformation

- **Our step-change will come from aiming for increased:**
 - scale and reach
 - growth and stability
 - influence and relevance
- **Packages and pathways** will join up our educational offer and move us from a transactional to an integrated education service, enabling people to progress easily, build skills, and gain recognition for career development
- Policy work will focus on the impact we can have and, seizing the initiative of a new government, will seek greater engagement and impact from our work around **‘A Place for Health’**
- We will use our programmes resource to innovate future products, packages and pathways and will use this year to develop, pilot and evaluate a future **workplace health offer**

How we'll do it

By supporting our people



- It is only our people who will bring these plans to life and the RSPH will do everything we can to support them
- Our annual objectives are organised around these plans and we will use those conversations to ensure that all our people have what they need to excel in their roles
- Dedicated resource for training and development will help everyone to learn, gain new skills and progress if they want
- Our workplace will continue to be one which is an exemplar for supporting good health and wellbeing

By taking a joined-up approach

- A process which has involved everyone – from teams to Trustees - has resulted in plans which are ambitious, inter-dependent and that we are all behind
- We will maintain our planning principles through delivery: aligned, simple, supportive and collaborative
- We will focus on delivery at every level and take an open and supportive approach which will be led by our Delivery and Transformation Group, focus on this single set of plans and KPIs, and use planning software to support us

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 by laws dated 30 September 2008 and as amended on 10 February 2016 and 31 January 2025.

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 RSPH consists of not less than five 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 a recruitment campaign and occasionally on the basis of recommendation depending on the experiences and skills needed. RSPH members are always notified of Council vacancies and encouraged to apply. New trustees send an application and cover letter, and candidates are interviewed by two or three members of the Nominations and Governance Committee.

New trustees are given a formal induction process with senior staff and provided with all the appropriate governance materials including key 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. New Council members are offered induction meetings with the Chair, Chief Executive, and senior staff of RSPH, and every trustee is offered training opportunities as appropriate.

RSPH reviews its long-term strategy regularly with trustees and the executive management team. It operates five standing subcommittees, 'Audit and Risk', 'Nominations and Governance', 'Qualifications Governance', 'Policy & Impact' and 'Public Health Workforce' 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 Annual General Meeting.

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, within terms of delegation approved by the trustees, for all operational matters including finance and employment. The 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 RSPH on a day-to-day basis. All trustees give 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, Deputy Chief Executive, Director of Membership and Educational Services, Director of Finance and Corporate Resources, 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 charity 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 a minimum of three 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 RSPH, which could have serious deleterious effects or bring 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 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 and Risk Committee.

Key risks

- As an Awarding Organisation, RSPH is regulated by 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 Qualifications Governance Committee.
- As with other Awarding organisations, RSPH is also exposed to fraud by criminal gangs who produce fraudulent certificates that are presented to obtain certain skilled jobs. We are working with Ofqual on this, and signed up to the Ofqual Counter Fraud Action plan where the executive management team will seek to apply the necessary measures to better enable them to detect and prevent qualification fraud to ensure the authenticity of our certificates.

- Like any organisation, the RSPH is also exposed to cyber security threats. To mitigate this risk, RSPH endpoint devices such as laptops and mobiles are fully managed and have antivirus software which is updated regularly. In addition to this, all emails are routed through an anti-spam email gateway. RSPH files are stored in the Microsoft Cloud (SharePoint, OneDrive) and are accessible only from RSPH compliant devices. Multifactor Authentication (MFA) is enabled for all users on all systems where it is available. The RSPH is Cyber Essentials certified and has a Microsoft Secure Score of 68% compared to an average of 47% for other organisations of a similar size (source: Microsoft, April 2025). The RSPH offers compulsory and continuous cyber security awareness training for its employees to reinforce cyber security knowledge in order to stay ahead of evolving cyber threats. In addition to the standard Microsoft backup functionality, the RSPH has a third-party SaaS backup solution in place which backs up Microsoft 365 data automatically once a day with unlimited retention (minimum 12 months). In the event of data loss or a ransomware attack, data can be restored in a time efficient way.
- RSPH is subject to market volatility affecting the valuation of its freehold property and investment portfolio. Property values have stabilised over the past year compared to previous periods. However, global investment markets are currently experiencing significant turbulence. We conduct monthly reviews of valuation reports and hold regular meetings with our investment managers to assess asset allocation. The executive management team is continuously monitoring the situation.
- Over the last few years, the charity has achieved media coverage for its key public health messages. This has exposed RSPH to reputational risk. RSPH has established good media relationships and engages in robust research on topics by our dedicated and trained staff.

Reserves Policy

RSPH's current general reserves stand at approximately £9.5 million, with a significant portion invested in freehold property and other assets. The readily available free reserves amount to £6.6 million, comprising £5.8 million in investments and £0.8 million in cash. The Trustees firmly believe that the reserves policy should reflect the charity's resilience and ability to manage unforeseen financial challenges. In 2022, the Trustees approved a strategic five-year plan for RSPH. To achieve this plan amidst the current volatile economic climate, the Trustees consider it prudent to maintain a robust reserve position. Consequently, they have decided to keep the unrestricted reserves at £6.6 million.

At the beginning of the year, the balance of our designated Innovation Fund was £132,979. We augmented this fund with £133,817 from the previous year's dividend income. Throughout the year, we expended £71,898 on priority areas as per the Trustees' guidelines. As of 31 December, the balance of the designated fund stands at £194,898.

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. The charity did not engage in fundraising from the general public and therefore vulnerable groups are not targeted by the charity. No complaints were received in respect of its fundraising activities.

Objects

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charities Commission in determining the activities undertaken by RSPH.

The objects of 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 through the support of specific projects from charitable sources. It is also supported by the rental income from its freehold property and income from the investment portfolio. The total income from all sources is £3,240,147 (2023–£3,194,718).

Total expenditure for the year is £3,100,632 (2023– £2,984,271) which includes an expenditure of £14,559 in relation to the restricted funds.

Total net income before gains/(loss) on investments amounted to £139,515 compared to the net income of £210,447 in 2023.

Providing qualifications is one of the main activities of RSPH and this has generated an income of £860,225 compared to the previous year’s income of £876,449. The other main activities membership and publishing, have generated an income of £918,440 for the year, compared to the income of £845,010 in the previous year. Income from projects for the year is £210,554 compared to the income of £261,571 in the previous year. In addition to this, RSPH has also provided other activities such as courses and conferences, educational services, and sold resources, which have generated a combined income of £865,844 for the year.

RSPH lets most part of its freehold property at 59 Mansell Street, London E1 8AN under two lease agreements. This has generated an income of £261,106 including service charges for the year.

As at 31 December 2023, the freehold property was valued at £5.545 million by Thurston Hall-Williams of Strettons, a registered RICS valuer. Based on updated advice from Thurston Hall-Williams of Strettons, the estimated value of the property as at 31 December 2024 is £5.58 million.

Based on the revised valuation and increased letting proportion of the building, the split between Tangible asset and Investment property as follows;

- ➔ Tangible asset £1,413,972 (25.34%)
- ➔ Investment property of £4,166,028 (74.66%)

Overall, RSPH's net income after all the gains and losses on investment portfolio and the valuation of freehold property, is £478,079 compared to a net income of £224,473 in the previous year.

Sustainable Investment Policy and Performance

RSPH believes that environmental, social, and corporate governance (ESG) issues, including climate change risks, present financially material risks and should therefore be considered as part of the investment process. We believe that we should work to ensure that the organisations in which we invest are not inconsistent with our organisational values, and that we should, as appropriate, reflect the expectations and focus of our members in this regard.

RSPH believes that engagement is an effective means of helping to manage ESG risks. However, its efficacy can be limited, and other actions should be considered alongside engagement (for example, disinvestment or escalation of engagement, if necessary).

RSPH may look to engage with its investment managers and may encourage divestment from investments that are failing adequately to respond to the concerns raised through engagement.

RSPH encourages their investment managers to invest actively in ways that support the social determinants of health. We recognise that opportunities for such investment are yet to be fully developed, and we do not wish to constrain our investment managers approach significantly, but we have a clear ambition to move towards becoming a more health-focused investor in the future.

Investments are managed by external managers, Rathbones Investment Management Ltd, who have many years' experiences 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 our sustainable investment policy guidelines. Investments are with corporations that 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 14 days and submit a comprehensive performance report quarterly. The manager is frequently invited to present their report to the Audit and 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, RSPH acquired stocks with a value of £1,527,661 and disposed of stocks with a market value of £1,432,538. The market value of the RSPH investment portfolio at the end of the year stood at £5,817,028.



Thomas Latimer Cleave Memorial Trust

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

Safeguarding

RSPH works to improve and protect people's health. We need to ensure that children and adults at risk are able to thrive by setting high standards for safeguarding and protecting them. All children and adults at risk have a right to protection and freedom from abuse or exploitation, regardless of age, disability, gender, race, religious belief, sexual orientation, non-binary status, gender reassignment, economic status or identity. Our Safeguarding Policy sets out our position, procedures, responsibilities, and guidance for people at RSPH on safeguarding and protecting children and adults at risk. Where we have formal or sub-contracting relationships with stakeholders, we satisfy ourselves that they have their own safeguarding policies.

Equality, Diversity and Inclusion

RSPH values and actively strives to have a diverse and inclusive workforce in a working environment free from discrimination. An inclusive work culture where people of different backgrounds are valued equally will ensure better outcomes for us all. We continually engage with our staff as well as external partners to help us to understand how we can make our workplace more inclusive and gain an insight into what our staff need most from us.

We complete an annual, anonymous staff survey, to evaluate the impact of ongoing organisational changes and to monitor the diversity of our workforce.

The results overall are incredibly positive and demonstrate clearly that the organisation is working effectively in supporting Equality, Diversity and Inclusion. We are also satisfied that our pay structures ensure equal pay across our workforce.

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
- 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.

Dr Jonathan Pearson-Stuttard

Chair of Council

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE ROYAL SOCIETY FOR PUBLIC HEALTH

Opinion

We have audited the financial statements of the Royal Society for Public Health for the year ended 31 December 2024 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 FRS 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 2024, and of its incoming resources and application of resources, 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.



Basis for opinion

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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we required for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on **page 30**, 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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. 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 any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

Luke Holt (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street
London
EC2A 2AP

Date:

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Royal Society for Public Health
Statement of Financial Activities
for the year ended 31 December 2024

		Unrestricted Funds £	Restricted Funds £	2024 Total £	2023 Total £
Income from:					
Donations and sponsorship		5,500	-	5,500	8,500
Charitable activities	3(a)	2,855,063	-	2,855,063	2,812,877
Other trading activities:					
Rental, room hire and other income		262,286	-	262,286	239,524
Investments		108,177	9,121	117,298	133,817
Total		3,231,026	9,121	3,240,147	3,194,718
Expenditure on:					
Raising funds		260,744	-	260,744	235,673
Trading operations					
Charitable activities		2,825,329	14,559	2,839,888	2,748,598
Total	3(b)	3,086,073	14,559	3,100,632	2,984,271
Net surplus before gains/ (loss) on investments		144,953	(5,438)	139,515	210,447
(Loss)/Gain on revaluation of freehold property		(5,611)	-	(5,611)	(75,810)
Net gain/ (loss) on investments		344,175	-	344,175	89,836
Net surplus/(expenditure)		483,517	(5,438)	478,079	224,473
Net movement in funds		483,517	(5,438)	478,079	224,473
Reconciliation of funds					
Funds brought forward		11,557,674	159,334	11,717,008	11,492,535
Funds carried forward	12	12,041,191	153,896	12,195,087	11,717,008

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

Royal Society for Public Health
Balance Sheet
as at 31 December 2024

	Note	2024 £	Restated 2023 £
Fixed Assets			
Tangible Assets	6	1,459,544	2,086,180
Intangible Assets	7	37,933	68,163
Investments	8	9,983,056	8,873,643
		11,480,533	11,027,986
Current Assets			
Stock		3,886	804
Debtors		392,017	443,545
Cash at bank and in hand		830,660	745,253
		1,226,563	1,189,602
Creditors: amounts falling due within one year	10	(512,009)	(500,580)
Net current assets		714,554	689,022
Total assets less current liabilities		12,195,087	11,717,008
Net assets		12,195,087	11,717,008
Funds			
Restricted funds	13	153,896	159,334
Unrestricted funds			
General		9,465,859	9,392,642
Designated and revaluation reserve		2,575,332	2,165,032
		12,195,087	11,717,008

These financial statements were approved and authorised for issue by the Council on 12 June 2025 and were signed below on its behalf by;

Dr Jonathan Pearson-Stuttard
Chair

Margaret Waterston
Treasurer

Royal Society for Public Health
Statement of Cash Flows
for the year ended 31 December 2024

	2024 £	2023 £
Cash flows from operating activities (see note below)	119,610	(75,139)
Cash flows from investing activities		
Dividends received	117,298	133,817
Proceeds from sale of other Investments	1,432,538	578,792
Purchase of investments	(1,527,661)	(566,712)
Addition to investment property	(24,677)	-
Purchase of fixed assets	(31,701)	(45,921)
Net cash provided/(used) by investing activities	(34,203)	99,976
Cash and cash equivalents at the beginning of the year	745,253	720,416
Cash and cash equivalents at the end of the year	830,660	745,253

Notes to the Cash Flow Statement

Reconciliation of Net Movement in Funds to Net cashflow from operating activities

	2024 £	2023 £
Net income/(expenditure) for the year	478,079	224,473
Depreciation	21,769	19,591
Amortisation	30,230	33,608
(Increase)/decrease in revaluation reserve	(10,323)	75,810
Dividends and interest	(117,298)	(133,817)
Net loss/(gain) on investments	(342,722)	(89,836)
(Increase)/decrease in Debtors	51,528	30,030
Decrease in stock	(3,082)	426
(Increase)/decrease in Creditors	11,429	(235,424)
Net cash from operating activities	119,610	(75,139)

Analysis of Cash and Cash Equivalents

	2024 £	2023 £
Cash at Bank and in hand	830,660	745,253
	830,660	745,253

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

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 2019) - (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).

Functional currency and level of rounding

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

Going concern

At the end of the year charity's cash balance was £830,660 and the value of its listed investment portfolio was £5,817,028 at the balance sheet date. This can be drawn down to support operating activities if necessary. 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.

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 income is 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.

Grants relating to revenue are recognised in income on a systematic basis over the periods in which the entity recognises the associated costs for which the grant is intended to compensate.

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

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).

Royal Society for Public Health

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.

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.

Tangible fixed assets

Tangible fixed assets, except freehold 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:

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

- ➔ Computer hardware - Three years
- ➔ Office equipment - Four years
- ➔ Office furniture - Four years

The freehold property at 59 Mansell Street, London E1 was acquired by Charity on 27 January 2011 for £3.35million. The Charity decided to adopt the policy of revaluation and the premises was valued at £5.58 million at 31 December 2024. This property is also split between tangible fixed assets (£1,413,972) and investment properties (£4,166,028) as per the mixed use of the building. The trustees believe that the current valuation reflects the realisable value of the premises under current market conditions.

Intangible fixed assets

Intangible fixed assets are stated at cost less accumulated depreciation. Amortisation is provided so as to write off the cost of intangible fixed assets over their estimated useful lives of:

- ➔ Software - Five years

RSPH's policy is to capitalise any of the above items with the value over £500.

Investments

Investments are valued and carried at market value. Realised and unrealised gains or losses on revaluation are disclosed in the Statement of Financial Activities.

Fixed asset investment properties are revalued annually at open market value.

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 and Cash Equivalents

Cash and Cash Equivalents includes cash and overdraft balances.

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.

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

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

Key estimates and judgements

In the Application of the Charity's accounting policies, which are described in note 1, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. The following judgement is considered by the trustees to have most significant effect on amounts recognised in the financial statements:

- ➔ Investment property and freehold property ratio is estimated based on the occupancy square foot basis
- ➔ Deferred income from projects are calculated based on outstanding staff time and other direct costs.

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.

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

3 (a) Income - Charitable activities - 2024	Un-restricted General funds £	Restricted funds £	2024 Total £
Qualifications	860,225	-	860,225
Membership and publishing	918,440	-	918,440
Courses & conferences	443,186	-	443,186
Educational services	419,412	-	419,412
Projects	210,554	-	210,554
Bookshop	3,246	-	3,246
	2,855,063	-	2,855,063

Income - Charitable activities - 2023	Un-restricted General funds £	Restricted funds £	2023 Total £
Qualifications	876,449	-	876,449
Membership and publishing	845,010	-	845,010
Courses & conferences	282,672	-	282,672
Educational services	543,804	-	543,804
Projects	261,571	-	261,571
Bookshop	3,371	-	3,371
	2,812,877	-	2,812,877

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

3 (b) Total Expenditure - 2024	Un-restricted General funds £	Restricted funds £	2024 Total £
<i>Costs of generating funds</i>			
Rental and room hire costs	174,375	57,538	231,913
Investment managers fees	28,831	-	28,831
	203,206	57,538	260,744
<i>Charitable activities</i>			
Qualifications	628,086	246,993	875,079
Membership and publishing	444,127	212,367	656,494
Courses & conferences	198,788	80,920	279,708
Educational services	306,582	123,274	429,856
Projects	262,851	88,609	351,460
Bookshop	6,065	1,539	7,604
Policy and communications	225,128	-	225,128
	2,071,627	753,702	2,825,329
	2,274,833	811,240	3,086,073
	Direct costs £	Indirect costs £	2023 Total £
3 (b) Total Expenditure - 2023			
<i>Costs of generating funds</i>			
Rental and room hire costs	164,794	52,327	217,121
Investment managers fees	18,552	-	18,552
	183,346	52,327	235,673
<i>Charitable activities</i>			
Qualifications	599,309	215,822	815,131
Membership and publishing	422,732	174,816	597,548
Courses & conferences	165,340	63,838	229,178
Educational services	345,173	109,045	454,218
Projects	324,137	88,033	412,170
Bookshop	8,919	1,590	10,509
Policy and communications	229,844	-	229,844
	2,095,454	653,144	2,748,598
	2,278,800	705,471	2,984,271

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

	Overheads £	2024 Total £
3 (c) Support costs - 2024		
<i>Costs of generating funds</i>	57,538	57,538
Rental and room hire costs	57,538	57,538
<i>Charitable activities</i>		
Qualifications	246,993	246,993
Membership and publishing	212,367	212,367
Courses & conferences	80,920	80,920
Educational services	123,274	123,274
Projects	88,609	88,609
Bookshop	1,539	1,539
	753,702	753,702
	811,240	811,240

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

	Overheads £	2023 Total Restated £
Support costs - 2023		
<i>Costs of generating funds</i>	52,327	52,327
Rental and room hire costs	52,327	52,327
<i>Charitable activities</i>		
Qualifications	215,822	215,822
Membership and publishing	174,816	174,816
Courses & conferences	63,838	63,838
Educational services	109,045	109,045
Projects	88,033	88,033
Bookshop	1,590	1,590
	653,144	653,144
	705,471	705,471

	2024 £	2024 Total Restated £
3 (c) Support costs cont'd...		
Other Overheads;		
Overhead staff costs	467,805	403,418
Communications	57,803	40,672
Administrative expenses	263,209	234,380
Governance	22,423	27,001
	811,240	705,471

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

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

	2024 £	2023 £
3 (d) Governance costs		
Audit fees	21,080	23,850
Council meeting expenses	1,936	3,151
	23,016	27,001

3 (e) Staff costs

Salaries	1,471,342	1,410,716
Social security costs	158,363	150,078
Pension and other benefits	181,049	173,482
Redundancy costs	-	8,000
	1,810,754	1,742,276

The average number of employees during the year was:

	2024 Number	2023 Number
Royal Society for Public Health	37	37
	37	37

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

	2024 Number	2023 Number
£110,001 - £120,000	1	1
£70,001 - £80,000	2	1
£60,001 - £70,000	1	-

Royal Society for Public Health

Report and financial statements

for the year ended 31 December 2024

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, Deputy Chief Executive, Director of Membership & Education, Director of Finance & Corporate Resources and Director of Qualifications. The total employee benefits paid to the Executive Management Team were £499,994 (2023 - £556,206)

3 (f) Related parties

Travelling expenses totalling £1,224 (2023-£1,381) were reimbursed to 4 (2023- 7) trustees during the year to 31 December 2024.

Trustees liability insurance premium of £4,200 (2023-£4,200) was paid in the period.

	2024 £	2023 £
4 Operating costs		
The deficit is stated after charging:		
- Depreciation charge:	21,769	19,591
- Amortisation charge:	30,230	38,886
- Auditors' remuneration	21,080	25,407

5 Commitments under operating leases

At 31 December 2024 the charity had annual commitments under non-cancellable operating leases as follows:

	2024 £	Restated 2023 £
Operating leases - Equipment		
- Due within one year	2,322	2,322
- Due within 2 to 5 years	1,742	4,064
	4,064	6,386

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

6 Tangible fixed assets

Cost or valuation	Freehold property £	Computer hardware £	Furniture and Office equipment £	Total £
At 1 January 2024	2,050,540	115,063	45,306	2,210,909
Additions in the period		10,710	20,991	31,701
Revaluation	8,869	-	-	8,869
Transferred to Investment property	(645,437)	-	-	(645,437)
Disposals		(62,825)	(23,069)	(85,894)
At 31 December 2024	1,413,972	62,948	43,228	1,520,148
Depreciation				
At 1 January 2024	-	93,083	31,646	124,729
Charge for the period	-	15,139	6,630	21,769
Disposals	-	(62,825)	(23,069)	(85,894)
At 31 December 2024	-	45,397	15,207	60,604
Net book value				
At 31 December 2024	1,413,972	17,551	28,021	1,459,544
At 31 December 2023	2,050,540	21,980	13,660	2,086,180

At 31 December 2024 there were authorised capital commitments of £Nil (2023: £Nil).

Historic cost and the revaluation of freehold property

The historic cost of the freehold property at 59 Mansell Street, acquired in 2011, was £3.35 million. Subsequent capital expenditure on the property amounted to £455,105 in 2022 and £39,158 in 2024, bringing the total cost of the property to £3,844,263 as at 31 December 2024.

As at 31 December 2023, the property was valued at £5.545 million by Thurston Hall-Williams of Strettons, a registered RICS valuer. Based on updated advice from Thurston Hall-Williams of Strettons, the estimated value of the property as at 31 December 2024 is £5.58 million. This valuation is apportioned between tangible fixed assets (£1,413,972) (refer to note 8) and investment properties (£4,166,028).

The Trustees are of the opinion that this valuation accurately reflects the realisable value of the premises under current market conditions.

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

	Software £	Total £
7 Intangible fixed assets cost		
At 1 January 2024	203,813	203,813
Additions in the period	-	-
Disposals	(9,852)	(9,852)
At 31 December 2024	193,961	193,961
Depreciation		
At 1 January 2024	135,650	135,650
Charge for the period	30,230	30,230
Disposals	(9,852)	(9,852)
At 31 December 2024	156,028	156,028
Net book value		
At 31 December 2024	37,933	37,933
At 31 December 2023	68,163	68,163

At 31 December 2024 there were authorised capital commitments of £Nil (2023: £Nil).

8 Investments

	2024 £	2023 £
RSPH investment portfolio		
Market Value of Investments on 1 January 2023	8,873,643	8,795,887
Additions to UK listed Investments	1,527,661	566,712
Additions to Investment properties	670,115	-
Disposal proceeds	(1,432,538)	(578,792)
Net Investment gains	344,175	89,836
Balance at 31 December 2023	9,983,056	8,873,643
Historic Cost of Investments	8,042,458	8,581,484

All investments are quoted on a registered UK stock exchange.

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

Market value as at 31 December:

Investment properties	4,166,028	3,494,460
UK listed investments	5,817,028	5,379,183
	<hr/> 9,983,056	<hr/> 8,873,643

Investment properties

The historic cost of the freehold property at 59 Mansell Street, acquired in 2011, was £3.35 million. Subsequent capital expenditure on the property amounted to £455,105 in 2022 and £39,158 in 2024, bringing the total cost of the property to £3,844,263 as at 31 December 2024.

As at 31 December 2023, the property was valued at £5.545 million by Thurston Hall-Williams of Strettons, a registered RICS valuer. Based on updated advice from Thurston Hall-Williams of Strettons, the estimated value of the property as at 31 December 2024 is £5.58 million. This valuation is apportioned between tangible fixed assets (£1,413,972) (refer to note 6) and investment properties (£4,166,028).

The Trustees are of the opinion that this valuation accurately reflects the realisable value of the premises under current market conditions.

9 Debtors	2024 £	2023 £
Trade debtors	217,604	233,761
Other debtors	119,184	151,293
Prepayments	55,229	58,491
	<hr/> 392,017	<hr/> 443,545

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

10 Creditors: amounts falling due within one year	2024 £	2023 £
Other taxes and social security costs	60,957	36,973
Trade and other creditors	210,874	140,554
Accruals	58,886	88,771
Deferred Income	181,292	234,282
	<hr/> 512,009	<hr/> 500,580

Included within other creditors is an amount of £36,117 (2023: £18,132) of pension contributions to be paid across to scheme.

Deferred income-movements during the year:	2024 £	2023 £
Balance at 1 January	234,282	345,232
Amounts released to income in the year	(234,282)	(345,232)
New deferred income in the year	181,292	234,282
Balance at 31 December	<hr/> 181,292	<hr/> 234,282

11 Analysis of net assets - 2024

	General Fund £	Designated Fund £	Revaluation Reserve £	Restricted Fund £	Total £
Tangible fixed assets	1,459,544	-	-		1,459,544
Intangible fixed assets	37,933	-	-		37,933
Investments	7,602,622	-	2,380,434		9,983,056
Current assets	877,769	194,898	-	153,896	1,226,563
Liabilities	(512,009)	-	-		(512,009)
	<hr/> 9,465,859	<hr/> 194,898	<hr/> 2,380,434	<hr/> 153,896	<hr/> 12,195,087

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

Analysis of net assets - 2023

	General Fund £	Designated Fund £	Revaluation Reserve £	Restricted Fund £	Total £
Tangible fixed assets	2,086,180	-	-		2,086,180
Intangible fixed assets	68,163	-	-		68,163
Investments	6,938,040	-	1,935,603		8,873,643
Current assets	897,290	132,979	-	159,334	1,189,602
Liabilities	(500,580)	-	-		(500,580)
	9,489,092	132,979	1,935,602	159,334	11,717,008

	1 Jan 24 £	Income £	Expenditure £	Gains, Losses & Transfers £	31 Dec 24 £
12 Funds - 2024					
General fund	9,392,642	3,231,026	(3,086,073)	(71,736)	9,465,859
Designated funds and revaluation reserve					
Innovation fund	132,979	-	-	61,919	194,898
Revaluation reserve	2,032,053	-	-	348,381	2,380,434
	2,165,032	-	-	410,300	2,575,332
Restricted funds					
Harben Trust	89,612	5,376	-	-	94,988
Heggie fund	47,211	2,395	(14,559)	-	35,047
Thomas Latimer Cleave Memorial Trust	8,779	526	-	-	9,305
Awards fund	13,732	824	-	-	14,556
	159,334	9,121	(14,559)	-	153,896
Total funds - 2024	11,717,008	3,240,147	(3,100,632)	338,564	12,195,087

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

Funds - 2023	1 Jan 23 £	Income £	Expenditure £	Gains, Losses & Transfers £	31 Dec 23 £
General fund	9,288,111	3,187,131	(2,980,941)	(101,659)	9,392,642
Designated funds and revaluation reserve					
Building Fund	127,770	-	-	(127,770)	-
Innovation fund	-	-	-	132,979	132,979
Revaluation reserve	1,921,577	-	-	110,476	2,032,053
	2,049,347	-	-	115,685	2,165,032
Restricted funds					
Harben Trust	85,345	4,267	-	-	89,612
Heggie fund	44,963	2,248	-	-	47,211
Thomas Latimer Cleave Memorial Trust	8,361	418	-	-	8,779
Awards fund	13,078	654	-	-	13,732
Robert Wood Johnson	3,330	-	(3,330)	-	-
	155,077	7,587	(3,330)	-	159,334
Total funds - 2023	11,492,535	3,194,718	(2,984,272)	14,026	11,717,008

Royal Society for Public Health

Report and financial statements

for the year ended 31 December 2024

The RSPH has designated certain funds as follows:

Innovation fund - represents amounts set aside from the dividends income from the previous year for the development of priority areas in accordance with the guidelines set by the Trustees

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.

Thomas Latimer Cleave Memorial fund - represents amounts restricted for the purpose for the advancement of education and in furtherance thereof to provide prizes, awards, scholarships and grants to students of food science

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.

	2023 £'000	Cash flow movements £'000	Other movements £'000	2024 £'000
13 Net cash				
Cash at bank and in hand	745,253	85,407	-	830,660
	745,253	85,407	-	830,660

14 Lessor

The Charity earns rental income by leasing its investment property to tenants under non-cancellable leases.

	2024 £	2023 £
Within one year	265,312	197,750
Between two and five years	416,855	583,833
Total undiscounted lease payments receivable	682,167	781,583

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2024

15 Prior year reclassifications

The following reclassification has been made in the statements relating to the year ended 31 December 2023.

The amount of the revaluation reserve in relation to the Investment Portfolio has been understated in the 2023 statements now corrected.

There has been no impact on the net assets or the surplus for the year as a result of the above change.

Reconciliation of Balance Sheet and Reserves at 31 December 2023

	Note	2023 As previously stated £	Prior year adjustment £	2023 As restated £
Fixed assets		£	£	£
Tangible assets	6	2,086,180	-	2,086,180
Intangible assets	7	68,163	-	68,163
Investments	8	8,873,643	-	8,873,643
Total fixed assets		11,027,986	-	11,027,986
Current assets				
Stock		804	-	804
Debtors	9	443,545	-	443,545
Cash at bank and in hand		745,253	-	745,253
Total current assets		1,189,602	-	1,189,602
Creditors: amounts falling due within one year	10	(500,580)	-	(500,580)
Net current assets		689,022	-	689,022
Total net assets		11,717,008	-	11,717,008
Funds	13			
Restricted funds		159,334	-	159,334
Unrestricted funds				
General		9,489,092	(96,450)	9,392,642
Designated and revaluation reserve		2,068,582	96,450	2,165,032
Total funds		11,717,008	-	11,717,008