RSPH
ROYAL SOCIETY FOR PUBLIC HEALTH
VISION, VOICE AND PRACTICE

Annual Report 2025

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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 2025

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

Public health matters more than ever. The conditions that drive ill health are becoming more complex, while pressures on health services continue to grow. Preventable illness remains widespread and unevenly distributed, reinforcing inequalities and limiting opportunity for many.

Against this backdrop, RSPH's role has never been more important.

As Chair, I have seen our staff, members and trustees respond with commitment, energy and clarity of purpose. We strengthened our voice on prevention, sharpened our influencing work and helped shape the conditions for better health. We also continued to support the workforce and partners who deliver public health every day.

This year we helped secure progress on long-standing public health concerns, including a real terms uplift to the public health grant, updates to the soft drinks levy, action on gambling harm and a renewed focus on healthy places. We saw the UK Government adopt several positions we have consistently championed, including workplace health and targeted vaccination approaches.

At the same time, we grew our educational impact, launched qualifications that open new routes into public health careers, and invested in a new website and refreshed brand that will help us reach more people in 2026 and beyond.

Whilst 2025 was a challenging year, we remain in a strong financial position and can see opportunities to grow our impact in 2026. We have clear priorities, clear plans and a renewed commitment to making prevention real in communities across the UK and beyond.

Thank you to our staff, members, trustees and partners for everything achieved this year. Together, we are deepening our impact and building the healthier, fairer future that people deserve.

Professor Nick Harding OBE
Chair, Royal Society for Public Health

Executive summary

RSPH believes that strong public health is essential to tackling today's most pressing challenges. In 2025, against growing pressure on health systems and widening inequalities, RSPH played a central role in shaping national debate, supporting the wider public health workforce and expanding access to high-quality public health education.

We strengthened our influence through the Place for Health framing, helped secure progress on longstanding public health issues including workplace health and prevention measures, and grew our visibility across media, Parliament and national decision making.

We launched the Level 2 Qualification in Public Health, the first national gateway qualification for those entering the sector from other industries, alongside modular progression routes and new sector-specific pathways. Workforce Week showcased the contributions and challenges of the wider workforce while deepening partnerships with organisations across sport, local government, health and community sectors.

Our membership grew by 10% to more than 6,550, our journals continued to provide global thought leadership, and over 3,000 people participated in our webinars and learning events.

Through our 410 training centres, more than 24,000 qualifications were delivered. We launched 12 new qualifications and expanded our educational services, including new courses on climate-related behaviour change, wider determinants of health and bereavement support. Our longstanding partnership with the Food Standards Agency was recognised with a national FAB Award.

We also rebuilt our website and strengthened our brand to make RSPH more accessible, engaging and aligned with our strategic direction.

As we enter 2026, we do so with clearer priorities, increased organisational discipline and a sharper focus on measurable impact. Our work will be driven by three transformation priorities: Healthy Places, Wider Public Health Workforce and Workplace Health. Supported by partners, members and staff, RSPH is well positioned to deliver progress for public health in the year ahead.

Introducing RSPH and our impact

Good health allows people and communities to thrive. RSPH exists to protect and improve the public's health so more people can live fulfilling and productive lives.

Established in 1856, we are the world's oldest public health organisation. We have shaped everything from sanitation reform to modern health improvement approaches. Today, we remain committed to influencing change, connecting and empowering the public health workforce, and enabling people through education and skills.

Our work centres on three functions:

Vision – influencing change

- Tackle inequalities including those exposed and exacerbated by Covid-19.
- Help create the conditions and environments that support healthier societies.
- Change the trajectory of health improvement in the UK by helping to increase healthy life expectancy.

Voice – connecting and empowering

- Our membership, journals, and partnerships bring people together.
- We provide platforms for sharing practice and inspiring action.

Practice – enabling through skills and education

- We are the UK's leading regulated awarding organisation in public health.
- Our qualifications and courses help thousands gain essential skills.

Across all three areas, our aim is simple: equip people, organisations and systems to drive better health and reduce inequalities.

Our 2022 – 2027 strategy and the year in focus

In 2022, RSPH set out a five-year strategy focused on strengthening prevention, widening and supporting the public health workforce, and using our voice to influence the conditions that shape health. The strategy was clear about the role we wanted to play – not simply responding to immediate pressures but helping to reshape systems so healthier choices become easier for people and communities.

2025 was the year we moved from developing our approach to implementing it. We moved from creating new offers for the wider public health community to tangible implementation, partnerships and outcomes across our three strategic priorities – Healthy Places, the Wider Public Health Workforce and Workplace Health.

2025 was therefore pivotal. We strengthened our influencing capability, translated long-standing evidence into clear policy asks (and outcomes), and saw traction on issues such as public health funding and workplace health. We invested in our ability to have further impact – including through our qualifications and digital platforms – while maintaining a strong public-facing presence and growing engagement with members, stakeholders and partners.

Looking forward to 2026, the focus shifts further towards scale, consistency and impact. Building on the progress made in 2025, we will deepen our delivery across priority areas, strengthen partnerships locally and nationally, and continue to focus on prevention as a core organising principle for public health policy and practice. This report sets out how 2025 advanced that journey and how it positions RSPH for the next phase of delivery.

WHAT WE ACHIEVED IN 2025

THE YEAR IN NUMBERS

Total number of members.
6,550

Total number of learners (online and training):
4,140

Total CPD hours clocked:
15,633

Number of training centres:
410

Total number of qualifications delivered:
24,433

Media mentions:
4,107

Journal downloads:
1.7 million

Policy report page visits:
20,800

DIPOC MED satisfaction:
100%

Total webinar attendees:
3,472

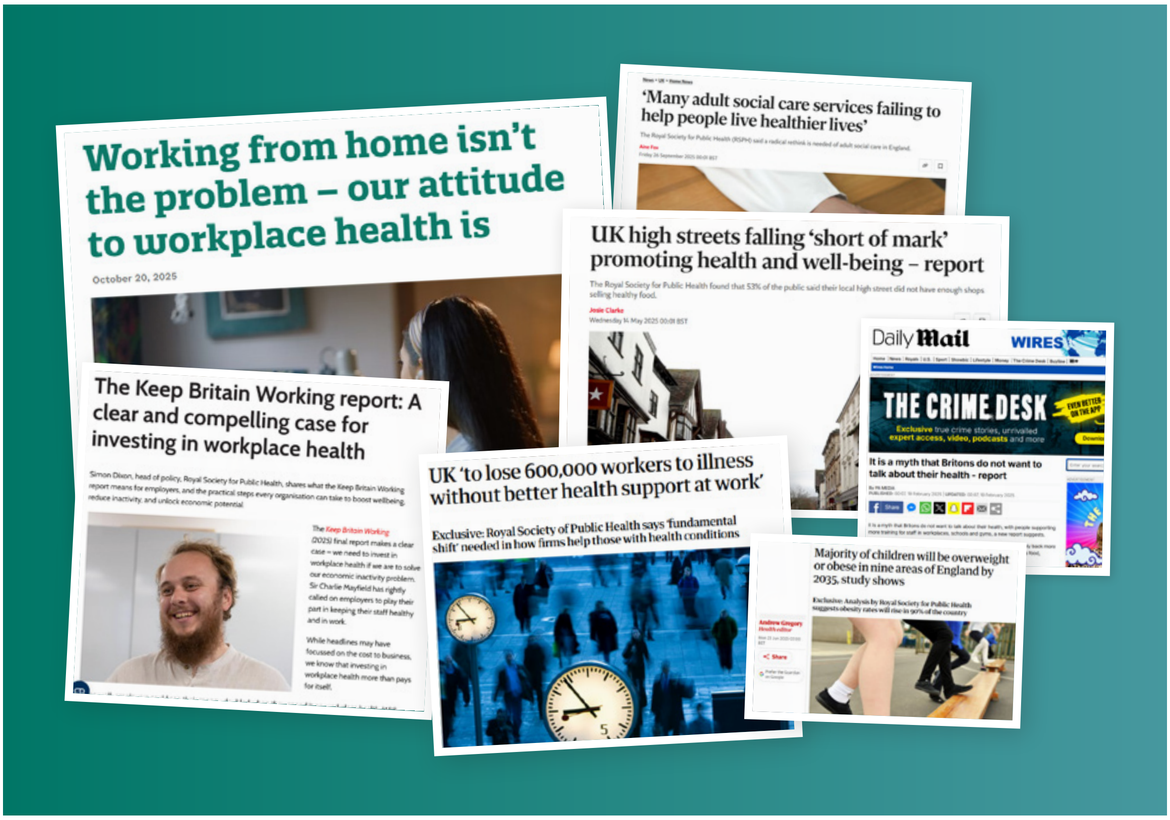
Our strategy in action: 2025 highlights

Using our vision to influence change

2025 marked a step change in our influencing work. Our Place for Health framing provided a clear narrative for making healthier choices easier and for placing prevention at the heart of public debate. We combined public-facing communications with more structured convening and policy work, particularly through our support to the Healthy Places APPG.

Despite a turbulent economic and political context, we saw progress on issues we have championed for several years. Prevention gained prominence in the NHS 10 Year Plan. The two-child limit was lifted, helping lift hundreds of thousands of children out of poverty. Free school meals expanded. Workplace health gained national recognition. We also continued to see traction on planning, licensing, vaccination and gambling-related harm.

This progress shows the value of consistent, evidence-based influencing and long-term partnership working.



Public-facing communications and visibility

- Seven policy reports published including A Place for Health on how the environments people live, work, learn and spend time in affect their health and wellbeing and Caring About Health examining adult social care as a setting for health improvement
- Thousands of media mentions across national and specialist outlets
- Four APPG meetings
- At least 15 consultation responses
- We worked closely with national and local government, employers, professional bodies, charities and practitioners to shape policy, test ideas and build shared ownership of solutions
- Ongoing growth of our Spread the Health podcast

Rebuilding our website and strengthening our brand

We delivered a complete rebuild of the RSPH website, creating a more engaging and accessible hub for the public, professionals and partners. This investment strengthens our brand and supports our ambition to expand our reach, improve navigation and bring public health to life for more people.

Case study – From Healthy Places to healthier workplaces

In 2025, RSPH's Place for Health framework provided a clear, prevention-focused narrative for addressing the environments that shape people's health, including where they live, work, learn and play. Through our policy work, communications and convening, including support to the Healthy Places APPG, we helped place prevention and healthier environments more firmly at the centre of national debate.

This approach translated into tangible progress on workplace health. Drawing on longstanding evidence and engagement with employers, government and the wider public health community, RSPH helped strengthen the case for workplaces as settings for prevention. We have seen workplace health increase in national recognition as a priority for improving health outcomes, reducing inequalities and supporting people to remain healthy and economically active.

Using our voice to connect and mobilise the Wider Public Health Workforce

Embedding public health skills where people live, work and spend time

Public health happens everywhere: in workplaces, gyms, sports clubs, schools, transport systems and community venues. Our focus in 2025 was to support and recognise the wider workforce who deliver this every day, often without a formal public health title.

Creating accessible entry points into public health

In 2025, we took a significant step to address a long-standing gap in the public health system by launching the Level 2 Award in Public Health. This qualification was developed in direct response to our landmark report, The Unusual Suspects: Unlocking the Potential of the Wider Public Health Workforce, which highlighted the scale and importance of people who contribute to public health every day, often without a formal public health title or clear route into the profession.

The Unusual Suspects research showed that while a vast number of people across sectors are actively supporting health and prevention, many lack access to recognised training, progression routes or professional recognition. For many, public health felt hard to enter, fragmented and difficult to navigate. The Level 2 Award was designed to respond directly to this challenge by providing a clear, accessible starting point for people working in, or moving into, public health from other sectors.

The qualification establishes a shared baseline of public health knowledge and skills that is relevant across settings such as community roles, workplaces, local services and voluntary organisations. It creates a practical entry point that lowers barriers to engagement while giving learners and employers confidence that public health activity is grounded in consistent, high-quality learning.

Structured progression – the Modular Pathway

Building on Level 2, we launched the Modular Pathway to give people a flexible route to develop their skills and gain formal recognition. With 155 registrations in year one and new sector-specific pathways developed for Anatomical Pathology Technology and forthcoming pathways in Pest Management and Emergency Preparedness, this is a growing area of demand for 2026.

Public Health Workforce Week

Our annual celebration of the wider workforce highlighted the pressures facing the sector, including potential large-scale workforce losses. We published Untapped Potential and announced new initiatives, including bespoke public health training for Football Club charities across England. Partnerships with organisations including NPTA and NAPC strengthened our reach and impact.

Case study – Opening routes into public health

RSPH's research, including The Unusual Suspects and Untapped Potential, highlighted the scale and importance of the wider public health workforce and the lack of clear, accessible routes into public health roles. Many people contributing to prevention and health improvement did not hold a formal public health title and had limited access to recognised training or progression.

In response, RSPH launched the Level 2 Award in Public Health as a national gateway qualification, creating a shared baseline of public health knowledge across sectors. Building on this, we introduced progression pathways and sector specific packages, enabling people working in a range of everyday settings to build capability, confidence and recognised skills. This work reflects RSPH's commitment to making public health accessible, inclusive and relevant to the realities of how prevention happens.

Putting public health into practice

RSPH is home to 6,550 members across environmental health, food safety, occupational health, medicine and many other disciplines. Membership grew by 10% in 2025. Our journals remain a trusted source of global evidence. Events and webinars engaged over 3,000 participants on topics ranging from climate and health to behaviour change.

Our annual Members' Open Day gave our community the chance to connect with leaders across the sector, including insights from our Vice President, Professor Bola Owolabi.

Awarding Organisation and Educational Services

Through our 410 training centres, we delivered more than 24,000 qualifications in 2025, alongside the launch of 12 new qualifications tailored to emerging needs, such as climate-related behaviour change. Our long-standing partnership with the Food Standards Agency was recognised through winning the FAB Award for Awarding Organisation and Employer Relationship of the Year.

We also introduced our new Learning Management System, Creatio, supporting improved customer experience and operational efficiency.

Our Educational Services team developed new courses covering vaccination uptake, behaviour change, wider determinants and bereavement support. Our relationship with the Ruth Strauss Foundation deepened, leading to new workplace training and a fully funded programme for education staff supporting students through anticipatory grief and bereavement.

Celebrating Excellence

We awarded honorary fellowships and a lifetime membership to leaders who have shaped public health in the UK and beyond. Our annual awards ceremony showcased the breadth of expertise and commitment across the sector.

Case study – Supporting people through grief and loss

In 2025, RSPH worked in partnership with the Ruth Strauss Foundation to support schools, workplaces and education staff in responding to grief and bereavement. Together, we developed and delivered training that helped staff build the confidence and skills needed to support children, young people and colleagues experiencing loss.

This partnership illustrates public health in practice: combining evidence, education and compassion to address complex human experiences that affect wellbeing, resilience and long term health. By working with trusted partners outside traditional health settings, RSPH helped extend public health skills into places where they can make a meaningful difference to everyday lives.

2026: delivering the next phase of our strategy

Our 2022–27 strategy set a long-term ambition to grow RSPH's reach, impact and influence, with a strong focus on prevention, the wider public health workforce and the conditions that shape health. By 2025, we had moved decisively from strategy-setting into delivery, investing in new approaches, testing models in practice and strengthening organisational focus.

2026 represents the next phase of that journey. Building on the foundations put in place over the past year, our focus now shifts towards scale, adoption and sustained impact. Rather than introducing new areas of work, we will concentrate on embedding what works, deepening partnerships and ensuring our strategic priorities deliver tangible benefits across the system.

In 2026, we will focus our resources on three transformation priorities that reflect the core objectives of our strategy and our learning from delivery to date:

Healthy Places – movement, sport and leisure

This priority represents the next stage of our Place for Health work, which we launched in 2024 to focus attention on the environments that shape people's health and make healthier choices easier. In 2026, we will move from framing and influencing to practical adoption, focusing on settings where prevention can be embedded into everyday life.

We have chosen movement, sport and leisure as a priority area because these settings reach large and diverse communities, are closely linked to physical and mental health, and offer a clear opportunity to build public health skills at scale. By working with partners across the sport and leisure sector, we aim to support wider adoption of public health approaches, embed skills in frontline roles, and help create healthier, more active communities.

The Wider Public Health Workforce – Opening routes into public health careers and skills to progress

We will build on the introduction of accessible entry points by scaling recognised routes into public health across multiple sectors. This work responds directly to the challenge set out in our Unusual Suspects and Untapped Potential research, which showed the scale of people contributing to public health without formal recognition, training or clear progression pathways.

In 2026, our focus shifts from establishing pilots to adoption at scale. We will expand delivery across key sectors and geographies, working through centres and partners to embed public health skills in everyday roles. By supporting consistent uptake and progression, we will help unlock the potential of the wider workforce and make public health participation more accessible, structured and sustainable.

Workplace Health – a practical, scalable offer

We will refine and test our workplace health offer, bringing together assessment, consultancy and training into a model that employers can adopt with confidence and at scale.

Across all three priorities, our focus will be on coordination, clarity and impact. We will continue to work in partnership with national bodies, employers, educators and communities, ensuring policy, evidence and practice reinforce one another.

RSPH enters 2026 with clearer priorities, stronger foundations and a renewed focus on making prevention real in the places people live, work and spend their time.

As we deliver this next phase, 2026 also marks the final year of our current strategy. Alongside a continued focus on scale, consistency and impact, we will begin planning for the next strategic phase in the latter part of the year. This will build on the partnerships, evidence and delivery achieved to date, with a renewed focus on how to embed prevention at scale across the UK – translating our approach into sustained, system-wide change across places, organisations and communities.

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 5 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 3 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.

- As 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 cybersecurity awareness training for its employees to reinforce cybersecurity 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 Back 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 re–stored in a time efficient way .
- RSPH is subject to market volatility affecting the valuation of its freehold property and investment portfolio. Property values have stabilized 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 £10.3 million, with a significant portion invested in freehold property and other assets. The readily available free reserves amount to £6.7 million, comprising £6.1 million in investments and £0.6 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 £6.7 million.

At the beginning of the year, the balance of our designated Innovation Fund was £194,898. We augmented this fund with £117,298 from the previous year's dividend income. Throughout the year, we expended £136,673 on priority areas as per the Trustees' guidelines. As of 31 December, the balance of the designated fund stands at £175,523.

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.

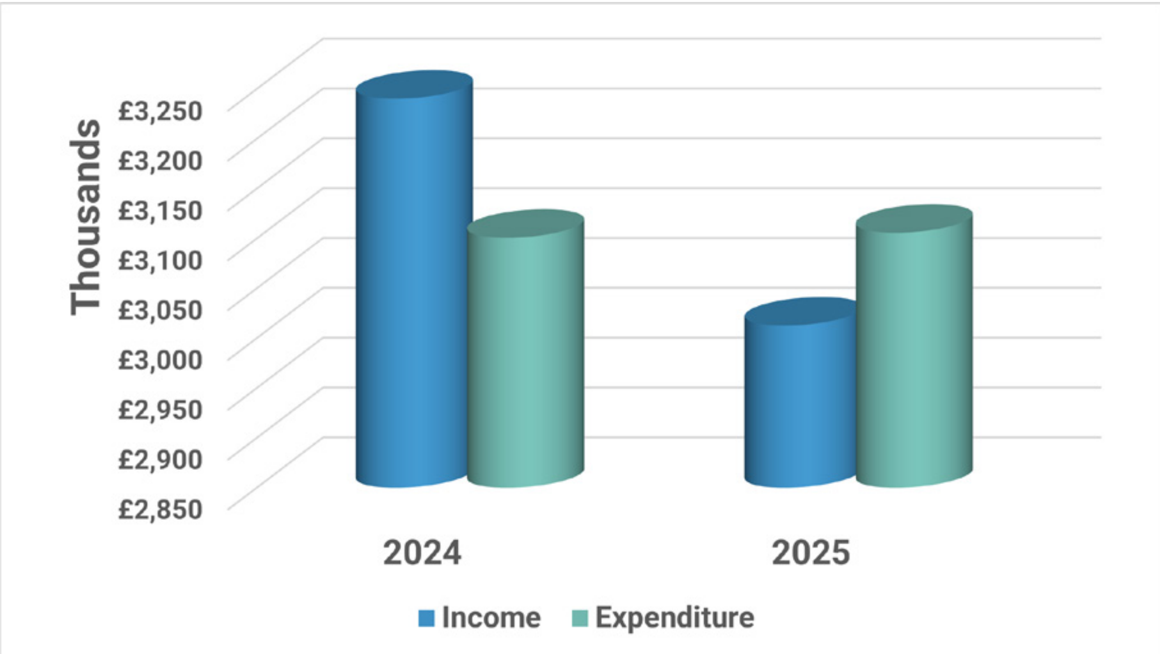
Financial review

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 £3,012,657 (2024–£3,240,147).

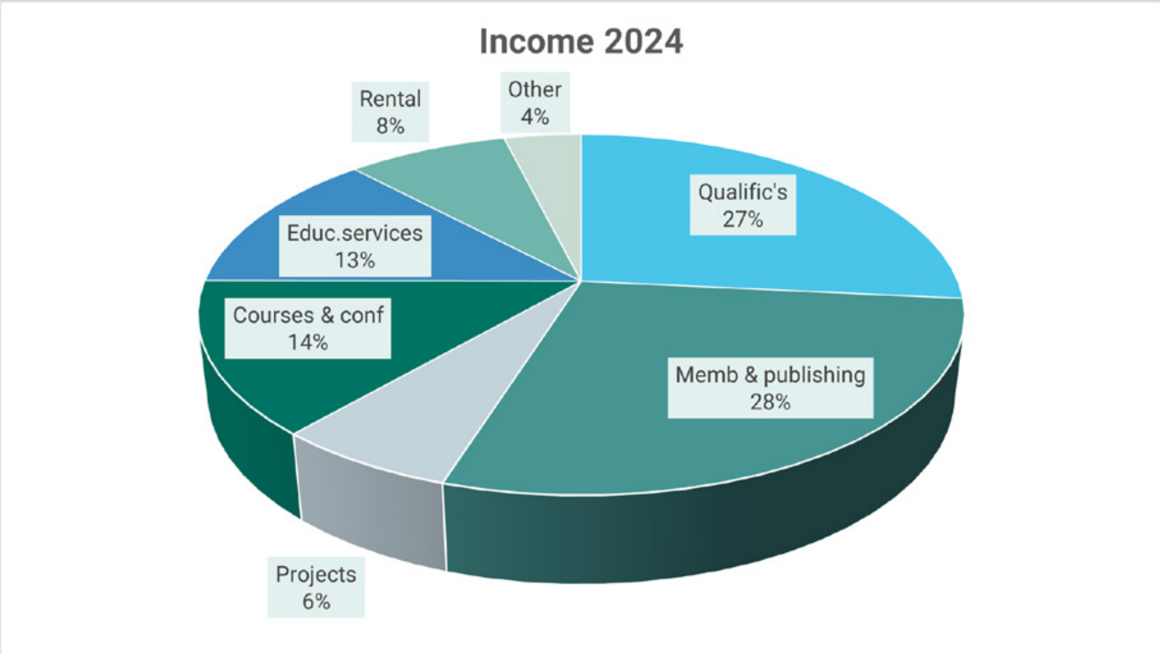
Total expenditure for the year is £3,105,772 (2024– £3,100,632) .

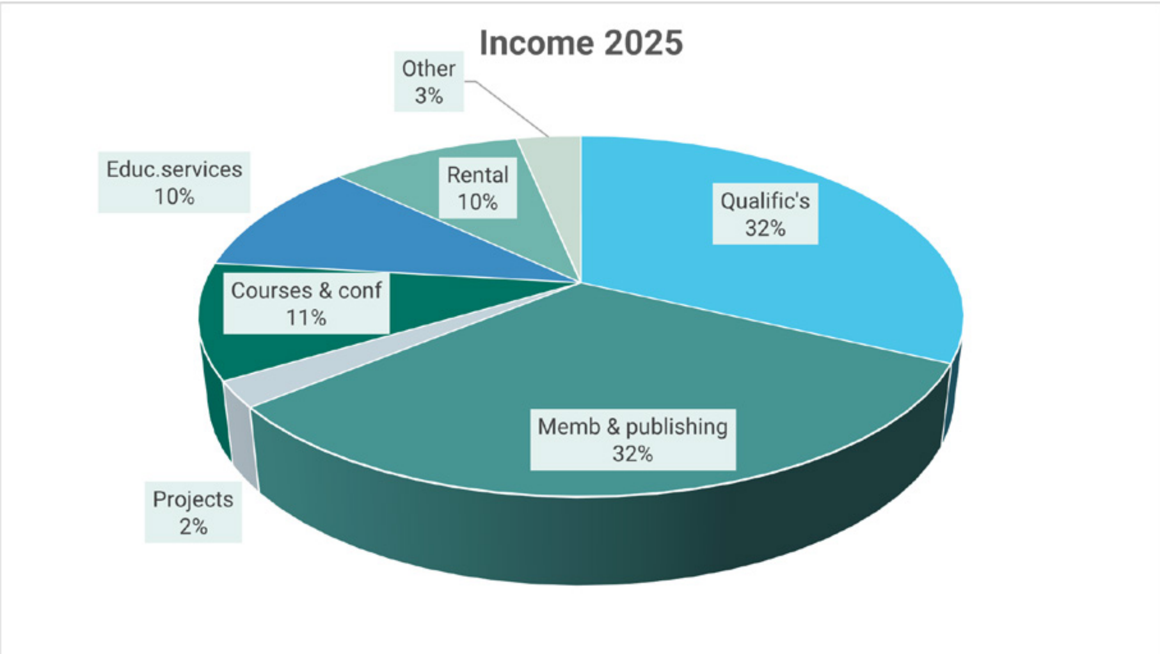
Total net deficit before gains/(loss) on investments amounted to £93,115 compared to the net income of £139,515 in 2024.



Providing qualifications is one of the main activities of RSPH and this has generated an income of £965,110 compared to the previous year's income of £860,225. The other main activities membership and publishing, have generated an income of £966,380 for the year, compared to the income of £918,440 in the previous year. Income from projects for the year is £70,157 compared to the income of £210,554 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 £623,094 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 £281,966 including service charges for the year.





As at 31 December 2025, the freehold property was valued at £5.66 million by Thurston Hall-Williams of Strettons, a registered RICS valuer.

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

- Tangible asset £1,434,244 (25.34%)
- Investment property of £4,225,756 (74.66%)

Overall, RSPH's net income after all the gains and losses on investment portfolio and the valuation of freehold property, is £321,825 compared to a net income of £478,079 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 £6,446,493 and disposed of stocks with a market value of £6,450,932. The market value of the RSPH investment portfolio at the end of the year stood at £6,147,528.

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 trustee's 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.

Professor Nick Harding OBE
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 2025 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 2025, 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 26, 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

Moore Kingston Smith LLP

9 Appold Street
London
EC2A 2AP

Date: 31 July 2026

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 2025

				2025	2024
		Unrestricted Funds £	Restricted Funds £	Total £	£
Income from:					
Donations and sponsorship		2,500	-	2,500	5,500
Charitable activities	**3(a)**	2,624,741	-	2,624,741	2,855,063
Other trading activities:					
Rental, room hire and other income		290,900	-	290,900	262,286
Investments		87,206	7,310	94,516	117,298
Total		3,005,347	7,310	3,012,657	3,240,147
Expenditure on:					
Trading operations		256,772	-	256,772	260,744
Charitable activities		2,849,000	-	2,849,000	2,839,888
Total	**3(b)**	3,105,772	-	3,105,772	3,100,632
Net (deficit)/surplus before gains/(loss) on investments		(100,425)	7,310	(93,115)	139,515
Gain/(loss) on revaluation of freehold property		20,272	-	20,272	(5,611)
Net gain on investments		394,668	-	394,668	344,175
Net surplus		314,515	7,310	321,825	478,079
Net movement in funds		314,515	7,310	321,825	478,079
Reconciliation of funds					
Funds brought forward		12,041,191	153,896	12,195,087	11,717,008
Funds carried forward	**12**	12,355,706	161,206	12,516,912	12,195,087

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 2025

	Note	2025 £	2024 £
Fixed Assets			
Tangible Assets	6	1,465,044	1,459,544
Intangible Assets	7	77,850	37,933
Investments	8	10,373,285	9,983,056
		11,916,179	11,480,533
Current Assets			
Stock		3,484	3,886
Debtors	9	441,132	392,017
Cash at bank and in hand		571,777	830,660
		1,016,393	1,226,563
Creditors: amounts falling due within one year	10	(415,660)	(512,009)
Net current assets/(liabilities)		600,733	714,554
Total assets less current liabilities		12,516,912	12,195,087
Net assets		12,516,912	12,195,087
Funds	13		
Restricted funds		161,206	153,896
Unrestricted funds			
General		10,269,323	9,465,859
Designated and revaluation reserve		2,086,383	2,575,332
		12,516,912	12,195,087

These financial statements were approved and authorised for issue by the Council on 25 June 2026 and were signed below on its behalf by;

Professor Nick Harding
Chair

Margaret Waterston
Treasurer

Royal Society for Public Health
Statement of Cash Flows
for the year ended 31 December 2025

	2025	2024
	£	£
Cash flows from operating activities (see note below)	(291,385)	119,610
Cash flows from investing activities		
Dividends received	94,516	117,298
Proceeds from sale of other Investments	6,450,932	1,432,538
Purchase of investments	(6,446,493)	(1,527,661)
Addition to investment property	-	(24,677)
Purchase of fixed assets	(66,453)	(31,701)
Net cash provided/(used) by investing activities	32,502	(34,203)
Cash and cash equivalents at the beginning of the year	830,660	745,253
Cash and cash equivalents at the end of the year	571,777	830,660

Notes to the Cash Flow Statement	**2025**	**2024**
Reconciliation of Net Movement in Funds to Net cashflow from operating activities	£	£
Net income/(expenditure) for the year	321,825	478,079
Depreciation	22,947	21,769
Amortisation	18,360	30,230
(Increase)/decrease in revaluation reserve	469,574	(10,323)
Dividends and interest	(94,516)	(117,298)
Net loss/(gain) on investments	(884,513)	(342,722)
(Increase)/decrease in Debtors	(49,115)	51,528
Decrease/(increase) in stock	402	(3,082)
Increase/(decrease) in Creditors	(96,349)	11,429
	(291,385)	119,610

	2025	**2024**
Analysis of Cash and Cash Equivalents	£	£
Cash at Bank and in hand	571,777	830,660
	571,777	830,660

Royal Society for Public Health
Statement of Cash Flows
for the year ended 31 December 2025
Notes to the accounts

1. Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 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 the cash balance was £571,777 and the value of its listed investment portfolio was £6,147,528 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.

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).

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:

- Computer hardware - 3 years
- Office equipment - 4 years
- Office furniture - 4 years

The freehold property at 59 Mansell Street, London E1 was acquired by the Charity on 27 January 2011 for£3.35million. The Charity decided to adopt the policy of revaluation and the premises was valued at £5.66 million at 31 December 2025. This property is also split between tangible fixed assets (£1,434,244) and investment properties (£4,225,756) 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 - 5 years

RSPH's policy is to capitalise any of the above items with a 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.

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.

2. Taxation

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

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2025
Notes to the accounts – cont'd....

3 (a) Income - Charitable activities - 2025	**Unrestricted General funds £**	**Restricted funds £**	**2025 Total £**
Qualifications	965,110	-	965,110
Membership and publishing	966,380	-	966,380
Courses & conferences	312,935	-	312,935
Educational services	308,928	-	308,928
Projects	70,157	-	70,157
Bookshop	1,231	-	1,231
	2,624,741	-	2,624,741

Income - Charitable activities - 2024

	Unrestricted 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

3 (b) Total Expenditure - 2025	**Direct costs**	**Indirect costs**	**2025 Total**
Costs of generating funds	**£**	**£**	**£**
Rental and room hire costs	160,669	71,700	232,369
Investment managers fees	24,403	-	24,403
	185,072	71,700	256,772
Charitable activities			
Qualifications	721,881	256,931	978,812
Membership and publishing	427,301	241,663	668,964
Courses & conferences	195,228	92,269	287,497
Educational services	306,873	126,465	433,338
Projects	235,687	43,235	278,922
Bookshop	7,348	1,053	8,401
Policy	193,066	-	193,066
	2,087,384	761,616	2,849,000
	2,272,456	833,316	3,105,772

3 (b) Total Expenditure - 2024	Direct costs	Indirect costs	2024 Total
Costs of generating funds	£	£	£
Rental and room hire costs	174,375	57,538	231,913
Investment managers fees	28,831	-	28,831
	203,206	57,538	260,744
Charitable activities			
Qualifications	642,645	246,993	889,638
Membership and publishing	444,127	212,367	656,494
Courses & conferences	198,788	80,920	279,709
Educational services	306,582	123,274	429,856
Projects	262,851	88,609	351,460
Bookshop	6,065	1,539	7,604
Policy	225,128	-	225,128
	2,086,186	753,702	2,839,888
	2,289,392	811,240	3,100,632

3 (c)Support costs - 2025	Overheads	2025 Total
Costs of generating funds	£	£
Rental and room hire income	71,700	71,700
	71,700	71,700
Charitable activities		
Qualifications	256,931	256,931
Membership and publishing	241,663	241,663
Courses & conferences	92,269	92,269
Educational services	126,465	126,465
Projects	43,235	43,235
Bookshop	1,053	1,053
	761,616	761,616
	833,316	833,316

Support costs - 2024	Overheads	2024 Total
Costs of generating funds	£	£
Rental and room hire income	57,538	57,538
	57,538	57,538
Charitable activities		
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

3 (c) Support costs cont'd…

Other Overheads;	2025 £	2024 £
- Overhead staff costs	507,137	467,805
- Communications	30,994	57,803
- Administrative expenses	265,459	263,209
- Governance	29,726	22,423
	833,316	811,240

Support costs have been allocated on the following basis;

- Premises costs	department.
- Overheads	allocated based on turn over basis

3 (d) Governance costs	2025 £	2024 £
Audit fees	25,522	20,487
Council meeting expenses	4,044	1,936
Other	160	-
	29,726	22,423

3 (e)Staff costs

	2025 £	2024 £
Salaries	1,551,507	1,471,342
Social security costs	188,375	158,363
Pension and other benefits	198,994	181,049
	1,938,876	1,810,754

The average number of employees during the year was:

	2025 Number	2024 Number
Royal Society for Public Health	38	37
	38	37

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

	2025 Number	2024 Number
£110,001 - £120,000	1	1
£90,001 - £100,000	1	-
£70,001 - £80,000	3	2
£60,001 - £70,000	-	1

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 £519,201 (2024 - £499,994)

Royal Society for Public Health
Report and financial statements
for the year ended 31 December 2025
Notes to the accounts – cont'd....

3 (f) Related parties
Travelling expenses totalling £3,283 (2024-£1,224) were reimbursed to 4 (2024- 4) trustees during the year to 31 December 2025.
Trustees liability insurance premium of £4,230 (2024-£4,200) was paid in the period.

4 Operating costs

	2025	2024
The deficit is stated after charging:	£	£
- Depreciation charge:	22,947	21,769
- Amortisation charge:	18,360	30,230
- Auditors' remuneration	25,522	20,487

5 Commitments under operating leases
At 31 December 2025 the charity had annual commitments under non-cancellable operating leases as follows:

Operating leases - Equipment	2025	2024
	£	£
- Due within one year	1,742	2,322
- Due within 2 to 5 years	-	1,742
	1,742	4,064

6 Tangible fixed assets

	Freehold property £	Computer hardware £	Furniture and Office equipment £	Total £
Cost or valuation				
At 1 January 2025	1,413,971	62,948	43,228	1,520,147
Additions in the period	-	8,176	-	8,176
Revaluation	20,272	-	-	20,272
At 31 December 2025	1,434,243	71,124	43,228	1,548,595
Depreciation				
At 1 January 2025	-	45,397	15,207	60,604
Charge for the period	-	12,110	10,837	22,947
At 31 December 2025	-	57,507	26,044	83,551
Net book value				
At 31 December 2025	1,434,243	13,617	17,184	1,465,044
At 31 December 2024	1,413,971	17,551	28,021	1,459,543

At 31 December 2025 there were authorised capital commitments of £Nil (2024: £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 2025.

As at 31 December 2025, the property was valued at £5.66 million by Thurston Hall-Williams of Strettons, a registered RICS valuer. This valuation is apportioned between tangible fixed assets (£1,434,244) (refer to note 8) and investment properties (£4,225,756).

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

7 Intangible fixed assets

	Software	Total
Cost	**£**	**£**
At 1 January 2025	193,961	193,961
Additions in the period	58,277	58,277
At 31 December 2025	252,238	252,238
Depreciation		
At 1 January 2025	156,028	156,028
Charge for the period	18,360	18,360
At 31 December 2025	174,388	174,388
Net book value		
At 31 December 2025	77,850	77,850
At 31 December 2024	37,933	37,933

At 31 December 2025 there were authorised capital commitments of £Nil (2024: £Nil).

8 Investments

	2025	2024
RSPH investment portfolio	**£**	**£**
Market Value of Investments on 1 January 2025	9,983,056	8,873,643
Additions to UK listed Investments	6,446,493	1,527,661
Additions to Investment properties	-	670,115
Disposal proceeds	(6,450,932)	(1,432,538)
Net Investment gains	394,668	344,175
Balance at 31 December 2025	10,373,285	9,983,056
Historic Cost of Investments	8,922,530	8,042,458

All investments are quoted on a registered UK stock exchange.

Market value as at 31 December:		
Investment properties	4,225,757	4,166,028
UK listed investments	6,147,528	5,817,028
	10,373,285	9,983,056

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 2025.

As at 31 December 2025, the property was valued at £5.66 million by Thurston Hall-Williams of Strettons, a registered RICS valuer. This valuation is apportioned between tangible fixed assets (£1,434,244) (refer to note 6) and investment properties (£4,225,756).

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

9 Debtors

	2025 £	2024 £
Trade debtors	297,871	217,604
Other debtors	73,433	119,184
Prepayments	69,828	55,229
	441,132	392,017

10 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxes and social security costs	71,462	60,957
Trade and other creditors	119,074	210,874
Accruals	66,284	58,886
Deferred Income	158,840	181,292
	415,660	512,009

Included within other creditors is an amount of £20,729 (2024: £36,117) of pension contributions to be paid across to scheme.

Deferred income-movements during the year:

	2025 £	2024 £
Balance at 1 January	181,292	234,282
Amounts released to income in the year	(181,292)	(234,282)
New deferred income in the year	158,840	181,292
Balance at 31 December	158,840	181,292

11 Analysis of net assets - 2025

2025	General Fund £	Designated Fund £	Revaluation Reserve £	Restricted Fund £	Total £
Tangible fixed assets	1,465,044	-	-		1,465,044
Intangible fixed assets	77,850	-	-		77,850
Investments	8,462,425	-	1,910,860		10,373,285
Current assets	679,664	175,523	-	161,206	1,016,393
Liabilities	(415,660)	-	-		(415,660)
	10,269,323	175,523	1,910,860	161,206	12,516,912

Analysis of net assets - 2024

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)
	9,465,859	194,898	2,380,434	153,896	12,195,087

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12 Funds - 2025	**1 Jan 25**	**Income**	**Expenditure**	**Gains, Losses & Transfers**	**31 Dec 25**
	£	**£**	**£**	**£**	**£**
General fund	9,465,859	3,005,347	(3,105,772)	903,889	10,269,323
Designated funds and revaluation reserve					
Innovation fund	194,898	-	-	(19,375)	175,523
Revaluation reserve	2,380,434	-	-	(469,574)	1,910,860
	2,575,332	-	-	(488,949)	2,086,383
Restricted funds					
Harben Trust	94,988	4,512	-	-	99,500
Heggie fund	35,047	1,665	-	-	36,712
Thomas Latimer Cleave Memorial Trust	9,305	442	-	-	9,747
Awards fund	14,556	691	-	-	15,247
	153,896	7,310	-	-	161,206
Total funds - 2025	12,195,087	3,012,657	(3,105,772)	414,940	12,516,912

Funds - 2024	**1 Jan 24**	**Income**	**Expenditure**	**Gains, Losses & Transfers**	**Restated 31 Dec 24**
	£	**£**	**£**	**£**	**£**
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

12 Funds continued…

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.

(b) the development of courses and examinations for anatomical pathology technicians.

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 subjects.

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

13 Net cash

	2024 £	Cash flow movements £	Other movements £	2025 £
Cash at bank and in hand	830,660	(258,883)	-	571,777
Net cash	830,660	(258,883)	-	571,777

14 Lessor

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

	2025 £	2024 £
Within one year	265,312	265,312
Between two and five years	151,543	416,855
Total undiscounted lease payments receivable	416,855	682,167