

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	The Royal College of Midwives				
Year ended:	31 December 2023				
List no:					
Head or Main Office address:	10-18 UNION STREET				
	LONDON				
Postcode	SE1 1SZ				
Website address (if available)	<a href="http://www.rcm.org.uk">www.rcm.org.uk</a>				
Has the address changed during the year to which the return relates?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	GILL WALTON				
Telephone Number:	0300 303 0444				
Contact name for queries regarding the completion of this return	CHRIS TRUMAN				
Telephone Number:	0300 303 0444				
E-mail:	Chris.Truman@rcm.org.uk				

**Please follow the guidance notes in the completion of this return**

Any difficulties or problems in the completion of this return should be directed to the Certification

Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

[returns@certoffice.org](mailto:returns@certoffice.org)

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# Return of Members

(see notes 10 and 11)

Number of members at the end of the year					
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	46,780	1,671	41	76	48,568
<b>Total</b>	46,780	1,671	41	76	A 48,568

Number of members at end of year contributing to the General Fund

48,568

Number of members included in totals box 'A' above for whom no home or authorised address is held:

644

## Change of Officers

**Please complete the following to record any changes of officers during the twelve months covered by this return**

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

# Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held and date elected
Babrara Kuypers	Chair - From 01/09/2023
Keelie Lorraine Barrett	Vice Chair - From 01/09/2023
Nerys Kirtley	Board member
Benedicta Agbagwara-Osuji	Board member
Sarah Jones	Board member
Dee Davies	Board member
Yana Richens	Board member - 01/09/2023
Melissa Davis	Board member - 01/09/2023
Cher Dougan	Board member - 01/09/2023
Angharad Oyler	Board member - 01/09/2023
Declan Symington	Board member - 01/09/2023
Shani Woodbridge	Board member - 01/09/2023



## Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
<b>Federation and other bodies</b>	
<b>Total federation and other bodies</b>	
<b>Any Other Sources</b>	
Advertising Income	98,731
Branch Income	74,725
Other Income	95,768
Lisence Income	139
Project Income	152,197
<b>Total other sources</b>	<b>421,560</b>
<b>Total of all other income</b>	<b>421,560</b>

# Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		<b>brought forward</b>	877,405
Legal	407,845	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
Communications		Education and Training services	
Magazine	469,560	Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Professional Indemnity Insurance	418,355
		TUC Affiliations	146,144
		RCM Ballot	
<b>carried forward</b>	877,405	<b>Total (should agree with figure in General Fund)</b>	1,441,904

(See notes 21 and 23)

Fund 2		Fund Account		
Name:		£	£	
<b>Income</b>	From members			
	Investment income (as at page 12)			
	Other income (specify)			
	<b>Total other income as specified</b>			
	<b>Total Income</b>			
	Interfund Transfers IN			
<b>Expenditure</b>	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		<b>Total Expenditure</b>		
		Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>			
	<b>Amount of fund at beginning of year</b>			
	<b>Amount of fund at the end of year (as Balance Sheet)</b>			
	<b>Number of members contributing at end of year</b>			

Fund 3		Fund Account		
Name:		£	£	
<b>Income</b>	From members			
	Investment income (as at page 12)			
	Other income (specify)			
	<b>Total other income as specified</b>			
	<b>Total Income</b>			
	Interfund Transfers IN			
<b>Expenditure</b>	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
		<b>Total Expenditure</b>		
		Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>			
	<b>Amount of fund at beginning of year</b>			
	<b>Amount of fund at the end of year (as Balance Sheet)</b>			
	<b>Number of members contributing at end of year</b>			



(See notes 21 and 23)

Fund 4		Fund Account	
Name:		£	£
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
	Interfund Transfers IN		
<b>Expenditure</b>	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

Fund 5		Fund Account	
Name:		£	£
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
	Interfund Transfers IN		
<b>Expenditure</b>	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		





## Political fund account

(see notes 24 to 33)

£

£

<b>Political fund account 1</b>		<b>To be completed by trade unions which maintain their own political fund</b>	
	<b>Income</b>		
	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
		Total other income as specified	
		Total income	
<b>Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period</b>			
	<b>Expenditure A</b> (as at page i)		
	<b>Expenditure B</b> (as at page ii)		
	<b>Expenditure C</b> (as at page iii)		
	<b>Expenditure D</b> (as at page iv)		
	<b>Expenditure E</b> (as at page v)		
	<b>Expenditure F</b> (as at page vi)		
	<b>Non-political expenditure</b> (as at page vii)		
		Total expenditure	
		Surplus (deficit) for year	
		Amount of political fund at beginning of year	
		Amount of political fund at the end of year (as <u>Balance Sheet</u> )	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	
<b>Political fund account 2</b>		<b>To be completed by trade unions which act as components of a central trade union</b>	
<b>Income</b>	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

















# Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

	£
<b>Administrative Expenses</b>	
Remuneration and expenses of staff	7,049,672
Salaries and Wages included in above	6,753,393
Auditors' fees	43,878
Legal and Professional fees	246,534
Occupancy costs	252,926
Stationery, printing, postage, telephone, etc.	617,834
Expenses of Executive Committee (Head Office)	65,413
Expenses of conferences	104,888
Other administrative expenses (specify)	
Depreciation	128,255
Catering	
Bank Charges	29,584
General Expenditure	188,003
Marketing incl Renewals & Awards	141,396
Subs and donations	44,214
Training Courses	127,546
<b>Other Outgoings</b>	
Staff Recruitment & HR Consultancy	45,160
Project Expenses	309,700
VAT Irrecoverable	246,127
RCM Branches	86,858
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
<b>Total</b>	<b>9,727,988</b>
Charged to: General Fund (Page 3)	9,727,988
<b>Total</b>	<b>9,727,988</b>



# Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			4,167
Equities (e.g. shares)			526,391
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Birth Rate +			30,000
			560,558
		Total investment income	560,558
		Credited to:	
		General Fund (Page 3)	560,558
		Political Fund	
		Total Investment Funds	560,558



## Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year	155,000	924,156	1,119,122			2,198,278
Additions	-	8,840				8,840
Disposals	-	-	-			
Revaluation/Transfers						
At end of year	155,000	932,996	1,119,122			2,207,118
<b>Accumulated Depreciation</b>						
At start of year	58,209	105,119	961,548			1,124,876
Charges for year	1,921	61,036	65,298			128,255
Disposals						
Revaluation/Transfers						
At end of year	60,130	166,155	1,026,846			1,253,131
<b>Net book value at end of year</b>	94,870	766,841	92,276			953,987
<b>Net book value at end of previous year</b>	96,791	819,037	157,574			1,073,402



## Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Equities - UK	676,845	
Equities - North America	1,430,711	
Equities - Global	1,875,381	
Equities - Japan	229,618	
Equities - Asia excl Japan	168,330	
Equities - Emerging Markets	247,071	
Government Securities (Gilts)		
Bonds - UK	362,916	
Bonds - North America		
Bonds - Global	315,065	
Other quoted securities (to be specified)		
Multi Asset Fund	217,936	
Alternatives	963,483	
Cash	106,170	
Total quoted (as Balance Sheet)	6,593,526	
Market Value of Quoted Investment		
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)		
Market Value of Unquoted Investments		



# Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
<b>Income</b>			
From Members	9,835,612		9,835,612
From Investments	560,558		560,558
Other Income (including increases by revaluation of assets)	421,560		421,560
<b>Total Income</b>	10,817,730		10,817,730
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	11,169,892		11,169,892
<b>Funds at beginning of year</b> (including reserves)	10,777,163		10,777,163
<b>Funds at end of year</b> (including reserves)	10,425,001		10,425,001
<b>Assets</b>			
Fixed Assets			953,987
Investment Assets			6,593,526
Other Assets			3,944,423
		<b>Total Assets</b>	11,491,936
<b>Liabilities</b>		<b>Total Liabilities</b>	1,066,935
<b>Net Assets (Total Assets less Total Liabilities)</b>			10,425,001

# Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
<b>Income</b>			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
<b>Total Income</b>			
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>			
<b>Funds at beginning of year</b> (including reserves)			
<b>Funds at end of year</b> (including reserves)			
<b>Assets</b>			
Fixed Assets			
Investment Assets			
Other Assets			
		<b>Total Assets</b>	
<b>Liabilities</b>		<b>Total Liabilities</b>	
<b>Net Assets (Total Assets less Total Liabilities)</b>			

(see notes 74 to 80)

<p><b>Did the union hold any ballots in respect of industrial action during the return period?</b> <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>If Yes How many ballots were held: <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>For each ballot held please complete the information below:</p>	
<p><b>Ballot 1</b></p>	
Number of individual who were entitled to vote in the ballot	<input style="width: 70px; height: 15px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 70px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 70px; height: 15px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 70px; height: 15px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 70px; height: 15px;" type="text"/> 3
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px; height: 15px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px; height: 15px;" type="text"/>
<p><b>Ballot 2</b></p>	
Number of individual who were entitled to vote in the ballot	<input style="width: 70px; height: 15px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 70px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 70px; height: 15px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 70px; height: 15px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 70px; height: 15px;" type="text"/> 3
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px; height: 15px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px; height: 15px;" type="text"/>
<p><b>Ballot 3</b></p>	
Number of individual who were entitled to vote in the ballot	<input style="width: 70px; height: 15px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 70px; height: 15px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 70px; height: 15px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 70px; height: 15px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 70px; height: 15px;" type="text"/> 3
	<b>1-3 should total "Number of votes cast"</b>
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px; height: 15px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px; height: 15px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px; height: 15px;" type="text"/>

**Ballot 4**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

**Ballot 5**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

**Ballot 6**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

**Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet**

(see note 81)

**\*Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
  
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

**Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO**

If **YES**, for each industrial action taken please complete the information below:

**Industrial Action 1**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 2**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 3**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**use a continuation page if necessary**

**Industrial Action 4**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 5**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 6**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 7**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 8**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet**



# Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

**Company No: 00030157**

**THE ROYAL COLLEGE OF MIDWIVES**

**DIRECTORS' REPORT AND  
CONSOLIDATED ACCOUNTS**

**FOR THE YEAR ENDED 31 DECEMBER 2023**

**THE ROYAL COLLEGE OF MIDWIVES**  
**DIRECTORS' REPORT AND CONSOLIDATED ACCOUNTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**THE ROYAL COLLEGE OF MIDWIVES**

**DIRECTORS' REPORT AND CONSOLIDATED ACCOUNTS**

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**AUDITOR**

Crowe U.K. LLP  
55 Ludgate Hill  
London  
EC4M 7JW

**BANKER**

Unity Trust Bank plc  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

**INVESTMENT MANAGER**

Schroder & Co. Limited  
31 Gresham Street  
London  
EC2V 7QA

**REGISTERED OFFICE**

10-18 Union Street  
London  
SE1 1SZ

**SOLICITOR**

Thompsons Solicitors  
Congress House  
Great Russell Street  
London  
WC1H 3LW

# THE ROYAL COLLEGE OF MIDWIVES

## DIRECTORS' REPORT AND CONSOLIDATED ACCOUNTS

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### **The RCM**

The RCM is the voice of midwifery. We are the UK's only professional organisation and trade union led by midwives for midwives and the maternity teams that support them. The vast majority of people in the midwifery profession are members.

The RCM promotes midwifery, high-quality maternity services and professional standards. We support and represent our members individually and collectively in all four UK countries. We influence on behalf of our members and for the interests of the women and families for which they care.

0300 303 0444

[info@rcm.org.uk](mailto:info@rcm.org.uk)

#### **RCM London**

10-18 Union Street  
London SE1 1SZ

#### **RCM Scotland**

37 Frederick Street  
Edinburgh EH2 1EP

#### **RCM Northern Ireland**

4 College House  
Citylink Business Park  
Belfast BT12 4HQ

#### **RCM Wales**

Unit 13b Drake Walk  
Brigantine Place  
Atlantic Wharf  
Cardiff CF10 4AN

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# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

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### DIRECTORS' REPORT

As the members of the Royal College of Midwives (RCM) Board (the directors under company law), we are pleased to present our report for the year ended 31 December 2023. The RCM is governed by the RCM Board.

### PRINCIPAL ACTIVITIES

The RCM is a membership organisation, the objectives of which are to promote and advance the art and science of midwifery, and to promote the effectiveness and protect the interests of its members. The Royal College of Midwives Trust (RCMT) is a subsidiary of the RCM and is registered as a charity to promote and advance the art and science of midwifery and the effectiveness of midwives. The Benevolent Fund of the RCMT is a charity that provides financial relief to eligible applicants. RCM Trust Trading Company Limited conducts business and donates its profits to the RCMT. RCM Information Services Limited conducts business and donates its profits to the RCMT.

### THE ROLE OF THE RCM BOARD

The RCM Board is responsible for the overall direction and control of the RCM. This includes ensuring that the RCM is efficient, effective, properly managed, supervised and accountable. The board provides long-term vision, ensures clarity of purpose, and protects the reputation and values of the RCM. It directs and controls its chief executive officer (CEO), Gill Walton, in leading the RCM to the board's vision. The board is the guardian of the RCM's assets and is responsible for ensuring that legal and regulatory requirements are met.

### RCM BOARD MEMBERS

All members of the RCM Board are practicing midwives or maternity support workers who have been elected by members of the RCM. They are non-executive and receive no payment.

Members served for the entire year except where indicated otherwise.

Giuseppe Labriola - Chair (until 31/08/2023)  
Barbara Kuypers – Chair (from 01/09/2023)  
Pauline Twigg - Vice Chair (until 31/08/2023)  
Sarah Jones  
Benedicta Agbagwara-Osuji  
Janet Ballintine (until 31/08/2023)  
Keelie Barrett – Vice Chair (from 01/09/2023)  
Michelle Beacock (until 31/08/2023)  
Dee Davies

Melissa Davis (from 01/09/2023)  
Cherylene Dougan (from 01/09/2023)  
Nerys Kirtley  
Angharad Oyler (from 01/09/2023)  
Yana Richens (from 01/09/2023)  
Neil Tomlin (until 31/08/2023)  
Shani Woodbridge (from 01/09/2023)  
Declan Symington (from 01/09/2023)

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### **APPOINTMENT OF RCM BOARD MEMBERS**

The RCM is a membership organisation whose board members are elected to office by members of the RCM. The board identifies the competencies required, and RCM members offering themselves for election are assessed by an independently chaired panel.

RCM members who are interested in developing the competencies required for board membership can visit our website, [www.rcm.org.uk/rcm-board](http://www.rcm.org.uk/rcm-board). Here, they will find detailed information about the commitment that board membership entails.

#### **RCM BOARD MEETINGS**

The RCM Board met six times during the year, one of which was an induction meeting to introduce incoming members to each other and discuss their roles with the outgoing members. The overall attendance of board members was 92%.

#### **RCM BOARD PERFORMANCE**

#### **RCM BOARD COMMITTEES**

Board members serve on committees of the RCM Board. Members served for the entire year except where indicated.

#### **AUDIT AND RISK COMMITTEE OF THE RCM BOARD**

This committee oversees financial reporting; reviews the effectiveness of risk management, internal controls, compliance systems, and internal auditing; selects for appointment internal and external auditors; assesses the performance of the external auditor; develops and implements policy on the engagement of the external auditor to provide non-audit services; and reports to the board, including, where appropriate, making recommendations. The members during the year were:

Pauline Twigg – Chair (until 31/08/2023)

Dee Davies (until 31/08/2023)

Neil Tomlin (from 31/08/2023)

Yana Richens - Chair (from 01/09/2023)

Shani Woodbridge – Vice Chair (from 01/09/2023)

Keelie Barrett (from 01/09/2023)

Tony Scott, having a professional background in finance and audit, served as an external member. The committee held four meetings during the year and the overall attendance of members was 84%.

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

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### **BOARD MEMBERSHIP, PERFORMANCE AND THE DEVELOPMENT COMMITTEE OF THE RCM BOARD**

This committee deals with matters relating to membership of the RCM Board (including succession planning and arrangements for the assessment and election of candidates) and arrangements for evaluating the performance of the RCM Board, its members and its committees. The members during the year were:

Giuseppe Labriola – Chair (until 31/08/2023)  
Keelie Barrett (until 31/08/2023)  
Sarah Jones (until 31/08/2023)  
Benedicta Agbagwara-Osuji  
Barbara Kuypers – Chair (from 01/09/2023)  
Declan Symington (from 01/09/2023)  
Cherylene Dougan (from 01/09/2023)

The committee held four meetings during the year and the overall attendance of members was 85%.

### **CEO PERFORMANCE AND THE REMUNERATION COMMITTEE OF THE RCM BOARD**

This committee has responsibilities in relation to the performance management of the CEO and the executive team. It also advises the RCM Board on the remuneration and policy for reimbursing the CEO's expenses. The members during the year were:

Dee Davies - Chair  
Giuseppe Labriola (until 31/08/2023)  
Barbara Kuypers (from 01/09/2023)  
Shani Woodbridge (from 01/09/2023)

The committee scheduled three meetings during the year and the overall attendance of members was 79%.

### **INVESTMENT COMMITTEE**

This committee, on behalf of the board, manages the RCM's investments in accordance with the approved investment policy.

It held three meetings in 2023 and the overall attendance of members was 89%. The members during the year were:

Chris Truman (COO)  
Michelle Beacock – until 31/08/2023  
Janet Ballantine – until 31/08/2023  
Sarah Jones  
Keelie Barrett - Chair  
Benedicta Agbagwara-Osuji – from 01/09/2023  
Angharad Oyler – from 01/09/2023

The committee is supported by David Baker, chief investments officer, Mazars, and Jeremy Barker, client director, Cazenove Schroders.



# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

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### STATEMENT OF THE RCM BOARD'S RESPONSIBILITIES

The RCM Board members are responsible for preparing the Strategic Report, Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the RCM Board to prepare financial statements for each financial year in accordance with the Generally Accepted Accounting Practice (UK Accounting Standards) and applicable law.

Under company law the RCM Board must not approve the financial statements unless satisfied that they give a true and fair view of the state of affairs of the company and of its net profit/loss for that period.

In preparing these financial statements, the RCM Board is required to do the following:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the company will continue to operate

The RCM Board is responsible for keeping proper accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company, and that are sufficient to enable the board to ensure that the financial statements comply with the Companies Act 2006. The board is also responsible for safeguarding the assets of the company and, hence, for taking reasonable steps to enable the prevention and detection of fraud and other irregularities.

Insofar as each member of the RCM Board at the date of approval of this report is aware, there is no relevant audit information (information needed by the company's auditor in connection with preparing the audit report) of which the company's auditor is unaware. Each RCM Board member has taken all of the steps that they should have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

### AUDITOR

Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor.

By order of the RCM Board



Barbara Kuypers

Date:

26 September 2024

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

The RCM is the largest representative of midwives in the UK, and has a role as both a professional association, and a trade union, affiliated to the TUC. For more than a decade, maternity support workers (MSWs) have been welcomed into the RCM's membership, alongside midwives and student midwives. Throughout the year, the College has sought to harness the success of working differently during the global pandemic while returning to more usual practice and greater face-to-face interaction with members and other stakeholders.

Strategic goals	Strategic objectives
1. To listen and learn from our members so that we can lead and influence effectively.	<ul style="list-style-type: none"> <li>i. Proactively engaging and listening to members at local, regional, national and global events</li> <li>ii. Actively lobbying/negotiating on the issues raised of importance to members using their feedback</li> <li>iii. Further developing and embedding the RCM's professional offer</li> <li>iv. Actively working to promote the benefit and need for strong midwifery leadership nationally, regionally and locally in each Trust/Board.</li> <li>v. Actively lobbying to influence workforce planning and recruitment and retention of midwives and MSWs</li> </ul>
2. To deliver RCM products and services that offer value for money and meet the individual and collective needs of our members	<ul style="list-style-type: none"> <li>i. Delivering new products and services while refreshing our existing offer to increase interaction with our members.</li> <li>ii. Ensuring high quality and effective support to individual members through the representation we provide.</li> <li>iii. Evidencing a growth in membership numbers where realistic and that members are not leaving because of RCM actions</li> <li>iv. Gaining clarity on the reasons members leave across all categories and analysing what control we have over member retention.</li> <li>v. Actively encouraging a range of member feedback methods including introducing and evaluating new methods.</li> </ul>
3. To be a caring, well-led and well-managed organisation.	<ul style="list-style-type: none"> <li>i. Ensuring the 2023 staff survey demonstrates a positive direction of travel.</li> <li>ii. Continuing to demonstrate a positive direction of travel in internal and external audit reports.</li> <li>iii. Implementing the RCM's People</li> </ul>

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

	<p>Plan.</p> <p>iv. Contributing to the long-term financial security of the RCM.</p> <p>v. Delivering the programmes and projects committed to in the business plan and evaluating those already delivered to demonstrate value.</p>
4. To actively grow and build networks, alliances and partnerships.	<p>i. Selectively encouraging collaborations that strategically enhance the profile and impact of the RCM and ending collaborations that do not meet these aims.</p> <p>ii. Increasing the profile and impact of the RCM locally</p>

The RCM's strategic objectives for 2023 were:

- 1.i Proactively engaging and listening to members at local, regional, national and global events
  - In 2023, the RCM's place in international midwifery took centre-stage, with the first post-pandemic conference of the International Confederation of Midwives (ICM). The RCM delegation met with midwifery colleagues from across the world, presenting papers and taking part in panels. As well as sharing with global colleagues the work the RCM has been doing around 'decolonising the midwifery curriculum' and broadening access to midwifery education through apprenticeships, it was also an opportunity to learn from other associations, with a view to applying that learning to the UK context.
  - The RCM also held a highly successful Education & Research Conference, in a new format with shared plenaries and subject-specific streams. The conference saw new exhibitors with whom the RCM continues to forge a relationship, and received highly positive feedback from delegates.
  - A standalone conference for student members took place in November, with a programme developed in partnership with the RCM's Student Midwife Forum. The conference also helped reinforce – and in some cases forge new – relationships with midwifery educators.
- 1.ii Actively lobbying/negotiating on the issues raised of importance to members using their feedback
  - It is well-known that the NHS is experiencing workforce challenges, with high vacancy rates. Maternity services are not immune and the specialist nature of provision makes this more acute. The RCM has sought input from members on the impact these shortages are having in practical terms. In March, an RCM snap poll on additional hours worked found that midwives and MSWs were working in excess of 100,000 hours a week without pay. The RCM has used this figure – and the regional breakdowns – throughout the year in conversations with commissioners and national governments to help them understand the scale of the issue.
  - Maternity safety – in some cases actively impacted by workforce shortages – continues to be a significant concern. The RCM acknowledges that its members sometimes find it difficult to raise concerns locally and is actively supporting them to do so in a constructive way. Its 'Standing Up for High Standards' programme, launched in 2022

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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and embedded in 2023, underpins this work, supported by local representatives and RCM staff, to ensure not only that issues are resolved quickly and effectively but also that, both locally and nationally, the RCM is seen as part of the solution.

- 1.iii Further developing and embedding the RCM's professional offer
  - The conferences referred to in 1.i above are a clear reflection of the RCM's work to embed the professional offer at all levels. The programmes of each of these conferences – as well as other events through the year – are developed using the skills and expertise of the RCM professional team.
  - Working with other colleagues across the organisation, and with members through networks and other fora, they produce guidance and support for practical application, to empower members to be the best midwives and MSWs they can be.
- 1.iv Actively working to promote the benefit and need for strong midwifery leadership nationally, regionally and locally in each Trust/Board
  - The RCM has continued to call for stronger midwifery leadership at all levels, and particularly in Trusts and Boards to ensure decisions about staffing and funding are made appropriately. The need for greater leadership and transparency has been echoed in independent maternity safety reports.
  - The RCM was particularly pleased to see the appointment of the first Chief Midwifery Officer for Wales, a role it has been championing for many years to ensure parity across the home nations.
- 1.v Actively lobbying to influence workforce planning and recruitment and retention of midwives and MSWs
  - As set out in 1.ii above, the RCM has been proactive in raising awareness around workforce shortages in the NHS, particularly in England.
  - In 2023, the RCM supported an independent review of midwifery degree apprenticeships. The review found that the programme, which is currently available in England through a small number of universities, compared exceptionally favourably to the traditional undergraduate route in terms of attrition, which sat at almost zero across every site. Because apprentices were already MSWs based within the 'host' Trusts, post-registration retention issues were also significantly reduced. The RCM continues to champion this route as a solution to some of the challenges faced in recruitment and retention.
- 2.i Delivering new products and services while refreshing our existing offer to increase interaction with our members.
  - During 2023, the RCM embedded its use of ThruText to develop engagement around key dates and campaigns. It was used to support the recruitment and retention campaign for newly qualified midwives, enabling RCM staff to engage directly with members and build relationships with them.
  - Recognising that midwives in the first three years post registration need additional support, the RCM developed a programme of work to address this. Focussing on resilience as well as practical and professional advice, the campaign sought to minimise the attrition rates among this cohort and to restate the value of RCM membership.

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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- 2.ii Ensuring high quality and effective support to individual members through the representation we provide.
- There is no doubt that maternity services are under greater pressure – and greater scrutiny – than ever. The RCM has worked hard to ensure its members have received the most appropriate and timely support to respond to this.
- 2.iii Evidencing a growth in membership numbers across business-critical categories.
- Ongoing economic pressures have had an impact on RCM membership. Membership of the RCM is discretionary and, as the cost of living crisis has continued into 2023, the RCM understood that it may impact membership numbers and receipts. At the same time, the number of midwives working within the NHS also fell, and this is mirrored in the RCM's membership figures.
  - The work with early career midwives as set out in 2.i seeks to address some of the attrition both in membership and in the workforce more broadly, as RCM figures show that those in their first five years of practice are the group most likely to leave the profession.
- 2.iv Gaining clarity on the reasons members leave across all categories and analysing what control we have over member retention.
- This continues to be a challenging area for the RCM as, while its churn rate is relatively low, this data is important to understand why members leave and therefore what we can do to address this.
  - Work has continued to improve this data during 2023 though it remains true that the vast majority of members who leave the RCM do so by cancelling their direct debit and not through making contact with the RCM and notifying us of their intention to leave.
- 2.v Actively encouraging a range of member feedback methods including introducing and evaluating new methods.
- The RCM conducted a number of focus groups, targeted at those members with whom the College has little interaction, to understand how they see the relationship. The comments and insight will support the development of greater personalisation and tonal change.
  - The RCM also established a new Stewards Forum, to hear collectively from those in workplace representative roles about how the College can better support them.
- 3.i Ensuring the 2023 staff survey demonstrates a positive direction of travel from the trends set by the 2016-22 staff surveys.
- Staff satisfaction and engagement continues to be high across the organisation.
  - The RCM continues to work on ways in which to bring staff together, both across the organisation and within teams, and to share information.
- 3.ii Continuing to demonstrate a positive direction of travel in internal and external audit reports.
- In 2023, nearly all audit reports (internal and external) continued to give significant

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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assurance. Where a report did not, a clear action plan and timelines was implemented to address any shortfalls.

#### 3.iii Implementing the RCM's People Plan.

- Delivering against the people plan continued in 2023. There was a focus on doing significant background work on a number of areas that will come to fruition in 2024 including work on behaviours, RCM benefits, the menopause, caring responsibilities and the organisational approach to flexible working.

#### 4.iv Contributing to the long-term financial security of the RCM.

- The RCM continued the plan to invest some of the previous years underspends on both people and systems to ensure the organisation is fit for purpose and able to better serve its members and internal customers.
- It has also sought to ensure it has strong reserves and investment performance matches the investment strategy and continues to provide returns over the long term.
- Budgets have been set that should ensure the organisation reaches a balanced budget in the next 2 years.

#### 5.v Delivering the programmes and projects committed to in the business plan and evaluating those already delivered to demonstrate value.

- Each year the RCM has a series of programmes and related projects which it seeks to deliver in order to either improve the way the organisation works or improve or create new services and routes of support for RCM members.
- Following its introduction in 2022, there was a focus on the new finance system which was rolled out to the whole organisation in 2023. This move has made budget-setting and management smoother and more transparent.

#### 4.i Selectively encouraging collaborations that strategically enhance the profile and impact of the RCM and ending collaborations that do not meet these aims.

- The RCM works collaboratively across both its trade union and professional association functions, developing relationships and campaigns that benefit its members.
- The College continues to work as part of a collective of trade unions representing NHS staff to highlight issues that are important to them. #WithNHSStaff uses social media to reflect the impact of national workforce policies, including pay and conditions.
- The RCM continues to co-chair with the Royal College of Obstetricians and Gynaecologists the One Voice partnership. This brings together organisations with an interest in maternity care, including healthcare professionals and service users. Together, the group speaks with 'one voice' on the aspirations for maternity care across the UK.
- Following the publication of reports into maternity services at both Shrewsbury & Telford Hospitals Foundation Trust and East Kent Hospitals Foundation Trust, the RCM was commissioned by the Department for Health & Social Care to chair an Independent Working Group (the IWG). The purpose of the IWG in 2023 was to advise and guide those who have responsibility for implementing recommendations and actions from the recent independent reviews into maternity services, drawing in the experiences of frontline staff. This work will continue into 2024, when the focus will shift

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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to identifying solutions to workplace challenges.

- 4.ii Increasing the profile and impact of the RCM locally
- Pay continues to be an energising subject in local engagement. In 2023, the RCM held consultations on pay offers in each of the four nations, with over two-thirds of members in each jurisdiction taking part.
  - In Northern Ireland, political stalemate meant that pay negotiations were not possible. Nearly 90% of RCM members who took part in a ballot indicated their willingness to take industrial action, which they then did toward the end of the year, in order to voice their frustration.
  - Celebration days – International Day of the Midwife, MSW Day and Student Celebration Day – provide a focal point for local branches and workplaces to come together. These are well-resourced and supported by the RCM, including through national webinars on topics important to each group.

### INVESTMENT POWERS, POLICY AND PERFORMANCE

The RCM has wide investment powers and delegates the management of the investment portfolio of the RCM Board to its fund managers.

The Investment Committee of the RCM Board prepared the investment policy, which was approved by the RCM Board. The policy sets out the investment philosophy and objective, and how this will be achieved. The objective is to maintain and grow the real capital value of the investments over the long term, while providing a suitable level of income to support activities. The long-term objective for the portfolio is to achieve a return by way of income and the capital growth of CPI plus 4% per annum after fees (updated in October 2022). The Board adopted a balanced, medium-risk investment strategy. The portfolio is primarily invested in equities with diversification through exposure to fixed income, property, commodities and absolute return funds. The RCM does not directly invest in companies involved in arms manufacture, tobacco, alcohol, breast milk substitutes or fossil fuels.

The Board reviews the investment portfolio regularly with the fund managers, comparing performance against the benchmark and periodically reviewing the appropriateness of the benchmark. Overall, the investment performance has approximately mirrored the market and the benchmark during the year.

The benchmark comprises the following:

- 20% UK equities, measured by the FTSE All Share Index
- 45% Overseas developed market equities, measured by the MSCI World ex UK Index
- 5% Overseas emerging market equities, measured by the MSCI Emerging Markets Index
- 5% Gilts, measured by the FTSE Gov't All Stocks
- 5% Corporate bonds, measured by BofA non Gilts
- 10% property, measured by the IPD UK Pooled
- 2% commodities, measured by the Rogers Intl Commodity Index
- 6% absolute return, measured by SONIA+2%

2% cash, measured by SONIA

The movement of the RCM's investments during the year is shown in note 11 to the accounts.

# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

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### PRINCIPAL RISKS AND UNCERTAINTIES

The RCM is committed to adopting best practice in identifying, evaluating and cost-effectively controlling risks to ensure they are eliminated or reduced to an acceptable level. Certain risks will always exist and cannot be eliminated, but action can be put in place to minimise the likelihood of that risk occurring and its potential impact.

The RCM is committed to establishing and maintaining a systematic approach to the identifying and managing of risk. Its objectives in doing this are to:

- Ensure that risk management is clearly and consistently integrated and evidenced in the culture of the organisation;
- Manage risk in accordance with best practice;
- Anticipate and respond to changing social, economic, environmental and legislative requirements;
- Consider compliance with health and safety, insurance and legal requirements as a minimum standard
- Prevent death, injury, damage and losses, and reduce the cost of risk; and
- Inform strategic and operational decisions by identifying risks and their likely impact.

#### Principal risks for the RCM are:

##### **Impact of ongoing concerns around maternity safety**

The safety of maternity services, both for women and families and the staff that work with them, is an ongoing concern. As one of the leading organisations in maternity care, and the largest professional organisation for midwives and maternity support workers, the RCM has been heavily and actively involved in this area. This has included the preparation and submission of evidence to Select Committee and other inquiries, the reports of which have also included recommendations for RCM action. This undoubtedly has an impact, and creates risk, for the organisation.

##### **Loss of income from membership and other sources**

Membership subscriptions continue to be the main source of income for the RCM by some way and so any circumstances that put this income under pressure are a significant risk to the organisation. While the RCM firmly believes a sudden loss of members remains unlikely, a sustained fall in membership levels would have a direct impact on the RCM's ability to deliver services to its members.

There is a recognised maternity workforce shortage in the UK, predominantly in England, with many midwives speaking of their intention to leave the service. Against this backdrop, 2022 saw the first decline in RCM membership numbers in a decade, a trend which has continued in 2023 though at a decreasing rate. We continue to review what we do and to invest in systems, people and processes to ensure we are as responsive as we can be and are fulfilling the many needs of our members. The RCM is very clear about the need to operate within its means and to focus on working more effectively, more efficiently and in smarter ways.

##### **Impact of economic climate on RCM membership**

The economic climate is obviously a broad risk but does directly impact on the RCM. RCM membership is a discretionary spend, so any adverse shift in economic conditions may see members terminating their membership because of the financial hardships they are facing. While the RCM continues to engage with its members to ensure it is delivering the products and services



# THE ROYAL COLLEGE OF MIDWIVES

## STRATEGIC REPORT

### FOR THE YEAR ENDED 31 DECEMBER 2023

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they need, we are conscious that the impact of the cost of living crisis may have. The RCM will continue to mitigate for these issues.

#### RESULTS

The RCM Board has approved the audited consolidated accounts for the year ended 31 December 2023. The result for the year is total comprehensive deficit of (£235,033) (2022: deficit of £1,292,933).

The result for the year of (£235,033) included the movements on investments and the pension scheme performance, as required by Financial Reporting Standards (FRS) 102. The relevant movements are disclosed in notes 10 and 15 to the accounts respectively.

When comparing two years, overall income revenue increased from £10,762,926 (2022) to £10,789,717 (2023).

Expenditure increased from £11,257,826 (2022) to £11,281,351 (2023).

In addition, gains on investments of £577,601 in 2023, compared to a loss on investments of £586,033 experienced in 2022, were in line with general market conditions across the two years.

Having reviewed the financial position, the RCM Board reasonably expects that the company has adequate resources to continue its activities for the foreseeable future. Accordingly, the board continues to adopt the going-concern basis in preparing the financial statements.

By order of the RCM Board



**Barbara Kuypers**

Director

Date:

24 September 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ROYAL COLLEGE OF MIDWIVES

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### Opinion

We have audited the financial statements of The Royal College of Midwives (the 'parent Company') and its subsidiaries (the 'Group') for the year ended 31 December 2023, which comprise the Consolidated Statement of Comprehensive Income, the Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Company's affairs as at 31 December 2023 and of the Group's loss 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 Companies Act 2006.

### 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 directors' 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 Group's or the parent Company'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 directors with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ROYAL COLLEGE OF MIDWIVES  
(CONTINUED)

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Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Group Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and the parent Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Group Strategic Report or the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent Company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement set out on page 7, the directors 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 directors 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 directors are responsible for assessing the Group's and the parent Company'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 directors either intend to liquidate the Group or the parent Company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ROYAL COLLEGE OF MIDWIVES  
(CONTINUED)

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Auditors' responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations, are set out below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the company and the group for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Directors and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, internal audit and the Board of Directors about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance. Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards.

For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ROYAL COLLEGE OF MIDWIVES  
(CONTINUED)

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A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Vincent Marke (Senior Statutory Auditor)  
for and on behalf of  
Crowe U.K. LLP  
Chartered Accountants  
Statutory Auditor  
55 Ludgate Hill  
London  
EC4M 7JW  
Date: 26.09.2024

THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 £	2022 £
Income	4	10,672,414	10,623,187
Total income		10,672,414	10,623,187
Expenditure		(11,281,351)	(11,257,826)
Pension provision		-	(4,500,000)
Operating deficit		(608,937)	(846,639)
Interest receivable and similar income	5	117,303	139,739
Gains / (losses) on investments		577,601	(586,033)
Remeasurement of defined benefit pension scheme		(321,000)	4,288,000
Deficit before taxation		(235,033)	(1,292,933)
Deficit for the financial year		(235,033)	(1,292,933)
(Deficit) for the year attributable to:			
Owners of the parent Company		(235,033)	(1,292,933)
		(235,033)	(1,292,933)

There were no recognised gains and losses for 2023 or 2022 other than those included in the consolidated statement of comprehensive income.

There was no other comprehensive income for 2023 (2022:£NIL).

The notes on pages 26 to 44 form part of these financial statements.

THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)  
REGISTERED NUMBER:00030157

CONSOLIDATED BALANCE SHEET  
AS AT 31 DECEMBER 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Intangible assets	8	53,829	119,127
Tangible assets	9	900,157	954,274
Investments	10	6,993,877	6,478,562
		<u>7,947,863</u>	<u>7,551,963</u>
<b>Current assets</b>			
Debtors: amounts falling due within one year	11	433,662	866,385
Cash at bank and in hand	12	4,249,120	4,935,393
		<u>4,682,782</u>	<u>5,801,778</u>
Creditors: amounts falling due within one year	13	(1,281,932)	(1,769,995)
Net current assets		<u>3,400,850</u>	<u>4,061,455</u>
Total assets less current liabilities		<u>11,348,713</u>	<u>11,613,418</u>
Net assets excluding pension asset		<u>11,348,713</u>	<u>11,583,746</u>
Net assets		<u><u>11,348,713</u></u>	<u><u>11,583,746</u></u>
<b>Reserves</b>			
Branches	14	446,862	459,113
Headquarters	14	10,901,851	11,124,633
<b>Total reserves</b>		<u>11,348,713</u>	<u>11,583,746</u>
		<u><u>11,348,713</u></u>	<u><u>11,583,746</u></u>

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:



.....  
Barbara Christine Kuypers  
Director Date: 24 September 2024

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THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)  
REGISTERED NUMBER:00030157

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The notes on pages 26 to 44 form part of these financial statements.



THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)  
REGISTERED NUMBER:00030157

COMPANY BALANCE SHEET  
AS AT 31 DECEMBER 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Intangible assets	8	53,829	119,127
Tangible assets	9	900,157	954,274
Investments	10	6,592,501	6,104,053
		<u>7,546,487</u>	<u>7,177,454</u>
<b>Current assets</b>			
Debtors: amounts falling due within one year	11	516,328	713,242
Cash at bank and in hand	12	3,428,095	4,192,046
		<u>3,944,423</u>	<u>4,905,288</u>
Creditors: amounts falling due within one year	13	(1,065,909)	(1,305,579)
Net current assets		<u>2,878,514</u>	<u>3,599,709</u>
Total assets less current liabilities		<u>10,425,001</u>	<u>10,777,163</u>
Net assets excluding pension asset		<u>10,425,001</u>	<u>10,777,163</u>
Net assets		<u><u>10,425,001</u></u>	<u><u>10,777,163</u></u>
<b>Reserves</b>			
Branches	14	446,862	459,113
Headquarters	14	<b>9,978,139</b>	10,318,050
		<u>10,425,001</u>	<u>10,777,163</u>

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:



.....  
Barbara Christine Kuypers

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THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)  
REGISTERED NUMBER:00030157

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Director Date: 24 September 2024

The notes on pages 26 to 44 form part of these financial statements.

THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
Cash flows from operating activities		
Loss for the financial year	<b>(235,033)</b>	(1,292,933)
Adjustments for:		
Amortisation of intangible assets	65,298	98,524
Depreciation of tangible assets	62,957	73,128
Interest received	<b>(117,303)</b>	(139,739)
Decrease/(increase) in debtors	<b>432,723</b>	(191,028)
(Decrease)/increase in creditors	<b>(488,063)</b>	522,576
Transfer to benevolent fund	-	2,657
Movement in investment valuation	<b>(577,601)</b>	586,033
	<b>(857,022)</b>	(340,782)
Net cash generated from operating activities		
Cash flows from investing activities		
Purchase of tangible fixed assets	(8,840)	(121,864)
Purchase of unlisted and other investments	<b>(943,812)</b>	(3,124,171)
Sale of unlisted and other investments	<b>1,006,098</b>	3,027,483
Interest received	117,303	139,739
Transfer to benevolent fund	-	(2,657)
	<b>170,749</b>	(81,470)
Net cash from investing activities		
	<b>(686,273)</b>	(422,252)
Net (decrease) in cash and cash equivalents	4,935,393	5,357,645
Cash and cash equivalents at beginning of year	<b>4,249,120</b>	4,935,393
Cash and cash equivalents at the end of year		
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	4,249,120	4,935,393
	<b>4,249,120</b>	<b>4,935,393</b>

The notes on pages 26 to 44 form part of these financial statements.

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THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)

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CONSOLIDATED ANALYSIS OF NET DEBT  
FOR THE YEAR ENDED 31 DECEMBER 2023

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	At 1 January 2023 £	Cash flows £	At 31 December 2023 £
Cash at bank and in hand	4,935,393	(686,273)	4,249,120
	<u>4,935,393</u>	<u>(686,273)</u>	<u>4,249,120</u>

The notes on pages 26 to 44 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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1. General information

The Royal College of Midwives ("RCM") is a company limited by guarantee, registered in England & Wales under company number 30157, with no share capital. The RCM is registered as a trade union at 15 Mansfield Street, London, W1G 9NH and its registered office address is 10-18 Union Street, London, SE1 1SZ.

The liability of members under the guarantee is limited to £1, and at the balance sheet date there were 48,568 (2022: 49,338) members.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires Group management to exercise judgement in applying the Group's accounting policies (see note 3).

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Comprehensive Income in these financial statements.

The financial statements have been prepared in Sterling, the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

2.2 Basis of consolidation

The consolidated financial statements incorporate the financial statements of the RCM and its subsidiary, the Royal College of Midwives Trust ("RCMT").

The RCM is a corporate member of the RCMT and appoints all of the Trustees of RCMT. The financial statements of RCMT also include RCM Trust Trading Company Limited (a subsidiary company of the RCMT in which the RCMT holds the sole share), and RCM Information Services Limited (a subsidiary company of the RCMT in which the RCMT holds the sole share).

RCM have taken advantage of the exemption under Section 408 of the Companies Act 2006 in not presenting its own statement of financial activities in these statements.

2.3 Branches

The Consolidated Statement of Comprehensive Income includes:

- Income and expenditure of headquarters;
- Income and expenditure incurred by 114 (2022: 121) branches; and
- Amounts received at headquarters from branches that have not submitted accounts.

At the balance sheet date, the total amount of cash at bank and in hand as shown on the Group Balance Sheet of £4,249,120 (2022: £4,935,393) includes £453,149 (2022: £461,042) held by branches.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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2. Accounting policies (continued)

2.4 Going concern

Having reviewed the financial position and future plans, the RCM Board reasonably expects that the company has adequate resources to continue its activities for the foreseeable future. Accordingly, the Board continues to adopt the going concern basis in preparing the financial statements. Further information is provided in the Strategic Report.

2.5 Income

Membership subscriptions, commercial partnership income, and other contracts for services are recognised during the year in which the service is provided, taking into account the stage of completion at the end of the year.

Investment, interest, and similar income are credited to the income and expenditure account as they are earned.

Donations are recognised in the year they are received. Legacies are recognised during the year in which executors approve a distribution.

2.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

All expenditure is inclusive of any irrecoverable VAT.

2.7 Operating leases

Operating lease rentals are charged to the income and expenditure account on a straight-line basis over the period of the lease.

2.8 Intangible assets

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

The estimated useful lives range as follows:

Computer software and CRM	-	3	years
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2.9 Tangible fixed assets

Tangible fixed assets held for the company's own use are stated at cost, less accumulated depreciation and accumulated impairment losses. Depreciation of fixed assets is charged in equal annual instalments commencing with the year of acquisition, at rates estimated to write off their cost or valuation less any residual value over their expected useful lives, which are as follows:

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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2. Accounting policies (continued)

2.9 Tangible fixed assets (continued)

The estimated useful lives range as follows:

Freehold building	- 50	years
leasehold property	-	Over period of lease
Furniture and office equipment	- 5	years
Computer equipment	- 3	years
Intangible assets: CRM	- 3	years

2.10 Valuation of investments

Investments are stated at mid-market value at the balance sheet date. Gains are calculated based on the difference between the closing market value or sales proceeds and the purchase price or opening market value.

Investments in subsidiaries are measured at cost less accumulated impairment.

2.11 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loan receivables are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.12 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Consolidated Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Group's cash management.

2.13 Creditors

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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2. Accounting policies (continued)

2.14 Pensions

The RCM runs a defined benefit scheme for its members. The amounts charged to the income and expenditure account are the current service costs and are included as part of staff costs. Past service costs and other finance costs have been recognised in the income and expenditure account. Actuarial gains and losses are recognised in the statement of other comprehensive income.

Pension scheme assets are measured at fair value, and liabilities are measured on an actuarial basis using the projected unit method and are discounted at a rate equivalent to the current rate of return on a high-quality corporate bond. The actuarial valuation is obtained at least triennially and is updated at each balance sheet date. The actuarial assumptions used represent an area of significant estimation uncertainty. The resulting defined pension scheme asset or liability is shown separately on the face of the balance sheet.

2.15 Financial instruments

The Group has elected to apply the provisions of Section 11 “Basic Financial Instruments” of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Group's Balance Sheet when the Group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables, cash and bank balances, are initially measured at their transaction price including transaction costs and are subsequently carried at their amortised cost using the effective interest method, less any provision for impairment, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Discounting is omitted where the effect of discounting is immaterial. The Group's cash and cash equivalents, trade and most other receivables due with the operating cycle fall into this category of financial instruments.

Other financial assets

Other financial assets, which includes investments in equity instruments which are not classified as subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the recognised transaction price. Such assets are subsequently measured at fair value with the changes in fair value being recognised in the profit or loss. Where other financial assets are not publicly traded, hence their fair value cannot be measured reliably, they are measured at cost less impairment.

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting date.

Financial assets are impaired when events, subsequent to their initial recognition, indicate the



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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2. Accounting policies (continued)

2.15 Financial instruments (continued)

estimated future cash flows derived from the financial asset(s) have been adversely impacted. The impairment loss will be the difference between the current carrying amount and the present value of the future cash flows at the asset(s) original effective interest rate.

If there is a favourable change in relation to the events surrounding the impairment loss then the impairment can be reviewed for possible reversal. The reversal will not cause the current carrying amount to exceed the original carrying amount had the impairment not been recognised. The impairment reversal is recognised in the profit or loss.

Financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instruments any contract that evidences a residual interest in the assets of the Group after the deduction of all its liabilities.

Basic financial liabilities, which include trade and other payables, bank loans, other loans and loans due to fellow group companies are initially measured at their transaction price after transaction costs. When this constitutes a financing transaction, whereby the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Discounting is omitted where the effect of discounting is immaterial.

Debt instruments are subsequently carried at their amortised cost using the effective interest rate method.

Trade payables are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if the payment is due within one year. If not, they represent non-current liabilities. Trade payables are initially recognised at their transaction price and subsequently are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates, and assumptions about the carrying amount 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The directors have identified the following significant judgements, estimates, or assumptions:

Defined Benefit Pension Scheme

The RCM recognises its liability to its defined benefit pension scheme, which involves a number of estimations as disclosed in note 14.

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THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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4. Income

	2023	2022
	£	£
Membership subscriptions	9,845,510	9,424,318
Conference income	-	82,592
Branches	-	8,868
Donations and legacies	5,189	2,865
Commercial partnership income	119,981	137,475
Project income	164,389	455,435
Other income	97,305	31,781
MIDIRS	341,309	386,752
Journal/website income	98,731	90,184
Consultancy/accreditation	-	2,917
	<u>10,672,414</u>	<u>10,623,187</u>

5. Interest receivable

	2023	2022
	£	£
Other interest receivable	117,303	139,739
	<u>117,303</u>	<u>139,739</u>

6. Operating loss

The operating loss is stated after charging:

	2023	2022
	£	£
Fees payable to the company's auditors	61,320	55,080
Other operating lease rentals	180,894	180,894
Depreciation and amortisation	128,255	171,652
	<u>370,469</u>	<u>407,626</u>

Fees payable to the company's auditors comprise £47,820 (2022: £44,220) for audit services and £13,500 (2022: £10,860) for non-audit (taxation) services.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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7. Employees

Staff costs were as follows:

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Wages and salaries	5,206,453	5,163,041	4,977,753	4,919,620
Social security costs	533,937	513,973	533,937	513,973
Cost of defined contribution scheme	1,241,703	969,386	1,241,703	969,386
	<u>6,982,093</u>	<u>6,646,400</u>	<u>6,753,393</u>	<u>6,402,979</u>

The average monthly number of employees, including the directors, during the year was as follows:

	Group 2023 No.	Group 2022 No.	Company 2023 No.	Company 2022 No.
Professional	<u>92</u>	<u>95</u>	<u>95</u>	<u>95</u>

The total cost incurred in respect of key management personnel for the year was £758,568 (2022: £675,016), inclusive of pension benefits. No other employee benefits were paid.

In the prior year, an additional pension liability of £4,500,000 was accrued against an unrecognised pension asset and was, therefore, not recorded on the balance sheet. There has been no movement in this accrual in the current year.

There were no redundancy payments during the current year (2022: one payment of £30,000).

No member of the Board received any remuneration from the RCM in either the current or prior years, although Board members did receive re-imbursement of expenses totalling £26,512 (2022: £23,072).

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THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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8. Intangible assets

Group and Company

	Computer software £
Cost	
At 1 January 2023	878,631
At 31 December 2023	<u>878,631</u>
Amortisation	
At 1 January 2023	759,504
Charge for the year on owned assets	65,298
At 31 December 2023	<u>824,802</u>
Net book value	
At 31 December 2023	<u>53,829</u>
At 31 December 2022	<u>119,127</u>

At the balance sheet date, RCM had committed to spend of £90,720 (2022: £nil) in respect of redesign and rebuild of the website.

THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

9. Tangible fixed assets

Group and Company

	Freehold property £	Leasehold improvements and equipment £	Total £
Cost or valuation			
At 1 January 2023	155,000	1,164,647	1,319,647
Additions	-	8,840	8,840
At 31 December 2023	<u>155,000</u>	<u>1,173,487</u>	<u>1,328,487</u>
Depreciation			
At 1 January 2023	58,209	307,164	365,373
Charge for the year on owned assets	1,921	61,036	62,957
At 31 December 2023	<u>60,130</u>	<u>368,200</u>	<u>428,330</u>
Net book value			
At 31 December 2023	<u>94,870</u>	<u>805,287</u>	<u>900,157</u>
At 31 December 2022	<u>96,791</u>	<u>857,483</u>	<u>954,274</u>

At the balance sheet date, there were no capital commitments contracted for in respect of tangible fixed assets in either the current or prior years.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

10. Fixed asset investments

<b>Group</b>	<b>Other fixed asset investments</b>	
	<b><u>2023</u></b>	<b><u>2022</u></b>
	<b><u>£</u></b>	<b><u>£</u></b>
<b><u>Cost or valuation</u></b>		
At 1 January	6,478,562	6,968,265
Additions	948,812	3,124,172
Disposal	(1,011,098)	(3,027,843)
Revaluation	577,601	(586,032)
<b>At 31 December</b>	<b>6,993,877</b>	<b>6,478,562</b>
<b>Historical cost</b>	<b>6,165,562</b>	<b>6,245,510</b>
<b>Company</b>		
	<b>Other fixed asset investments</b>	
	<b><u>2023</u></b>	<b><u>2022</u></b>
	<b><u>£</u></b>	<b><u>£</u></b>
<b><u>Cost or valuation</u></b>		
At 1 January	6,104,053	6,569,120
Additions	940,181	2,952,346
Disposal	(1,011,098)	(2,861,007)
Revaluation	559,365	(556,406)
<b>At 31 December</b>	<b>6,592,501</b>	<b>6,104,053</b>
<b>Historical cost</b>	<b>6,041,247</b>	<b>5,900,312</b>

Investments are held in a mixture of unit trusts by Cazenove Capital. Investments brought forward include cash held by the investment managers that was included within cash at bank and in hand in the prior year but has been reclassified this year to reflect the nature of the balance.

THE ROYAL COLLEGE OF MIDWIVES  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

11. Debtors

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Trade debtors	156,879	487,268	13,883	104,594
Amounts owed by group undertakings	-	-	241,797	245,209
Other debtors	48,882	229,521	47,440	229,521
Prepayments and accrued income	227,901	149,596	213,208	133,918
	<u>433,662</u>	<u>866,385</u>	<u>516,328</u>	<u>713,242</u>

Certain balances for the prior year have been reclassified between debtors and creditors, and between individual lines within these notes, to remove any offsetting and to reflect the nature of the balances.

12. Cash and cash equivalents

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Cash at bank and in hand	4,249,120	4,935,393	3,428,095	4,192,046
	<u>4,249,120</u>	<u>4,935,393</u>	<u>3,428,095</u>	<u>4,192,046</u>

In 2022, bank and cash balances included cash held by the investment managers but has been reclassified this year to be included within investments as per note 10.

13. Creditors: Amounts falling due within one year

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Trade creditors	393,604	450,677	358,205	304,637
Other taxation and social security	145,427	171,695	143,905	171,695
Other creditors	517,201	381,563	517,201	381,561
Accruals and deferred income	225,700	736,388	46,598	447,686
	<u>1,281,932</u>	<u>1,740,323</u>	<u>1,065,909</u>	<u>1,305,579</u>

Certain balances for the prior year have been reclassified between debtors and creditors, and between individual lines within these notes, to remove any offsetting and to reflect the nature of the balances.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

14. Reserves

Other reserves

	<u>Balance b/fwd at</u> <u>1 January 2023</u>	<u>Movement in</u> <u>the period</u>	<u>Revaluation</u>	<u>Balance c/fwd at</u> <u>31 December</u> <u>2023</u>
	£	£	£	£
<b><u>Specific Funds</u></b>				
Headquarters' specific fund	111,471	(774)	24,427	<b>135,124</b>
Headquarters benevolent fund	494	5,189	-	<b>5,683</b>
<b>Total Specific Funds</b>	<b>111,965</b>	<b>4,415</b>	<b>24,427</b>	<b>140,807</b>
<b><u>General Funds</u></b>				
Headquarters	6,512,967	(805,097)	553,174	<b>6,261,044</b>
Branches	458,814	(11,952)	-	<b>446,862</b>
<b>Total General Funds</b>	<b>6,971,781</b>	<b>(817,049)</b>	<b>553,174</b>	<b>6,707,906</b>
<b>Pension Fund Reserve</b>	<b>4,500,000</b>	-	-	<b>4,500,000</b>
<b>TOTAL FUNDS</b>	<b>11,583,746</b>	<b>(812,634)</b>	<b>577,601</b>	<b>11,348,713</b>

RCM worked with Cavell Nurses Trust ("CNT") since 2018 to improve the efficiency and performance of the Benevolent Fund. CNT administered the fund on behalf of the RCM under a management fee arrangement. In this time, a number of improvements were made to the speed of our service, the amount of support we were able (jointly) to give to midwives and MSWs facing financial hardship and the customer service we were able to deliver. Throughout this process, RCM and CNT worked to a common objective: to increase the number of midwives and MSWs we were able to support.

In 2021 the Executive proposed that RCM Trust should consider transferring the entire Benevolent Fund to CNT to secure its long-term future and its sustainability. The Executive team have used the Charity Commissioner's checklist to work through the strengths, weaknesses, opportunities and threats associated with this proposal. The Executive also explored the legal requirements, reputational risks, and benefits to the RCM and its members. The RCM Trust formally agreed to asset transfer and most of the Benevolent Fund assets were transferred to Cavell Nurses Trust on 23 November 2022. The funds transferred have been ring-fenced for the benefit of midwives, students midwives, and MSWs only. The RCM did not close the Benevolent Fund as a charity and has kept Unity bank accounts with a holding of £1. This is to allow RCM to receive any future donations/ legacies made to the RCM BF.



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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15. Pensions

The RCM operates a defined benefit scheme in the UK. This is a separate trustee-administered fund that holds the pension scheme assets to meet long-term pension liabilities. A full actuarial valuation is being carried out at 31 March 2022 and the preliminary results have been updated to 31 December 2023 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below. Note the surplus for 2023 is not considered a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102. There is a difference between accounting and actuarial valuation.

This most recent actuarial valuation showed a surplus of £751,000. The RCM has agreed with the trustees that it will pay 26.1% of pensionable pay in respect of the cost of accruing benefits, death in service benefits and expenses. In addition, the RCM will pay any levies to the Pension Protection Fund. Member contributions are payable in addition at the rate of 7% of pensionable pay.

The English High Court ruling in *Lloyds Banking Group Pension Trustees Limited v Lloyds Bank plc and others* was published on 26 October 2018, and held that UK pension schemes with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. The case also gave some guidance on related matters, including the methods for equalisation.

The trustees of the scheme will need to obtain legal advice covering the impact of the ruling on this scheme, before deciding with the employer on the method to adopt. An allowance for the additional liabilities as a result of this ruling is included within the defined benefit obligation.

The defined benefit cost for the fiscal year ending on the 31 December 2023 does not include any past service cost arising following a High Court case on 20 November 2022 which ruled that transfers out of the Plan, between 17 May 1990 and 28 October 2018, need to be revisited and equalised for GMP (if applicable), given that the impact of this ruling is assumed to be immaterial to the scheme.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

Plan Name		The Pension Scheme for the Royal College of Midwives	
Country		UK	
Financial year ending on		000s	000s
		31/12/2023	31/12/2022
Currency information			
Reporting currency		GBP	GBP
<b>A.</b>	<b>Change in defined benefit obligation</b>		
1.	Defined benefit obligation at end of prior year	29,672	38,863
2.	Cost (excluding interest)		
	a. Change arising from employee service in reporting period	383	909
	b. (Gain) / loss on curtailments / changes / introductions	-	-
	c. (Gain) / loss on settlements	-	-
3.	Interest expense	1,242	699
4.	Cash flows		
	a. Benefit payments from plan assets	(1,315)	(1,276)
	b. Benefit payments from employer	-	-
	c. Settlement payments from plan assets	-	-
	d. Settlement payments from employer	-	-
	e. Participant contributions	304	343
	f. <u>Administrative</u> expenses included in the DBO	-	-
	g. Taxes included in the DBO	-	-
	h. Insurance premiums for risk benefits	-	-
5.	Other significant events		
	a. additional pension liability	-	4,500
	b. Increase (decrease) due to plan combinations	-	-
6.	Remeasurements		
	a. Effect of changes in assumptions	(90)	(17,493)
	b. Effect of experience adjustments	(24)	3,127
7.	Effect of changes in foreign exchange rates	-	-
8.	Defined benefit obligation at end of year	30,172	29,672
<b>B.</b>	<b>Change in fair value of plan assets</b>		
1.	Fair value of plan assets at end of prior year	33,644	46,009
2.	Interest income	1,674	830
3.	Cash flows		
	a. Total employer contributions		
	(i) Employer contributions	1,135	1,276

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

	(ii) Employer direct benefit payments	-	-
	(iii) Employer direct settlement payments	-	-
	b. Participant contributions	304	343
	c. Benefit payments from plan assets	(1,315)	(1,276)
	d. Benefit payments from employer	-	-
	e. Settlement payments from plan assets	-	-
	f. Settlement payments from employer	-	-
	g. <u>Administrative</u> expenses paid from plan assets	(439)	(157)
	h. Taxes paid from plan assets	-	-
	i. Insurance premiums for risk benefits	-	-
4.	Other significant events		
	a. Increase (decrease) due to effect of any business combinations / divestitures / transfers	-	-
	b. Increase (decrease) due to plan combinations	-	-
5.	Remeasurements		
	a. Return on plan assets (excluding interest income)	55	(13,381)
6.	Effect of changes in foreign exchange rates	-	-
7.	<b>Fair value of plan assets at end of year</b>	<b>35,058</b>	<b>33,644</b>
<b>C.</b>	<b>Change in asset ceiling</b>		
1.	Asset ceiling at end of prior year	3,972	7,146
2.	Interest income	424	129
3.	Remeasurements		
	a. Changes in asset ceiling (excluding interest income)	490	(3,303)
4.	Effect of changes in foreign exchange rates	-	-
5.	<b>Asset ceiling at end of year</b>	<b>4,886</b>	<b>3,972</b>
<b>D.</b>	<b>Amounts recognized in the statement of financial position</b>		
1.	Defined benefit obligation	(30,172)	(29,672)
2.	Fair value of plan assets	<u>35,058</u>	33,644
3.	<b>Funded status</b>	<b>(4,886)</b>	<b>(3,972)</b>
4.	Effect of asset ceiling	4,886	3,972
5.	<b>Net defined benefit liability (asset)</b>	<b>-</b>	<b>-</b>
<b>E.</b>	<b>Cost relating to defined benefit plans</b>		
1.	Cost (excluding interest)		
	a. Change arising from employee service in reporting period	383	909
	b. Change arising from employee service in reporting period to reimbursement rights	-	-
	c. (Gain) / loss on curtailments / changes / introductions	-	4,500
	d. (Gain) / loss on settlements	-	-

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

		<b>e. Total cost</b>		<b>383</b>	<b>5,409</b>
	2.	Net interest cost			
		a. Interest expense on DBO		1,242	699
		b. Interest (income) on plan assets		(1,674)	(830)
		c. Interest (income) on reimbursement rights		-	-
		d. Interest expense on effect of (asset ceiling)		424	129
		<b>e. Total net interest cost</b>		<b>(8)</b>	<b>(2)</b>
	3.	Remeasurements of Other <u>Long Term</u> Benefits		-	-
	4.	Administrative expenses and/or taxes (not reserved within DBO)		439	157
	5.	<b>Cost relating to defined benefit plans included in P&amp;L</b>		<b>814</b>	<b>5,564</b>
E.6	6.	Remeasurements (recognized in other comprehensive income)		-	-
		a. Effect of changes in assumptions		(90)	(17,493)
		b. Effect of experience adjustments		(24)	3,127
		c. (Return) on plan assets (excluding interest income)		(55)	13,381
		d. (Return) on reimbursement rights (excluding interest income)		-	-
		e. Changes in asset ceiling (excluding interest income)		490	(3,303)
		<b>f. Total remeasurements included in OCI</b>		<b>(321)</b>	<b>(4,288)</b>
	7.	<b>Total cost related to defined benefit plans recognized in P&amp;L and OCI</b>		<b>1,135</b>	<b>1,276</b>
	<b>F.</b>	<b>Net defined benefit liability (asset) reconciliation</b>			
	1.	Net defined benefit liability (asset)		-	-
	2.	Cost relating to defined benefit plans included in P&L		814	(5,564)
	3.	Total remeasurements included in OCI		(321)	(4,288)
	4.	Other significant events			
		a. Net transfer in/(out) (including the effect of any business combinations/divestitures)		-	-
		b. Amounts recognized due to plan combinations		-	-
	5.	Cash flows			
		a. Employer contributions		(1,135)	(1,276)
		b. Employer direct benefit payments		-	-
		c. Employer direct settlement payments		-	-
	6.	Credit to reimbursements		-	-
	6.	Effect of changes in foreign exchange rates		-	-
	7.	<b>Net defined benefit liability (asset) as of end of year</b>		<b>-</b>	<b>-</b>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

<b>G.</b>	<b>Defined benefit obligation</b>			
1.	Defined benefit obligation by participant status			5,409
	a. Actives	6,337		5,328
	b. Vested <del>deferreds</del>	6,537		6,246
	c. Retirees	17,298		18,098
	<b>d. Total</b>	<b>30,172</b>		<b>29,672</b>
<b>H.</b>	<b>Plan assets</b>			
1.	Fair value of plan assets			
	a. Cash and cash equivalents	84		74
	b. Equity instruments	13,180		12,342
	c. Debt instruments	2,992		2,821
	d. Real estate	2,792		2,809
	e. Other	16,010		15,598
	<b>f. Total</b>	<b>35,058</b>		<b>33,644</b>
2.	Amount invested in entity's own financial instruments			
	a. Equity instruments	-		-
	b. Debt instruments	-		-
	c. Real estate	-		-
	d. Other	-		-
	<b>e. Total</b>	<b>-</b>		<b>-</b>
3.	Actual return on plan assets	1,729		(12,551)
<b>I.</b>	<b>Significant actuarial assumptions</b>			
	<i>Weighted-average assumptions to determine defined benefit obligation</i>			
	Discount rate	4.80%		5.00%
	Salary <u>increase</u> rate	3.15%		3.25%
	Price inflation rate (RPI)	3.15%		3.25%
	Price inflation rate (CPI)	2.75%		2.75%
	Post-retirement mortality assumption	91% (males) and 94%(females) of the standard tables S3PxA_H Year of Birth, no age rating projected using CMI_2022 converging to 1.25% p.a.		94% (males and 97%(females) of the standard tables S3PxA_H Year of Birth, no age rating projected using CMI_2021 converging to 1.25% p.a.
	Assumed life expectancy on retirement at age 65			
	Retiring today (member <u>age</u> 65)	20.0 (M) / 23.1 (F)		20.5 (M) / 23.4 (F)
	Retiring in 20 years (member <u>age</u> 45 today)	21.3 (M) / 24.6 (F)		21.9 (M) / <u>25.0</u> (F)
	Duration (in years)	15		13

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

<i>Weighted-average assumptions to determine cost relating to defined benefit plans</i>				
		Discount rate	5.00%	1.80%
		Salary <u>increase</u> rate	3.25%	3.45%
		Price inflation rate (RPI)	3.25%	3.45%
		Price inflation rate (CPI)	2.75%	2.95%
		Post-retirement mortality assumption	94% (males) and 97% (females) of the standard tables S3PxA, Year of Birth, no age rating projected using CMI_2021 converging to 1.25% p.a.	102% of the standard tables S3PxA, Year of Birth, no age rating projected using CMI_2020 converging to 1.25% p.a.
		Assumed life expectancy on retirement at age 65		
		Retiring today	20.5 (M) / 23.4 (F)	21.9 (M) / 24.2 (F)
		Retiring in 20 years	21.9 (M) / 25.0 (F)	23.3 (M) / 25.7 (F)
<b>J.</b>	<b>Sensitivity analysis</b>			
	<i>Present value of defined benefit obligation</i>			
		Discount rate - 25 basis points	31,036	25,981
		Discount rate + 25 basis points	27,355	24,406
		Price inflation rate - 25 basis points	28,489	24,648
		Price inflation rate + 25 basis points	29,873	25,834
		Post-retirement mortality assumption - 1 year age rating	30,050	25,960

16. Commitments under operating leases

At 31 December 2023 the Group and the Company had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Not later than 1 year	180,610	180,610	180,610	180,610
Later than 1 year and not later than 5 years	866,278	866,278	866,278	866,278
Later than 5 years	1,686,080	1,866,690	1,686,080	1,866,690
	<u>2,732,968</u>	<u>2,913,578</u>	<u>2,732,968</u>	<u>2,913,578</u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

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17. Subsidiary undertakings and related party transactions

The RCM is the ultimate parent entity of the RCM Group, which includes the wholly-owned subsidiaries The Royal College of Midwives Trust, RCM Trust Trading Company Limited, and RCM Information Services Limited. The individual financial statements of all entities are consolidated within these group financial statements as disclosed in note 2.2. All subsidiaries are incorporated and registered in England & Wales, and consolidated financial statements are available from RCM's registered office address.

RCM has taken advantage of the exemptions available under FRS102 paragraph 33.1A not to disclose transactions and balances with wholly-owned group members.



# Accounting policies

(see notes 84 and 85)

## Signatures to the annual return

(see notes 86 & 87)

**Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here**

Secretary's Signature:		Chairman's Signature:	
			<small>(or other official whose position should be stated)</small>
Name:	Chris Truman, Chief Operating Officer	Name:	Gill Walton, CEO & General Secretary
Date:		Date:	

## Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes		No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes		No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes		No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes		No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes		To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		No	



# Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

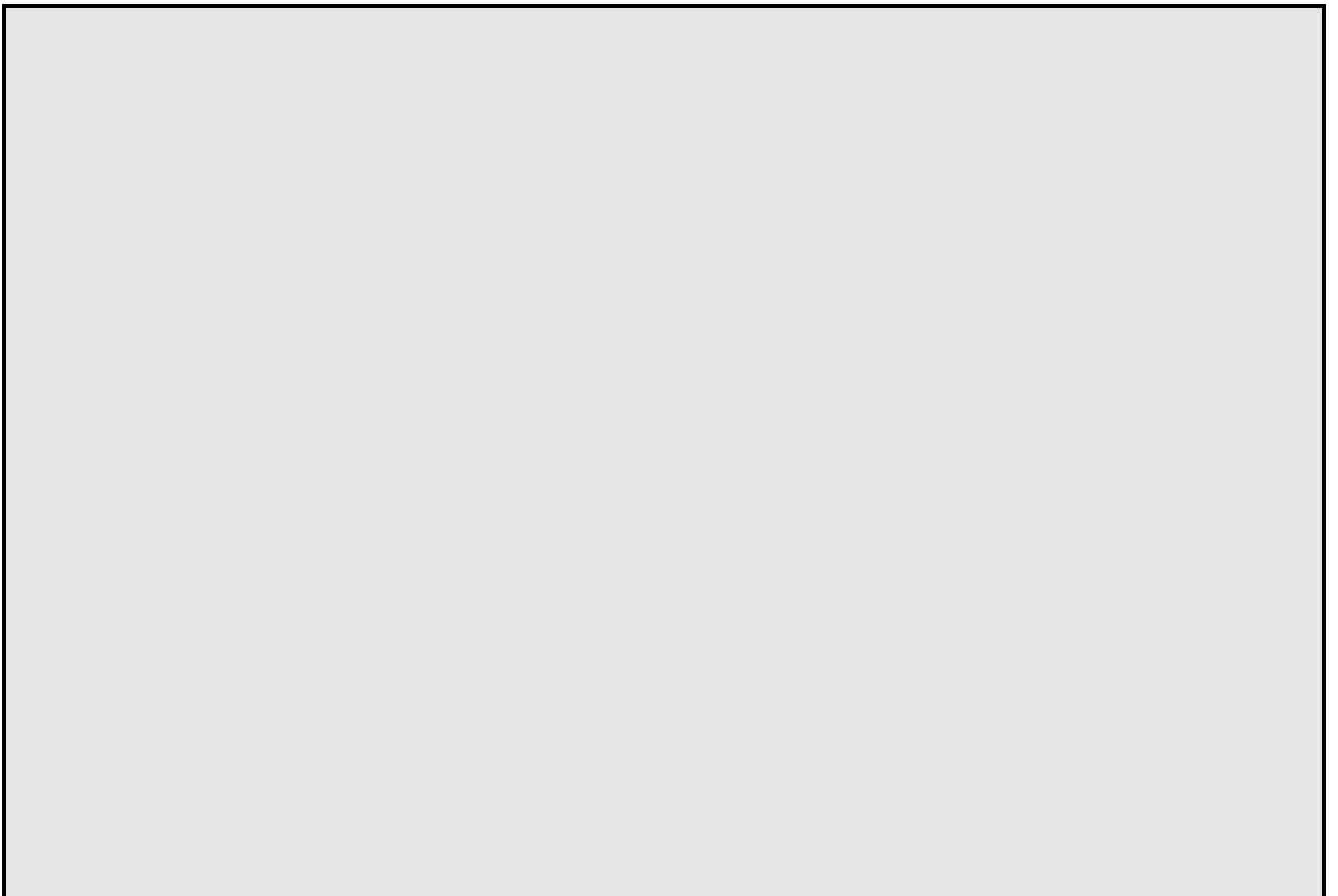
Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

**In our opinion the financial statements:**

- **give a true and fair view of the matters to which they relate to.**
- **have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.**

**Auditor's report (continued)**



Signature(s) of auditor or auditors:

Name(s):

Vincent Marke

Profession(s) or Calling(s):

Audit Partner, ACA

Address(es):

55 Ludgate Hill

London

Postcode

EC4M 7JW

Date

23-Jul-24

Contact name for inquiries and telephone number:

vincent marke:  
vincent.marke@crowe.co.uk

N.B. When notes to the account are referred to in the auditor's report a copy of those notes must accompany this return.

## Membership audit certificate

made in accordance with section 24ZD of the Trade Union and Labour  
Relations (Consolidation) Act 1992

(See notes 97 to 103)

At the end of the reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

**Yes / No**

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

## Membership audit certificate

### Section one

*For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer*

- 1 In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

**Yes / No**

- 2 In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

**Yes / No**

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

## Membership audit certificate (continued)

Signature of assurer	Vincent Marke
Name	Vincent Marke
Address	Crowe U.K. LLP, 55 Ludgate Hill, London, EC4M 7JW
Date	26.09.2024
Contact name and telephone number	

## Membership audit certificate

### Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

**Yes / No**

If "No" Please explain below:

Signature	
Name	
Office held	
Date	

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**  
**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**Trustees** Keelie Barrett, Chair (appointed 1 September 2023)  
Pauline Anne Twigg, Former Chair (resigned 31 August 2023)  
Janet Ballintine (resigned 31 August 2023)  
Michelle Beacock (resigned 31 August 2023)  
Melissa Davis (appointed 1 September 2023)  
Nerys Kirtley  
Angharad Oyler (appointed 1 September 2023)

**Company registered number** 1345335

**Charity registered numbers** 275261 and SC039694

**Registered office** 10- 18 Union Street  
London  
SE1 1SZ

**Independent auditors** Crowe U.K. LLP  
Chartered Accountants  
London  
EC4M 7JW

**Bankers** Unity Trust Bank plc  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

**Solicitors** Bates Wells Braithwaite  
10 Queen Street Place  
London  
EC4R 1BE



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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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The Trustees present their Annual Report together with the audited financial statements of the Charity for the year 1 January 2023 to 31 December 2023. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the Charity qualify as small under section 383 of the Companies Act 2006, the Group Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

The objectives of the Royal College of Midwives Trust ("RCMT", "RCM Trust", or "the Charity") are as follows:

- Promote the professional education of midwives
- Provide information services to the Royal College of Midwives ("RCM") members and public
- Promote midwifery practice
- Raise the research profile

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**Achievements and performance**

**a. Main achievements of the Charity**

During the year, the Charity carried out the following activities towards meeting its above objectives:

**Promote the professional education of midwives**

There were no grants paid in 2023 to the RCM to carry out work on the RCM Trust's behalf that fulfils the objectives of the Trust to promote and advance the art and science of midwifery and the effectiveness of midwives. Those activities were funded by the RCM only.

**Provide information services to RCM members and public**

2023 saw the RCM focus on ongoing challenges around workforce, both recruitment and retention, and the safety of maternity services. The RCM continued to build on work done in 2022 on sharing its concerns, its aspirations and its solutions to these deep-seated issues. The College received and responded to a significant number of requests during 2023 to submit evidence to enquiries and reports, including those by parliamentary committees and national enquiries. The College and its staff also frequently appeared in the media.

**Promote midwifery practice**

As the professional association for midwives and MSWs practising in the UK, the RCM develops and disseminates advice and guidance to aid safe, positive midwifery practice. Safety has remained at the forefront of the RCM's work across 2023. The College produced a number of publications and events to support its members and to improve practice and cohesion across multi-disciplinary teams.

**Raise the research profile**

The RCM's commitment to supporting good quality midwifery research continued in 2023. As part of the Research strategy a significant piece of work was started on the Research Prioritisation project, focusing on understanding members research needs and priorities.

**b. Fundraising**

No professional fundraisers were used in the period, nor does RCM Trust have plans to engage any in the foreseeable future, and so no monitoring of fundraising activities by third parties is currently undertaken (RCM Trust does not currently subscribe to any fundraising standards or schemes). No complaints were received regarding fundraising practices during the period. The Trustees seek to protect all individuals, especially those considered vulnerable, when raising funds using existing group safeguarding policies and practices.

**c. The Alliance Partnerships**

The Alliance Partnerships continue to support the aims and objectives of the RCM Trust. The current Alliance Partners are:

Emma's Diary  
Slimming World  
Vitabiotics

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**Achievements and performance (continued)**

**d. RCM Information Services Limited - Midirs**

Subscription levels continued to improve from 2022, mostly from joint Student RCM members. At 30 November 2023, MIDIRS had 2,543 subscribers which is a 91% increase since joining the RCM in February 2021 (1,327 vs 2,543). Institution subscriptions remained stable.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

**b. Reserves policy**

Following a governance review in a prior year, which considered the relationship between the RCM and the RCMT, it was concluded that activities historically attributed to the RCMT can be performed by the RCM.

The impact of the review was that the RCMT in future would be a much smaller entity with income and associated expenditure considerably reduced. The main source of income will be the donations from its subsidiaries, investments, and grants from external funders.

By implementing the governance review and recommendations in full, the Trustees would like to keep free reserves for operation purposes at the level of around £500K.

The main expenditure will be the library costs estimated at around £100K per year, a provision set aside of around £200K for funding potential projects should they arise, and £200K for unforeseen liabilities.

The financial statements show that total funds of the Group at the balance sheet date were £923,711 (2022: £835,154), comprising endowed funds of £135,124 (2022: £111,471), restricted funds of £34,248 (2022: £29,059), and unrestricted funds of £754,339 (2022: £694,624).

The reserves policy was met throughout the year.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**c. Financial summary**

The RCM Trust group's total incoming resources amounted to £501,660 for the year, compared to £532,019 for the previous period. The main sources of income are the Alliance programme, investments, income from Midwives Information and Resource Service (MIDIRS), and donations.

Overall expenditure amounted to £431,339 compared to £450,124 in the previous period. After taking into account the gain on investments of £18,236, the RCM Trust Group shows a net gain in funds of £88,557. This compares with the previous period's net movement of £52,269.

The results include the RCM Trust Trading Company's result of a net operating profit of £106,687 (2022: profit of £132,532). The company donates its profit to the RCM Trust. Separate financial statements for RCM Trust Trading Company Limited have been prepared, audited, and approved by the directors.

The Benevolent Fund was transferred to Cavell Nursing Trust in November 2021.

The result for RCM Information Services Limited shows a profit of £56,331 (2022: surplus of £52,709). Separate financial statements for RCM Information Services Limited have been prepared, audited, and approved by the directors.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**d. Investment powers, policy, and performance**

The Trustees have wide investment powers and delegate responsibility for managing the investment portfolio of the RCM Trust to its fund managers.

The investment policy has been prepared by the Investment Committee of the Board of Trustees and was approved by the Board of Trustees. The policy makes explicit the RCM Trust investment philosophy, and sets out the investment objectives and how these will be achieved. The investment objective is to maintain and grow the real capital value of the investments over the long term, while providing a suitable level of income to support the activities of the Trust. The long-term objective for the investment portfolio is to achieve a return by way of income and the capital growth of CPI plus 4% per annum after fees (updated in October 2021). The Trustees adopted a balanced investment strategy with a medium-risk tolerance. The portfolio is primarily invested in equities with diversification through exposure to fixed income, property, commodities and absolute return funds.

The RCM Trust has adopted an investment policy which ensures its investments do not conflict with its aims. The RCM Trust does not invest directly in companies involved in arms manufacture, tobacco, alcohol, breast milk substitutes or fossil fuels.

The Trustees review the investment portfolio regularly with the fund managers, comparing performance against the benchmark and periodically reviewing the appropriateness of the benchmark. Overall, the investment performance has approximately mirrored the market and the benchmark during the year.

The RCM Trust's benchmark comprises the following:

- 20% UK equities, measured by the FTSE All Share Index
- 45% Overseas developed market equities, measured by the MSCI World ex UK Index
- 5% Overseas emerging market equities, measured by the MSCI Emerging Markets Index
- 5% Gilts, measured by the FTSE Gov't All Stocks
- 5% Corporate bonds, measured by BofA non-Gilts
- 10% property, measured by the IPD UK Pooled
- 2% commodities, measured by SONIA+2%
- 6% absolute return, measured by SONIA+2%
- 2% cash, measured by SONIA

The movement of the RCM Trust's investments during the year is shown in note 12 to the accounts.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**e. Principal risks and uncertainties**

The Trustees are responsible for managing the risks faced by the RCM Trust. An annual review of the RCM Trust's risk management processes and systems took place, and policies have been put in place to mitigate any significant risk identified.

Loss of income from the RCM Alliance programme

The RCM remains very aware of the need to demonstrate value to its partners. This is even more important as the Alliance comprises of three long standing partners, all of whom are highly valued. There continues to be a focus on ensuring that the partnerships remain relevant and beneficial to all parties. With this in mind, the RCM has sought to ensure that partners continue to value the access and association with the College.

Loss of income for RCM Information Services

Midirs continues to be the key income stream for RCM Information Services, which is a risk, particularly when individuals and organisations are looking to reduce their outgoings. To mitigate against this, the RCM has successfully sought to increase offering and promote the services available via Midirs to ensure existing subscribers are retained and new subscribers signed up.

**Structure, governance and management**

**a. Constitution**

Royal College of midwives Trust is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association. Its governing document is its Articles of Association dated 19 May 2016.

**b. Methods of appointment or election of Trustees**

The management of the Group and the Charity is the responsibility of the Trustees who are elected by the RCM (sole member of RCM Trust and ultimate parent entity) and are appointed for terms of two years.

**c. Organisational structure and decision-making policies**

The Trustees are collectively known as the Board of Trustees (or the Trustee Board). Trustees are non-executive and unpaid. The Board retains overall responsibility for the control of the Trust. The Board of Trustees is advised by an audit and risk committee.

**d. Policies adopted for the induction and training of Trustees**

An induction for newly appointed trustees is held every two years as near as conveniently possible to the date on which they take up office. Thereafter, trustees are supported for further education and training by external providers, including the Trust's auditor and investment manager.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**Structure, governance and management (continued)**

**e. Related party relationships**

The RCM Trust is a company limited by guarantee and is a subsidiary of The Royal College of Midwives (the RCM). The RCM is the sole member of the Trust.

Parties to which the RCM Trust is related are:

- i. The RCM - ultimate parent entity
- ii. RCM Trust Trading Company Limited - wholly-owned subsidiary of RCM Trust
- iii. RCM Information Services Limited - wholly-owned subsidiary of RCM Trust

**Plans for future periods**

RCM Trust is aiming to continue to carry on with its objectives set up by Trustees. These are to promote the professional education of midwives and midwifery practice. It will also continue to provide information services to RCM members and public and try to raise the research profile.

**Disclosure of information to auditors**

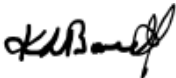
Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

**Auditors**

The auditors, Crowe U.K. LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....  
**Keelie Barrett**  
Chair

Date: 17 July 2024

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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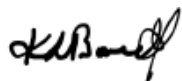
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these 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 (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:



.....  
**Keelie Barrett**  
Chair

Date: 17 July 2024



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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ROYAL COLLEGE OF MIDWIVES TRUST**

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**Opinion**

We have audited the financial statements of Royal College of midwives Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Charity Balance Sheet, and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 December 2023 and of the Group's incoming resources and application of resources, including its income and expenditure 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 Companies Act 2006, Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006.

**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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent charitable company'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 Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ROYAL COLLEGE OF MIDWIVES TRUST**  
**(CONTINUED)**

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**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

**Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) 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 Group's and the parent charitable company'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 Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ROYAL COLLEGE OF MIDWIVES TRUST**  
**(CONTINUED)**

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**Auditors' responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

**Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 and The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations was taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Board of Directors about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ROYAL COLLEGE OF MIDWIVES TRUST**  
**(CONTINUED)**

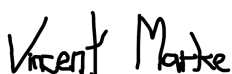
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compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Vincent Marke (Senior Statutory Auditor)**

for and on behalf of

**Crowe U.K. LLP**

Chartered Accountants

Statutory Auditors

London

EC4M 7JW

Date: 26.09.2024

Crowe U.K. LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Endowment funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income and endowments from:</b>						
Donations and legacies	4	1,015	5,189	-	6,204	2,415
Other trading activities	5	489,668	-	-	489,668	524,227
Investments	6	5,788	-	-	5,788	5,377
<b>Total income and endowments</b>		<b>496,471</b>	<b>5,189</b>	<b>-</b>	<b>501,660</b>	<b>532,019</b>
<b>Expenditure on:</b>						
Raising funds	7	328,175	-	774	328,949	338,986
Charitable activities	8	102,390	-	-	102,390	111,138
<b>Total expenditure</b>		<b>430,565</b>	<b>-</b>	<b>774</b>	<b>431,339</b>	<b>450,124</b>
<b>Net income/(expenditure) before net (losses)/gains on investments</b>						
		<b>65,906</b>	<b>5,189</b>	<b>(774)</b>	<b>70,321</b>	<b>81,895</b>
Net (losses)/gains on investments		<b>(6,191)</b>	<b>-</b>	<b>24,427</b>	<b>18,236</b>	<b>(29,626)</b>
<b>Net movement in funds</b>		<b>59,715</b>	<b>5,189</b>	<b>23,653</b>	<b>88,557</b>	<b>52,269</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		<b>694,624</b>	<b>29,059</b>	<b>111,471</b>	<b>835,154</b>	<b>782,885</b>
Net movement in funds		<b>59,715</b>	<b>5,189</b>	<b>23,653</b>	<b>88,557</b>	<b>52,269</b>
<b>Total funds carried forward</b>		<b>754,339</b>	<b>34,248</b>	<b>135,124</b>	<b>923,711</b>	<b>835,154</b>

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 19 to 32 form part of these financial statements.

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 1345335**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 DECEMBER 2023**

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Investments	12	401,374	379,647
		<u>401,374</u>	<u>379,647</u>
<b>Current assets</b>			
Debtors	13	159,131	392,111
Cash at bank and in hand		821,025	743,347
		<u>980,156</u>	<u>1,135,458</u>
Creditors: amounts falling due within one year	14	(457,819)	(679,951)
<b>Net current assets</b>		<u>522,337</u>	<u>455,507</u>
<b>Total assets less current liabilities</b>		<u>923,711</u>	<u>835,154</u>
<b>Net assets excluding pension asset</b>		<u>923,711</u>	<u>835,154</u>
<b>Total net assets</b>		<u><u>923,711</u></u>	<u><u>835,154</u></u>
<b>Charity funds</b>			
Endowment funds	15	135,124	111,471
Restricted funds:			
Restricted funds	15	28,565	28,565
Restricted funds - class ii	15	5,683	494
		<u>34,248</u>	<u>29,059</u>
Total restricted funds	15	34,248	29,059
Unrestricted funds	15	754,339	694,624
<b>Total funds</b>		<u><u>923,711</u></u>	<u><u>835,154</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**CONSOLIDATED BALANCE SHEET (CONTINUED)**  
**AS AT 31 DECEMBER 2023**

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The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....  
**Keelie Barrett**  
Trustee

Date: 17 July 2024

The notes on pages 19 to 32 form part of these financial statements.

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 1345335**

**CHARITY STATEMENT OF FINANCIAL POSITION**  
**AS AT 31 DECEMBER 2023**

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Investments	12	401,376	379,647
		<u>401,376</u>	<u>379,647</u>
<b>Current assets</b>			
Debtors	13	113,530	139,204
Cash at bank and in hand		604,199	553,641
		<u>717,729</u>	<u>692,845</u>
Creditors: amounts falling due within one year	14	(40,183)	(26,096)
<b>Net current assets</b>		<u>677,546</u>	<u>666,749</u>
<b>Total assets less current liabilities</b>		<u>1,078,922</u>	<u>1,046,396</u>
<b>Net assets excluding pension asset</b>		<u>1,078,922</u>	<u>1,046,396</u>
<b>Total net assets</b>		<u><u>1,078,922</u></u>	<u><u>1,046,396</u></u>
<b>Charity funds</b>			
Endowment funds	15	135,124	111,471
Restricted funds:			
Restricted funds	15	28,565	28,565
Benevolent funds	15	5,683	494
		<u>34,248</u>	<u>29,059</u>
Total restricted funds	15	34,248	29,059
Unrestricted funds	15	909,550	905,866
<b>Total funds</b>		<u><u>1,078,922</u></u>	<u><u>1,046,396</u></u>

The Charity's net movement in funds for the year was £32,526 (2022 - £(132,972)).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.



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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**CHARITY STATEMENT OF FINANCIAL POSITION (CONTINUED)**  
**AS AT 31 DECEMBER 2023**

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The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....  
**Keelie Barrett**  
Trustee

Date: 17 July 2024

The notes on pages 19 to 32 form part of these financial statements.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**1. General information**

The Royal College of Midwives Trust ("RCM Trust") is a charitable company limited by guarantee registered in England & Wales under company number 1345335. It is registered with the Charity Commission in England & Wales under charity number 275261 and with the Office of the Scottish Charity Regulator in Scotland under number SC039694. The registered office address of RCM Trust is 10-18 Union Street, London, SE1 1SZ.

The liability of members under the guarantee is limited to £1.

The charitable objects of RCM Trust are set out in the Trustees' Report on page 1.

**2. Accounting policies**

**2.1 Basis of preparation and consolidation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Royal College of midwives Trust 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.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements. The Charity and Group has also taken advantage of the exemption available and not prepared a cash flow statement as a consolidated cash flow statement is prepared by the ultimate parent entity.

The financial statements have been prepared in Sterling, the functional currency of the Group and the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

**2.2 Going concern**

Having reviewed the financial position of the Charity and its trading subsidiaries, alongside expected future income, expenditure, and future plans of the Group, and after considering the financial position and strength of The Royal College of Midwives, the Trustees reasonably expect that the Charity has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt a going concern basis in preparing the financial statements.

**2.3 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**2. Accounting policies (continued)**

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Investments**

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

Investments held as fixed assets are shown at cost less provision for impairment.

**2.6 Debtors**

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

**2.7 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**2. Accounting policies (continued)**

**2.8 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

**2.9 Financial instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.10 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 Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Critical accounting estimates and areas of judgement**

In the application of the company's accounting policies, the directors are required to make judgements, estimates, and assumptions about the carrying amount 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees have not identified any significant judgements, estimates, or assumptions that are considered to give rise to risk of material misstatement in the next accounting period.

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**4. Income from donations and legacies**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Donations	1,015	5,189	<b>6,204</b>	2,415
<i>Total 2022</i>	<u>715</u>	<u>1,700</u>	<u>2,415</u>	

**5. Income from other trading activities**

**Income from non charitable trading activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Membership subscriptions and royalties	489,285	<b>489,285</b>	524,227
Other income	383	<b>383</b>	-
	<u>489,668</u>	<u><b>489,668</b></u>	<u>524,227</u>
<i>Total 2022</i>	<u>524,227</u>	<u>524,227</u>	

**6. Investment income**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Income from local listed investments	5,788	-	<b>5,788</b>	5,377
<i>Total 2022</i>	<u>3,470</u>	<u>1,907</u>	<u>5,377</u>	

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**7. Investment management costs**

	<b>Unrestricted funds 2023 £</b>	<b>Endowment funds 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Investment management fees	1,525	774	<b>2,299</b>	-

**8. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted funds 2023 £</b>	<b>Total 2023 £</b>	<i>Total 2022 £</i>
Services to members	102,390	<b>102,390</b>	111,138
<i>Total 2022</i>	111,138	111,138	

**9. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2023 £</b>	<b>Support costs 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Services to members	90,650	11,740	<b>102,390</b>	111,138
<i>Total 2022</i>	89,007	22,131	111,138	

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**9. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>Services to members 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Project expenses	22,671	<b>22,671</b>	6,000
Rates	14,151	<b>14,151</b>	13,377
Subscriptions, books, and donations	67,971	<b>67,971</b>	2,397
Storage	2,627	<b>2,627</b>	6,806
Publication and brochure costs	(16,770)	<b>(16,770)</b>	60,427
	<u>90,650</u>	<u><b>90,650</b></u>	<u>89,007</u>
<i>Total 2022</i>	<u>89,007</u>	<u>89,007</u>	

**Analysis of support costs**

	<b>Services to members 2023 £</b>	<b>Total funds 2023 £</b>	<i>Total funds 2022 £</i>
Administration charge	-	-	13,758
Audit fees	4,280	<b>4,280</b>	4,000
Professional fees	3,600	<b>3,600</b>	-
IT costs	672	<b>672</b>	1,832
Bank charges	82	<b>82</b>	2,541
Other expenses	3,106	<b>3,106</b>	-
	<u>11,740</u>	<u><b>11,740</b></u>	<u>22,131</u>
<i>Total 2022</i>	<u>22,131</u>	<u>22,131</u>	

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**10. Staff costs**

	<b>Group 2023</b>	<i>Group 2022</i>
	£	£
Wages and salaries	<b>228,700</b>	243,421
	<b>228,700</b>	243,421

Neither the Charity nor its subsidiaries employ any staff. The costs above represent recharges of staff costs from the ultimate parent entity, The Royal College of Midwives.

No employee received remuneration amounting to more than £60,000 in either year.

**11. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 December 2023, no Trustee expenses have been incurred (2022 - £NIL).

**12. Fixed asset investments**

<b>Group and Charity</b>	<b>Other fixed asset investments</b>
	£
<b>Cost or valuation</b>	
At 1 January 2023	<b>374,509</b>
Additions	<b>5,140</b>
Revaluations	<b>21,725</b>
At 31 December 2023	<b>401,374</b>

Investments in subsidiaries are detailed in note 15. Other fixed asset investments are managed by Cazenove Capital.



**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**13. Debtors**

	<b>Group 2023 £</b>	<i>Group 2022 £</i>	<b>Charity 2023 £</b>	<i>Charity 2022 £</i>
<b>Due within one year</b>				
Trade debtors	<b>142,996</b>	<i>376,433</i>	<b>856</b>	<i>138,532</i>
Amounts owed by group undertakings	<b>-</b>	<i>-</i>	<b>106,987</b>	<i>-</i>
Other debtors	<b>1,442</b>	<i>-</i>	<b>1,442</b>	<i>-</i>
Prepayments and accrued income	<b>14,693</b>	<i>15,678</i>	<b>4,245</b>	<i>672</i>
	<b>159,131</b>	<i>392,111</i>	<b>113,530</b>	<i>139,204</i>

**14. Creditors: Amounts falling due within one year**

	<b>Group 2023 £</b>	<i>Group 2022 £</i>	<b>Charity 2023 £</b>	<i>Charity 2022 £</i>
Trade creditors	<b>35,399</b>	<i>7,509</i>	<b>19,688</b>	<i>3,327</i>
Amounts owed to group undertakings	<b>241,796</b>	<i>383,740</i>	<b>12,547</b>	<i>6,000</i>
Other taxation and social security	<b>1,522</b>	<i>1</i>	<b>-</b>	<i>-</i>
Accruals and deferred income	<b>179,102</b>	<i>288,701</i>	<b>7,948</b>	<i>16,769</i>
	<b>457,819</b>	<i>679,951</i>	<b>40,183</b>	<i>26,096</i>

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**15. Statement of funds**

**Statement of funds - current year**

	Balance at 1 January 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2023 £
<b>Unrestricted funds</b>					
General Funds - all funds	694,624	496,471	(430,565)	(6,191)	754,339
<b>Endowment funds</b>					
Permanent endowment	111,471	-	(774)	24,427	135,124
<b>Restricted funds</b>					
JJPI	28,565	-	-	-	28,565
<b>Restricted funds - Class II</b>					
Benevolent funds	494	5,189	-	-	5,683
<b>Total Restricted funds</b>	<b>29,059</b>	<b>5,189</b>	<b>-</b>	<b>-</b>	<b>34,248</b>
<b>Total funds</b>	<b>835,154</b>	<b>501,660</b>	<b>(431,339)</b>	<b>18,236</b>	<b>923,711</b>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**15. Statement of funds (continued)**

The income received relating to the permanent endowment fund (from The Fairbairn and Rosalind Paget Trust comprised in a Trust Deed dated 25 November 1942) is available to be expended on the RCM Trust's library and educational activities. The fund is invested, and the income allocated to the Specific Headquarters Fund.

The Johnson & Johnson Pediatric Institute (JJPI) fund is held for the development and implementation of an initiative focused on neonatal examination and care.

RCM worked with Cavell Nurses Trust (CNT) since 2018 to improve the efficiency and performance of the Benevolent Fund. CNT administered the fund on behalf of the RCM under a management fee arrangement. In this time a number of improvements were made to the speed of our service, the amount of support we were able (jointly) to give to midwives and MSWs facing financial hardship and the customer service we were able to deliver. Throughout this process RCM and CNT worked to a common objective: to increase the number of midwives and MSWs we were able to support. In 2021 the Executive proposed that RCM Trust should consider transferring the entire Benevolent Fund to CNT to secure its long term future and its sustainability. The Executive team have used the Charity Commissioner's checklist to work through the strengths, weaknesses, opportunities and threats associated with this proposal. The Executive also explored the legal requirements, reputational risks and benefits to the RCM and its members. The RCM Trust formally agreed to asset transfer and most of the Benevolent fund assets were transferred to Cavell Nurses Trust on 23 November 2022.

The RCM did not close the Benevolent Fund as a charity and has kept Unity bank accounts with holding of £1. This is to allow RCM to receive any future donations/ legacies made to the RCM Benevolent Fund.

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**15. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 January 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 December 2022 £</i>
<b>Unrestricted funds</b>						
General Funds - all funds	624,106	528,412	(438,719)	-	(19,175)	694,624
<b>Endowment funds</b>						
Permanent endowment	122,714	-	(792)	-	(10,451)	111,471
<b>Restricted funds</b>						
JJPI	34,565	-	(6,000)	-	-	28,565
<b>Restricted funds - Class II</b>						
Benevolent funds	1,501	1,700	(50)	(2,657)	-	494
<b>Total Restricted funds</b>	36,066	1,700	(6,050)	(2,657)	-	29,059
<b>Total funds</b>	782,886	530,112	(445,561)	(2,657)	(29,626)	835,154

**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Restricted funds - class ii 2023 £</b>	<b>Endowment funds 2023 £</b>	<b>Total funds 2023 £</b>
Fixed asset investments	266,250	-	-	135,124	<b>401,374</b>
Current assets	945,908	28,565	5,683	-	<b>980,156</b>
Creditors due within one year	(457,819)	-	-	-	<b>(457,819)</b>
<b>Total</b>	<b>754,339</b>	<b>28,565</b>	<b>5,683</b>	<b>135,124</b>	<b>923,711</b>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Restricted funds - class ii 2022 £</i>	<i>Endowment funds 2022 £</i>	<i>Total funds 2022 £</i>
Fixed asset investments	268,176	-	-	111,471	379,647
Current assets	1,106,399	28,565	494	-	1,135,458
Creditors due within one year	(679,951)	-	-	-	(679,951)
<b>Total</b>	<b>694,624</b>	<b>28,565</b>	<b>494</b>	<b>111,471</b>	<b>835,154</b>

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**17. Principal subsidiaries**

The following were subsidiary undertakings of the Charity:

<b>Names</b>	<b>Company number</b>	<b>Registered office or principal place of business</b>	<b>Principal activity</b>
RCM Trust Trading Company Limited	05399453	10-18 Union Street, London, SE1 1SZ	Commercial activity
RCM Information Services Limited	11914882	10-18 Union Street, London, SE1 1SZ	Commercial activity

<b>Class of shares</b>	<b>Holding</b>	<b>Included in consolidation</b>
Ordinary	100%	Yes
Ordinary	100%	Yes

The financial results of the subsidiaries for the year were:

<b>Names</b>	<b>Net assets / (liabilities) £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Profit/(Loss) for the year £</b>
RCM Trust Trading Company Limited	<b>1,036</b>	<b>132,173</b>	<b>(25,486)</b>	<b>106,687</b>
RCM Information Services Limited	<b>(155,945)</b>	<b>357,495</b>	<b>(301,164)</b>	<b>56,331</b>

**18. Controlling party**

The Royal College of Midwives ("RCM"), a company limited by guarantee, registered in England and Wales under company number 30157, is the ultimate parent entity of The Royal College of Midwives Trust ("RCM Trust"). The registered office address of RCM and RCM Trust is 10-18 Union Street, London, SE1 1SZ.

The objectives of the RCM are to promote and advance the art and science of midwifery, and to promote the effectiveness and protect the interests of its members. The RCM is the Trust's sole member.

RCM prepares consolidated financial statements including RCM Trust and its subsidiaries, and these can be obtained from the registered office address.

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**ROYAL COLLEGE OF MIDWIVES TRUST**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**19. Related party transactions**

During the year, the Charity accrued a gift aid distribution from RCM Trust Trading Limited, its wholly-owned subsidiary, of £106,987 (2022: £132,532).

During the year, the Charity incurred overhead and governance expenditure totalling £nil (2022: £14,000) from RCM.

At the balance sheet date, the Charity and its subsidiaries had the following balances with fellow group companies:

Owed by the Charity to RCM - £12,546 (2022: £6,000).

Owed by RCM Information Services Limited to RCM - £196,904 (2022: £239,847)

Owed by RCM Trust Trading Company Limited to RCM - £32,346 (2022: £nil)

Apart from those disclosed above and elsewhere in these financial statements, there were no other transactions with related parties requiring disclosure in either the current or prior years.

**RCM TRUST TRADING COMPANY LIMITED**  
**DIRECTORS' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**



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**RCM TRUST TRADING COMPANY LIMITED**

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**COMPANY INFORMATION**

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<b>Directors</b>	Janet Ballintine (resigned 31 August 2023) Melissa Davis (appointed 1 September 2023) Denis King Christopher Truman Gillian Walton
<b>Registered number</b>	05399453
<b>Registered office</b>	10-18 Union Street London SE1 1SZ
<b>Independent auditors</b>	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
<b>Bankers</b>	Unity Trust Bank plc PO Box 7193 Planetary Road Willenhall WV1 9DG
<b>Solicitors</b>	Bates Wells Braithwaite 10 Queen Street Place London EC4R 1BE

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**RCM TRUST TRADING COMPANY LIMITED**

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## **RCM TRUST TRADING COMPANY LIMITED**

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### **DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023**

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The directors present their report and the financial statements for the year ended 31 December 2023.

The company (number 05399453) is a trading company wholly owned by The Royal College of Midwives Trust (the RCM Trust), a charity registered in England and Wales under charity registration number 275261 and in Scotland under charity registration number SC039694.

#### **Directors**

The directors of the company and those who served during the year and up until the date of signing the financial statements were:

Janet Ballintine (resigned 31 August 2023)  
Melissa Davis (appointed 1 September 2023)  
Denis King  
Christopher Truman  
Gillian Walton

#### **Principal activity**

The company transacts business to make a profit, which, after retaining funds to cover its costs, the company donates to the RCM Trust under gift aid.

#### **Directors' responsibilities statement**

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company's financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

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**RCM TRUST TRADING COMPANY LIMITED**

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**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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**Auditors**

The auditors, Crowe U.K. LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

**Disclosure of information to auditors**

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the company's auditors are aware of that information.

**Small companies note**

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the board and signed on its behalf.



.....  
Christopher Truman  
Director

Date: 14 June 2024

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## **RCM TRUST TRADING COMPANY LIMITED**

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### **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RCM TRUST TRADING COMPANY LIMITED**

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#### **Opinion**

We have audited the financial statements of RCM Trust Trading Company Limited (the 'company') for the year ended 31 December 2023, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2023 and of its profit 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 Companies Act 2006.

#### **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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 directors' 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 company'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 directors with respect to going concern are described in the relevant sections of this report.

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## **RCM TRUST TRADING COMPANY LIMITED**

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### **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RCM TRUST TRADING COMPANY LIMITED (CONTINUED)**

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#### **Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

#### **Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' Report and from the requirement to prepare a Strategic Report.

#### **Responsibilities of directors**

As explained more fully in the Directors' Responsibilities Statement set out on page 1, the directors 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 directors 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 directors are responsible for assessing the company'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 directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RCM TRUST TRADING COMPANY LIMITED  
(CONTINUED)**

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**Auditors' responsibilities for the audit of the financial statements**

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

**Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the company for fraud. The laws and regulations we considered in this context for the UK operations was taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Board of Directors about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

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**RCM TRUST TRADING COMPANY LIMITED**

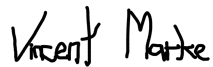
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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RCM TRUST TRADING COMPANY LIMITED  
(CONTINUED)**

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**Use of our report**

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Vincent Marke (Senior Statutory Auditor)  
for and on behalf of  
**Crowe U.K. LLP**  
Senior Statutory Auditor  
55 Ludgate Hill  
London  
EC4M 7JW  
Date: 26.09.2024



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**RCM TRUST TRADING COMPANY LIMITED**

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**STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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	Note	2023 £	2022 £
Turnover		132,173	137,475
<b>Gross profit</b>		<u>132,173</u>	<u>137,475</u>
Administrative expenses		(25,486)	(4,943)
<b>Operating profit</b>		<u>106,687</u>	<u>132,532</u>
<b>Profit for the financial year</b>		<u>106,687</u>	<u>132,532</u>
<b>Other comprehensive income for the year</b>			
<b>Total comprehensive income for the year</b>		<u>106,687</u>	<u>132,532</u>

The notes on pages 10 to 13 form part of these financial statements.

**BALANCE SHEET**  
**AS AT 31 DECEMBER 2023**

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	Note	2023 £	2022 £
<b>Current assets</b>			
Debtors: amounts falling due within one year	6	21,000	-
Cash at bank and in hand	7	132,989	157,097
		<u>153,989</u>	<u>157,097</u>
Creditors: amounts falling due within one year	8	(152,953)	(156,061)
<b>Net current assets</b>		<u>1,036</u>	<u>1,036</u>
<b>Total assets less current liabilities</b>		<u>1,036</u>	<u>1,036</u>
<b>Net assets</b>		<u>1,036</u>	<u>1,036</u>
<b>Capital and reserves</b>			
Called up share capital		1	1
Profit and loss account		1,035	1,035
		<u>1,036</u>	<u>1,036</u>

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:



.....  
**Christopher Truman**  
Director

Date: 14 June 2024

The notes on pages 10 to 13 form part of these financial statements.

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**RCM TRUST TRADING COMPANY LIMITED**

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**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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	Called up share capital £	Profit and loss account £	Total equity £
<b>At 1 January 2022</b>	1	1,035	1,036
<b>Comprehensive income for the year</b>			
Profit for the year	-	132,532	132,532
	<hr/>	<hr/>	<hr/>
<b>Other comprehensive income for the year</b>	-	-	-
	<hr/>	<hr/>	<hr/>
<b>Total comprehensive income for the year</b>	-	132,532	132,532
<b>Contributions by and distributions to owners</b>			
Dividends: Equity capital	-	(132,532)	(132,532)
	<hr/>	<hr/>	<hr/>
<b>Total transactions with owners</b>	-	(132,532)	(132,532)
	<hr/>	<hr/>	<hr/>
<b>At 1 January 2023</b>	1	1,035	1,036
<b>Comprehensive income for the year</b>			
Profit for the year	-	106,687	106,687
	<hr/>	<hr/>	<hr/>
<b>Other comprehensive income for the year</b>	-	-	-
	<hr/>	<hr/>	<hr/>
<b>Total comprehensive income for the year</b>	-	106,687	106,687
<b>Contributions by and distributions to owners</b>			
Dividends: Equity capital	-	(106,687)	(106,687)
	<hr/>	<hr/>	<hr/>
<b>Total transactions with owners</b>	-	(106,687)	(106,687)
	<hr/>	<hr/>	<hr/>
<b>At 31 December 2023</b>	1	1,035	1,036

The notes on pages 10 to 13 form part of these financial statements.

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## RCM TRUST TRADING COMPANY LIMITED

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 1. General information

RCM Trust Trading Company Limited is a private company limited by shares, incorporated in England & Wales under company number 05399453. The registered office address is 10-18 Union Street, London, SE1 1SZ. The principal activities of the company are set out in the Directors' Report on page 1.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

The financial statements have been prepared in Sterling, the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest whole pound.

##### 2.2 Financial Reporting Standard 102 - reduced disclosure exemptions

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by the FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":

- the requirements of Section 7 Statement of Cash Flows;
- the requirements of Section 3 Financial Statement Presentation paragraph 3.17(d).

This information is included in the consolidated financial statements of The Royal College of Midwives as at 31 December 2023 and these financial statements may be obtained from the company's registered office address (as per note 10).

##### 2.3 Going concern

Having reviewed the financial position of the company alongside the future plans, the directors reasonably expect that the company has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt a going concern basis in preparing the financial statements.

##### 2.4 Income

Income under contracts for services is apportioned over the period during which the service is delivered.:

##### 2.5 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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**2. Accounting policies (continued)**

**2.6 Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**2.7 Creditors**

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

**2.8 Financial instruments**

The company has elected to apply the provisions of Section 11 “Basic Financial Instruments” of FRS 102 to all of its financial instruments.

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently measured at their settlement value.

**2.9 Dividends**

Equity dividends are recognised when they become legally payable. Interim equity dividends are recognised when paid. Final equity dividends are recognised when approved by the shareholders at an annual general meeting.

**3. Judgements in applying accounting policies and key sources of estimation uncertainty**

In the application of the company’s accounting policies, the directors are required to make judgements, estimates, and assumptions about the carrying amount 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The directors have not identified any significant judgements, estimates, or assumptions that are considered to give rise to risk of material misstatement in the next accounting period.

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**RCM TRUST TRADING COMPANY LIMITED**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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**4. Auditors' remuneration**

During the year, the company obtained the following services from the company's auditors:

	<b>2023</b> £	<b>2022</b> £
Fees payable to the company's auditors for the audit of the company's financial statements	<b>1,284</b>	<b>1,200</b>

**5. Employees**

	<b>2023</b> £	<b>2022</b> £
Staff costs	<b>2,740</b>	<b>2,762</b>
	<b>2,740</b>	<b>2,762</b>

The Company has no employees other than the directors, who did not receive any remuneration (2022 - £NIL). Staff costs represent recharges of staff costs from The Royal College of Midwives.

**6. Debtors**

	<b>2023</b> £	<b>2022</b> £
Trade debtors	<b>21,000</b>	-
	<b>21,000</b>	-

**7. Cash and cash equivalents**

	<b>2023</b> £	<b>2022</b> £
Cash at bank and in hand	<b>132,989</b>	<b>157,097</b>
	<b>132,989</b>	<b>157,097</b>

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## RCM TRUST TRADING COMPANY LIMITED

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 8. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	35	2,100
Amounts owed to group undertakings	139,033	137,894
Other taxation and social security	1,191	1
Accruals and deferred income	12,694	16,066
	<u>152,953</u>	<u>156,061</u>

Amounts owed to group undertakings include the accrued gift aid donation of annual profits of £106,687 (2022: £132,532) to the company's parent entity The Royal College of Midwives Trust.

#### 9. Related party transactions

The company has taken advantage of the exemptions available within FRS102 s1A para 35 in respect of disclosure transactions and balances with wholly-owned group entities.

#### 10. Controlling party

The company is a wholly owned subsidiary of The Royal College of Midwives Trust ("RCM Trust"), a charitable company incorporated in England & Wales. The Royal College of Midwives, a company limited by guarantee and registered in England & Wales under company number 30157, is the RCM Trust's ultimate parent entity. The registered office address is 10-18 Union Street, London, SE1 1SZ.

The Royal College of Midwives prepares consolidated financial statements including RCM Information Services Limited.

Registered number: 05399453

**RCM TRUST TRADING COMPANY LIMITED**

**DETAILED ACCOUNTS**

**FOR THE YEAR ENDED 31 DECEMBER 2023**



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RCM TRUST TRADING COMPANY LIMITED

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DETAILED PROFIT AND LOSS ACCOUNT  
FOR THE YEAR ENDED 31 DECEMBER 2023

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	Note	2023 £	2022 £
Turnover		132,173	137,475
<b>Gross profit</b>		<u>132,173</u>	<u>137,475</u>
<b>Gross profit %</b>		100.0 %	100.0 %
<b>Less: overheads</b>			
Administration expenses		(25,486)	(4,943)
<b>Operating profit</b>		<u>106,687</u>	<u>132,532</u>
<b>Profit for the year</b>		<u>106,687</u>	<u>132,532</u>

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**RCM TRUST TRADING COMPANY LIMITED**

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**SCHEDULE TO THE DETAILED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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	2023 £	2022 £
<b>Turnover</b>		
Alliance income	119,981	137,475
Project income	12,192	-
	<u>132,173</u>	<u>137,475</u>
	2023 £	2022 £
<b>Administration expenses</b>		
Staff costs	2,740	-
Advertising and promotion	21,000	-
Legal and professional	4,300	-
Auditors' remuneration	-	1,200
Bad debts	4	-
Service charges	(2,671)	3,743
Bank charges	113	-
	<u>25,486</u>	<u>4,943</u>