Registered number: 00030157

THE ROYAL COLLEGE OF MIDWIVES

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

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

COMPANY INFORMATION

Directors	Benedicta Obiageri Agbagwara-Osuji Keelie Lorraine Barrett (resigned 20 January 2025) Daren Kim Davies Melissa Davis Cherylene Dougan Sarah Louise Jones Nerys Elaine Kirtley Barbara Christine Kuypers Angharad Oyler Rehana Richens Declan Marius Symington Shani Woodbridge
Registered number	00030157
Registered office	10-18 Union Street London SE1 1SZ
Independent auditors	Goodman Jones LLP Chartered Accountants & Statutory Auditor 1st Floor Arthur Stanley House 40-50 Tottenham Street London W1T 4RN
Bankers	Unity Trust Bank plc PO Box 7193 Planetary Road Willenhall WV1 9DG
Solicitors	Thompsons Solicitors Congress House Great Russell Street London WC1H 3LW

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

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GROUP STRATEGIC REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

Introduction

The Royal College of Midwives is the professional association and trade union for midwives and maternity support workers (MSW) in the UK. Membership is discretionary and we work with our members to support them to be the best midwife or MSW they can be. We do this through the provision of guidance, support and advice on professional development, as well as representation should they need it.

As the voice of the midwifery community, we use our influence to bring about positive change in maternity care. We do this through our relationships with politicians and policy-makers, those who commission and run services, and those who set professional standards. We are a critical friend to these bodies, ensuring the voices of our members are heard at every level.

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London SE1 1SZ

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Tony Benn House
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4 College House
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RCM Wales
Unit 13b Drake Walk
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Cardiff CF10 4AN

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 2024. 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. 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.

Benedicta Obiageri Agbagwara-Osuji
Keelie Lorraine Barrett (resigned 20 January 2025)
Daren Kim Davies
Melissa Davis
Cherylene Dougan
Sarah Louise Jones
Nerys Elaine Kirtley
Barbara Christine Kuypers
Angharad Oyler
Rehana Richens
Declan Marius Symington
Shani Woodbridge

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/board. Here, they will find detailed information about the commitment that board membership entails.

RCM BOARD MEETINGS

The RCM Board met nine times during the year. The overall attendance of board members was 87.5%.

Benedicta Obiageri Agbagwara-Osuji
Keelie Lorraine Barrett (resigned 20 January 2025)
Daren Kim Davies
Melissa Davis
Cherylene Dougan
Sarah Louise Jones
Nerys Elaine Kirtley
Barbara Christine Kuypers
Angharad Oyler
Rehana Richens
Declan Marius Symington
Shani Woodbridge

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:

Tony Scott
Neil Tomlin – (was co-opted stepped down in September 2024)
Shani Woodbridge
Keelie Barrett (resigned January 2025)
Rehana Richens
Melissa Davies (appointed November 2024)

The committee met four times during the year, overall attendance of Committee members was 79%.

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:

Benedicta Agbagara-Osuji
Declan Symington
Cher Dougan
Barbara Kupers

The committee held 4 meetings during the year and the overall attendance of members was 92%.

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 Davis (Chair)
Shani Woodbridge
Barbara Kuypers

The committee held 2 meetings during the year and the overall attendance of members was 100%.

INVESTMENT COMMITTEE

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

Keelie Barrett (chair) (resigned January 2025)
Sarah Jones
Chris Truman
Angharad Oyler
Benedicta Agbagwara-Osuji

The committee held 2 meetings during the year and the overall attendance of members was 80%.

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

GROUP STRATEGIC REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

The RCM is one of the oldest midwifery associations in the world, having been established in 1881. It supports midwives, maternity support workers, maternity care assistants and student midwives through the provision of professional guidance and workplace representation. It operates as both a professional body and a trade union, with affiliation to both the International Confederation of Midwives and the Trades Union Congress.

Strategic goals	Strategic objectives
1. To listen and learn from our members so that we can lead and influence effectively.	i. Proactively engaging and listening to members at local, regional, national and global events ii. Actively lobbying/negotiating on the issues raised of importance to members using their feedback iii. Further developing and embedding the RCM's professional iv. Actively working to promote the benefit and need for strong midwifery leadership nationally, regionally and locally in each Trust/Board. v. Actively lobbying to influence workforce planning and recruitment and retention of midwives and MSWs
2. To deliver RCM products and services that offer value for money and meet the individual and collective needs of our members	i. Delivering new products and services while refreshing our existing offer to increase interaction with our members. ii. Ensuring high quality and effective support to individual members through the representation we provide. iii. Evidencing a growth in membership numbers where realistic and that members are not leaving because of RCM actions iv. Gaining clarity on the reasons members leave across all categories and analysing what control we have over member retention. v. Actively encouraging a range of member feedback methods including introducing and evaluating new methods.
3. To be a caring, well-led and well-managed organisation.	i. Ensuring the 2024 staff survey demonstrates a positive direction of travel. ii. Continuing to demonstrate a positive direction of travel in internal and external audit reports. iii. Implementing the RCM's People Plan.
	iv. Contributing to the long-term financial security of the RCM. v. Delivering the programmes and projects committed to in the business plan and evaluating those already delivered to demonstrate value.
4. To actively grow and build networks, alliances and partnerships.	i. Selectively encouraging collaborations that strategically enhance the profile and impact of the RCM and ending collaborations that do not meet these aims. ii. Increasing the profile and impact of the RCM locally

GROUP STRATEGIC REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

The RCM's strategic objectives for 2024 were:

1.i Proactively engaging and listening to members at local, regional, national and global events

- The midwifery community's appetite to come together to learn about advances in practice and to share ideas about the profession was even stronger in 2024. The RCM sought to satisfy this with showcase conferences in all four UK nations, including the annual all-Ireland conference, held jointly with the Irish Nurses & Midwives Organisation.
- The showcase event, the RCM's national conference, was held in Liverpool, with approaching 2,000 delegates from across the UK. They were treated to speakers on a wide range of topics, from supporting those with multiple needs to XX. The conference also provided opportunities for members to engage with the RCM, and each other, building and strengthening networks.
- The RCM continues to play an active role with the International Confederation of Midwives. This included taking part in the northern Europe conference, showcasing the work the RCM has done around leadership and supporting neurodivergent students.

1.ii Actively lobbying/negotiating on the issues raised of importance to members using their feedback

- The UK General Election provided an opportunity to raise key issues facing maternity services and midwifery education with parliamentary candidates. The RCM focused on issues which have been raised consistently by members: safety, staffing and estates.
- In Northern Ireland, a comprehensive review of maternity and neonatal care was published in October 2024. The RCM was a strong contributor to the review, not only on its own behalf, but by encouraging its members to participate as well.

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 professional expertise of the RCM team.
- The RCM's ongoing work around decolonising midwifery practice and supporting neurodivergence reflects the cultural shifts needed within midwifery education and care. The College is a leader in these areas, and is sought out by other organisations for its insight and input.
- The RCM continues to seek out the professional needs of its members throughout their careers, from student to senior midwives, through surveys and evaluation. The establishment and use of cross-cutting networks has enabled the College to act as a catalyst for change and the sharing of ideas.

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 long sought to champion the need for leadership at every level within the maternity workforce. This work has continued through 2024, with webinars and in-person training for all members, including activists.
- This year saw the expansion of the RCM's Syndeo programme. Funded by Trusts and Boards, the programme supports those new to leadership and aspiring leaders to lead with strength, empathy and compassion. Three-quarters of participants in the programme, which is delivered over five non-consecutive days both online and in person, rated it as excellent.

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.
- The RCM recognises that the recruitment and retention of midwives and maternity support workers is inextricably linked to the recruitment and retention of its members. During 2024, the RCM invested in a project to address the challenges around aspects of recruitment, including that of student members, and the retention of those already in the midwifery workforce. The insight from this work has been reflected in the new RCM strategy (published in January 2025).

- Surveys conducted by the RCM have shown that early career midwives often feel less supported. This has been particularly true in the post-pandemic period, among students whose time at university was heavily disrupted. The RCM established a working group to understand and meet the needs of this cohort of midwives. The outputs of that group included campaigning for better preceptorship provision across all four nations and webinar series to support the particular needs of this group.

2.i Delivering new products and services while refreshing our existing offer to increase interaction with our members.

- In 2023, the RCM embarked on a radical project to redevelop its online offer. The website was not as user-friendly as it might be and acted more as an archive than a 'one stop shop' for members to find useful, practical information. The new website was launched in autumn 2024, with clear navigation, reliable search functionality and optimised for smartphone use.
- Social media continues to be a key engagement platform for the RCM. In 2024, the College sought to broaden its reach further with expansion of its offer on LinkedIn, appealing to more senior midwives, and joining the new platform, BlueSky. The College has worked to shape its content according to its audiences and has done some segmentation work across its social media channels to drive even better engagement.

2.ii Ensuring high quality and effective support to individual members through the representation we provide.

- Supporting members in the workplace is one of the RCM's core activities, valued by and valuable to the midwives, maternity support workers and maternity care assistants within the College's membership. To ensure the RCM continues to meet the needs of members, it reviewed and redesigned it representation procedures and protocols.
- While the RCM seeks to support its members across their careers, there are some requests for support that fall outside the College's defined member services. In 2024, the College introduced a new process for approving requests for legal assistance that fall outside its defined member services.
- The RCM often supports its members at the most challenging point in their working lives. While the College will do all it can to provide the right support and advice to members, it is sometimes regrettable but necessary to withdraw that support. In 2024, the College worked to ensure that there was a fair process in place to authorise the withdrawal of support where members have breached their terms of representation agreement.

2.iii Evidencing a growth in membership numbers across business-critical categories.

- The RCM recognises it must always make a compelling case for membership. In 2024, the number of full and newly-qualified members increased, largely due to the transition from student membership on graduation.
- There are ongoing challenges to student recruitment, in part due to limited access to universities. Nonetheless, there was a significant increase in student recruitment numbers in 2024 in comparison to the previous three years.
- 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 2024, the RCM understood that it may impact membership numbers and receipts.

2.iv Gaining clarity on the reasons members leave across all categories and analysing what control we have over member retention.

- There are well-known challenges around the maternity workforce, with some midwives, MSWs and MCAs choosing to leave the profession altogether. The College has begun using leavers' data and piloting direct contact with members to understand reasons for resigning their membership.
- Supporting members throughout their working lives is key to the RCM, with many joining as students and staying within membership until retirement. In 2024, the College expanded its peer-to-peer texting programme to establish membership category status for students and ensure they progressed to the correct member category at the correct time.
- At a local level, RCM branches are the heart of the College, and often at the heart of membership retention. In 2024, the RCM has explored ways that local branches and activists can use member data more effectively to retain members.

2.v Actively encouraging a range of member feedback methods including introducing and evaluating new methods.

- In 2024, the RCM undertook one of its largest member surveys, incorporating qualitative and quantitative research methods. Members were asked to reflect on the importance of the College to their working lives, its performance and their aspirations for its work. The findings of this survey underpin the new corporate strategy, launched in January 2025.
- While there is widespread strength within Trusts and Boards through RCM branches, there are far fewer opportunities for members to come together across those boundaries. In 2024, the RCM sought to expand its networks, based across specialisms, interests and career points, to overcome these boundaries and barriershe expansion of networks has been particularly successful in Scotland, where they have been used to influence government policy.

3. Ensuring the 2024 staff survey demonstrates a positive direction of travel from the trends set by the

- The 2024 RCM staff survey results are being used as one the insights to further develop the RCM people plan.

3.ii Continuing to demonstrate a positive direction of travel in internal and external audit reports.

- In 2024, nearly all audit reports (internal and external) continued to give significant assurance. Where a report did not, a clear action plan and timelines were implemented to address any shortfalls.

3.iii Implementing the RCM's People Plan.

- The further development and implementation of the RCM People Plan has continued through 2024.

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

- The RCM continued the plan to invest some of the previous year underspends on both people and systems to ensure the organisation is fit for purpose and able to serve both members internal customers
- It has sought to ensure it has strong reserves and investment performance matches the investment strategy and continues to provide returns over the long term.

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

- The RCM continues to put members and their professional needs at the heart of its work. Over 2024, there has been a clear focus on raising the issues that matter most to midwives and MSWs with decision-makers across the UK. This work has been reflected in the publications produced before, during and since the UK General Election.

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 continues to co-chair the One Voice collaboration, which brings together professionals and services users around maternity and neonatal care. The collaboration provides an opportunity for organisations to share different perspectives and develop shared work. It also demonstrates to policy- and decision-makers that these organisations have a shared understanding and mission to improve maternity and neonatal care.
- Evolving from the Independent Working Group established in the Ockenden Review of 2022, Partners in Progress (PiP) brings together maternity and neonatal professionals to share solutions around workplace culture, safety, multidisciplinary working and quality of care. PiP uses examples from the frontline to try to bring about system-wide change.

- The Scottish Midwifery Leadership (SMiLe) network brings together maternity professionals across the country. It seeks to influence the Scottish Government to implement changes in the working lives of the midwifery community.
- The Tommy's and Avoiding Brain injury in Childbirth (ABC) programmes are entering their final phases. The RCM's work and strategic support for these projects has made a significant and positive impact and both are likely to be fully operationalised in 2025.

4.ii Increasing the profile and impact of the RCM locally

- Local visibility is key to growing the membership of the RCM, especially when other trade unions have a larger presence in Trusts and Boards. The RCM has sought to increase branch level activity, bringing members together for practical workshops and seminars as well as drop-in sessions.
- The RCM is proud of its high media profile, consistently outperforming its competitors and comparators. In 2024, the College has sought to expand its reach within local and regional media, which are more likely to be seen by RCM members.

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. 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, which is representative of the strategic asset allocation, 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% Guilts, 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
- 8% 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

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 2024 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.

I**mpact 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 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.

By order of the RCM Board

.....
Barbara Kuypers
Date

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

The directors present their report and the financial statements for the year ended 31 December 2024.

Principal activity

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.

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:

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- 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, remains 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 Committees and other inquiries, the reports of which have also included recommendations for RCM action. This undoubtedly continues to have 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 remain significant maternity workforce challenges 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 2024 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. This is supported by a new strategy and a clear focus on support and services that directly impact 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 they need, we are conscious that the impact of the on-going cost of living crisis may have. The RCM will continue to mitigate for these issues.

Results and dividends

The profit for the year, after taxation, amounted to £309,989 (2023 - loss of £235,033).

Directors

The directors who served during the year were:

Benedicta Obiageri Agbagwara-Osuji
Keelie Lorraine Barrett (resigned 20 January 2025)
Daren Kim Davies
Melissa Davis
Cherylene Dougan
Sarah Louise Jones
Nerys Elaine Kirtley
Barbara Christine Kuypers
Angharad Oyler
Rehana Richens
Declan Marius Symington
Shani Woodbridge

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 and the Group'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 and the Group's auditors are aware of that information.

Post balance sheet events

There have been no significant events affecting the Group since the year end.

Auditors

The auditors, Goodman Jones LLP, were appointed in the year and will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

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

.....
Barbara Christine Kuypers
Director

Date:

DIRECTORS' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2024

The directors are responsible for preparing the Group Strategic Report, the Directors' Report and the consolidated 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 the Group and of the profit or loss of the Group for that period.

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

- select suitable accounting policies for the Group's financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group 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 the Group 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 the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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 2024, 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 2024 and of the Group's 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 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)

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 9, 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)

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.

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

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

Based on our understanding of the company and industry, we identified that the principal risks of non-compliance with laws and regulations related to industry sector regulations and unethical and prohibited business practices, and we considered the extent to which noncompliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Act 2011, Charity Commission and sector regulations, and UK Tax Legislation. We evaluated management’s incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls). Appropriate audit procedures in response to these risks were carried. These procedures included:

- Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reading minutes of meetings of those charged with governance;
- Obtaining and reading correspondence from legal and regulatory bodies including HMRC;
- Identifying and testing journal entries;
- Challenging assumptions and judgements made by management in their significant accounting estimates.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members; and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

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

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.

Martin Bailey (Senior Statutory Auditor)
for and on behalf of
Goodman Jones LLP
Chartered Accountants
Statutory Auditor
1st Floor Arthur Stanley House
40-50 Tottenham Street
London
W1T 4RN

Date:

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 £	2023 £
Income	4	**11,300,350**	*10,672,414*
Cost of sales		**(6,869,372)**	*(6,982,093)*
Total income		**4,430,978**	*3,690,321*
Expenditure		**(4,912,102)**	*(4,620,157)*
Gains / (losses) on investments		**630,743**	*577,500*
Operating profit / (deficit)		**149,619**	*(352,336)*
Interest receivable and similar income	5	**160,370**	*117,303*
Deficit before taxation		**309,989**	*(235,033)*
Profit / (deficit) for the financial year		**309,989**	*(235,033)*
Total comprehensive income for the year		**309,989**	*(235,033)*
Profit / (deficit) for the year attributable to:			
Owners of the parent Company		**309,989**	*(235,033)*
		309,989	*(235,033)*

There were no recognised gains and losses for 2024 or 2023 other than those included in the consolidated statement of comprehensive income. There was no other comprehensive income for 2024 (2023: £nil).

The notes on pages 28 to 47 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 2024

	Note		2024 £		*2023 £*
Fixed assets					
Intangible assets	9		**91,313**		*53,829*
Tangible assets	10		**837,017**		*900,157*
Investments	11		**7,624,617**		*6,993,877*
			8,552,947		*7,947,863*
Current assets					
Debtors: amounts falling due within one year	12	**569,919**		*433,662*	
Cash at bank and in hand	13	**3,965,318**		*4,249,120*	
		4,535,237		*4,682,782*	
Creditors: amounts falling due within one year	14	**(1,429,176)**		*(1,281,932)*	
Net current assets			**3,106,058**		*3,400,850*
Total assets less current liabilities			**11,659,005**		*11,348,713*
Provisions for liabilities					
Net assets excluding pension asset			**11,659,005**		*11,348,713*
Net assets			**11,659,005**		*11,348,713*
Capital and reserves					
Branches	15		**427,734**		*446,862*
Headquarters	15		**11,231,271**		*10,901,851*
Equity attributable to owners of the parent Company			**11,659,005**		*11,348,713*
			11,659,005		*11,348,713*

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

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

.....
Barbara Christine Kuypers
Director

Date:

The notes on pages 28 to 47 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 2024

	Note		2024 £		*2023* *£*
Fixed assets					
Intangible assets	9		**91,313**		*53,829*
Tangible assets	10		**837,017**		*900,157*
Investments	11		**7,185,606**		*6,592,501*
			8,113,936		*7,546,487*
Current assets					
Debtors: amounts falling due within one year	12	**437,003**		*516,328*	
Cash at bank and in hand	13	**3,285,794**		*3,428,095*	
		3,722,798		*3,944,423*	
Creditors: amounts falling due within one year	14	**(1,292,453)**		*(1,065,909)*	
Net current assets			**2,430,343**		*2,878,514*
Total assets less current liabilities			**10,544,279**		*10,425,001*
Net assets excluding pension asset			**10,544,279**		*10,425,001*
Net assets			**10,544,279**		*10,425,001*
Capital and reserves					
Branches	15		**427,734**		*446,862*
Headquaters			**9,997,272**		*9,978,139*
			10,544,279		*10,425,001*

COMPANY BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

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

.....
Barbara Christine Kuypers
Director
Date:

The notes on pages 28 to 47 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Cash flows from operating activities		
Profit/(loss) for the financial year	**309,989**	*(235,033)*
Adjustments for:		
Amortisation of intangible assets	**36,574**	*65,298*
Depreciation of tangible assets	**63,141**	*62,957*
Interest received	**(160,370)**	*(117,303)*
(Increase)/decrease in debtors	**(136,483)**	*432,723*
Decrease/(increase) in amounts owed by groups	**-**	*(488,063)*
Increase in creditors	**147,247**	*-*
Movement in investment valuation	**(630,743)**	*(577,601)*
Net cash generated from operating activities	**(370,645)**	*(857,022)*
Cash flows from investing activities		
Purchase of intangible fixed assets	**(74,058)**	*-*
Purchase of tangible fixed assets	**-**	*(8,840)*
Purchase of unlisted and other investments	**(2,100,305)**	*(943,812)*
Sale of unlisted and other investments	**2,100,835**	*1,006,098*
Interest received	**160,370**	*117,303*
Net cash from investing activities	**86,842**	*170,749*
Net (decrease) in cash and cash equivalents	**(283,803)**	*(686,273)*
Cash and cash equivalents at beginning of year	**4,249,120**	*4,935,393*
Cash and cash equivalents at the end of year	**3,965,317**	*4,249,120*
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	**3,965,317**	*4,249,120*
	3,965,317	*4,249,120*

The notes on pages 28 to 47 form part of these financial statements.

CONSOLIDATED ANALYSIS OF NET DEBT
FOR THE YEAR ENDED 31 DECEMBER 2024

	At 1 January 2024 £	Cash flows £	Other non-cash changes £	At 31 December 2024 £
Cash at bank and in hand	**4,249,120**	**(283,803)**	**-**	**3,965,317**
Debt due within 1 year	**(132,683)**	**-**	**(796)**	**(133,479)**
	4,116,437	**(283,803)**	**(796)**	**3,831,838**

The notes on pages 28 to 47 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

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 (2023: 48,568) 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 wholly-owned subsidiary company of the RCMT), and RCM Information Services Limited (a wholly-owned subsidiary company of the RCMT).

RCM has 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 178 (2023: 173) 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 £3,965,317 (2023: £4,249,120) includes £434,021 (2023: £453,149) held by branches.

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

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:

2. Accounting policies (continued)

2.9 Tangible fixed assets (continued)

The estimated useful lives range as follows:

Freehold building	-	50 years
Leasehold improvements	-	Life of lease
Furniture and office equipment	-	5 years
Computer equipment	-	3 years
Intangible assess 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. 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.

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.

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 debtors, cash and bank balances, are initially measured at their transaction price (adjusted for transaction costs except in the initial measurement of financial assets that are subsequently measured at fair value through profit and loss) 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 debtors 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

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference

2. Accounting policies (continued)

2.15 Financial instruments (continued)

between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

Financial assets are impaired when events, subsequent to their initial recognition, indicate the 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 instrument is 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 creditors, bank loans, other loans and loans due to fellow group companies are initially measured at their transaction price (adjusting for transaction costs except in the initial measurement of financial liabilities that are subsequently measured at fair value through profit and loss). When this constitutes a financing transaction, whereby the debt instrument is measured at the present value of the future payments 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 creditors are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if the payment is due within one year. If not, they represent non-current liabilities. Trade creditors 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 16.

4. Income

	2024	2023
	£	£
Membership subscriptions	**10,348,819**	*9,845,510*
Donations and legacies	**-**	*5,189*
Commercial partnership income	**103,791**	*119,981*
Project income	**103,202**	*164,389*
Other income	**87,800**	*97,305*
MIDIRS	**133,199**	*341,309*
Journal/website income	**99,795**	*98,731*
Ovid	**373,050**	*-*
	11,300,350	*10,672,414*

5. Interest receivable

	2024	2023
	£	£
Other interest receivable	**160,370**	*117,303*
	160,370	*117,303*

6. Operating profit/(loss)

The operating profit/(loss) is stated after charging:

	2024	*2023*
	£	*£*
Fees payable to the company's auditors	**49,000**	*61,320*
Other operating lease rentals	**145,000**	*180,894*
Depreciation and amortisation	**99,715**	*128,255*

Fees payable to the company's auditors comprise £39,000 (2023: £47,820) for audit services and£10,000 (2023: £13,500) for non-audit services.

7. Employees

Staff costs were as follows:

	Group 2024	*Group 2023*	**Company 2024**	*Company 2023*
	£	*£*	**£**	*£*
Wages and salaries	**5,102,716**	*5,206,453*	**4,842,203**	*4,977,753*
Social security costs	**525,389**	*533,937*	**525,389**	*533,937*
Cost of defined contribution scheme	**1,241,267**	*1,241,703*	**1,241,267**	*1,241,703*
	6,869,372	*6,982,093*	**6,608,859**	*6,753,393*

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

	Group 2024	*Group 2023*	**Company 2024**	*Company 2023*
	No.	*No.*	**No.**	*No.*
Professional	**94**	*92*	*86*	*95*

The total cost incurred in respect of key management personnel for the year was £700,465 (2023: £758,568), inclusive of pension benefits. No other employee benefits were paid.

In 2022, 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 either the current or prior years.

8. Taxation

	2024 £	*2023* *£*
Total current tax	**-**	-
Deferred tax		
Total deferred tax	**-**	-
Tax on profit/(loss)	**-**	-

Factors affecting tax charge for the year

The tax assessed for the year is £nil *(2023 - £nil) at* the standard rate of corporation tax in the UK of 25% *(2023 - 19%)*.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

9. Intangible assets

Group and Company

	Computer software £
Cost	
At 1 January 2024	**878,631**
Additions	**74,058**
At 31 December 2024	**952,689**
Amortisation	
At 1 January 2024	**824,802**
Charge for the year on owned assets	**36,574**
At 31 December 2024	**861,376**
Net book value	
At 31 December 2024	**91,313**
At 31 December 2023	*53,829*

At the balance sheet date, RCM had committed to spend totalling £nil (2023: £90,720) in respect of intangible assets (2023: redesign and rebuild of website).

10. Tangible fixed assets

Group and Company

	Freehold property £	Leasehold improvements and equipment £	Total £
Cost or valuation			
At 1 January 2024	**155,000**	**1,173,487**	**1,328,487**
At 31 December 2024	**155,000**	**1,173,487**	**1,328,487**
Depreciation			
At 1 January 2024	**60,130**	**368,200**	**428,330**
Charge for the year on owned assets	**1,921**	**61,219**	**63,140**
At 31 December 2024	**62,051**	**429,419**	**491,470**
Net book value			
At 31 December 2024	**92,949**	**744,068**	**837,017**
At 31 December 2023	*94,870*	*805,287*	*900,157*

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

11. Fixed asset investments

Group

	Other fixed asset investments £
Cost or valuation	
At 1 January 2024	**6,993,875**
Revaluations	**630,742**
At 31 December 2024	**7,624,617**

Company

	Other fixed asset investments £
Cost or valuation	
At 1 January 2024	**6,592,501**
Revaluations	**593,105**
At 31 December 2024	**7,185,606**

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.

12. Debtors

	Group 2024 £	*Group 2023 £*	Company 2024 £	*Company 2023 £*
Trade debtors	**193,477**	*156,879*	**30,100**	*13,883*
Amounts owed by group undertakings	**-**	*-*	**74,880**	*241,797*
Other debtors	**37,904**	*48,882*	**33,125**	*47,440*
Prepayments and accrued income	**338,538**	*227,901*	**298,898**	*213,208*
	569,919	*433,662*	**437,003**	*516,328*

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.

13. Cash and cash equivalents

	Group 2024 £	*Group 2023 £*	Company 2024 £	*Company 2023 £*
Cash at bank and in hand	**3,965,317**	*4,249,120*	**3,285,794**	*3,428,095*
	3,965,317	*4,249,120*	**3,285,794**	*3,428,095*

14. Creditors: Amounts falling due within one year

	Group 2024 £	*Group 2023 £*	Company 2024 £	*Company 2023 £*
Trade creditors	**348,937**	*393,604*	**337,908**	*358,205*
Amounts owed to group undertakings	**530**	*1*	**162,909**	*-*
Other taxation and social security	**129,914**	*145,427*	**129,914**	*143,905*
Other creditors	**477,376**	*517,201*	**477,906**	*517,201*
Accruals and deferred income	**472,417**	*225,700*	**184,347**	*46,598*
	1,429,176	*1,281,933*	**1,292,453**	*1,065,909*

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.

15. Reserves

Reserves

	Balance b/fwd at 1 January 2024 £	Movement in the period £	Revaluation £	Balance c/fwd at 31 December 2024 £
Specific Funds				
Headquarters' specific fund	135,124	(1,825)	9,265	**142,564**
Headquarters benevolent fund	5,683	600	-	**6,283**
Total Specific Funds	**140,807**	**(1,225)**	**9,265**	**148,847**
General Funds				
Headquarters	6,261,044	(271,725)	593,105	**6,582,424**
Branches	446,862	(19,128)	-	**427,734**
Total General Funds	**6,707,906**	**(290,853)**	**593,105**	**7,010,158**
Pension Fund Reserve	**4,500,000**	**-**	**-**	**4,500,000**
TOTAL FUNDS	**11,348,713**	**(292,078)**	**602,370**	**11,659,005**

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.

16. 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 2023 and the preliminary results have been updated to 31 December 2024 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 2024 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 pie 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 2024 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 2024

		Plan Name		The Pension Scheme for the Royal College of Midwives	
		Country		UK	
				000s	000s
		Financial year ending on		31/12/2024	31/12/2023
	Currency information				
		Reporting currency		GBP	GBP
A.	Change in defined benefit obligation				
	1.	Defined benefit obligation at end of prior year		29,095	29,672
	2.	Cost (excluding interest)			
		a. Change arising from employee service in reporting period		390	383
		b. (Gain) / loss on curtailments / changes / introductions		-	-
		c. (Gain) / loss on settlements		-	-
	3.	Interest expense		1,378	1,242
	4.	Cash flows			
		a. Benefit payments from plan assets		(1,489)	(1,315)
		b. Benefit payments from employer		-	-
		c. Settlement payments from plan assets		-	-
		d. Settlement payments from employer		-	-
		e. Participant contributions		332	304
		f. Administrative 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		-	-
		b. Increase (decrease) due to plan combinations		-	-
	6.	Remeasurements			
		a. Effect of changes in assumptions		(2,355)	(90)
		b. Effect of experience adjustments		113	(24)
	7.	Effect of changes in foreign exchange rates		-	-
	8.	**Defined benefit obligation at end of year**		**27,464**	**30,172**
B.	Change in fair value of plan assets				
	1.	Fair value of plan assets at end of prior year		35,058	33,644
	2.	Interest income		1,677	1,674
	3.	Cash flows			
		a. Total employer contributions			
		(i) Employer contributions		1,240	1,135

		(ii) Employer direct benefit payments		-	-
		(iii) Employer direct settlement payments		-	-
		b. Participant contributions		332	304
		c. Benefit payments from plan assets		(1,489)	(1,315)
		d. Benefit payments from employer		-	-
		e. Settlement payments from plan assets		-	-
		f. Settlement payments from employer		-	-
		g. Administrative expenses paid from plan assets		(307)	(439)
		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)		(2,391)	55
	6.	Effect of changes in foreign exchange rates		-	-
	7.	**Fair value of plan assets at end of year**		**34,120**	**35,058**
C.	**Change in asset ceiling**				
	1.	Asset ceiling at end of prior year		5,963	3,972
	2.	Interest income		286	424
	3.	Remeasurements			
		a. Changes in asset ceiling (excluding interest income)		407	490
	4.	Effect of changes in foreign exchange rates		-	-
	5.	**Asset ceiling at end of year**		**6,656**	**4,886**
D.	**Amounts recognized in the statement of financial position**				
	1.	Defined benefit obligation		(27,464)	(29,095)
	2.	Fair value of plan assets		34,120	35,058
	3.	**Funded status**		**(6,656)**	**(5,963)**
	4.	Effect of asset ceiling		6,656	5,963
	5.	**Net defined benefit liability (asset)**		-	-
E.	**Cost relating to defined benefit plans**				
	1.	Cost (excluding interest)			
		a. Change arising from employee service in reporting period		390	383
		b. Change arising from employee service in reporting period to reimbursement rights		-	-
		c. (Gain) / loss on curtailments / changes / introductions		-	3,423
		d. (Gain) / loss on settlements		-	-

		e. Total cost		**390**	**3,806**
	2.	Net interest cost			
		a. Interest expense on DBO		1,378	1,242
		b. Interest (income) on plan assets		(1,677)	(1,674)
		c. Interest (income) on reimbursement rights		-	-
		d. Interest expense on effect of (asset ceiling)		286	424
		e. Total net interest cost		**(13)**	**(8)**
	3.	Remeasurements of Other Long Term Benefits		-	-
	4.	Administrative expenses and/or taxes (not reserved within DBO)		307	439
	5.	**Cost relating to defined benefit plans included in P&L**		**684**	**814**
E.6	6.	Remeasurements (recognized in other comprehensive income)		-	-
		a. Effect of changes in assumptions		(2,355)	(90)
		b. Effect of experience adjustments		113	(24)
		c. (Return) on plan assets (excluding interest income)		2,391	(55)
		d. (Return) on reimbursement rights (excluding interest income)		-	-
		e. Changes in asset ceiling (excluding interest income)		407	490
		f. Total remeasurements included in OCI		**556**	**(321)**
	7.	**Total cost related to defined benefit plans recognized in P&L and OCI**		**1,240**	**1,135**
F.	**Net defined benefit liability (asset) reconciliation**				
	1.	Net defined benefit liability (asset)		-	-
	2.	Cost relating to defined benefit plans included in P&L		684	4,237
	3.	Total remeasurements included in OCI		556	(3102)
	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		(1,240)	(1,135)
		b. Employer direct benefit payments		-	-
		c. Employer direct settlement payments		-	-
	6.	Credit to reimbursements		-	-
	6.	Effect of changes in foreign exchange rates		-	-
	7.	**Net defined benefit liability (asset) as of end of year**		-	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

G.	**Defined benefit obligation**				
	1.	Defined benefit obligation by participant status			
		a. Actives		6,253	6,111
		b. Vested deferred		5,894	6,304
		c. Retirees		15,317	16,680
		d. Total		**27,464**	**29,095**
H.	**Plan assets**				
	1.	Fair value of plan assets			
		a. Cash and cash equivalents		1,564	84
		b. Equity instruments		7,070	13,180
		c. Debt instruments		11,613	2,992
		d. Real estate			2,792
		e. Other		13,873	16,010
		f. Total		**34,120**	**35,058**
	2.	Amount invested in entity's own financial instruments			
		a. Equity instruments		-	-
		b. Debt instruments		-	-
		c. Real estate		-	-
		d. Other		-	-
		e. Total		-	-
	3.	Actual return on plan assets		(714)	1,729
I.	**Significant actuarial assumptions**				
	Weighted-average assumptions to determine defined benefit obligation				
		Discount rate		5.50%	4.80%
		Salary increase rate		3.15%	3.15%
		Price inflation rate (RPI)		3.15%	3.15%
		Price inflation rate (CPI)		2.85%	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_2023 converging to 1.25% p.a.	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.
		Assumed life expectancy on retirement at age 65			
		Retiring today (member age 65)		19.9 (M) / 23.1 (F)	20.0 (M) / 23.1 (F)
		Retiring in 20 years (member age 45 today)		21.3 (M) / 24.6 (F)	21.3 (M) / 24.6 (F)
		Duration (in years)		12	13

	Weighted-average assumptions to determine cost relating to defined benefit plans				
		Discount rate		4.80%	5.00%
		Salary increase 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, Year of Birth, no age rating projected using CMI_2021 converging to 1.25% p.a.	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.
		Assumed life expectancy on retirement at age 65			
		Retiring today		20.0 (M) / 23.1 (F)	20.5 (M) / 23.4 (F)
		Retiring in 20 years		21.3 (M) / 24.6 (F)	21.9 (M) / 25.0 (F)
J.	**Sensitivity analysis**				
	Present value of defined benefit obligation				
		Discount rate - 25 basis points		29,164	31,036
		Discount rate + 25 basis points		25,930	27,355
		Price inflation rate - 25 basis points		26,923	28,489
		Price inflation rate + 25 basis points		28,154	29,873
		Post-retirement mortality assumption - 1 year age rating		28,320	30,050

17. Commitments under operating leases

At 31 December 2024 the Group and the Company had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	Group 2024 £	*Group 2023 £*	**Company 2024 £**	*Company 2023 £*
Not later than 1 year	**145,000**	*180,610*	**145,000**	*180,610*
Later than 1 year and not later than 5 years	**580,000**	*866,278*	**580,000**	*866,278*
Later than 5 years	**1,558,750**	*1,686,080*	**1,558,750**	*1,686,080*
	2,283,750	*2,732,968*	**2,283,750**	*2,732,968*

18. 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 disclosure transactions and balances with wholly-owned group members.