



Strategy 2024–2029

Vision

Developing and supporting excellence in pathology for healthcare across the world.

Mission

- Advance the science and practice of pathology.
- Further public education in the field of pathology.
- Promote study, research and innovation in pathology and disseminate the results.

Values

- Teamwork – We achieve excellence by working together and valuing the diversity of all people we work with.
- Service – We support members to deliver the best patient care.
- Ambition – We aspire to provide the best quality services and lead innovation for pathology.



Our aims

Lead excellence in pathology

We are committed to developing relationships across all 4 UK nations and advocating for safe, supportive and resourced workplaces.

Promote the highest standards of pathology education and training

We will support the professional growth and development of the pathology workforce at all stages of their careers.

Foster a sense of pride and belonging among our members

We will listen to the needs of our members to drive change that will support them in delivering the highest standard of care for their patients.

Be the authoritative and trusted partner for pathology

We will strengthen our position as the leading voice of pathology and build partnerships to share knowledge and best practice.

Be a well-resourced, sustainable and inclusive organisation

We will promote sustainable pathology practice and ensure the College is resourced to achieve our current and future aims.



Aims and objectives

Aim 1 – Lead excellence in pathology practice

1. Promote the breadth of opportunities and patient benefits of a career in pathology and laboratory medicine.
2. Use robust data and analysis to provide insights into the pathology workforce and lobby for the action needed to sustain it in the interests of patients.
3. Work with stakeholders to ensure safe, supportive and inclusive workplaces for pathologists.
4. Establish strong policy positions and act on key priorities for pathology across the 4 UK nations.
5. Develop and maintain strong relationships with UK politicians, government bodies, public audiences and industry partners.

Aim 2 – Promote the highest standards of pathology education and training

1. Keep curricula, assessments and examinations under review to ensure they are reflective of current best practice.
2. Enable individuals to progress through training by removing barriers and ensuring equity to reach consultant practice.
3. Support appropriately qualified international medical graduates to obtain registration to practice in the UK.
4. Provide support and resources for trainees and new consultants.



Aim 3 – Foster a sense of pride and belonging among our members

1. Listen to our members and use their insights to develop an engaging and inclusive membership benefit portfolio.
2. Provide opportunities for members to network, share best practice and find support to address any challenges they face.
3. Deliver professional development opportunities for members to safeguard their practice for the future.
4. Deliver high-quality resources to support pathology practice.
5. Advocate for pathology and pathologists.

Aim 4 – Be the authoritative and trusted partner for pathology

1. Maintain high standards of professionalism, integrity and transparency in our interactions and communications.
2. Collaborate with partners to gather and share intelligence and provide a strong evidence base to support the recommendations and advice we provide.
3. Leverage partnerships with kindred organisations, stakeholders and devolved nation health services.
4. Build on our international profile as a trusted partner and advisor in pathology practice.
5. Develop industry partnerships to share knowledge and insights across pathology.



Aim 5 – Be a well-resourced, sustainable and inclusive organisation

1. Ensure equity, diversity and inclusion in all that we do.
2. Deliver digital transformation to advance organisational efficiency and support our members.
3. Prioritise staff wellbeing and workload management.
4. Deliver our carbon reduction plan and net zero commitment.
5. Promote sustainability in pathology practice through collaboration with relevant stakeholders.
6. Ensure financial sustainability; significantly reducing the deficit within 5 years.
7. Harness new opportunities for income generation expansion and enhancement and promotion of commercial activities of the College.
8. Explore how the College harnesses member expertise to deliver its mission.



The Royal College of Pathologists is a professional membership organisation with more than 11,000 fellows, affiliates and trainees worldwide. We are committed to setting and maintaining professional standards and promoting excellence in the teaching and practice of pathology, for the benefit of patients.

Our members include medically and veterinary qualified pathologists and clinical scientists in 17 different specialties, including cellular pathology, haematology, clinical biochemistry, medical microbiology and veterinary pathology.

The College works with pathologists at every stage of their career. We set curricula, organise training and run exams, publish clinical guidelines and best practice recommendations and provide continuing professional development. We engage a wide range of stakeholders to improve awareness and understanding of pathology and the vital role it plays in everybody's healthcare. Working with members, we run programmes to inspire the next generation to study science and join the profession.

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