

**ROYAL COLLEGE OF OBSTETRICIANS AND GYNAECOLOGISTS**  
**Minutes of a Meeting of Council held at the RCOG and virtually on**  
**14 February 2025**

**PRESENT**

President	Miss Raneer Thakar (Chair)
Senior Vice President, Global Health	Professor Hassan Shehata
Vice President, Clinical Quality	Mrs Geeta Kumar
Vice President, Membership & Workforce	Dr Laura Hipple
Vice President, Academia and Strategy	Professor Asma Khalil
Vice President, Education	Mr Ian Scudamore (for item 13 only)

**ELECTED FELLOWS**

Mr Sherif Abdel-Fattah  
Dr Jyotsna Acharya  
Professor Dilly Anumba  
Professor Alastair Campbell  
Professor Peter von Dadelszen  
Miss Mausumi Das  
Professor Stergios Doumouchtsis  
Professor Colin Duncan  
Mr Sujeewa Fernando  
Miss Fatima Husain  
Mr Joseph Iskaros  
Professor Swati Jha  
Mr Andrew Leather  
Dr Hans Nagar  
Mr Andrew Pickersgill  
Mr Philip Rolland  
Miss Melanie Tipples

**ELECTED MEMBERS**

Dr Jenny Barber  
Dr Helen Goodall  
Dr Chimwemwe Kalumbi  
Dr Aditi Miskin  
Dr Hannah Mistry  
Dr Javaid Muglu  
Dr Diane Nzelu  
Professor William Parry-Smith  
Dr Ganga Verma  
Dr Alison Wiggans

**MEMBERS**

Dr Janet Barter FRCOG, FSRH President  
Ms Emma Crookes, Women's Network Vice Chair  
Dr Abigail Hyland MRCOG, Trainees' Committee Vice Chair for Strategy  
Ms Jane Plumb FRCOG, Women's Voices Lead  
Dr Eman Toeima FRCOG, Specialty and Associate Specialist and Locally Employed Doctors Lead

## IN ATTENDANCE

Chief Executive	Ms Kate Lancaster
Executive Director, Education and Quality	Ms Carly Edwards
Executive Director, Global, Membership & Governance	Ms Kristen Morgan
Executive Director, Finance & Commercial	Ms Ashley Wang
Executive Director, External Affairs	Mr Ben Butler
Head of Corporate Governance and Risk	Mr Christopher Smith
Business Administrator	Ms Natasha Sullivan

<b>1</b>	<b>Welcome</b> The President welcomed all to the meeting.
<b>2</b>	<b>Apologies for absence</b> Apologies for absence were received from: Kat Barton MRCOG Justin Clark FRCOG Peter Harris MRCOG Hanan Mustafa MRCOG Suzanne O’Sullivan FRCOG Dudley Robinson FRCOG William Dudill MRCOG
<b>3</b>	<b>RCOG Confidentiality Agreement and Declaration of Interest and Good Standing</b> The RCOG Confidentiality Agreement and Declaration of Interest and Good Standing had been circulated in advance of the meeting. Council was asked to complete and return the form if they had not done so within the last year.
<b>4</b>	<b>Minutes and Matters Arising</b>
<b>4.1</b>	<b>Minutes from the last meeting</b> The minutes from the meetings held on 29 November 2024 and 5 December 2024 were approved as an accurate record of the meeting.
<b>4.2</b>	<b>Actions record</b> The actions from the 29 November 2024 meeting of Council were noted.
<b>4.3</b>	<b>Council ceremonies rota 2025</b> Council noted the 2025 ceremonies rota.
<b>5.1</b>	<b>Obituaries</b> <b>Resolved:</b> Dr John Maurice Dunlop – Fellow of Northern Ireland Dr Fook Tim Tai – Member of Canada
<b>6</b>	<b>Regional Presentation</b>
<b>6.1</b>	<b>South West</b> The Fellows and Members’ representatives for the South West presented an update from their region. Topics of focus included the economic and social context of the region, the structure and performance of hospitals within the region, and the academic and teaching landscape.  Council thanked the Fellows and Members’ representatives for the South West for their presentation. Council discussed the challenges regarding academic trainees in the region, particularly the amount and distribution of these. It was agreed that SEAC would consider this in more detail at its next meeting and provide further feedback to Council.  Action: SEAC to discuss the distribution of academic trainees and feedback to Council.

7	<p><b>President</b></p>
7.1	<p><b>President's Report</b></p> <p>The President updated Council on progress towards the delivery of the Presidential Priorities.</p> <p>The President discussed the ongoing challenges with maternity services in Nottinghamshire and highlighted that a visit was being planned by the Officers of the College. Council discussed the College's response to ongoing challenges within the sector.</p> <p>Council discussed the progress of the Terminally Ill Adults Bill through Parliament. It was agreed that the College would continue to follow the Academy of Medical Royal Colleges lead in this area. Currently, the Academy has adopted no position in relation to the Bill.</p> <p><b>Improving Surgical Training in Obstetrics and Gynaecology</b></p> <p>Council noted that unmet training needs identified as part of the Surgical Summit hosted in 2024. These include workforce planning, new Consultant support, and equitable access to simulation training across regions. The College is currently undertaking a data collection exercise against each of these needs including via a training needs survey and a literature review.</p> <p>The College is currently looking for volunteers to form part of a series work streams exploring potential solutions to these unmet training needs, as well as to develop pilot projects and highlight good practice.</p> <p><b>Levelling the playing field: Race equity in the O&amp;G workforce in the UK</b></p> <p>Council noted that the next phase of work in this area will focus on the development of an anti-racism care package to support the O&amp;G workforce. The College's work to date in this area was presented to the expert advisory group for discussion in December 2024, with the final package expected to cover the following areas: anti-racist leadership, diverse and inclusive teams, fostering a sense of belonging, empowerment, and psychological safety at work.</p> <p><b>Driving the College's response to climate change and the need for improved environmental sustainability in the O&amp;G profession</b></p> <p>Council noted that the College's Green Maternity Challenge project work is culminating with an event at the College on 19 March. Council members were asked to promote this amongst their constituents.</p> <p>Council was informed that the College had published a new policy position on climate change and women's health in January. The statement, which has been developed with input from RCOG members from across the world, sets out the specific risks a changing climate is having on women's health in the UK and beyond. It was noted that this has gained significant traction since its publication.</p> <p><b>Maternity Safety</b></p> <p>Council was reminded that the RCOG's membership have been asked for their input on maternity safety through question 2 (what changes in policy or practice would you recommend to reduce the incidence of adverse events in maternity care?) on the 'Have your say' platform. Council was informed that over 90 responses had been received and these are currently being analysed. A third question will be released in February.</p> <p>Council noted the President's Report.</p>
8	<p><b>Membership and Workforce</b></p>
8.1	<p><b>Report on Membership and Workforce Activities</b></p> <p>The Vice President for Membership and Workforce presented the Report on Membership and Workforce Activities.</p> <p>Council discussed and approved the elevation to Fellowship for Dr Arti Matah (UK).</p>

	<p>Council was informed that a workforce census pilot is currently underway with a plan to launch this more fully from 24 March. Once launched, Council was requested to complete the census and promote to colleagues.</p> <p>Council noted the series of recent membership engagement events that had taken place including in Scotland and Thames Valley and Wessex.</p> <p>The College continues to support its members through ongoing wellbeing work and Peer Support Lead appointment process. Council noted the Careers Day being hosted on 17 May 2025 and the series of wellbeing podcast and were requested to promote and signpost to colleagues and constituents.</p> <p>Council noted that the project to migrate RCOG membership and customer data from the existing CRM (OpenEngage) to a new system (iMIS) is underway. Phase 2 of this work has been approved and the College is working towards a go live in March.</p> <p>Council noted the Report on Membership and Workforce Activities.</p>
<b>9</b>	<b>Academia and Strategy</b>
<b>9.1</b>	<p><b>Report on Academia and Strategy Activities</b> The Vice President for Academia and Strategy presented the Report on Academia and Strategy Activities.</p> <p>Council discussed the Point of Care Ultrasound resources, which have recently launched. Council noted that early feedback indicates that these have received good engagement with users commending the clear and specific content. The most common use of the resources is for CPD purposes.</p> <p>Council noted that the RCOG’s Annual Academic Meeting took place on 6-7 February 2025, with 31 awards given. The RCOG awards cycle for 2025 will commence on 17 March with award winners ratified at the September Council meeting. In 2025, the College will award the Eardley Holland Medal, which is awarded once every five years to a Fellow or Member for original work of outstanding merit in the field of obstetrics and gynaecology.</p> <p>Council noted that the Women’s Health Research Priorities survey had launched on 10 February. The College is aiming for 2,500 survey responses and Council members were asked to complete the survey and disseminate it across their networks.</p> <p>Council discussed the merits of an RCOG Women’s Health Innovation Hub. It was noted that innovation will be a priority within the next RCOG Strategy and that the development Innovation Hub would be one mechanism by which this can be fostered.</p> <p>Council noted the Report on Report on Academia and Strategy Activities.</p>
<b>10</b>	<b>Global Health</b>
<b>10.1</b>	<p><b>Report on Global Health and Events Activities</b> The Senior Vice President for Global Health presented the Report on Global Health and Events Activities.</p> <p>Council noted that the College has secured funding for a six-month extension to its Gynaecological Health Matters programme in Nigeria. This will enable the College to build on the strong progress made to date.</p> <p>Council was informed that a two-phased approach to leveraging the RCOG’s consultative status with ECOSOC is being adopted. The first phase will be exploratory incorporating in-person participation at meetings and wider communications and engagement activities to raise the profile of the RCOG and its key advocacy messages. The second phase will focus on the RCOG’s sustained engagement with the UN. A delegation from the RCOG, including Senior Clinical leadership and the Global Health Trainees’ Committee, will attend events and meetings during 2025 to raise the profile of the RCOG.</p>

	<p>Council was informed that the development of a ‘train the trainers’ was underway with Options, a global health consultancy organisation. Potential funders have been mapped to keep momentum in this area going.</p> <p>Council was provided with an update on the World Congress location for 2026 and 2027. It was confirmed that the 2026 event will take place in Malaysia, and the 2027 event in Egypt. Council discussed the 2026 and 2027 locations noting that there were concerns about scientific integrity. The Senior Vice President for Global Health highlighted that part of the reason for selecting these locations was to promote good practice in this area.</p> <p>Council approved the World Congress locations for 2026 and 2027 and noted that the successful Countries will be notified after the Council meeting.</p> <p>Council noted the Report on Global Health Activities.</p>
<b>11</b>	<b>Clinical Quality</b>
<b>11.1</b>	<p><b>Report on Clinical Quality Activities</b></p> <p>The Vice President for Clinical Quality presented the Report on Clinical Quality Activities.</p> <p>Council was informed that 2024 had been an unprecedented year in terms of College publications including the launch of seven Green-top Guidelines.</p> <p>Council was informed that, since the previous meeting, the College had published several pieces of clinical guidance including an update to the Green-top Guideline on Identification and management of maternal sepsis during and following pregnancy and a new SIP on the use of novel therapies in the management of haemolytic disease of the fetus and newborn.</p> <p>With regards to the National Maternity and Perinatal Audit, Council was informed that work is continuing to produce the next annual clinical report. The annual clinical report will cover births in England, Wales and Scotland over 2023 and will focus on results at Trust/Health Board level in the first instance. The analysis has been completed, and work is ongoing to draft the report, including formulating key findings and recommendations. The report has a projected publication date of May 2025.</p> <p>Council was informed that the Task and Finish Group for Maternity Standards Framework was seeking a Chair. Council members were asked to consider putting themselves forward for the role and to promote amongst colleagues.</p> <p>Council noted the Report on Clinical Quality Activities.</p>
<b>11.2</b>	<p><b>Guideline Development Process Review</b></p> <p>The Vice President for Clinical Quality presented the findings from the Guideline Development Process Review.</p> <p>The review identified two key themes which were causing delays in the publication of the College’s Green-top Guidelines: procedural delays and processing delays. Responding to this finding, the review made several recommendations, which will be taken forward by the College’s Guidance team as well as Lead Reviewers, Chairs and development teams.</p> <p>Council thanked the Vice President for Clinical Quality for the review and discussed some additional areas where focus might be placed including utilising resources in NHS Trusts to help manage literature reviews and the production of adaptation guidance. The Vice President for Clinical Quality confirmed that such actions were being progressed by the College.</p> <p>Council noted the update on the Guideline Development Process Review.</p>

12	<b>CEO</b>
12.1	<p><b>CEO Report</b> The Chief Executive presented the report on the latest activity across the College.</p> <p>Council noted that the British Fertility Society (BFS) is considering applying for Royal Charter status and had approached the College for its pro-active support. Council was informed that any application made by the BFS would need to meet strict eligibility rules from the Privy Council Office in order to be successful and that, upon review, the College is not confident that an application will succeed. As such, it was argued that supporting the application would pose both a reputational risk to the College, as well as a risk to its membership, many of whom are also BFS members.</p> <p>Council was asked to discuss and decide if it supported the proposal to decline supporting the BFS application.</p> <p>Council noted the CEO’s report and supported the proposal to decline supporting the BFS application.</p>
12.2	<p><b>RCOG Strategy 2025-2030 update</b> The Chief Executive provided the RCOG Strategy 2025-2030 update.</p> <p>Council was thanked for their involvement in the strategy workshop, which took place on 29 November 2024. It was noted that feedback from this workshop, as well as those of key College committees, staff and Officers, has informed the drafting of a Case for Development, which will be shared with Council in due course.</p> <p>In addition, work to draft refreshed strategic objectives and a plan that will be at the heart of the new strategy is now underway and will be reviewed by Council at a future meeting.</p> <p>Council noted the RCOG Strategy 2025-2030 update.</p>
13	<b>Education</b>
13.1	<p><b>Report on Education and Exams Activities</b> The Vice President for Education presented the Report on Education and Exams Activities.</p> <p>Council noted that there had been good engagement with the College’s TOG podcast, with 2,256 users accessing them in 2024</p> <p>Council was provided with an update on the development of the MRCOG Part 2 SBA question resource. It was noted that the MRCOG Part 2 Task and Finish Group have supported the delivery of a fit for purpose question bank with 150 questions.</p> <p>Council was informed that the MRCOG Part 3 – Global expansion and sustainability project will launch in 2025 to evaluate effectiveness of the current model. This is to help ensure that the delivery of the Part 3 examination is streamlined without compromising its rigorous standards.</p> <p>Council noted the Report on Education and Exams Activities.</p>
14	<p><b>Report from FSRH President</b> The FSRH President presented their report on the activities of the Faculty of Sexual and Reproductive Healthcare.</p> <p>Council noted that work had taken place regarding the Vice President portfolios at the Faculty, with the title of the Senior Vice President, Workforce changing to the Senior Vice President, Membership and Workforce and the title of the Vice President Membership and Global becoming the Vice</p>

	<p>President, Global. These changes reflect the increased global work of the FSRH as well as the overlap between the membership and workforce portfolios.</p> <p>Council was informed that the term of office for the current FSRH President, Dr Janet Barter, will end on 25 September 2025, and that an election process will commence in February to identify a successor with the outcome announced on 4 April 2025. The FSRH is beginning to reflect on the achievements made under the current presidency, as well as where it should focus moving forward.</p> <p>Council noted the FSRH report.</p>
15	<p><b>Report from Women’s Voices Lead</b></p> <p>The Women’s Voices Lead noted the written update on recent activities of the Women’s Network and Voices Panel.</p> <p>Council was informed that the Women’s Network had appointed two new clinical members and that updated biographies of all Network members will be shared shortly.</p> <p>Council noted that the Women’s Voices Lead and the President co-chaired a panel discussion on tackling inequality and disadvantage during pregnancy and birth, which is available to view on the RCOG website.</p> <p>The Women’s Network is currently coordinating an Instalive focusing on Hyperemesis Gravidarum in partnership with the charity Pregnancy Sickness Support, which will be aimed at members of the public and will highlight the RCOG’s clinical and patient resources on the condition.</p> <p>Council noted the report from the Women’s Voices Lead.</p>
16	<p><b>Report from Trainees’ Committee Chair</b></p> <p>The National Trainees’ Committee (NTC) Vice-Chair presented their report, which provided an update on the NTC’s recent activities.</p> <p>Council noted the ongoing work between the College and the NTC to enhance the trainee’s online presence. This includes updates to the trainee web pages and tailored communications.</p> <p>Council was informed that the NTC had recently voted on whether the term Resident should be used in the NTC’s name, as well as whether it should be used more broadly in place of the term Trainee. The majority of NTC members voted for the NTC to retain its current nomenclature, and to continue using the term Trainee. Council discussed this and agreed to support the NTC’s decision.</p> <p>Council noted that the recruitment of 10 NTC Regional Representatives would commence on 3 March 2025.</p> <p>Council noted that 14 nominations were received for the Trainee Trainer of the Year Award 2025 and 15 for the Trainer of the Year Award 2025. The panel has reviewed the nominations and selected the winners and runners-up and notification letters will be issued on the 14 February 2025.</p> <p>Council noted the report from the National Trainee’s Committee Chair.</p>
17	<p><b>Report from SAS/LED Lead</b></p> <p>The SAS/LED Lead presented their report, which highlighted the breadth of work that the SAS/LED Committee had undertaken since the last meeting.</p> <p>Council noted the Report from the SAS/LED Lead.</p>
18	<p><b>Disciplinary, Removals and Reinstatement Committee Report</b></p> <p>The DRRC Chair presented the Disciplinary, Removals and Reinstatement Committee Report, which provided an update on the removals, reinstatements and sanctions conferred by the Committee.</p>

	Council noted the Disciplinary, Removals and Reinstatement Committee Report.
<b>19</b>	<b>Council Membership</b>
<b>19.1</b>	<p><b>President and Officer Elections 2025</b></p> <p>The Chief Executive presented the paper on the President and Officer Elections 2025, which provided an update on the President and Officer elections for 2025 as well as the proposed 2025 President election nomination pack.</p> <p>Council discussed the timeline and sequencing of the elections. The Chief Executive informed Council that the materials and timeline have been developed in line with the College's Regulations, incorporating learning from the 2022 election process as well as legal advice.</p> <p>Council enquired whether the canvassing guidance had been updated since the previous election. The Chief Executive noted that the College's guidance had first been developed in 2019 and had subsequently been reviewed in 2022. For 2025, the College had received legal advice on the guidance and made some minor amendments to ensure that it remained a pragmatic document, underpinned by the College's Code of Conduct.</p> <p>Council approved the President Election Guidance, President role description and nomination form.</p>
<b>19.2</b>	<p><b>Council Elections 2025</b></p> <p>The Chief Executive presented the paper on the Council Elections 2025, which provided an update on the Council elections for 2025 as well as the proposed 2025 Council election nomination pack.</p> <p>Council approved the proposed Council election nomination pack.</p>
<b>19.3</b>	<p><b>Committee and Honorary Appointments and Extensions</b></p> <p>Four new appointments and 11 extensions were ratified.</p>
<b>19.4</b>	<p><b>Council representatives on Board/Committees:</b></p> <p>Expressions of interest for the following positions coming vacant in June/July were requested:</p> <ul style="list-style-type: none"> <li>- Finance &amp; General Purposes Committee: FRCOG</li> <li>- Equality, Diversity &amp; Inclusion Committee: FRCOG</li> <li>- Audit &amp; Risk Committee: FRCOG and MRCOG</li> <li>- Education Board: MRCOG</li> <li>- Clinical Quality Board: FRCOG</li> </ul> <p>Council members were advised to contact Natasha Sullivan to confirm their interest in any of the roles.</p>
<b>20</b>	<p><b>Reports/minutes</b></p> <p>Council noted the following minutes:</p> <p>20.1 Workforce Board 14 November 2024 minutes</p> <p>20.2 Global Health Board 30 January 2025 minutes</p> <p>20.3 Academic Board 1 November 2024 minutes</p> <p>20.4 Education Board 26 July 2024 and 1 November 2024 minutes</p>
<b>21</b>	<p><b>Any other business</b></p> <p>There was no other business and so the meeting was closed.</p>