



The College's strategy 2021–24

Our 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 results.

Our 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.

The impact of COVID-19

Everything we do will be impacted and shaped by COVID.

The prime directive is to maintain the College and its core functions despite COVID.

We will ensure COVID recovery includes positive recognition and sustained support for pathology services, especially across the NHS.

Our aims

Support all members through the delivery of high-quality member services

We are committed to delivering members services that promote diversity and inclusion and support continued career development.

Develop and maintain high standards of education, training and research across all pathology specialties

We are committed to improving the standards we set for pathology education, training and research, to improve patient care and safety.

Promote excellence and advance knowledge in pathology practice across all specialties

We work with members to improve the services they deliver to patients in disease prevention, diagnosis and treatment.

Increase the College's influence through a clear, coherent, professional voice

By communicating the central role that pathology plays in patient care, outcomes and safety, we will strengthen our position as an expert body, extend our influence and affect national and international policy for the benefit of patients and pathologists.

Resource the future development of the College

We will make best use of the College's resources and improve financial stability to achieve our strategic aims and charitable objectives.

Support all members through the delivery of high-quality member services

We will achieve this by:

- **Supporting current members in their continuing education by offering guidance and support.**
- **Encouraging future members by fostering their interest in a career in pathology and supporting career development.**
- **Promoting and encouraging inclusivity and diversity throughout our membership, the wider profession and our work.**
- **Advancing knowledge in pathology through the delivery of a range of resources to support continuing professional development for all members.**
- **Implementing the use of technology that widens and improves consistency of access to services for members.**

Develop and maintain high standards of education, training and research across all pathology specialties

We will achieve this by:

- **Providing curricula, assessments and examinations for professional groups, ensuring they meet the future requirements of the profession.**
- **Optimising the efficiency of the examination process by developing centralised systems and providing enhanced support for examiners.**
- **Increasing international participation in College examinations.**
- **Encouraging and supporting our members and trainees to undertake and publish high-quality research to advance the practice of pathology.**

Promote excellence and advance knowledge in pathology practice across all specialties

We will achieve this by:

- **Advocating for a properly resourced, supported and sustainable pathology workforce.**
- **Continuing to develop excellent continuous professional development recording and support services.**
- **Delivering high-quality resources to benefit pathology practice.**
- **Developing a robust framework for governance and oversight of external quality assurance to ensure high standards.**
- **Promoting environmental sustainability in pathology and the ways in which we work.**
- **Supporting future innovation and delivery of digital resources in pathology.**

Increase the College's influence through a clear, coherent, professional voice

We will achieve this by:

- **Promoting the College as a vital contributor to health policy and decision making.**
- **Influencing policy to advance patient care and safety.**
- **Championing the College as the leading medical royal college in genomics services.**
- **Promoting pathology to the wider health professionals and the public to enhance our capacity to influence policy.**

Resource the future development of the College

We will achieve this by:

- **Increasing and developing new sources of income to support the work of the College.**
- **Delivering effective management of member services and providing an excellent place to work.**
- **Building corporate membership that benefits the College and its member partners.**

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.

The Royal College of Pathologists

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