

Annual General Meeting (AGM) 21 May 2026 minutes

In person attendance: International Convention Centre (ICC) Wales, The Coldra, Catsash Road, Newport, NP18 1HQ

Meeting commenced at 11:50am

AGM01/26 AGM opens - welcome and review of 2025/2026 – Helen Hardy, Chair of Paramedic Council and Chair of the meeting

This is our first AGM under the Royal Charter and in compliance with that governing document we will have in-meeting voting on ordinary resolutions, related to the accounts and the elections.

The Chair of Council welcomed Trustees, Member Representatives and Members of the Royal College of Paramedics to the meeting and summarised the format of the AGM.

The AGM is a vital component of robust and transparent organisational governance and a perfect and positive opportunity to share with you, our members, what we have achieved in the previous year, with a little look forward to the year ahead. Being involved with the Royal College of Paramedics, and taking part in this AGM today, these are professional activities, and can contribute towards your ongoing CPD.

The Chair of Council confirmed with the Head of Governance that the AGM is quorate with over 50 full members in attendance.

The Chair of Council welcomed and introduced our Vice President to present a review of key achievements in 2025 as follows:

- * The College of Paramedics (the College) was granted Royal Charter by His Majesty King Charles III in 2024. In 2025, His Majesty gave the permission to use the title 'Royal' which came into effect on 1st January 2026.
- * The 2019- 2024 strategy was successfully delivered, and a new 10-year strategy was launched to coincide with the transition into the Royal Charter and Royal College.
- * The Policy and Affairs team have been involved in shaping national policy, influencing legislation and building political recognition of paramedics. The College was also involved in influencing wider UK health strategies such as the 10-year workforce plan. The College also undertook wider AHP system work across all four nations.
- * The UK government has agreed to formally consult on proposed changes to section 135 and 136 of the Mental Health Act. The College received one of the largest member engagements around this survey which is a major achievement and impact of our member's voice.
- * In the medicines and prescribing sector, there have been several advancements, including changes related to fentanyl. The College was involved in several consultations and work strengthening the evidence base for expanding prescribing, more information on these can be found on our website.
- * Several engagement surveys to gather information from our members were published to strengthen the voice of the profession.
- * The Vice President welcomed the new Diversity, Equity and Belonging Manager who has undertaken work on menopause support and revitalising the Diversity Advisory Group. Members of this group are actively attending the Student and Paramedic Councils to ensure diverse voices have been heard and reflected in the

College's decision making. DEB principles are embedded now across the organisation, and they are also represented in our honours and awards, board governance and education systems. The Royal College of Paramedics understands the importance of DEB which is rooted in our three interconnecting responsibilities around legal duty, moral imperative and organisational benefit.

- ✱ Throughout 2025, the College was engaged in a variety of subjects, including paramedic prescribing, violence and aggression in the workplace, inappropriate behaviour, mental health, and the employment crisis facing our NQPs, waiting times, the importance of CPR and electric vehicles. In addition to being reactive, several press releases and statements were issued including announcing that HRH Prince of Wales as our new role patron and the ongoing work with key stakeholders to tackle all forms of abuse and improve workforce culture.
- ✱ The Vice President thanked all those who got involved in the work of International Paramedics Day. There were over 130 UK and international partners involved.
- ✱ There has been lots of work undertaken around primary and urgent care including the PEST project which delivers live monthly educational sessions for urgent and primary care paramedics, the Magic project which trains general practice and out of hours teams to use emergency checklists for waiting room emergencies, in Wales more than 20 paramedics have been trained within primary care. A full reveal of the first contact practitioner roadmap was completed, and the College spoke at several external events and conferences highlighting the specialist nature of paramedicine within non-traditional settings.
- ✱ Within emergency and critical care, a lot of work was around the development of advanced paramedic practice and developing a curriculum for paramedics to progress into advanced practice in critical care. This is already aligned and well established in the FEM network and the faculty of the pre-hospital care and Royal College of Surgeons.
- ✱ On independent prescribing, the College formed a national specialist advisory group for those leading on the introduction of independent prescribing within their organisations and the introduction of fentanyl to all UK and all UK paramedics has been a massive achievement.
- ✱ The Maternity and Newborn Conference was a huge success in 2025 and another is planned in 2026.
- ✱ The Education team have continued to focus on consistent quality assurance of pre-reg education, along with the development of Paramedic Foundation Preceptorship (PFP) programmes. To date 14 ambassadors have been trained and as a result 27% of pre-registration paramedic programmes across the UK are now endorsed, with 30 programmes at various stages of endorsement.
- ✱ The Student Portal and learner listening sessions were expanded at pace in 2025 when the extent of the new registered roles crisis became apparent. There was a considerable mismatch between the number of paramedic graduates and availability of new posts in the UK ambulance services which has meant that many new registrants were not moving directly into employment. The PFP framework and portfolio have been available for new registrants and their employers, and a series of NCP webinars have been produced throughout 2025 to support.
- ✱ The College was invited to present and collaborate with a variety of different conferences and develop relationships across international systems, including Thailand, Canada, Europe and Australia.
- ✱ Within research, the College provided leadership across several major research initiatives, including the Work Risk Awareness Play and Think (WRAPT) Tool and are continuing to work with JRCALC.
- ✱ The College published a new international registrant's advice and guidance document to support overseas qualified paramedics seeking to practise in the UK.
- ✱ In 2025, 111 fitness to practise inquiries were received from members who had received notification from the HCPC. 38 members have ongoing cases, and, overall, 186 members have been actively supported through to case closure.
- ✱ The College continued to promote sexual safety and safe practice coaches with listening events, particularly focusing on paramedic students during their studies.
- ✱ In 2025, the College delivered an extensive programme of resources, delivering 25 virtual CPD events, with over 4000 registrants, many which can be found on the CPD hub, 20 in person events across the UK including conferences and specialist learning opportunities.

- * As part of the broader digital transformation agenda, the College migrated onto a new membership system.
- * Over the past 12 months there has been an increase of 3% of full members and it is recognised that there is potential for additional growth in all membership groups.
- * The Vice President highlighted that the College recognised key psychological issues facing our members currently and partnered with external stakeholders such as Mind Over Matters to provide bespoke packages to support members. Supporting membership also took the form of responding to inquiries, providing advice and guidance on paramedic psychological health, through to providing peer support for those members who are facing fitness to practise investigations.
- * The Mental Health Advisory Group continue to represent members on matters relating to mental health and mental capacity and have been involved in contributing to several consultations on legislative chambers.
- * The Vice President thanked members for their contributions and support throughout 2025 and highlighted the new vision from our 10-year strategy; to inspire and empower paramedics to lead with excellence, integrity and compassion.
- * The work of the College passed seamlessly into the work of the Royal College of Paramedics on 1 January 2026

AGM02/26 A word about the AGM minutes

The Chair of Council presented the 2025 AGM minutes which were received. The Chair of Council advised that the minutes have already been approved through an email to last year's AGM attendees and can be viewed on our website. As attendees today, please look out for an email in the coming weeks to approve these 2026 minutes.

AGM03/26 Announcement of 2026 election results, including voting on ordinary resolutions 1 and 2

The Chair of Council highlighted that this year, full members were given the opportunity to stand for 4 Trustee positions and 5 Paramedic Council seats. We had 13 members put themselves forward for the Trustee positions and 12 candidates stood for the member representative positions, as follows:

- * Trustee x4
- * North West Member Representative
- * North East Member Representative
- * Eastern Member Representative
- * South West Member Representative
- * South East Member Representative

In addition to the above elections, we held an election for a co-option for the South West Student Member Representative role.

The Chair of Council expressed her thanks to all the candidates, all of whom were very strong. The Royal College of Paramedics is privileged to have these individuals come forward and be prepared to give their time and energy to their profession and professional body.

The following candidates won their elections and will take on their positions immediately following the close of the AGM. The Chair of Council welcomed the following:

Trustee Giles Adams (re-elected), congratulations
Trustee Jaqualine Lindridge (re-elected), congratulations
Trustee Ed Harry (re-elected), congratulations
Trustee Benjamin Haselwood (re-elected), congratulations

All four incumbents are to continue into their second and last term of two years.

North West Member Representative – James Lindley (uncontested), welcome
North East Member Representative – Simon Thompson (won the vote), welcome
Eastern Member Representative – Kevin Cowan (re-elected), congratulations
South West Member Representative – Simon Tutt (won the vote), welcome
South East Member Representative – David Davis (won the vote), welcome

The Chair of Council expressed her thanks and appreciation on behalf of the Royal College of Paramedics to the outgoing Trustees and outgoing Member Representatives.

The Chair of Council also provided her thanks to our Chief Executive, and all staff, volunteers and members working with the Royal College of Paramedics.

The Chair of Council expressed her thanks to the Head of Governance for her work on the elections.

Under our Royal Charter, members at the AGM are asked to formally accept the results of the Trustee elections. Resolution 1 is asking for the formal acceptance

Resolution 1:

That Giles Adams, Ed Harry, Benjamin Haselwood and Jaqualine Lindridge are re-elected to join the Board of Trustees for a second term of two years.

Members voted as follows: Agree: 87 Reject: 0 Abstain: 0

Our Royal Charter also allows the Board to appoint up to 4 lay members of the Board, and we have very recently appointed our first lay trustee to be our Honorary Treasurer, Lewis Bowman. As this appointment is also filling a Trustee position we are asking you to formally accept the appointment through Resolution 2

Resolution 2:

That Lewis Bowman is appointed to join the Board of Trustees as Honorary Treasurer, for a first term of two years.

Members voted as follows: Agree: 87 Reject: 0 Abstain: 3

Trustee Lewis Bowman, Honorary Treasurer, (appointed as a lay trustee), welcome

AGM04/26 Presentation of 2025 annual report and accounts, including voting on ordinary resolutions 3 and 4

The Vice President (Honorary Secretary) presented the annual report and accounts which have been approved.

The Vice President (Honorary Secretary) extended her thanks to our Management Accountant for her work involved in the accounts.

The Vice President (Honorary Secretary) provided a summary to attendees of the 2025 annual report and accounts which will be filed with Companies House and the Charities Commission. The annual report 2025, which includes the accounts, can be viewed on our website [here](#).

- ✱ The principal source of funding in the year ended 31st December 2025 was membership income of £2,845,535 (2024 – £2,621,103).
- ✱ Total income during the period was £3,392,034 (2024 – £2,993,052).
- ✱ While membership numbers overall reduced* further during 2025 from 20,424 to 20,782 (1st January – 31st December 2025), Full Members increased from 16,878 to 17,395

- * Associate and Student Members reducing from 3,546 to 3,387.
- * Expenditure for the same period grew from £2,893,178 to £3,247,456.
- * On 31st December 2025 the College had unrestricted reserves (excluding fixed assets) of £601,975 (2024 – £559,162). We maintain reserves to cover over 4 weeks of expected expenditure.
- * Any surplus generated in excess of the reserves policy will be applied to the continued funding of step-changes in the Royal College of Paramedics' transition from a small business to a larger, more complex one
- * The College generated a surplus of £144,578 (2024 – surplus of £99,874).

***Post meeting correction:** overall membership increased in 2025 from 20,424 to 20,782 (1st January – 31st December 2025)

It was noted that the annual report and accounts are complimented by contributions from:

- * Membership and communication
- * Education
- * Clinical development
- * Professional standards
- * Research
- * Administrative services

Our Charter requires that we ask our members at the AGM to receive and adopt the Annual Report and Accounts, which we will do through Resolution 3

Resolution 3:

That the College of Paramedics Annual Report and Accounts for the year ended 31 December 2025 be received and adopted.

Members voted as follows: Agree: 88 Reject: 0 Abstain: 0

Our Charter also required that our members at the AGM formally appoint the auditors for the Royal College of Paramedics, on the recommendation of the Board of Trustees. The Board is recommending that we retain our existing auditors, Buzzacott LLP, who have efficiently and effectively conducted the audit for the past years. In the coming year the Royal College of Paramedics will be preparing for a full tendering process to find the auditors for the 2027-2028 audit period. We will be inviting Buzzacott to join the tendering process.

Resolution 4:

That Buzzacott LLP is retained as the Auditors for the Royal College of Paramedics in the coming audit period 2026-2027.

Members voted as follows: Agree: 86 Reject: 1 Abstain: 1

AGM04/26 AGM question and answer

The Chair of Council and President offered attendees the opportunity to ask any questions.

The following question was posed and answers provided:

Did we grow or shrink in the past year from a membership perspective?

The Head of Governance confirmed that overall membership dropped due to a drop in associate membership and student membership, however full membership increased. *This statement was later confirmed to be inaccurate.*

Post meeting correction: Overall membership increased in 2025. Although it dropped in associate membership and student membership, the growth in full membership was sufficient to outweigh the drop in student and associate members. The numerical membership figures on pages 43 and 70 of the Annual Report are correct.

Attendees were also offered the chance to speak to the Chair of Paramedic Council and/or Vice President (Honorary Secretary) outside of this meeting.

AGM05/26 AGM close

The AGM was brought to a close.

Meeting formally closed at 12.22pm