



2024

HIGHLIGHTS

Founded
1945

Members
10,103

Countries
35

NURTURING, TRAINING AND EDUCATING

THE NEXT GENERATION OF PODIATRISTS

About the College

We are the professional membership body and trade union for podiatrists in the UK and internationally, representing over 10,000 health professionals working in foot and lower limb care. Our purpose is to champion lower limb healthcare, supporting people to live their best lives. We make our members' voices heard by working with policymakers, raising awareness, and building strong connections with communities and decision makers to improve foot and lower limb health.

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Council members

Chair of Council

Professor Jane McAdam

Jake Heath

Adele Holmes

Keri Hutchinson

Liam McManus

Emma Noe

Sue Pike

Council Members

Martin Fox

Krishna Gohil

Usamah Khalid

Stephen Kriss

Richard Leigh

Michelle Scott

Peter Thomson

Antony Wilkinson

Leadership team

Chief Executive and General Secretary

Jane Pritchard

Director of Membership & Events

Claire Angus

Director of Finance and Corporate Services

Frederick Moore

Chief Clinical Advisor

Dr Helen Branthwaite

Head of Education and Academic Quality Assurance

Coreen Beckford

Head of Policy and Public Affairs

Lawrence Ambrose

Deputy General Secretary

Martin Furlong

Head of Communications and Marketing

Martin O'Connor

Head of Transformation

Warren Hobden

Highlights from 2024



It has been a year of transformation and transition as we start to modernise our operations and governance to ensure we are fit for the future.

This year, to accompany the formal Annual Report, we have put together this brief document of highlights from the year.

Our aim is to demonstrate the breadth of our activity and give you a snapshot of the work we do for members throughout the year.

A large part of 2024 has been taken up with agreeing our five-year strategy and putting action plans in place for 2025 onwards. At the same time, we have been continuing

with core activities around member services, trade union support, communications and advocacy.

Two thousand and twenty four has been a year of transformation and transition as we start to modernise our operations and governance to ensure we are fit for the future. From 2025, our aim is to produce an annual impact report that will demonstrate the progress made against our strategic ambitions. We hope you enjoy reading these highlights and, as always, we welcome your ideas and feedback for future editions.

OUR STRATEGY

A solid strategic plan helps the college to stay focused and succeed over the long term.

2025-2030

We have a five-year plan and it will help us to manage resources more effectively, making sure they're used where they matter most to meet our goals.

Our purpose

To champion lower limb healthcare, supporting people to live their best lives.

RCPD



We represent, support and champion healthcare professionals who prevent, diagnose and treat health conditions associated with our feet and lower limbs.

Our mission

- Supporting best practice and fostering excellent conditions for all podiatrists wherever we work
- Nurturing, training and educating the next generation of podiatrists
- Championing active lives and the role of podiatrists in preventative care for everyone
- Researching and developing new evidence-based treatments using person-centred and innovative care.

CARING
SCIENCE-LED
INCLUSIVE
COLLABORATORS

Our values

- A caring profession who put people at the heart of our practice
- Forward looking and driven by science-led knowledge and skills
- Open, diverse and inclusive in our approach to each other
- Collaborators and communicators who create real impact through our relationship with the wider health and care community.



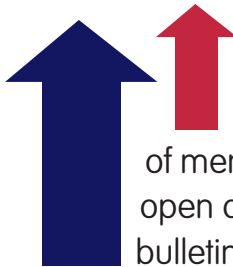
Over **10,100**
Members

95.5%
membership
renewal in
2024

0.2%
increase
on 2023

107,000

published episodes of care
analysed in a decade of data
from PASCOM-10, the
College's podiatry audit tool



51%
of members regularly
open our newsletters,
bulletins and updates.

10,000+
people engaged
at careers fairs
across the UK

Our
members
are across
35
Countries



**60 NEW MEDIA
CONTACTS**

spanning TV, print and online -
keeping podiatry in the
public eye.

Nearly 1,000 attendees
joined our new Fireside Chat
sessions exploring lessons
from private practice

OVER 60% INCREASE

in RCPod Rewards Scheme
usage following increased
promotion efforts



Publication of the
FIRST
comprehensive report into
Independent practice and
its role in protecting the
country's foot health

100%

of attendees on
our record keeping
course said it
met their learning
expectations



Professional Support Officers
assisted **70 members** with
HCPC cases



53,076
Active website
users



244 PAGES
of editorial content in
The Podiatrist



**16 CAREER
EVENTS**
to promote podiatry

5
webinars

AREAS OF ACHIEVEMENT

ORGANISATIONAL TRANSFORMATION

We launched a strategic planning and transformation programme, laying a foundation for future growth.

EDUCATION AND TRAINING

Over 4,500 attendees took part in our advanced education courses, covering areas like skin surgery, MSK interventions, vascular health, diabetes, and heel pain - enhancing skills and improving patient care specialties.

ANNUAL CONFERENCE SUCCESS

Our first self-managed conference delivered in Harrogate with over 910 attendees - saving costs and increasing control.

EDUCATION REFORM PROJECTS

NHS England-funded initiatives included a new core curriculum, preceptorship strategy, and a student hub to strengthen the careers pipeline.

CAREERS OUTREACH

Sixteen careers events delivered across the UK, reaching students, career changers, and education partners.

NEW STRATEGY READY TO LAUNCH

Five-year strategy finalised, with implementation starting in 2025, covering growth, digital transformation, and public awareness.

INDEPENDENT PRACTICE REPORT

We published *The State of Independent Practice*, identifying challenges and opportunities for the sector.

NEW INSURANCE BROKER

We appointed *James Hallam* to provide improved value and tailored cover for members.

LEADERSHIP APPOINTMENTS

We completed recruitment for our new Chief Clinical Advisor, Head of Education and Academic Quality Assurance and Head of Transformation for 2025.

Making podiatry visible

INFLUENCING HEALTHCARE POLICY

Our policy and public affairs team continues to ensure podiatry is represented at the highest levels, making the profession more visible to the key decision-makers across the UK.

In **Scotland**, we contributed to the Scottish Government's AHP Education and Workforce Advisory Board, offering solutions for a sustainable allied health workforce.

In **Northern Ireland**, we submitted detailed recommendations to support safe staffing

within the NHS. In **Wales**, we maintained pressure to increase commissioned podiatry training places and called for a national AHP workforce strategy.

Ahead of the UK general election in July, we launched a *Manifesto for Podiatry*, setting out clear priorities for the next government. Following the election, we engaged with new and returning MPs and civil servants to ensure podiatry remains high on the health policy agenda.

CAREERS IN PODIATRY: INSPIRING THE NEXT GENERATION

We started a new phase of outreach and careers promotion in 2024, focused on growing the profession and increasing awareness of podiatry as a dynamic, rewarding career.

We engaged with thousands of young people and career changers through attendance at UK careers fairs, bringing the profession to life for 16-19-year-olds exploring their futures.



FOUR-NATION POLICY DEVELOPMENTS

- Highlighting podiatry's role in dementia care through the Welsh Dementia Network
- Engaging in consultations on special procedures licensing and MSK care frameworks
- Collaborating to refine AHP workforce development plans.

ENGLAND

- Armed forces podiatry initiative: Partnering with NHS England to recruit ex-service personnel
- Post-general election policy engagement: Ensuring podiatry remains a government priority in healthcare discussions.

WALES

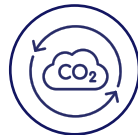
- Engaging in consultations on special procedures licensing and MSK care frameworks

Perception and influence

We continue to speak up for the profession - making sure podiatry is recognised, valued, and reflected in healthcare policy. We have focused on leadership, research, workforce growth, raising the profession's

profile, and influencing the right people.

Across all four nations, our team has delivered real impact - these highlights show just how far we've come.



Encouraging telehealth adoption to reduce carbon footprints from patient travel



Supporting clinics in reducing single-use plastics and exploring reusable instruments



We continue to champion podiatry across the UK, ensuring it remains an integral part of healthcare. Through strategic leadership, workforce initiatives, advocacy, sustainability efforts, and public engagement.



ADVOCACY AND CAMPAIGNING

We take every opportunity to be at the forefront of healthcare policy discussions, ensuring podiatry is recognised as a key element in public health.

CONSULTATIONS AND MEMBER ENGAGEMENT

We work with Arms Length Bodies of government to represent podiatrists' needs effectively.

INSPIRING FUTURE PODIATRISTS

Recruitment into the profession remains a priority, with initiatives focused on attracting new talent. In 2024, we instructed a creative agency to build a fresh and new careers brand and campaign, which will launch in July 2025.

COMMUNITY ENGAGEMENT AND PUBLIC AWARENESS

Foot Health Week: A nationwide campaign to educate the public and policymakers on

the importance of podiatry.

From 2025, we will work with creative agencies to run year-long campaigns dedicated to a single important issue.

MEDIA AND COMMUNICATIONS

We have worked to ensure podiatry is part of key healthcare conversations. This includes media engagement on NHS workforce issues and publishing work on diabetes foot care, in collaboration with Diabetes Africa and Foot in Diabetes UK. These efforts help raise awareness, support practitioners, and promote the value of podiatry within the wider health system.

MEDIA COVERAGE

We maintain strong relationships with key journalists, securing features on BBC Radio 4, BBC Radio Scotland, Channel 4 and the Really/Discovery+ TV series The Bad Foot Clinic.



SCOTLAND

- Advocating for podiatry's role in NHS Scotland's workforce planning
- Responding to Scotland's *Programme for Government*, pushing for dedicated funding for preventative podiatric care
- Active participation in Scottish Diabetic Foot Action Group meetings.

NORTHERN IRELAND

- Engaging with the Department of Health on a podiatric surgery pilot
- Advocating for the expansion of first contact podiatry roles
- Conducting the second annual podiatry service survey to address workforce challenges.

Members

We proudly represent a community of 10,103 members, including students, practising professionals, and retired members.

We're pleased to report a strong membership renewal rate of 95.5% in 2024, which is a 0.2% increase from 2023.

This shows continued confidence in the College's value and support. Throughout 2024, we've worked to refine and expand our membership offerings, ensuring they meet the evolving needs of podiatrists at every stage of their careers and development.



8,910

Paying members at the end of 2024



6%

NHS Pay increase for Isle of Man podiatrists



5.5%

NHS Pay increase for England podiatrists



910

Delegates attended Podiatry 2024



5.5%

NHS Pay increase for Wales podiatrists



5.5%

NHS Pay increase for Scotland podiatrists



5.5%

NHS Pay increase for Northern Ireland podiatrists



120

Delegates attended the FoPS Conference 2024



COUNCIL AND MEMBER COMMUNICATIONS

In 2024, we launched Council reports for stakeholders, providing a summary of each Council meeting for members. Additionally, we introduced a monthly bulletin directly from the Chair of Council, keeping members regularly updated on key College developments and activities.

SHADOWING PROJECT

We launched a pilot initiative to pair final year students with local practices, giving them the opportunity to gain valuable experience by shadowing qualified podiatrists.

INTERNATIONAL ASSOCIATE MEMBERSHIP

We introduced a new International Associate Membership category to expand our global reach and support podiatrists who trained outside the UK.

WEBSITE ADDITIONS

We launched a new suite of membership pages, a refreshed homepage, and an updated careers section, all designed to raise awareness of podiatry and better serve our members.

THE PODIATRIST MAGAZINE

We launched a new interactive digital edition of our membership magazine, featuring an audio version of the leading article, enhancing both sustainability and accessibility.

MEMBER AWARDS

We completed an Awards and Recognition Review and are excited to announce the re-imagined awards will be launched in 2025.

FIRESIDE CHATS

We launched a new series of educational webinars aimed at those in private practice.



LAPS (Life After Professional Sport)

Football themed interactive for events at Villa Park, Elland Road, and The Tottenham Hotspur Stadium for careers in podiatry after sport



FoPS Conference

Faculty of Podiatric Surgery Conference 2024



PODIATRY 2024

The annual Podiatry Conference and Exhibition took place in Harrogate from 28 to 30 November. The event was successfully delivered in-house, allowing us to increase efficiency and save costs.

CAMPAIGNING AND MEMBER ENGAGEMENT

We work closely with the TUC to influence policy and keep members informed on legislative changes. Through initiatives like volunteering, mentoring, taking part in our public awareness campaigns and trade union work, our members help to move themselves and their profession forward.

807

REGISTERED MEMBER LOGO DOWNLOADS

To represent and identify registered members to patients and the public.

1340

MEMBER RESOURCE DOWNLOADS

From posters to leaflets, free resources for members to download - from general foot health to starting a career in podiatry.

101

BRANCH OFFICERS

Arranging CPD and networking to our members on a local level.

117

NHS REPS

Supporting our members in workplaces across the nations, providing invaluable support to uphold their rights and improve working conditions.



VOLUNTEERING

Bringing members together to develop new skills and gain valuable experience



TUC

Representing within the TUC working to improve our members' working lives



STANDING UP FOR MEMBERS

We negotiate NHS pay, provide legal support, and protect members' rights in the workplace



MENTORING

Creating and building supportive professional relationships



WEAR RED DAY

RCPod supports Show Racism the Red Card, an anti-racism educational charity



FOOT HEALTH WEEK

Providing resources to members to promote foot health to the public

FINANCIAL SNAPSHOT

£5,185,531**TOTAL
INCOME****£5,177,251****TOTAL
EXPENDITURE****£8,020****NET
SURPLUS****6.56%****INCREASE ON
PREVIOUS YEAR****5.76%****INCREASE ON
PREVIOUS YEAR****0.15%****SURPLUS
RATIO**

Annual Reports 2024

Our 2024 Annual reports and accounts for Royal College of Podiatry, College of Podiatry Trust and Arch Support are available to view online via the following link rcpod.org.uk/the-college/annual-report-and-accounts



OUR THANKS

Each year, we are the beneficiaries of the hard work and dedication of scores of volunteers. Many of them are our members, who in their support for us, demonstrate just how much they care for their profession.

Other volunteers are from outside podiatry but care no less deeply about its future. Space will not allow us to name them all here, but we would like to recognise our groups and committees.

Council

Martin Fox
Krishna Gohil
Jake Heath
Adele Holmes
Keri Hutchinson
Usamah Khalid
Stephen Kriss
Richard Leigh
Jane McAdam (Chair)
Liam McManus
Emma Noe
Sue Pike
Michelle Scott
Antony Wilkinson

Academic Quality Assurance

Stuart Baird
Ruth Barn
Lisa Chandler
Sarah Curran
Joanne Fawcett
Michael Harrison-Blount
Keri Hutchinson
Patrick McGill
Helen Milnes
Grace Messenger
Dao Tunprasert
Peter Williams

Children's Podiatry Special Advisory Group

Nina Davies

James Welch

Clinical Senate

Ivan Bristow
Matthew Cichero
Sarah Curran
Joanne Fawcett
Martin Fox
Rebecca Hargreaves
Ewan Kannegieter
Richard Leigh
Emma Noe

Committee of Education

Lisa Chandler
Joanne Fawcett
Krishna Gohil
Michael Harrison-Blount
Philip Hendy
Jude Holt
Alexander Izod
Jonathan Jaimangal
Katie Lagan
David Lambert
Keith McCormick
Simon Otter
Peter Roberts
Dao Tunprasert
Tracey Walker
Amanda Walsh
Evelyn Weir
Letisha Whyte
Complementary and Integrated Medicines

(CAIM)

Mansoor Butt
Dr Tariq Khan
Dermatology in Podiatry

Sarah Bradshaw
Dr Ivan Bristow

EDI Steering Group

Yaa Agyare
Ada Fraser
Sally Gates
Usamah Khalid
Shivani Kulat
Marie Laurent
Yaw Nimoh
Sue Pike
Dao Tunprasert

Employment Support Committee

Chris Ansermoz
Trisha Barker
Hannah Dodd
Sally Gates
Tom Kelly
Jodie Lucas
Janet McGroggan
David McKeown
Liam McManus
Lynne Parsons
Sue Pike
Paul Robinson
Faculty of Podiatric

Surgery

James Cowden
Ewan Kannegieter
Alasdair McCulloch
Jade Tang

Finance Committee

Adele Holmes
Steve Kriss
Richard Leigh
Jane McAdam
Michelle Scott

Foot in Diabetes UK (FDUK)

Jayne Robbie
Stephanie Stanley
Footwear Special Advisory Group
This SAG is currently without a Chair, but we would like to thank all those who have served on the Footwear SAG in 2024.

Forensic Podiatry Special Advisory Group

Sarah Reel
Rachel Vernon
Health, Safety and Well-being Panel
Wendy Briggs
Roisin Connell
Sarah Guyll
Alison Hancock

Emma Noe

Rachel Ramsden
Paul Taylor

Independent Practice Group

Roisin Connell
Sarah Guyll
Rebecca Hargreaves
Jake Heath
Thomas Kelly
Janet McGroggan
David Thomas
Peter William
Allan Wood

Learning Disabilities, Mental Health and Neurodiversity SAG

Roisin Connell
Gillian Garcia
Medicines Committee
Kerry Clarke
Matthew Cichero
Krishna Gohil
Nick Haddington
Saul Hill
Patrick McGill
Jean Mooney
Jim Pickard
Sharon Rees
Andrew Sharpe
Membership Committee
Paul Aldwinckle

Pauline Barnes
Steve Coombes
Roisin Connell
Jaclyn Glazebrook
Thomas Kelly
Usamah Khalid
Emma Noe
Akbal Randhawa
David Rarity
Paul Savage

MSK:UK

This SAG is currently without a Chair, but we would like to thank all those who have served on MSK:UK in 2024.

NHS Managers Network

Amanda Askew
Sally Bloomfield
Rebecca Brown
Gareth Hughes
Margaret Kennedy
Grace Messenger
Emma Noe
Rakhee Shah
Donna Welch

Podiatric Sports Medicine Special Advisory Group

Abid Hussain
Natwar Padhiar
Podiatry Rheumatic Care Association (PRCA)

Robert Field
Professional Registration Steering Group

Benjamin Bullen
Sarah Curran
Lisa Farndon
Nadine Price

Research Committee
Shehnaz Akhtar

Jennifer Andrews
Michael Backhouse
Richard Collings
Sarah Curran
Lisa Farndon
Sally Gates
Kym Hennessy
Denise Killough
Helen Milnes
Allison Scott

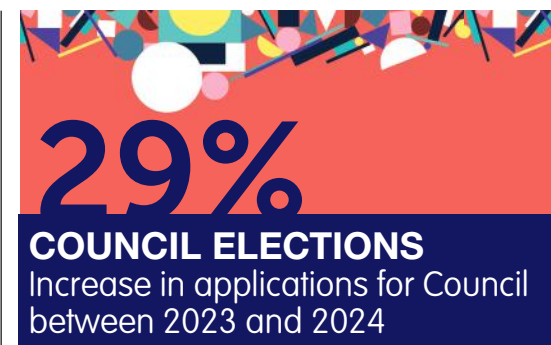
Trade Union Representatives

Neil Adams
Jenny Allen
Rachel Amner
Christopher Ansermoz
Janet Arnold
Diana Ayres
Ovie Azanuwha
Claire Baillie
Peter Barker
Trisha Barker
Sarah Barnett
Adrienne Beacom
Paul Beadsworth
Mandy Belshaw
Muhammed Bilal
Ronnie Bird
Helena Bochenek
Georgina Bond
Kenneth Brown
Kerry Buchanan
Anna Burch
Alison Cameron
Fiona Campbell
Jon Campey
Katrina Carter
John Cassidy
Steven Castillo-Pinel
Victoria Coe
Sarah Corbett
Laura Daunt
Alan Davies
Katrina Davies
Natasha Davies

Thabo Dhlamini
Fiona Dickenson
Hannah Dodd
Claire Doherty
George Dunn
Adrienne Fawcett
Laura Flook
Jenny Ford-Barnett
Vikki Garner
Sally Gates
Jaclyn Glazebrook
Benjamin Griffin
Julia Haggerston
Ian Hall
Saba Hamid
Alison Hancock
Cheryl Harmer
Stephanie Harris
Gregory Hartman
Trevor Hollingsworth
Ubaidul Hoque
Susan Hunt
Ciara Hunter
Lyndsay Hunter
Ella Hurrell
Vishali Huskinson
Lubna Hussain
Khansah Imtiaz
Helena Jarvis
Ivan Jaselsky
Bhajan Jassell
Susan Jones
Anthony Joyce
Maria Kampanella
Claire Kennedy
Lily Kibblewhite-Oyamburu
Lorraine Knight-Davies
Gillian Laurence
Barbara Ledger
Patricia Lenihan
Stuart Liddle
Sara Lloyd
Jodie Lucas
Emily Malewicz
Rezwana Malik

Francisco Martinez
Wendy May
Richard Mayes
Alan McCague
Wendy McCormack
Deirdre McIntyre
Hugh McInulty
Kathleen McKenzie
David McKeown
Una McKeown
David McKinstry
Ciara McNiven
Karen Meyrick
Amanda Miah
Christopher Millard
Victoria Millson
Natalie Mitchell
Usman Mohammed
Gary Monteith
Benjamin Morrison
Catrin Murphy
Dana Murray
Yvonne Myler
Rowan Nicolson
Hayley Nisbet-Oxley
Rachael Noble
Eirini Ohandjanian
Jennifer O'Neill
Lynne Parsons
Nayna Patel
Emily Payne
Thomas Payne
Natasha Peck
Cristina Puente
Eva Racakova
Rachel Ramsden
Mandy Rees-Saunders
Nicola Roberts
Ruth Roberts
Paul Robinson
Isla Ross
Kelsey Rowlands
Sheila Russell
Alicia Rutterford
James Sanders

Jenni Schooley
Patricia Schooling
Danielle Sewell
Vinusha Shekar
Louise Sinclair
Michael Smith
Alexandra Spence
Kirsten Stewart
Kim Szmega
Bethan Taylor
Paul Taylor
Natalie Thomas
Lauren Thompson
Daniel Tomkins
Karen Toner
Sarah Tizzard
Sarah Twiss
Joanna Veal
Anthony Waddington
Sharon Walford
Peter Walker
Oliver Wickett
Michael Williams-Denton
Mark Willis
Gordon Wilson
Helen Wilson
Karen Winstanley
Nicola Woodcock
Ultrasound Podiatry Special Advisory Group
Lisa Newcombe
Jai Saxelby
Heidi Siddle
Vascular Special Advisory Group
Emily Haworth
Patrick McGill



LOOKING AHEAD

Our new strategy

Our next strategy is here to keep us on track – clear about where we are going, how we will get there, and how we will know we are making progress.

It's designed to be practical and transparent, with defined stages that help us to build the right infrastructure, improve how we work, and achieve our ambitions.

We will regularly review and update the plan so we can stay responsive to change and keep delivering what matters most to our members and the profession.

1

PODIATRY AS A CAREER

An aspirational and inspirational career choice to grow the size, scope and influence of the profession.

2

INTERNATIONAL RECOGNITION

Become a leading centre for clinical knowledge in podiatry with members, committees and Specialist Advisory Groups.

3

NUMBER ONE LEARNING BRAND

Be the gold standard for academic and practice podiatry education across the UK.

4

AWARENESS OF THE ROLE OF PODIATRISTS

With decision makers, influencers and patients to improve health outcomes.

5

FINANCIALLY SUSTAINABLE

So we can develop and offer the best possible service to members.

Five-year activity plan

Over the next five years, we will introduce five focused programmes - each one designed to support one of our strategic objectives. These programmes will build on the College's core work in member services, education, clinical advice, and accreditations, helping to sharpen our focus and increase our impact.



ONE PODIATRIST TO 5,000 PEOPLE IN THE UK POPULATION

WE NEED TO MEET PATIENT NEED

According to the Office for National Statistics, the UK population is expected to reach 69.4 million by 2028 - and 72.4 million by 2043.

Based on these population forecasts, to maintain the current ratio of one podiatrist for every 5,000 people, we'd need around 340 more podiatrists by 2028, and about 940 more by 2043.

WE NEED TO MEASURE OUR PROGRESS

So we can know what is working, and where we need to adjust. Our methods will include:

- Monitoring HCPC registration numbers
- Benchmarked analytics and surveys to assess usage and awareness
- Quantitative and qualitative surveys to collect feedback
- Analysis of our communications impact
- Financial performance, measured against pre-set targets.

WHAT WILL OUR IMPACT BE?

Meeting our targets would result in an increase in the number of HCPC-registered podiatrists - something we have not seen since 2017.

It will also achieve a generational change to the College's infrastructure and member services.



Looking ahead to the next five years, we're excited to roll out our new strategy, strengthen our staff team, and continue our work to advance the podiatry profession. With your continued support, the profession and the College will thrive as the leading voice in lower limb healthcare.

Jane Pritchard, Chief Executive Officer and General Secretary, The Royal College of Podiatry

With thanks

Our thanks, as ever, go to our members. We would also like to thank all those who were involved in helping to produce this year's set of annual reports and accounts. A big thank you as well to all the RCPod staff for their continued hard work and support. Finally, thanks to those who gave permission for their picture to be used in this report.



ROYAL COLLEGE
of PODIATRY



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Date of publication: May 2025

Disclaimer

The Royal College of Podiatry has made every effort to use reliable, up to date and comprehensive information and analysis, but no representation, express or implied, is made by the Royal College of Podiatry or its subsidiaries as to the completeness or accuracy of any facts or opinions contained in this report.

Designed and produced by: The Royal College of Podiatry