



### New Fellows – 2005

Dr Riadh Tawfiq Abed  
 Dr Gwynnyth Mary Johanna Adshead  
 Dr Maurice Norman Agnew  
 Prof. Iqbal Ahmed  
 Dr Mahmood Abdul Hadi Al-Bachari  
 Dr Saad Said Issa Al-Khalaf  
 Dr Nigel Harry Phillip Allen  
 Dr Peter Lowell Amies  
 Dr Adam Ahmed Ali Bagadi  
 Dr Martin Roger Baggaley  
 Dr Roger Banks  
 Dr Nigel Martyn Bark  
 Dr Andrew Simon Barker  
 Dr Asha Mahendra Bhatt  
 Dr Kamaldeep Singh Bhui  
 Dr Sandra Anne Birtchnell  
 Dr Teresa Jane Black  
 Dr Chandra Mohan Bonthala  
 Dr Jeremy Charles Broadhead  
 Dr Martin Thomas Brown  
 Dr Robert Brown  
 Dr James Graham Bryce  
 Dr Alec William Buchanan  
 Dr Wendy Katherine Burn  
 Dr Colin Alexander Campbell  
 Dr Isobel Hamilton Campbell  
 Dr Teresa Geraldine Mary Carey  
 Dr Julie Somerville Chalmers  
 Dr Kenneth Michael Checinski  
 Dr Andrew Robert Clayton  
 Dr Paul John Collins  
 Dr Jennifer Ann Connaughton  
 Dr Irene Dove Cormac  
 Prof. Nicholas John Craddock  
 Dr Jennifer Ann Davies  
 Dr Paul Anthony Dedman  
 Dr Anna Maria Dezserly  
 Dr Stephanie du Fresne  
 Dr Imelda Jacinta Catherine Duignan  
 Dr John Duncan  
 Dr Valsamma Eapen  
 Prof. Said Abd El Azim  
 Dr Saleh El-Hilu  
 Dr Anthony James Elliott  
 Prof. Thomas Augustine Fahy  
 Dr Irene Anne Fairbairn  
 Dr Adrian Farrel Falkov  
 Dr Elizabeth Anne Fellow-Smith  
 Dr Michael Alexander Field  
 Dr Geoffrey Gordon Fisk  
 Dr Keron David Fletcher  
 Dr Stephen James Frost  
 Dr Katherine Helen Gingell  
 Prof. Manuel Gomez-Beneyto  
 Dr Richard Huw Griffiths  
 Dr Muhammad Q'aiser Abdul Hai  
 Dr Lyle William Hamilton  
 Dr Helen Jessie Harbinson  
 Dr Richard William Seymour Harrison  
 Dr Fintan Bernard Harte  
 Dr Carol Lesley Harvey  
 Dr Helen Joyce Hayes  
 Dr Jason Neil Hepple  
 Dr Ruth Margaret Hiron  
 Dr Paul Anthony Hogbin

Dr Roger Bruce Howells  
 Dr David Gerard Hughes  
 Dr Karolyn Hurren  
 Dr Dhushantha Sepali Illesinghe  
 Dr Muhammad Afzal Javed  
 Dr Syed Hasan Jawed  
 Dr Lesley Katherine Jenkins  
 Dr Verena Mary Keane  
 Dr Mary Angela Bairbre Kelly  
 Dr Lindsey Isabel Kemp  
 Dr Tarik Sadik Khammas  
 Dr Abid Ali Khan  
 Dr Thomas Kraft  
 Dr Colin Paul Lanceley  
 Dr Andrew Charles Leahy  
 Dr Teresa Jane Leverton  
 Dr Alan Richard Lillywhite  
 Dr Ralph Littlejohn  
 Dr Lisetta Marianne Lovett  
 Dr Charles Bruce Low  
 Dr Kieran Finbarr Lynch  
 Dr Christopher John Mace  
 Dr Harrinath D. Maharajh  
 Dr Shakil Jehangir Malik  
 Dr Jason Maratos  
 Dr Neil James Margerison  
 Dr Aristos Markantonakis  
 Dr Neville Sydney Marks  
 Dr David Lindsay Marshall  
 Dr Elizabeth Jane Marshall  
 Dr Rodger Geoffrey Cadoux Martin  
 Dr Gillian Anne McGauley  
 Dr Iain Kenyon McGilchrist  
 Dr Eileen McGinley  
 Prof. Philip Kevin McGuire  
 Dr Jeffrey Stuart McPherson  
 Dr Peter Metcalfe  
 Dr Clive Julian Meux  
 Dr Paul David Miller  
 Dr Thakor Paragji Mistry  
 Dr John Ruthven Mitchell  
 Dr Nazar Mohammad Mohammad Amin  
 Dr Tanniru Vijaya Mohan  
 Dr Peter Brian Moore  
 Dr Thomas Joseph Moran  
 Dr Mary Scott Muir  
 Dr David Bardwell Mumford  
 Dr Margaret Anne Munro  
 Dr Christopher John Murphy  
 Dr Siobhan Mary Murphy  
 Dr Alison Jane Naismith  
 Dr Cheedella Lakshmi Narayana  
 Dr David Gituma Ndegwa  
 Dr Anne Margaret Nightingale  
 Dr Richard Redmond O'Flynn  
 Dr Hemamali Niranjala Perera  
 Prof. Rajendra Dhawarka Persaud  
 Dr Eileen Felvus Powell  
 Dr Mohotti A. S. Rajakaruna  
 Dr Hagen Ramples  
 Dr Gianetta Susan Jane Rands  
 Dr Nippani Venkata Sona Sessa Ranga Rao  
 Dr Arumugavadivelu Ravindran  
 Dr Shelagh Mary Rea  
 Prof. Ian Cameron Reid  
 Dr Edward Hugh Galbraith Rickards  
 Dr Edirimuni Kalyana Rodrigo

Dr Gillian Sarah Rose  
 Dr Maureen Claire Royston  
 Dr Leon Rozewicz  
 Dr Pauline Mary Ruth  
 Dr Margaret Mcindoe Semple  
 Prof. Michael Christopher Sharpe  
 Dr Neil William Hugh Silvester  
 Prof. Dayanandan Jeyapala Somasundaram  
 Dr Michael Srinivasan  
 Dr Stephen Alfred Stansfeld  
 Dr Mary Stewart  
 Dr Sobharani Sungum  
 Dr Diana Tamlyn  
 Dr Jennifer Elizabeth Tarry  
 Dr Dorothy Linda Taylor  
 Dr John Robert Taylor  
 Dr Margaret Elizabeth Taylor  
 Prof. Anita Thapar  
 Prof. Samuel Tyano  
 Dr Michael Elias van Beinum  
 Dr Gillian Rose Darville Wainscott  
 Dr Zuzana Walker  
 Dr Christopher John Williams  
 Dr Simon Morley Wood  
 Dr John Barry Debenham Wright  
 Dr Alan Scott Wylie

### Membership under Bye-law 1112(ii)(a) – 2005

Dr Nimesh G. Desai  
 Prof. Momtaz Mohamed Ahmed Ibrahim  
 Abd el Wahab  
 Prof. Kuruthukulangara Sebastian Jacob  
 Prof. Mario Maj  
 Dr Amin Ali Gadit Muhammad  
 Dr Srinivasan Tirupati  
 Prof. Jitendra Kumar Trivedi

### Election results – President

The results of the recent election of President are as follows:

Number of ballot papers distributed	9956
Number of ballot papers returned	3375
Number of invalid ballot papers	5
Number of valid ballot papers counted	3370

### First stage

Sheila Hollins	880
Cornelius Katona	675
Femi Oyeboode	812
Richard Williams	374
Tony Zigmond	629

### Second stage

Sheila Hollins	1004
Cornelius Katona	741
Femi Oyeboode	871
Richard Williams	–
Tony Zigmond	691
(non-transferable)	(63)



### Third stage

Sheila Hollins	1172
Cornelius Katona	924
Femi Oyebo	1072
Richard Williams	–
Tony Zigmund	–
(non-transferable)	(202)

### Fourth stage

Sheila Hollins	1595
Cornelius Katona	–
Femi Oyebo	1367
Richard Williams	–
Tony Zigmund	–
(non transferable)	(408)

Professor Sheila Hollins was therefore elected to take office from 21 June 2005.

### Race equality in the College: what have we achieved?

The College has been involved in race equality work since the early 1980s, but has anything really changed over the last quarter of a century? We believe that it has but, regrettably, only in recent years.

In 1987, under the wise chairmanship of the late Professor Kenneth Rawnsley, a Council Report was produced entitled *Psychiatric Practice and Training in British Multi-ethnic Society* (CR10). This thoughtful report was an attempt by the College to increase awareness of racial discrimination and prejudice and to take steps to minimise their effects. It had the following terms of reference:

- to explore issues attending the training of psychiatrists and the practice of psychiatry in British multi-ethnic society;
- to investigate the problems of discrimination against trainees, other doctors in psychiatry and patients on the grounds of race and to make recommendations.

Some changes were introduced in the College as a result of this report. Ethnic monitoring of the membership began as early as 1990, although very little use was made of the data collected. Equal opportunities was included in the training day for College assessors on advisory committees.

A further Council Report was produced in 1996 entitled *Report of the Working Party to Review Psychiatric Practice and Training in a Multi-Ethnic Society* (CR48). This was chaired by the Dean, Professor John Cox, and was a review of the recommendations of the Rawnsley report.

It was, however, the third Council Report, *Report of the Ethnic Issues Project Group* (CR92) which was the real catalyst for change. It was approved by Council in February 2001 and was

influenced by a series of meetings with Black and minority ethnic (BME) user group representatives. From the outset it was intended to be action-orientated. It contained the following ten recommendations that had been identified as College priorities:

- external systematic review of College structures
- scrutiny of appointment procedures
- zero tolerance of racially discriminatory behaviour
- dialogue with BME user groups
- all psychiatrists to receive training to be culturally sensitive
- meet training expectations of psychiatrists on the Overseas Doctors' Training Scheme
- awareness of potential for discrimination in mental health legislation
- encourage members to ensure that BME communities have equal access to services
- ensure that epidemiological studies include BME groups in community studies
- establish a special committee on ethnic issues.

These recommendations cover not just the activities of the College as an institution, but also clinical practice and the provision of mental health services for BME communities.

Early in 2001 three significant events occurred close to each other. The first was the implementation of a key recommendation in this latest report – namely that the College should undertake an external systematic review of its structures. The decision was made to appoint Professor Kamlesh Patel and his team from the Centre for Ethnicity and Health at the University of Central Lancashire. The second was the publication of the Race Relations (Amendment) Act which came into force on 2 April 2001. This listed the College as a public authority with a 'general duty'. The third was the establishment of a special committee on ethnic issues. The positions of chair and committee members were advertised in the *Psychiatric Bulletin*. Dr Parimala Moodley was appointed chair and a small committee was appointed, mainly consisting of members who had not previously been involved in College activities. Three trainees were appointed to the committee.

These three events were significant because together they have helped to ensure that the recommendations contained in CR92 are implemented and that this time real changes will occur in the College. Already some real progress has been made.

As stated above, the College was named in the Race Relations (Amendment) Act as a public authority organisation with a

general duty. The general duty requires specified organisations to:

- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations between persons of different racial groups.

Although the College was not listed in the Act as an organisation with 'specific duties' (and thus obliged to produce a race equality scheme), it was agreed by Council that it would be good practice in meeting the general duty to produce such a scheme.

The College used the ten recommendations from CR92 as the basis for its Race Equality Statement of Intent. This states in the introduction that the Royal College of Psychiatrists is committed to:

- race equality in the promotion and practice of psychiatry by the eradication of unlawful discrimination;
- the promotion of equal opportunities and the promotion of good race relations with respect to its role as an employer, in the development and implementation of the standards and practice for psychiatrists and in the development and implementation of Council policies and procedures.

The Race Equality Statement of Intent was the basis for the College's Race Equality Scheme, which described what the College would do to meet the general and specific duties under the Race Relations (Amendment) Act 2000. Council approved this in June 2002.

The Race Equality Action Plan describes how the scheme will be implemented. This is a practical work plan that outlines in detail the work that the College will need to perform in order to realise its Statement of Intent. It identifies the individuals responsible for leading the specific areas and gives a timetable. Most areas of College activity are included in this plan. The plan was approved by Council in April 2003.

So what has the College achieved to date and what remains to be done? Some substantial progress has been made, some of which may be more visible to the College members, i.e. ethnic monitoring. The following is a summary of progress to date.

### Ethnic monitoring

The College has achieved one of the highest return rates for any organisation. Approximately 90% of College members have now responded to the form with the new Office for National Statistics ethnic categories. As a result we now know that the percentage of BME members increased from 13% in 1994 to 24% in 2004. We have chosen ethnic monitoring as the initial tool by which to examine all