

<b>Summary</b>	
Meeting	Council
Date	15 November 2022
Title	Advancement of the Professions Committee Report 15 November 2022.
Summary	<p>To note the attached minutes of the meeting held on 15 November 2022.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> <li>• Updates from the Fellowship Day, and new appointments to the Board</li> <li>• Reflection around the activities held as part of Black History Month</li> <li>• Discussion around sustainability and student engagement</li> <li>• Workforce Action Plan updates</li> </ul>
Decisions required	None
Attachments	N/A
Author	<p>Jill Macdonald</p> <p>VN Futures Project Lead</p> <p><a href="mailto:j.macdonald@rcvs.org.uk">j.macdonald@rcvs.org.uk</a> / 07867 301723</p>

<b>Classifications</b>		
<b>Document</b>	<b>Classification<sup>1</sup></b>	<b>Rationales<sup>2</sup></b>
Paper	Unclassified	N/A

**<sup>1</sup>Classifications explained**

Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.
Confidential	Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant committee or Council has given approval for public discussion, consultation or publication.
Private	The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.

**<sup>2</sup>Classification rationales**

Confidential	<ol style="list-style-type: none"> <li>1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others</li> <li>2. To maintain the confidence of another organisation</li> <li>3. To protect commercially sensitive information</li> <li>4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS</li> </ol>
Private	<ol style="list-style-type: none"> <li>5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation</li> </ol>

Minutes of the Advancement of the Professions Committee meeting held on Tuesday, 15 November 2022 at 2:30pm online via Microsoft Teams.

<b>Members:</b>	Mrs B Andrews-Jones	VN Council Vice-Chair, Innovation Lead
	Ms A Boag	Chair, Board of Trustees for RCVS Knowledge
	Dr J Dyer	Council member
	Dr M Gardiner	Council Member, Diversity and Inclusion Group Chair, Global Development Lead
	Ms L Lockett	Chief Executive Officer
	Dr S Paterson (Chair)	Junior Vice-President, Environment and Sustainability Lead, Leadership Lead
	Mr M Rendle*	VN Council Chair, VN Futures Project Board liaison point
	Dr K Richards	Senior Vice-President, Mind Matters Initiative Chair
	Dr C Tufnell	Chair, RCVS Fellowship Board
	Mr T Walker	Lay Council Member
<b>In attendance:</b>	Mrs A Belcher	Director for Advancement of the Professions
	Ms C Chick*	Senior Leadership Officer
	Dr N Connell	Council member
	Mrs J Dugmore	Director of Veterinary Nursing
	Miss G Gill	Leadership and Inclusion Manager
	Miss R Greaves	Policy and Public Affairs Officer
	Mr C Gush	Executive Director, RCVS Knowledge
	Miss A Hanson	Mind Matters Initiative Officer
	Mr I Holloway	Director of Communications
	Miss J Macdonald	VN Futures Project Lead
	Mr B Myring	Policy and Public Affairs Manager

Miss L Pitcher	MMI Outreach and Engagement Senior Officer
Dr L Prescott-Clements*	Director of Education
Mrs L Quigley*	MMI Manager
Miss S Rogers	ViVet Manager
Ms A Youngs*	Advancement of the Professions Officer

\* denotes absent

### Welcome and apologies for absence

1. The Chair welcomed all present to the meeting of the APC and noted that the meeting would be recorded for minuting purposes.
2. Apologies were received from Ms C Chick, Dr L Prescott-Clements, Mr M Rendle, Mrs L Quigley and Ms A Youngs.
3. The Chair advised that Dr M Gardiner had taken up the position of Vice-Chair for APC, and thanked her for coming forward.
4. The Chair updated that no-one had come forward for the position of member for the Finance and Resource Committee for APC, so Dr S Paterson would continue in this role.

### Declarations of Interest

5. No new declarations of interest were received.

### Minutes of the last meeting held on 13 September 2022

6. The minutes were approved as an accurate record of the meeting.

### Matters Arising

7. Ms L Lockett offered an update from the recent CLEAR conference that she attended in September. A joint presentation was given around mental health alongside colleagues from Canada and Ireland. This was well received, and other bodies and regulators, who often have more of a restrictive role, displayed admiration for the work that the College was able to do in this area.
8. Ms Lockett also attended the American Association of Veterinary State Boards conference in Charlotte, North Carolina, where a general overview and update from the RCVS was given, and again, delegates were impressed with the scope of the College's work.

## Updates from APC workstreams

### Diversity and Inclusion Working Group

9. The key updates from the Diversity and Inclusion Group included Black History Month, ongoing work around the Equality, Diversity and Inclusion (EDI) submission to the Advance HE Conference, the Chronic Illness survey, and the inclusive recruitment toolkit that is ongoing.
10. Dr M Gardiner gave a more detailed update on Black History Month, which ran during October, the theme for which was 'actions and not words'. Interviews were carried out with Black, Asian and Minority Ethnic (BAME) individuals within the professions and the plan was to have new interviews being placed on the website on a regular basis. A further update and discussion on the activities of Black History Month was offered later in the meeting.
11. A campfire chat and panel discussion regarding the BAME report and religious clothing document had been held, with feedback gained on the document and its usefulness to students, and it was commented that it would be useful to record such sessions in the future so that they were available for those who are unable to attend.
12. It was also noted that the cut-off point for registrations on Eventbrite needed to be amended so that those signing up at the last minute were not doing so too late to join the sessions.

### Fellowship

13. The newly appointed Chair of the Fellowship Board, Dr Chris Tufnell, was congratulated on his appointment, and went on to offer an update on the recently held Fellowship Day. The team was thanked for the incredible work that had gone into organising and delivering the day.
14. The interactive approach to the event was very much appreciated by the Fellows, and this was reiterated by other Committee members. One discussion was held on Quality of Life 'Maximising Good Outcomes', and another on behaviour therapy, 'Is Behavioural Medicine and act of Veterinary Surgery?'. Dr Tufnell also praised the quality of the presentations from student veterinary surgeons who contributed content to the day as part of the Fellows of the Future Competition.
15. Key ambitions for the Fellowship Chair were to create engagement with Fellows, to have a future focused Fellowship, to enhance public trust, to create collaborations with others - in particular, with RCVS Knowledge; and to combine the art and science of veterinary medicine – 'science, service and trust'.

16. It was confirmed that Professor Anna Meredith had been elected as Chair of the Science Advisory Panel, and Dr Emma Milne as the Projects & Engagement Officer.
17. The full scope of the role of the Engagement Officer was to be discussed but would include working with Dr Tufnell on organising engagement events, including a Fellow engagement session in 2023, which would ideally be self-funding.
18. The importance of continuing to ensure that the Fellowship operated with continued alignment with the RCVS corporate strategy, whilst still maintaining an independent voice, was reiterated.
19. Use of the word 'client compliance' with respect to adherence to veterinary advice was briefly discussed, and how this may now be a rather paternalistic and outdated term. 'Concordance' may be a more appropriate phrase, through creating understanding and engagement with treatment, rather than dictating what clients must do.

### Global Strategy

20. The Federation of Veterinarians of Europe (FVE) was holding its General Assembly the following week in Malta. Kate Richards had now been appointed to the FVE Statutory Bodies Group.
21. A useful meeting had been held with the Veterinary Council of Ireland (VCI) in Dublin. The VCI was experiencing similar issues in terms of workforce and other challenges.

### Innovation

22. Key areas of work included the Innovation MOOC, assessment tool, student innovation competition, and input to the Workforce Report.
23. The Workforce Report had been published on Thursday 10 November, and the various RCVS teams who had contributed to this were acknowledged. The report would be publicised through social media and via an RCVS press release.
24. Further discussion on the Workforce Report was held later in the meeting.

### Leadership

25. Updates included the Edward Jenner course, the Leadership Library, leadership stories and continued input to RCVS Academy content.

26. Planning for further leadership stories was planned, including in-practice interviews.
27. The RCVS continued to liaise with the NHS regarding progress with the Edward Jenner course.

### Mind Matters Initiative

28. Updates included Campfire Chats, Freshers' Week presentations, Mental Health First Aid (MHFA) training, Mental Health in the Workplace and the VN Futures collaboration.
29. Freshers' Week events had been held over the past two months in universities over England and Wales, with events in Scotland booked for January 2023. Students were passionate and enthusiastic and had showed real openness about talking about mental health and what good might look like for them going forward. Veterinary schools were very keen to ensure their students were supported and in giving MMI the time to talk to them. MMI was also considering how it could reach veterinary nursing cohorts.
30. Events that had been run in collaboration with the Veterinary Management Group (VMG), looking at educating line managers who were supporting those returning to the workforce after a period of mental ill health, had received positive feedback, and would be run again in January.
31. The last of the Campfire series would be run at the end of November. Suggestions for potential future topics were welcomed.
32. It was reiterated that the in-person and online MHFA training were exactly the same course, and both were free to access.
33. Kate Richards, Angharad Belcher and Niall Connell were thanked for their contribution to the Freshers' events organised by the MMI Team, with Lacey leading the majority of these engagements. The presence of the Officers had really helped to create a cohesive feel as many students had already had conversations with Kate and Niall and were able to continue these.
34. Requests from students for additional support, such as diversity support, were already available and students were signposted to these. Additional requests such as financial planning resources were also made.

### RCVS Knowledge

35. Updates included a new QI box set focusing on guidelines, the exhibition at the House of Lords as part of the push for new veterinary legislation, and the antibiotic amnesty.

36. The QI boxset contained 31 hours of CPD and provided guidance for Quality Improvement in practice. It was open to all members of the veterinary team including veterinary surgeons, veterinary nurses and reception and support staff.
37. The Knowledge Team provided an exhibit at the House of Lords event demonstrating the context and history in the archive to support modern day challenges.
38. The antibiotic amnesty campaign running throughout November supported work led by the human sector in this area. Tools had been created to help practices provide client education, and the aim was to decrease misuse of antibiotics and increase correct disposal of antibiotics within practice. There had already been 1,000 visits to the website, and Knowledge was hoping the amnesty was something that could be run on an annual basis. Owners were being encouraged to return unwanted or unused antibiotics to veterinary practices for safe disposal and to avoid them being used without veterinary prescriptions.

### Environment and Sustainability

39. Key updates were input to the antibiotic amnesty week, work with UK Health Alliance on Climate Change (UKHACC) which had included co-writing a letter to Alec Sharma, the minister for COP, to request that health and One Health were a focus at COP27.
40. A presentation would be given at the London Vet Show (LVS) to offer an update on the work of the Sustainability group.

### Global

41. A request was made for contacts of vets who worked internationally and who were in the overseas category of the Register, so that they could be contacted to see if they would be willing to contribute to the international members' blog.

### VN Futures

42. Key areas of update included the School Ambassadors Scheme, Vet-Team-in-a-Box, MMI collaborations, newly-registered RVN support, and the recent board meeting.
43. The storyboard and script for the animated strategy video has been created, and the final video should be finished in the next few weeks.
44. Communication with Ambassadors was moving forward, and included gaining feedback on progress via a survey, creating a system for email communication, and organising virtual networking sessions for ambassadors.



45. Vet Team-in-a-Box launched at the end of last week. More information was offered regarding the scheme and how it worked, and feedback from the Committee on the work was positive.
46. Research was being undertaken into a planned programme to support newly-registered veterinary nurses, and nurses re-entering practice after a Period of Supervised Practice.

### Oral update and discussion: Black History Month

47. It was reported that Black History Month had generally gone well. The themed Campfire chat worked well, as did including students and newly-qualified vets within this session. It was felt there had been a lack of uptake on requests for Twitter posts from the Diversity and Inclusion Group, possibly because people were concerned about saying the wrong thing. For the next event it was suggested that members of the Group were given guidance on how best to support such messaging by the appropriate affinity group.
48. Use of LinkedIn and using tags was suggested as an effective way of sharing content, as well as use of Twitter.
49. A discussion was had around the challenges of communication via social media, and it was suggested that for similar future activities it was important to ensure that all understood the exact purpose and remit.

### Oral update and discussion: Sustainability

50. The Chair of the Group had been contacted by a vet student who had concerns around climate change and what the College was doing, feeling it was not enough to help drive positive change. Following a meeting, the Chair was able to reassure the student that there was considerable work being undertaken in this area by the College, but that the activities taking place were not always visible to students.
51. Ideas for increasing awareness include holding roadshows and talking about this area of work at the Freshers' event. It was also suggested that repeated communications were needed to help students understand what the RCVS could and could not do within its remit.
52. Information could be included within the student area of the website, and a sustainability competition was suggested – for example, highlighting what students are doing to promote sustainability in their universities.
53. A collaboration with Knowledge was thought to be another useful avenue.

54. It was felt that an overall strategy for communicating with students would be beneficial, and an update on the work of the Student and New Graduate Engagement Manager was given. This work encompasses many activities that help to inform students on the work of the College and the support that could be given.
55. The methods for students subscribing to email communication, and how this was managed, was currently being reviewed and actioned. Once this mechanism was in place, the College would be in a better position to communicate more effectively with various audiences, including students on this topic and others.
56. It was commented that student representation needed to be visibly demonstrated as embedded across APC activities, and it was noted that student experience or active involvement was frequent across the workstreams.

#### Oral update and discussion: Workforce

57. Background was given to the Workforce Summit, and how the event contributed to the final Workforce Report. A video would be recorded on the 25 November, highlighting how insight from the professions fed directly into the Summit and therefore the Action Plan ambitions. It would discuss the College's commitment to gaining direct feedback from the professions, how it was applied as part of the design thinking process and how the ambitions in the action plan linked to its original insight.
58. Ambition-focused webinars were to be organised over the coming weeks. The series would comprise seven 75- to 90-minute evening sessions throughout January and February, and would focus on each of the ambitions. Each webinar would be a mixture of a short presentation at the beginning, which would recap the insight, followed by a panel discussion. The sessions would be recorded and made available online. The panels would comprise of individuals from different sectors
59. Following publication of the Workforce Report, feedback that had come through very clearly was that the call for more responsibility for veterinary nurses and representation of veterinary nurse issues was seen as important, and it was appropriate to have this topic as a separate section in the Report.
60. Additional supporting materials would also be provided as an adjunct to the webinars and Report.
61. The outcomes of the work were envisaged to be high level strategic conversations and making sure that this was top of mind across organisations, and for each ambition to be considered as appropriate to the needs, such as return to work policies and actions that could be implemented now.

### Any other business

62. A call was put out for potential attendees for the Mental Health First Aid training for large animal and rural vets, and for the Committee to help to reach this cohort.

### Date of next meeting

63. The Chair closed the meeting noting the next meeting would be in the afternoon of 7 February 2023 and would be a face-to-face meeting in London. The meeting may start a little later than usual due to the Education Committee meeting in the morning.