



# The Royal College of Veterinary Surgeons Advancement of the Professions Committee

7 February 2023

Royal College of Nursing

20 Cavendish Square

London, W1G 0RN

## Meeting Book - Advancement of the Professions Committee

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## **Advancement of the Professions Committee (APC)**

**07 February 2023, 14:30**

**The Royal College of Nursing, London**

### **Agenda**

- 1. Apologies for absence and declarations of interest**
- 2. Minutes of the meeting held on 15 November 2022**
- 3. Workstream updates**
- 4. Oral update: Global**
- 5. Oral update: The Disability and Chronic Illness Survey**
- 6. Oral update: UK HACCC Case Study**
- 7. Oral update: Planned Workforce webinar series and further activities**
- 8. Discussion: How can we promote Fellowship to General Practitioners?**
- 9. AOB**

<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.



<b>Summary</b>	
Meeting	Advancement of the Professions Committee
Date	07 February 2023
Title	Updates from APC Workstreams
Summary	<p>Provided below is an update on the outputs and outcomes of APC workstreams since the last Committee meeting and planned work for the next period.</p> <p>Where relevant, matters arising as a result of these activities that would benefit from further APC scrutiny presently or in due course, are highlighted</p> <p>The Summary is ordered as follows.</p> <ul style="list-style-type: none"> <li>i. Diversity and Inclusion Working Group</li> <li>ii. Fellowship of the RCVS</li> <li>iii. Innovation</li> <li>iv. Leadership</li> <li>v. RCVS Knowledge</li> <li>vi. VN Futures</li> <li>vii. Mind Matters Initiative</li> </ul>
Decisions required	None
Attachments	None
Author	<p>Amy May Youngs</p> <p>Advancement of the Professions Officer</p> <p><a href="mailto:a.youngs@rcvs.org.uk">a.youngs@rcvs.org.uk</a></p>

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

<b><sup>1</sup>Classifications explained</b>	
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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>



### Area of work

#### Diversity and Inclusion

**Activities carried out since the last meeting of the APC. N.B.** Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

#### Disability and Chronic illness survey

Budget for the survey has been approved and a formal contract has been received from IES. This is currently being reviewed by the Governance Team and is expected to be signed off shortly. In the meantime, work on the survey design is underway and a progress meeting has been scheduled with IES and BVCIS on 17 January.

The survey will include veterinary surgeons, RVNs, SVNs and veterinary students. As the College does not hold contact information for veterinary students, work is being undertaken to recruit students for the research, which may cause some delay, but it is anticipated that the survey will be ready to launch in February with analysis and results completed by early Spring. It is expected that the research will inform and support the work of the Focussed Licensure Working Group.

#### FVE DEI campaign

The RCVS has contributed to the [Federation of Veterinarians of Europe](#) campaign aiming to highlight the importance of diversity, equity and inclusivity (DEI) within the veterinary professions. The campaign was launched in October as part of World Mental Health Day to encourage veterinary organisations to share activities, resources, and future aims regarding DEI.

The RCVS has recorded a short five minute video, which includes an introduction by Director for the Advancement of the Professions, Angharad Belcher, and features the Chair of the DIG, Dr Tshidi Gardiner, and RCVS Senior Vice President and Chair of the MMI, Dr Kate Richards, who both go into further detail about the work of the RCVS surround DEI and mental health. A list of RCVS resources will also be published alongside the video, for those wishing to learn more about the work of the RCVS on these issues.

The video will be available to view in the new year as part of a wider collection of videos and testimonials from veterinary organisations and individuals from across Europe, via FVE's United Together campaign website.

#### BHM.org

The Chair of DIG has conducted three further interviews with BAME veterinary professionals for the RCVS profile page on the on <https://www.blackhistorymonth.org.uk/> website. The intention is to release these in February which will coincide with Black History Month in the US. The BHM.org site experiences an increase in visits during this time.

**Proposed activities and issues to be managed before the next APC meeting. N.B.** Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

#### **Advance HE EDI conference submission**

The submission on the BAME Student Support Working Group Report made to Advance HE, for presentation at their [Equality, Diversity and Inclusion Conference 2023: The Shoulders of Giants: Listening, Learning and Improving our Practice | Advance HE \(advance-he.ac.uk\)](#) on 15 and 16 March 2023, was successful. The title of the submission is 'Improving support for BAME veterinary students: a collaborative student-led process'. The presentation was submitted under the theme 'Learning from Students'.

The Leadership and Inclusion Manager will be co-presenting at the conference with Stephanie-Rae Flicker, who was the student co-chair of the Working Group. The presentation will describe how the student-led, collaborative process adopted by the RCVS and VSC amplified under-represented voices and promoted learning, which resulted in recommendations to promote good practice and improve the experience of BAME veterinary students in teaching and placement settings. Conference delegates will be able to reflect on this work and consider its applicability to their own contexts.

#### **DIG meeting**

The next meeting of the DIG will be on 20 January. There will be a review of progress on the DIG Strategy and the group will receive updates on current projects. There will also be a guest speaker on Inclusive Recruitment, followed by a discussion on the latest CPID guidance and Inclusive Recruitment Toolkit examples.

**Details of any budgetary or risk related issues that should be brought to the Committee's attention.**

**Synergies with other workstreams that your current activities may introduce?**

There are synergies between MMI, the Focused Licensure Working Group and Disability and Chronic Illness Survey.

**Areas of your work that you would like to highlight for discussion by the Committee?**

**Any other matters arising from your work that you wish to bring to the Committee's attention?**

## Area of work

### Fellowship

**Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.**

The Fellowship Board met on 24 January 2023, and discussed the Fellowship Terms of Reference, the Fellowship application process and guidance for assessors. During discussion, the following points were raised to add into the current ToR:

1. Ensure the timely collection of annual Fellowship fees
2. Ensuring there is coherent approach to assessors training and expectations
3. Look at the possibility of including re-election into the position (for the Board and Chair) for a maximum of 2 terms in position

This draft version is currently being reviewed by the Registrar and will be sent to the Board for approval.

### Fellowship Applications

Applications are being accepted for award in 2023.

The deadline for applications is 5pm on 13 February 2023. At the time of writing, there is a low number of applications, and Committee members are encouraged to approach colleagues and spread the word about the applications. It has been noted that a review of the guidance and information on the web pages would be beneficial as the information in its current format seems to cause confusion for some.

### Communications

Discussion has taken place between the Fellowship team and the RCVS Communications and Events team to determine appropriate dates and time frames for events and activities due to take place in 2023 for the Fellowship. These include (but are not limited to) the following:

1. Fellowship Newsletter
2. Credentials Panel recruitment
3. Encouraging Fellowship Applications
4. Promoting Fellowship Day
5. Promoting activities of the FSAP

### Fellows Science Advisory Panel

The FSAP will continue work on Quality of Life, following on from the discussions held at Fellowship Day. The FSAP are due to meet in March where the next activities will be considered.

The FSAP are contacting selected members for a roundtable discussion to precede the formation of the Animal Behaviourist Working Party. Points raised during the discussion at Fellowship Day were noted, which have guided the selection for the roundtable discussion, as well as interest shown during Fellowship Day. The Committee will be updated on the outcome.

**Proposed activities and issues to be managed before the next APC meeting. N.B.** Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

#### **Newsletter**

The next edition of the Fellowship newsletter is due to be published in late February and will announce to the Fellows two new task and finish groups that are forming: The Fellowship Application Review Group and the Development of the Fellowship Working Group. The newsletter will also contain information on the Fellowship fee renewal dates, with information on how to set up a Direct Debit to ensure payment of fees is collected in time. Discourse will be promoted as the activity on the platform remains low.

Interest in mentoring those applying for Fellowship will also be raised in the newsletter, to determine if we can offer this advice and guidance to applicants through a dedicated group of Fellows.

#### **Credentials Panel Recruitment and Training**

A recruitment campaign is due to be launched in early February to recruit new members of the Fellowship Credentials panels. New and current members of the panels, along with the Fellowship Board, will receive training on how to assess the Fellowship applications, specifically highlighting the updated processes, along with Equality, Diversity and Inclusion training.

#### **Development of the Fellowship Working Group**

The Chair of the Fellowship Board has put forward the suggestion of creating a Working Group to work on creating a strategy for the Fellowship, with input from Fellows as to how they would like to see the Fellowship develop, in line with the RCVS's vision for the Fellowship. It will not require funding by the College as those who wish to be part of the WP will be made aware that this is a self-funded voluntary group.

#### **Fellowship Application Review Group**

The Chair of the Fellowship Board had raised the necessity to seek advice from individuals who had recently achieved Fellowship and those who may be aspiring to, to obtain feedback on the application process and look at potential improvements. The aim of the group is to also reach out to GP vets to see why so few apply, and whether the application process is a barrier or not to applying. A list of individuals is being collated and will be approved by the Chair in due course.

**Details of any budgetary or risk related issues that should be brought to the Committee's attention.**

**Synergies with other workstreams that your current activities may introduce?**

The SAP are due to start work on Animal Behaviourism WP. There is an opportunity to collaborate with the ProfCon and Policy and Public Affairs teams as part of the work on Animal Behaviourism, to provide some insight which may influence changes to legislation.

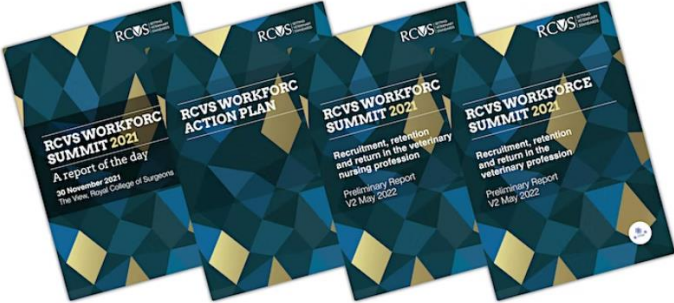
Quality of Life activities may interlink with work in Knowledge.

**Areas of your work that you would like to highlight for discussion by the Committee?**

**Any other matters arising from your work that you wish to bring to the Committee's attention?**

**Advancement of the Professions Committee reporting Framework**

This template provides a framework for reporting activity by workstreams that come within scope of the Advancement of the Professions Committee. It should also be used as a means to raise any issues that would merit from discussion by the Committee.

<b>Area of work</b>
Innovation
<b>Key activities and issues managed in the last quarter that the APC should be aware of.</b>
<p><b>Workforce Action Plan – Published</b></p> <p>Published in November, the Action Plan has been made available on the RCVS and RCVS ViVet website and become part of a selection of resources available to view and download.</p>  <p><b>Report downloads:</b>          A report of the day (240)          Veterinary profession preliminary report (201)          Veterinary nursing profession preliminary report (154)</p> <p><b>Page views:</b>          Reports (262)          RCVS Workforce Summit (263)          Video interviews (84)</p> <p><b>Blog post views:</b>          RCVS Workforce Summit - Design Thinking Case Study (141)          How you can apply creativity in problem-solving to develop innovative thinking (98)  <i>Data capture 19/01/23</i></p>
<b>Proposed activities and issues to be managed in the next quarter that the APC should be aware of.</b>

**Workforce Action Plan – Ambition explored Series – Ongoing/Live**

To help provide clarity, create collaborations, and support the delivery of the action plan. There will be a series of pre-recorded videos and live webinars that explore the insights, progress and commitment that has been established or identified when producing the action plan/ambitions.

Registration for the seven live webinars will be hosted on Eventbrite and is live, this also include an option to submit questions to be included as part of the panel discussions.

**16 February 2023 - Ambition one: To shape leaders at all levels**

**Chair** - Amanda Boag FRCVS, Past-president of the RCVS and Chair of the RCVS Knowledge Board of Trustees

**22 February 2023 - Ambition two: Confidence, culture and recognition**

**Chair** - Jill Macdonald RVN, Lead for the VN Futures project

**28 February 2023 - Ambition three: Greater responsibility for veterinary nurses**

**Chair** – TBC

**9 March 2023 - Ambition four: Welcoming a modern way of working**

**Chair** - Belinda Andrews-Jones RVN, Vice-Chair of the RCVS Veterinary Nurses Council

**30 March 2023 - Ambition five: General practice – a chosen pathway**

**Chair** - TBC

**5 April 2023 - Ambition six: An attractive career for everyone, including those who have left**

**Chair** - Dr Kate Richards MRCVS, RCVS Senior Vice-President and Chair of the Mind Matters Initiative

**12 April 2023 - Ambition seven: Improving client interaction and communication**

**Chair** - RCVS President Dr Melissa Donald MRCVS

Each panel is chaired by an RCVS colleague or representative and is joined by a panel 3-4 people from the profession either who attended the summit or contributed to the report, to share and discuss what they are doing to create positive outcomes in the areas of Recruitment, Retention and Return. We have invited representatives from associations, major employers, educational establishments, and affinity groups to join the panels.

Registration for the seven live webinars is hosted on Eventbrite and is live now -

[www.eventbrite.co.uk/e/rcvs-workforce-action-plan-ambitions-explored-tickets-479184081487](http://www.eventbrite.co.uk/e/rcvs-workforce-action-plan-ambitions-explored-tickets-479184081487)

We aim to record the sessions so they become part of the supporting resources on the website, a follow up summary from each session will be provided with links to any organisations/ initiatives discussed.

**Student Innovation Competition – Creation**



A student competition aimed at encouraging UK Veterinary student and student vet nurses to problem solve and develop ideas that can be applied to the veterinary professions or wider 'one health' initiative, a collaboration between human and animal health.

Following on from the discussions in the November, Advancements of the Profession Committee meeting, we have added an additional sustainability focused suggestions for the idea options (students will be able to take part with any idea) –

- Innovations regarding reducing plastic waste from practices.
- Sustainability of the Veterinary Professions offering (*for example energy efficiency, carbon reduction, recycling, reducing or re-using, and measuring waste to provide a benchmark for awareness*).
- Innovations within veterinary education
- Innovations to improve veterinary-public communication
- Innovations to aid prospective veterinary students that could contribute to increasing diversity and outreach.

Five learning sessions, recorded as podcasts between 4 – 10 minutes long with a supporting booklet have been created, to guide students through the innovation process and develop skills that will be useful throughout their career. The sessions cover:

- Idea Generation and Problem spotting
- Business Model Canvas and Value proposition
- Mentor session (a session with a chosen industry professional to guide them on their project)
- Testing and Validating
- Stakeholders and Pitching

This competition will be open to all UK-based undergraduate veterinary students and offers them the opportunity to work as a team to brainstorm, develop and present an innovative idea to a board of industry professionals.

### **Innovation Assessment – Planning**

On January 12, the kick-off meeting for the Innovation Assessment Tool was held to discuss the project plan, objectives, outstanding questions, working methods, and key milestones.

To achieve this goal, a combination of surveys, interviews, and document/system inspections will be carried out. The data collected from these sources will be analysed to develop a comprehensive report on the current state of play across processes, resources, and systems. The report will include prioritised recommendations for improvement.

The surveys will be distributed to veterinary professionals, including a variety of segments such as corporate and independent vets, practice owners, veterinary nurses, non-vet practice owners, and others. Interviews will also be held to gather a broad knowledge base.

The report will be developed through a combination of surveys, interviews, and document inspections. A draft report will be shared with key stakeholders for feedback before finalising it.

We will the move towards the creation of the dynamic self-assessment form, that will allow practices of all types to learn what they can do to improve innovation, productivity, business, and customer satisfaction. The assessment will focus on specific areas and provide additional resources for participants to take action. This work is tailored for the veterinary professions.

**Preparing the Profession – On hold**

Continue to scope out a framework for an Innovation MOOC/ online course that will be made available to the whole profession. A proposal has been received that is in line with expectations and budget from an e-learning platform provider, this will be reviewed as to how this course can fit in with the RCVS Academy developments.

Further research into format and delivery of content is being explored, this is in line with the ViVet project aim to ensure veterinary professionals are equipped with innovation capabilities, and have the opportunities to learn at their own pace.

**Details of any budgetary or risk related issues that should be brought to the Committee's attention.**

N/A

**Synergies with other workstreams that your current activities may introduce?**

**Ongoing** - The Action Plan following the RCVS Workforce Summit, will see some task and actions being allocated to or supported by, AP workstreams and projects across the college.

**Areas of your work that you would like to highlight for discussion by the Committee?**

N/A

**Any other matters arising from your work that you wish to bring to the Committee's attention?**

N/A

<b>Area of work</b>
<b>Leadership</b>
<b>Activities carried out since the last meeting of the APC. N.B.</b> Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p><b>Edward Jenner Leadership programme</b></p> <p>There has been no further communication received from the NHS, and no response to our request for a meeting in December. We are now at stage where we need to consider alternative options and the possibility of developing a new course on the RCVS Academy platform.</p> <p><b>RCVS Academy Leadership courses</b></p> <p>A new short course on 'Leadership vs Management', exploring the difference between the two disciplines has been developed. It is currently being piloted and feedback has so far been positive. The course will be ready for launch at the end of January and presented at the SPVS Congress. The course was designed in response to feedback received by the Leadership and Inclusion Manager and the RCVS Academy that there was a lack clarity around the distinctions between leadership and management. Therefore, the course is intended to help veterinary professionals understand the differences and similarities and consider how they can develop their leadership and management skills.</p>
<b>Proposed activities and issues to be managed before the next APC meeting. N.B.</b> Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p><b>Leadership Library</b></p> <p>The curation of new resources for the Library has had to be delayed due to other priorities. It is intended that work on this will resume in early spring.</p> <p><b>Leadership Stories</b></p> <p>A video interview with Kismet Joshi, will be released later this year under the theme of 'student leadership'. Kismet is a fourth-year undergraduate veterinary student and is the student EDI officer at Bristol University. Further work on 'Leadership Stories' has been halted for the time being due to resourcing issues.</p>
<b>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</b>

**Synergies with other workstreams that your current activities may introduce?**

Synergy with Diversity and Inclusion in the development of the new Leadership Stories.

**Areas of your work that you would like to highlight for discussion by the Committee?**

**Any other matters arising from your work that you wish to bring to the Committee's attention?**

## Advancement of the Professions Committee reporting Framework

This template provides a framework for reporting activity by workstreams that come within scope of the Advancement of the Professions Committee. It can also be used as a means to raise issues for discussion and/or a decision by the Committee that are not of a scale that warrant a substantive paper. You should note that all sections of the template will be included in the report bundle – whether completed or otherwise.

<b>Area of work</b>
<b>RCVS Knowledge</b>
<b>Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream’s agreed plan must be clearly stated.</b>
<p><b>New course to help veterinary teams improve medication safety in practice</b></p> <p>RCVS Knowledge have recently launched a new course Managing Veterinary Medicines: Staying legal and promoting safety; a free online course for veterinary teams to improve their medication safety in practice.</p> <p>With six hours of free CPD, Managing Veterinary Medicines provides knowledge on safe and responsible use of veterinary medicines and medicine regulations.</p> <p>The course has been produced in collaboration between RCVS Knowledge and the Veterinary Medicines Directorate (VMD), and includes a broad range of webinars, podcasts and articles.</p> <p>In England alone, more than 1,700 people die yearly because of medication errors. While we don't know the true figures in veterinary medicine, we do know that 30% of errors reported to the VDS's VetSafe system are due to medication errors.</p> <p>That's why we have developed this course to support the professions to have good robust systems in place in the practice dispensary and to use QI tools like guidelines, protocols, and checklists.</p> <p>Course users can expect to learn how to put systems in place that will reduce errors, improve patient outcomes and improve practice systems. The learning will also prepare practices for a VMD inspection or an RCVS Practice Standards Scheme assessment.</p> <p>Visit <a href="https://learn.rcvsknowledge.org">learn.rcvsknowledge.org</a> to access the course.</p> <p><b>Farm Vet Champions - Award winning and shortlisted</b></p> <p><b>The Commonwealth Pharmacists Association (CPA) and the International Pharmaceutical Federation (FIP)</b></p> <p>Farm Vet Champions has won an award, bestowed by the Commonwealth Pharmacists Association (CPA) and the International Pharmaceutical Federation (FIP), as an innovative</p>

approach to tackling antimicrobial resistance (AMR). The award was presented at a global online event during World Antimicrobial Awareness Week called 'AMS in Action' to prevent AMR together through collaboration, innovation and action.

Our Farm AMR Clinical Lead, Fiona Lovatt, accepted the award at the AMS in Action symposium during World Antimicrobial Awareness Week and spoke to a global audience about how Farm Vet Champions is working to prevent AMR and improve antimicrobial stewardship (AMS).

#### [UK Health Security Agency's Antibiotic Guardian 2022 Shared Learning and Awards](#)

RCVS Knowledge has, in addition, been shortlisted in the UK Health Security Agency's Antibiotic Guardian 2022 Shared Learning and Awards, which was announced during World Antimicrobial Awareness Week.

Our Farm Vet Champions project was shortlisted in the prestigious awards for having demonstrated achievements in tackling antimicrobial resistance and success in communicating about antibiotic stewardship.

The Antibiotic Guardian campaign is led by the UK Health Security Agency in collaboration with the Devolved Administrations (Scotland, Wales and Northern Ireland), the Department for Environment, Food and Rural Affairs (DEFRA) and other organisations who are working together towards the 'One Health' initiative.

Farm Vet Champions is a major, collaborative project which has united and empowered UK farm vets and their teams since May 2021. It helps farm vets to establish and embed responsible antimicrobial stewardship and improve vital knowledge about the threat of antimicrobial resistance. The project is funded by the Veterinary Medicines Directorate (VMD) and supported by a large number of veterinary organisations.

As part of Farm Vet Champions, RCVS Knowledge has collaborated with farm veterinary associations, alongside farmer and farm industry representation, to produce 20 hours of online learning which is free for all veterinary practice team members to access. In May 2022, we launched the Farm Vet Champions SMART goals tool, which supports the sustained translation of learning into practice and can be set at an individual or team level.

As well as providing free tools and online learning, RCVS Knowledge has established a Farm Vet Champions Ambassador group of motivated and like-minded farm vets who we are working with to champion responsible antimicrobial use and share knowledge for the benefit of vets, clients and animals.

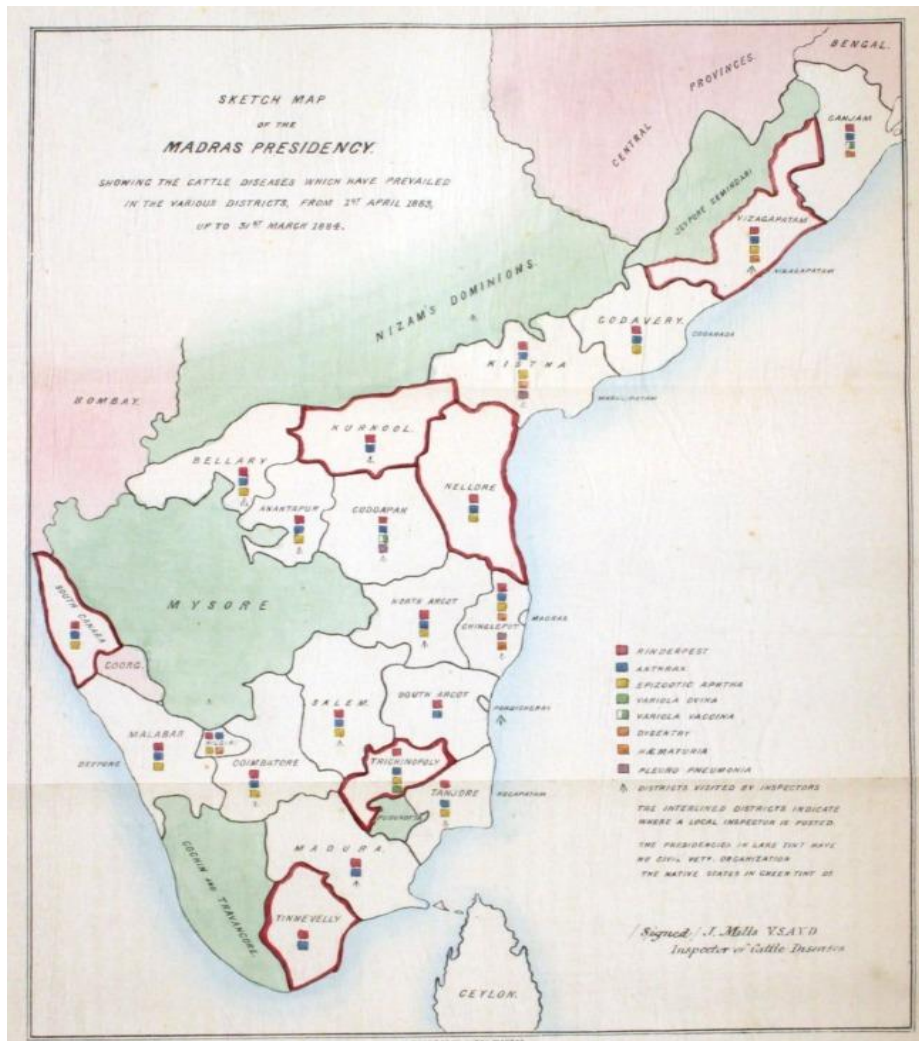
RCVS Knowledge is committed to making a difference in antimicrobial resistance, in every veterinary practice, at the point of every vet-farmer conversation in the UK. We will continue to support the Farm Vet Champions community to increase knowledge, set and achieve goals, and showcase best practice.

To learn more about Farm Vet Champions visit [rcvsknowledge.org/FVC](https://rcvsknowledge.org/FVC)

## Celebrating Explore Your Archive week

In early December, the archive community celebrated “Explore Your Archive” week, an annual campaign run by the Archives and Records Association to encourage everyone to visit, use and be inspired by archives.

Each day, archivists were challenged to find content that fits into certain themes, which gave our Archivist Lorna Cahill Bannister a chance to delve into our historical collections, which record the development of the British veterinary profession, to find some delights. Here are some of our favourite finds.



### Monday - #EYAMapsPlans

Starting off strong for Monday's map plan theme, we found a fascinating sketch map of the prevalence of cattle disease in the 'Madras Presidency' in 1883/1884 from the fascinating 'Quarterly Journal of Veterinary Science in India and Army Animal.

All six volumes of the journal, created by vets John Henry Steel and Frederick Smith, both working in India under British rule, are available to read in our Digital Collections. [Read about it on our blog.](#)



### Wednesday #EYABeards

On Wednesdays we wear beards! Wednesday's 'Beard' theme was right up our alley, as our collections feature many portraits containing fantastic beards, giving the RCVS Knowledge team a chance to rank our favourites. Charles Spooner (1806-1871) took the top spot - briefly vet to the Zoological Society, demonstrator of anatomy & later Principal at the Royal Veterinary College London, he was also one of the seven signatories of our Royal Charter. Congrats Spooner! Can you guess which is his beard from the selection below?



[Find out on our Twitter page.](#)

### Friday #EYAParty

And for our final highlight, for Friday's Party theme, we love this poster for a 'Cheerio Concert Party' that the Army Veterinary Corps issued 'during the Great War', found in Major-General Sir Frederick Smith's papers. Sadly, we don't know the date or location of this party, only that it was sent to a Sgt S Cashfield at the Woolwich Depot.



You can learn more about the Explore Your Archive project [on their website](#) and visit our [Vet History website](#) to learn more about the history of the veterinary profession. Be sure to follow our Archives Instagram account [@rcvsknowledge\\_vethistory](#) for more highlights from our collection!

**Proposed activities and issues to be managed before the next APC meeting. N.B.** Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

**Details of any budgetary or risk related issues that should be brought to the Committee's attention.**

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<b>Synergies with other workstreams that your current activities may introduce.</b>
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<b>Any other matters arising from your work that you wish to bring to the Committee's attention.</b>
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<b>Area of work</b>
<b>VN Futures</b>
<b>Activities carried out since the last meeting of the APC. N.B.</b> Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p><b>Animated strategy</b></p> <p>Work on the VN Futures animated strategy video has continued. Over the past weeks we have been gathering quotes from RVNs to insert into the video.</p> <p><b>Support for NRVNs and post PSP RVNs</b></p> <p>A survey to newly registered VNs and post PSP RVNs has been created and distributed, with 89 responses to date. (82 – NRVNs, 7 – PSP nurses). Results offer useful data to inform content for these programmes, and potential further programmes for the Academy in this area.</p> <p>Contact information has been obtained from those willing to provide additional feedback.</p> <p>An outline for the first course in the programme (provision of support to newly registered VNs) has been created. The course will contain a blend of approaches in delivery and will include reflective and practical exercises, plus self-assessment quizzes.</p> <p>Contributors for content are being sourced and briefed, and existing and relevant content already available is being collated.</p> <p>The next course to be prepared will be the mentor course, followed by the course for post PSP nurses.</p> <p>The aim is to launch the first course at the start of VNAM in May.</p>
<b>Proposed activities and issues to be managed before the next APC meeting. N.B.</b> Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<b>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</b>

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**Synergies with other workstreams that your current activities may introduce?**

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**Areas of your work that you would like to highlight for discussion by the Committee?**

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**Any other matters arising from your work that you wish to bring to the Committee's attention?**

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## Area of work

### MMI

**Activities carried out since the last meeting of the APC. N.B.** Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

#### Campfires

Autumn series now complete, One to be rescheduled (maintaining balance)

- Navigating Change (64 sign-ups)
- Social Media and Mental Health (54 sign-ups)
- Maintaining Balance (48 )
- Letting Go of Perfect (32 )
- Diversity (30 sign-ups)
- Maintaining Balance (52 sign-ups)
- [My Mind Matters Campfire Chats Reflections - Mind Matters \(vetmindmatters.org\)](https://vetmindmatters.org)

#### Training

Autumn training now complete with only one training session postponed and rebooked for Jan 19<sup>th</sup>.

##### 1. Mental Health First Aid

- MHFA Champion

We ran three ( max 16 delegates) in-person cohorts of the 1-day MHFA course which took place in Bristol, Watford and Newcastle. Bristol was the most popular of the three cities and the cohort filled within 48 hours. Taskforce shared the sessions to increase awareness of the training to widen participation.

- MHFA Awareness

Two courses were scheduled with one rescheduled due to low delegate numbers. Now, rescheduled this course is near capacity.

Feedback for the MHFA courses has been positive and 4 further courses are scheduled to take place over the coming months.

##### 2. Mental Health in the Workplace for Veterinary Leaders and Managers

Following feedback from first cohort, we will be collaborating further with the Veterinary Management Group (VMG) to educate veterinary leaders and managers on mental health in the workplace.

#### VN Futures Training Collaboration

MMI are collaborating with VN Futures on new in-person workshops on the topic of self-compassion and anxiety. These workshops will shortly be open for booking and will be taking place in Manchester, Guildford and Wolverhampton.

BSAVA Congress – Neurodiversity stream

MMI will be collaborating with BSAVA to deliver a full one-day stream at BSAVA 23 on the topic of Neurodiversity and inclusion. The stream will take place on March 24<sup>th</sup> in Manchester and form part of the main programme. It will encompass those in research, clinical practice, education, and leadership alongside professionals from outside the Veterinary sphere.

The keynote will take place within the stream [BSAVA announce keynote speaker for Congress 2023](#)

Press release from MMI to follow, sessions include :-

- Neurodiversity in teams; the importance of allyship
- Neurodiversity, the challenges of diagnosis
- Communication considerations
- Supporting students
- Panel discussion - Moving forward - How can we cultivate more inclusive working?

E news

Our December E news included a round up of the year. With an open rate of 39%

The most popular features were:-

- Top tips of working through winter
- All about neurodiversity links
- Campfire reflections blog

**Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.**

Sarah Brown Grant

The Sarah Brown Grant applications will open in January with a slightly different format to help widen participation and streamline the process. An application form is being created rather than the former research proposal to ensure applicants reflect on ethical considerations.

Symposium planning

This year sees the Symposium return. We have not fixed a date at present, but it will take place in November '23, comms to follow.

Outreach and engagement

2022 saw MMI back at in-person events alongside utilising online platforms to make outreach and engagement possible.

- Six vet school welcome weeks were attended with a mix of formally delivered talks, informal discussions and careers fayres.
- Five Veterinary Nursing Colleges
- Several conferences

Over 850 delegates reached

**Details of any budgetary or risk related issues that should be brought to the Committee's attention.**



<b>Synergies with other workstreams that your current activities may introduce?</b>
<u>VN Futures</u>  MMI will be supporting VN Futures with a body of work being created to support those returning to the profession and newly registered nurses. This work will span VN Futures, leadership, MMI and Knowledge.  We are also collaborating with VN Futures for two of our training streams which are:- <ul style="list-style-type: none"><li>• Psychological safety and civility</li><li>• Anxiety and self-compassion workshops</li></ul>
<b>Areas of your work that you would like to highlight for discussion by the Committee?</b>
<b>Any other matters arising from your work that you wish to bring to the Committee's attention?</b>
<ul style="list-style-type: none"><li>•</li></ul>