



APC Meeting 02/10/24

Virtual via Microsoft Teams

Advancement of the Professions Committee (APC)

02 October 2024, 10:00-13:00 Remote via Microsoft Teams

Agenda

- 1. Apologies for absence, declarations of interest and welcome**
- 2. Matters arising and minutes of the meeting held on 08 May 2024**
- 3. Workstream Updates**
- 4. School Outreach Lead Introduction (20 minutes)**
- 5. Oral Update: MMI Research Grants (10-15 minutes)**
- 6. Oral Update: New Fellowship Chair (5-10 minutes)**
- 7. Oral Update: Animal Behaviourism (10-15 minutes)**
- 8. Review of DCIS Outputs and Activities (Annex A - 20 minutes)**
- 9. Workforce Modelling (30 mins)**
- 10. Oral Update: Changes to DIG Committee (Annex B - 5 minutes) Confidential**
- 11. VN Vision Events: Insight from Events (5-10 minutes)**
- 12. Oral Update: UKHACC (5 minutes)**
- 13. AOB**
- 14. Date of next meeting 05 February 2025 online**

Summary	
Meeting	APC
Date	08 May 2024
Title	Advancement of the Professions Committee Report 08 May 2024
Summary	To note the attached minutes and classified appendix of the meeting held on 08 May 2024
Decisions required	None
Attachments	Classified appendix (confidential)
Author	Stephanie Taylor Advancement of the Professions Administrator s.taylor@rcvs.org.uk

Classifications		
Document	Classification ¹	Rationales ²
Paper	Unclassified	N/A
Classified appendix	Confidential	1, 2, 3, 4

¹Classifications 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.

²Classification rationales

Confidential	1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others 2. To maintain the confidence of another organisation 3. To protect commercially sensitive information 4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS
Private	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

Minutes of the Advancement of the Professions Committee Meeting Held Virtually at 10:30

Members:	Dr L Allum	RCVS Council Member
	Mrs B Andrews-Jones	VN Council Chair, Chair of Innovation
	Ms A Boag (Observer)	Chair of Board of Trustees for RCVS Knowledge
	Mr J M Castle	RCVS Lay Council Member
	Dr M Donald (Observer)	Senior Vice-President
	Dr T Gardiner	Diversity and Inclusion Working Group Chair, and Lead for Global Development
	Ms L Lockett	RCVS CEO and Vet Futures Project Board
	Dr S Paterson (Chair)	RCVS President, Council Lead for Environment and Sustainability, Lead for Leadership & Chair of the Advancement of the Professions Committee
	Mr M Rendle*	VN Futures Project Board
	Dr K Richards	Chair of Mind Matters Initiative
	Dr Niall Connell	Vice Chair of the Fellowship Board
In attendance:	Mrs A Belcher	Director for Advancement of the Professions
	Mr L Bishop	Media and Publications Manager
	Mrs J Dugmore*	Director of Veterinary Nursing
	Mr L Emeka	Diversity and Inclusion Senior Officer
	Miss G Gill	Leadership and Inclusion Manager
	Ms Katie Mantell	RCVS Knowledge CEO
	Mrs Rapinder Newton	Mind Matters Initiative Lead
	Mr I Holloway	Director of Communications

Mr S Hurley*	Mind Matters Initiative Senior Officer
Miss J Macdonald*	VN Futures Project Lead
Mr B Myring	Policy and Public Affairs Manager
Mr M Sundhu	Policy and Public Affairs Officer
Mrs Abi Hanson	Media and Publications Officer
Miss S Taylor	AP Administrator
Ms A Youngs	Fellowship and Leadership Senior Officer

* apologies

Welcome and Apologies for Absence

1. The Chair welcomed all present to the meeting.
2. Apologies were received from Sam Hurley, Jill Macdonald, Julie Dugmore, and Matthew Rendle.
3. New declarations of interest were made: Niall Connell has submitted an application for Chair of the Fellowship Board, Kate Richards has been appointed as an honorary fellow of Scotland's Rural College (SRUC).

Presentation and Discussion: Use of Content and Trigger Warnings on Learning Materials

4. A presentation was given on the purpose of content and trigger warnings, the current ones in use within RCVS learning materials and the challenges around implementing them consistently.
5. It was agreed that content and trigger warnings can be necessary on various types of content, but that they should be used sparingly. Further discussions were had around the difficulties in determining when and how to use them.
6. It was decided that research needs to be undertaken into what the legal health and safety requirements are, what existing guidance other organisations have around this topic, and whether it would be beneficial to create an RCVS-wide guidance policy.

Workstream Updates

7. The Fellowship Team panels to discuss the use of rubrics for new Fellowship applications. Planning has begun for Fellowship Day 2024.

8. The Disability and Chronic Illness Report is expected to be published by mid-June. Congratulations were given to those involved with creating the Unconscious Bias Course on the RCVS Academy, with lots of positive feedback already being received.
9. The Policy and Public Affairs are due to meet with the Veterinary Council of Zambia.
10. Thanks were given to Kate Richards for her hard work as chair of the MMI Taskforce.
11. RCVS Knowledge is soon to release a non-College nominated trustee recruitment pack to begin replacing those reaching the end of their terms. Early plans have begun to support the profession with contextualized care in practice, including collating existing resources to publish onto a hub within RCVSK website.
12. The new workstream update format was approved for continued use, with the addition of headings for clarity.

Discussion: Strategic Plan and Impact

13. A presentation was led by the CEO which detailed the stages of preparation and current progress in creating the new strategic plan. This included brief data from the 2024 Survey of the Professions and stakeholder interviews.
14. Breakout groups were formed to discuss what tools, actions and impact the Advancement of the Professions Committee could contribute towards the new strategic plan. The resulting ideas were shared post-discussion and included topics such as: workforce, cultural change, sustainability, client collaboration.
15. Discussion around the possibility of creating individual committee strategies to encourage synergy between the different workstreams.

Oral Update: UKHACC

16. An update was given on the meeting with UKHACC in March which was attended by the RCVS President and CEO. Reflections were discussed around the need to further raise public awareness around veterinary achievements and plans with regards to antimicrobial prescribing and farming practices.

Discussion: Sustainability – Risk Register, Business Continuity Planning and Decision on Consensus Statement (Confidential)

17. This information is available in the classified appendix.

AOB

18. No AOB was raised.
19. The date of the next meeting 02 October and will be a virtual meeting. Times will be confirmed as soon as possible.

Summary

Meeting	Advancement of the Professions Committee
Date	02.10.24
Title	Updates from APC Workstreams
Summary	Provided below is an update on the outputs and outcomes of APC workstreams since the last Committee meeting in addition to looking forward to planned work for the next. Where relevant, also highlighted are matters arising as a result of these activities that would benefit from further APC scrutiny presently or in due course. The Summary is ordered as follows. i. Mind Matters Initiative ii. Environment and Sustainability iii. Fellowship of the RCVS iv. VN Futures v. Diversity and Inclusion Working Group vi. Global Strategy vii. RCVS Knowledge
Decisions required	None
Attachments	None
Author	Steph Taylor AP Administrator s.taylor@rcvs.org.uk 020 7050 1228

Classifications

Document	Classification ¹	Rationales ²

Paper	Unclassified	N/A

¹Classifications 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.

²Classification rationales

Confidential	1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others 2. To maintain the confidence of another organisation 3. To protect commercially sensitive information 4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS
Private	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

Mind Matters Update

Events

1. Campfire Chat: Movement and Mental Health took place on 16 May, to coincide with Mental Health Awareness Week 2024.
2. Mind Matters attended the Titanic Vet Show in Belfast, Northern Ireland on 24 May, where Dr Sue Paterson FRCVS and Kate Richards FRCVS delivered a session focussed on strategic approaches to supporting the mental health and wellbeing of the veterinary team.
3. We hosted a research webinar on 3 September, where previous RCVS Sarah Brown research grant recipients Dr Katherine Wakelin and Sarah Corthorne provided an overview of their research (looking at the effectiveness of an online Compassion Focussed Therapy (CFT) intervention) and took part in a Q&A with participants. The webinar was well attended (60 attendees, and over 160 registered).
4. We attended the European College of Veterinary Internal Medicine Congress (ECVIM) in Lyon France on 6 September, where we delivered two sessions: the first focussed on compassionate communication and the second on navigating moral stress.
5. Mind Matters also attended the Vetnnet Conference in Kolding, Denmark on 20 September, where we delivered a session focussed on Incivility.

CPD

6. Following positive feedback from previous attendees, MMI subsidised two 2- day MHFA online courses will take place in October. The first course will be for all veterinary professions across the UK. The second course is for those living and working in Northern Ireland. We will explore further training across the nations for 2025.
7. We are currently working with the Academy and developing a course on Civility Fundamentals, which is due to launch in Nov/Dec 2024. This will be the first MMI course on the Academy.

Research

8. Following the successful completion of the Sarah Brown research grants, our new MMI Mental Health research grants programme for 2024 - 2028 launched in August (detailed update to be provided to APC). Deadline for applications is 23:59 BST on 7 October 2024. Successful applicants will be notified by early December.

Other

9. We have been working closely with fellow AP colleagues, providing input into the Reasonable Adjustments campaign, and the RCVS inclusive language style guide.

Environment & Sustainability Update

1. The RCVS is a member of the UK Health Alliance on Climate Change (UKHACC) which coordinates action, provides leadership, and amplifies the voice of health professionals across the UK. The College has participated in two UKHACC policy focus groups on Energy Transition and Food Systems, resulting in two policy reports, allowing RCVS to provide a veterinary perspective towards both projects.
 - **A just energy transition for the good of health** report was launched on September 4th. The report puts forward six recommendations for the governments of the UK, outlining the devastating health consequences of the UK's current dependency on fossil fuels, which are the main driver of climate change and air pollution, and are destructive to the natural environment on which all life depends.
 - **Building a healthy and resilient food system** report is almost complete subject to final approvals. The aim of the food systems working group was to produce a policy report and recommendations for the governments of the UK and the NHS to promote and deliver a healthy and sustainable food system with low carbon and environmental impacts.

Fellowship Update

Fellowship Day

10. The panel session topics have been confirmed; session one is looking at preparedness for disease outbreak, title tbc, and the confirmed panel members are Prof Fiona Tomley, Dr David Black, Dr Tiffany Hemming and Prof James Wood and will be chaired by Prof Anna Meredith, the Chair of the Fellowship Science Advisory Panel.
Session two is looking at the critical role of the veterinary professional in emergencies and disasters, and the confirmed panel members are Mr Jim Green, Prof Patrick Pollock and Dr Adam Mugford. The session will be chaired by Dr Niall Connell, the Chair of the Fellowship Board.
11. The Keynote speaker is confirmed as Peter Cairns, executive director of Scotland: The Big Picture, who will be showcasing case studies on rewilding projects around Scotland.
12. Tickets for Fellowship Day have now been made available to purchase to all Fellows.
13. We continue to receive submissions for the Fellows of the Future Student Competition, although we have not reached the number of submissions as seen in the previous year.

Fellowship Board Elections (Vice-Chair)

14. Four candidates have put themselves forward for the role of Vice Chair of the Fellowship Board. Fellows can view their candidate statements on the RCVS Fellowship webpage.
15. Voting for the candidates will take place from September 24, 2024, and will run for two weeks, with the voting results being published on October 8 2024.

Fellowship and RCVSK Veterinary Evidence

16. RCVSK reached out to the Fellowship team to seek editors, reviewers and reviewer mentors and seek suggestions for knowledge summaries for the Veterinary Evidence Journal. A page will be created on the Fellowship webpage to allow Fellows to put themselves forward for any of these roles with explanations on what each role requires. This is a great way to increase engagement within the Fellowship and to showcase the knowledge and expertise within the Fellowship.

Projects and Engagement: identifying evidence gaps

17. Following a proposal from a Fellow, a task and finish group is being formed to identify and address the evidence gaps in the veterinary profession. RCVSK are assisting by providing a list of the commonly asked questions to the Veterinary Evidence Journal which have very little to no evidence available to reference.
18. It has been suggested that we poll not only the Fellowship, but the wider profession to capture the evidence gaps that would really make a difference to the wider profession.



VN Vision events

1. The Project Initiation Document for this project was provided at the previous APC meeting.

Events have been held this year to date at:

- RCVS VN Council, Feb
- VMG Congress, Stratford-Upon-Avon, April
- College of Agriculture, Food & Rural Enterprise, Belfast, May
- RCVS Veterinary Nursing Education Committee, London, June
- Scotland's Rural College (SRUC), Edinburgh, June
- Harper Adams University, Shropshire, July.
- An educator-specific online session took place in August.

Further planned events include:

- Coleg Gwent, Usk, September
 - Online, September
 - Bottle Green Training hybrid event, Derby (equine-specific), October
 - BVNA Congress, ('Hub' Sessions), Shropshire, October
 - Hello Vets, London, October
 - Online, October
2. Please see <https://www.rcvs.org.uk/news-and-views/news/veterinary-nursing-vision-events-continue-to-inspire-future/> for a press release update, including attendees' feedback.
 3. The 'wordcloud' included within this update helps to provide insight into some of the key points raised during the events.



Academy courses

4. Mentor course completed and launched (see previous updates)
5. RVN Starting Out course reviewed and adapted according to participant feedback (shorter, less video content)
6. Nurse Return course has been reviewed and the required changes communicated to Academy

Diversity and Inclusion Update

Events

Neurodiversity stakeholder event

1. RCVS held an event on 14 June for neurodivergent students, educators and placement providers. The event aimed to inform the creation of good practice guidelines to support neurodivergent students on work-based learning and EMS placements. The event was a collaboration between the AP, VN, Education and Comms teams, working with Dr Kirstie Pickles, veterinary surgeon, neurodiversity and mental health advocate, and Professor Anna Hollis, Director of Equine Services at the University of Cambridge. The day featured a mix of talks and group discussions and received positive feedback from delegates. The RCVS is currently working on next steps in the development of the guidelines based on output from the day.

Research

Disability and Chronic Illness Report

2. The research was published at the end of July, along with a supporting social media campaign, to coincide with Disability Pride month. A full report containing detailed data, a summary report which presents key findings and insights, and a short infographics document are all available to download on the RCVS website. At our request, IES have also produced a separate report, which specifically looks at the student experience. This will be published later this year.

Number of views/downloads:

29 July-26 August 2024

- | | |
|------------------|------------|
| • Full report | 385 |
| • Summary report | 933 |
| • Infographic | 280 |

Comparative stats

Views/downloads July 2023-26 August 2024 (data only available from July 2023 onwards):

- | | |
|--|--------------|
| • Guidance on religious clothing and beliefs | 1,908 |
| • RCVS VSC BAME Student Support Working Group Report | 359 |

Campaigns

Pride Month

3. RCVS launched a social media campaign during Pride Month which was focused on LGBTQ+ members sharing their reflections on Pride. This was a reprise of activity from the previous year. RCVS and RCVS Knowledge also showed their support to BVLGBTQ+ at London Pride on 29 June.

Black History Month

4. The D & I team is currently developing a campaign for Black History Month which will be focused on this year's theme - Reclaiming Narratives. The objectives of the campaign will be to showcase

a broad range of perspectives and experiences amongst black individuals within the veterinary profession, establish what 'reclaiming narratives' means to them, and increase awareness of black heritage in the UK. The campaign will launch on social media in early October.

Reasonable Adjustments

5. Findings from the Disability and Chronic Illness demonstrate the need to increase awareness in relation to reasonable adjustments, promote wider discourse and equip veterinary professionals with the knowledge to effectively implement solutions within the workplace. This Autumn, the D&I and MMI workstreams are collaborating on a reasonable adjustments campaign which will run through to 2025. The campaign will focus on the veterinary specific context and will be predominantly centred on an awareness and education phase. The objectives during these phases are outlined below:

- Raise awareness of reasonable adjustments and the legal obligations of leaders and managers.
- Address common myths/misconceptions
- Describe benefits to employees/students/organisations
- Demonstrate the range and different types of adjustments (including adaptations)
- Provide tips, best practice and sign posting to additional resources and support

The campaign will also have a call to action that drives our target audience to a webpage where they can access further information about reasonable adjustments.

Courses

6. The D & I team is working with the RCVS Academy to develop an 'EDI Fundamentals' course to be launched in 2025. The course will be open to all members of the veterinary professions and will consist of three modules:

- Understanding EDI
- Unacceptable behaviour in the workplace
- Putting EDI into practice

The modules aim to increase awareness of core topics related to equity, diversity and inclusion (EDI) through an introduction to key legislation, theoretical and applied concepts, case studies and practical tasks. Additionally, the modules aim to develop understanding of issues around equity, diversity and inclusion within the veterinary profession.

Unconscious Bias course update

7. The course was launched in March and has been well received:

Enrolments/completions

All enrolments to date:	164
Current enrolments:	95
Completions:	69 (up from 30 reported at May APC)

Completion by learner group

80%	Veterinary surgeons
19%	Veterinary nurses
1%	Pre-registered nurse

Evaluation data (5-point Likert agreement scale)

Attribute	SA	A	N	D	SD
The learning materials were engaging and interactive.	39	20	6	4	5
The course has improved my knowledge and understanding.	37	19	8	5	5
This learning is useful and applicable to my role.	35	22	8	4	5

Global Update

Federation of Veterinarians of Europe

1. The General Assembly of the Federation of Veterinarians of Europe was held in Heraklion, Crete between 13-15 June 2024. Topics included the veterinary workforce shortage. A position paper on veterinary telemedicine was agreed by the GA, following development by a working party including RCVS representative Kate Richards. The College is currently recruiting two new FVE representatives to replace Kate Richards and Professor Stuart Reid. The next General Assembly will be in November 2024.

Zambia

2. The RCVS has been approached by the Veterinary Council of Zambia about the possibility of the College assisting them to develop their regulatory functions. Discussions are at an early stage, and approval for any formal programme will be sought from APC.



RCVS Knowledge Update

Resources for the professions

Contextualised care

1. In June, we launched a contextualised care hub, bringing together evidence and resources on contextualised care – the way of delivering veterinary care that acknowledges that there are different ways to approach the diagnosis and treatment of an animal, depending on the circumstances of the individual animal and their caregivers, and the context in which the care is delivered. <https://knowledge.rcvs.org.uk/evidence-based-veterinary-medicine/contextualised-care/>. One of the most-viewed pages on our website over this period, this resource hub was the first step in what we intend to be a larger piece of work focusing on supporting the professions with practical tools and guidance to support the delivery of contextualised care.
2. In August, we released a series of contextualised care discussion guides designed to aid clear communication between veterinary professionals and clients. The guides have been developed in conjunction with vets, vet nurses, and pet owners. Veterinary teams are encouraged to share the guides with their clients, and work through the content together to help ensure that both parties are well informed of owner values, pet welfare and behaviour, and diagnosis and treatment options. <https://knowledge.rcvs.org.uk/about-us/news-and-events/news/new-discussion-guides-to-support-contextualised-care-for/>

Human factors and systems thinking online CPD

3. We released the seventh series of our Quality Improvement Boxset – Introduction to Human Factors and Systems Thinking. The free online resource will help veterinary professionals learn non-technical skills to improve quality, patient safety, and team wellbeing. The Boxset was made possible thanks to human factors and systems thinking experts from across human and veterinary healthcare, who contributed their time and expertise. The result is a resource, created by professionals, for professionals, to support veterinary teams to continuously improve care quality.

Awards and Prizes

Plowright 2023/2024 Prize

4. We were delighted to award the Plowright Prize, which recognises an individual who has made a significant contribution to the eradication, control or management of infectious diseases of animals, to microbiologist and poultry health specialist Professor Fiona Tomley. Following a record 17 nominations, the judging panel came to a unanimous conclusion that Fiona, who is Professor of Experimental Parasitology at the Royal Veterinary College and Director of the UKRI GCRF One Health Poultry Hub, was the stand-out candidate. Prof Tomley will use the £100,000 prize money to set up a global mentoring network for veterinary infectious disease researchers with a focus on OneHealth. The Prize was formally awarded to Prof Tomley on RCVS Day on 5th July.

RCVS Knowledge Awards 2024

5. Veterinary teams from across the country were awarded in our annual Knowledge Awards, formally awarded on RCVS Day.

- **Hub Clinical Leadership Team, CVS (UK) Ltd:** The UK-wide team used Quality Improvement techniques to increase blood pressure monitoring, so that they were able to identify and treat hypertension in cats aged 7 years or older much earlier than they were able to before.
- **White Lodge Veterinary Surgery:** The Devon-based practice was recognised for carrying out a clinical audit on neutering outcomes. They conducted a pain management audit for patients undergoing bitch spays and were able to both improve these scores and reduce the number of dogs requiring rescue analgesia.
- **Yorkshire Vets:** The team audited their fresh gas flow rates. This nurse-led initiative resulted in a reduction of oxygen use and a reduction in the use of their volatile anaesthetic. This reduction in carbon footprint equates to driving 2,023 miles (London to Rome, and back).
- **2024 Antimicrobial Stewardship Champion is South 4 Region, CVS (UK) Ltd:** The team achieved an impressive 70% reduction in the use of long-acting antibiotics to treat bite wounds and superficial skin infections in cats, without compromising patient welfare. This improved their overall responsible use of Highest Priority, Critically Important Antibiotics (HPCIAAs).
- The 2025 RCVS Knowledge Awards are now open and seeking applications until 10 January <https://knowledge.rcvs.org.uk/grants/available-grants/>

Events

Farm Vet Champions

6. As part of our ongoing work supported by the Veterinary Medicines Directorate (VMD), we held two events in June, in Devon and Cumbria, looking at how to make small, but meaningful, changes to the way antibiotic data is collected in practices and on farms. This included future proofing medicine data handling procedures to be ready for future trade requirements and exploring the Farm Vet Champion SMART goal platform to set out goals for farm vets and their practices. <https://knowledge.rcvs.org.uk/amr/farm-vet-champions/>

QI in a Day (upcoming)

7. We are taking our popular in-person 'Quality Improvement in a Day' event online on 26th November. Delivering eight hours of continuing professional development (CPD), this interactive event aims to give all members of the veterinary team the skills and knowledge to carry out Quality Improvement in their practice. <https://knowledge.rcvs.org.uk/about-us/news-and-events/events/qi-in-a-day-online-enhancing-patient-care-team-culture/>

Summary

Meeting	Advancement of the Professions Committee
Date	02.10.24
Title	Links to Disability and Chronic Illness Reports (Annex A)
Summary	Links to reports detailing the results of the DCIS survey on the RCVS website. To be read in preparation for agenda item 8. i. DCIS Full Report ii. DCIS Summary Report iii. DCIS Infographic Report
Decisions required	None
Attachments	None
Author	Conducted by the Institute for Employment Studies on behalf of the RCVS and BVCIS.

Classifications

Document	Classification ¹	Rationales ²
Paper	Unclassified	N/A

¹Classifications 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.

²Classification rationales

Confidential	1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others 2. To maintain the confidence of another organisation 3. To protect commercially sensitive information 4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS
Private	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



Annex A - Links to DCIS Reports

1. [DCIS Full Report](#)
2. [DCIS Summary Report](#)
3. [DCIS Infographic Report](#)

Summary

Meeting	Advancement of the Professions Committee
Date	02.10.24
Title	DIG Update (Annex B) Confidential
Summary	A document detailing the changes being made to the Diversity and Inclusion Group
Decisions required	None
Attachments	None
Author	Lloyd Emeka Diversity & Inclusion Senior Officer l.emeka@rcvs.org.uk 020 7202 0714

Classifications

Document	Classification ¹	Rationales ²
Paper	Confidential	1,2,3,4

¹Classifications 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.

²Classification rationales

Confidential	1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others 2. To maintain the confidence of another organisation 3. To protect commercially sensitive information 4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS
Private	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