



Advancement of the Professions Committee Meeting

07 May 2025

Battersea Dogs & Cats Home

4 Battersea Park Road

London, SW8 4AA

Advancement of the Professions Committee (APC)

**07 May 2025, 10:00-15:00 In-Person at Battersea Cats & Dogs Home 4
Battersea Park Road, London SW8 4AA**

Agenda

1. Apologies for absence, declarations of interest and welcome
2. Discussion: Implementing the Strategic Plan **Confidential – Annex A**
3. Tea Break (11:00-11:10)
4. Workshop: UKHACC Eleven Commitments **Confidential – Annex B**
5. Lunch (13:00-14:00)
6. Presentation: MMI Funded Research Project (30 minutes) **Confidential – Annex C**
7. Tea Break (10 minutes)
8. Matters arising and minutes of the meeting held on 05 February 2025
9. Workstream Updates
10. AOB
11. Date of next meeting 07 October 2025 online

Summary	
Meeting	APC
Date	05 February 2025
Title	Advancement of the Professions Committee Report 05 February 2025
Summary	To note the attached minutes of the meeting held on 05 February 2025
Decisions required	None
Attachments	N/A
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	N/A	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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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 10:00

Members:

Dr S Paterson (Chair)	RCVS Senior Vice President, Council Lead for Environment and Sustainability, Lead for Leadership & Chair of the Advancement of the Professions Committee
Dr L Allum	Chair of Mind Matters Initiative and 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 T Gardiner	Diversity and Inclusion Working Group Chair, and Lead for Global Development
Ms L Lockett	RCVS CEO and Vet Futures Project Board
Mr S Williams	VN Futures Project Board
Dr N Connell	Chair of the Fellowship Board

In attendance:

Mrs A Belcher	Director for Advancement of the Professions
Mrs G Gill	Leadership and Inclusion Manager
Mrs R Newton	Mind Matters Initiative Lead
Mr S Hurley	Mind Matters Initiative Senior Officer

Mr L Emeka	Diversity and Inclusion Senior Officer
Ms A Youngs	Fellowship and Leadership Senior Officer
Mrs T Goodwin Roberts	Projects Implementation Manager
Miss S Taylor	AP Administrator
Mrs J Dugmore	Director of Veterinary Nursing
Miss J Macdonald	VN Futures Project Lead
Ms K Mantell	RCVS Knowledge CEO
Mr I Holloway	Director of Communications
Mr L Bishop	Media and Publications Manager
Mrs A Judd-English	Media and Publications Officer
Mr B Myring	Policy and Public Affairs Manager
Mr M Sundhu	Policy and Public Affairs Officer
Dr V Bolton	Research Manager
Ms R Powley	Outreach and Engagement Manager
Ms M Pearce	Research Officer

* apologies

Welcome and Apologies for Absence

1. The chair welcomed Simon Williams who joined APC in 2024 as a member of the VN Futures Project Board. No apologies or declarations of interest received.

Matters Arising and Minutes of the Meeting Held 02 October 2024

2. It was noted that Dr Louise Allum's title 'Chair of MMI Taskforce' was missing. The minutes were approved by the committee with the noted correction.

Workstream Updates

3. Congratulations were expressed to Professor James Wood who has been appointed as Vice Chair of the Fellowship Board. A brief overview of Fellowship Day 2024 was given; the event was well-attended despite a small delegate cost. 48 new Fellows were inducted. Congratulations were also given to Jocelyn Intanate won the Fellows of the Future Competition with her work on sentinel lymph node mapping in small animal oncology patients.
4. The MMI Taskforce have formed a new task and finish group to fulfill the MMI strategy commitment of creating guidance around psychological safety at events and congresses. The guide is estimated to be released between Spring and Summer and will be designed for event facilitators rather than attendees.
5. An update was given on the National Forum for Contextualised Care event. The event was well received and attendees provided valuable contributions to the table discussions. Surveys, focus groups and interviews will now be conducted to ascertain what practical and deliverable recommendations can be made in the final report.
6. Touched on the importance of ensuring that the right skills are prioritised within committees and councils, and that all members receive the same induction which includes industry specific information, how the RCVS works, and EDI training.

Oral Update: VN Vision Events

7. A presentation was given on the current progress, outcomes and further plans for the VN Vision Events. The overarching theme was 'culture', encompassing how teams connect, work together and interact with clients.
8. One of the main findings was that Vet Nurses are not being effectively utilised due to factors such as: a lack of understanding around Schedule 3 and not exercising delegation in practice. Discussed investing in advanced skills training and providing guidance on how to delegate. Also touched upon the importance of targeting Vet-specific events to raise awareness outside of the Vet Nurse community.
9. Thematic analysis will be used to categorize and interpret the qualitative event data, which will then be transformed into a research paper to share the findings more broadly and meaningfully. The report

will include discussions on the identified themes and their implications for veterinary nursing. Ethical approval is currently being sought from the RCVS Ethics Review Panel.

Oral Update: Animal Behaviour Working Party Report (Annex 1)

10. A brief background of the Animal Behaviour Working Party was given. The party investigated whether the work of an Animal Behaviorist is an act of veterinary surgery, and if so, what involvement should the RCVS have in their regulation.
11. Discussed the various challenges that arose, such as the difficulty of distinguishing between Animal Trainers and Clinical Animal Behaviourists, and the possibility of creating multiple protected titles as seen in human healthcare.
12. The task and finish group concluded that specifically the work of Clinical Animal Behaviourists should be considered an act of veterinary surgery and should be regulated by the RCVS. The final draft of the report was approved by the Advancement of the Professions Committee, with plans to take it to the Fellowship Board, and then the RCVS Council for final approval.

Oral Update: Outreach and Engagement

13. A presentation was given on the current outreach work focused on the main objectives of raising the profile of veterinary careers, inspiring the next generation to pursue veterinary roles and encouraging and supporting individuals from underrepresented groups to enter the sector.
14. An overview of student and stakeholder engagement work was given, including meetings with veterinary schools and outreach initiatives such as Vet Team in a Box and Animal Aspirations. There will be partnerships with National Careers Week, STEM Learning and London Careers Hub East. The RCVS will also be exhibiting at New Scientist Live 2025 and attending multiple in-person careers fairs.

Introduction: New Project Implementation Manager Role

15. An introduction was given to Tash Goodwin Roberts who will be joining the Advancement of the Professions Team as Projects Implementation Manager. The focus of this role will initially be on workforce and a brief overview of current activities was given, including: collaborating on an Academy course to support returning vets, and facilitating a series of 'Ambitions Revisited' sessions following the success of the 'Ambitions Explored' workshops that took place in 2023.

Oral Update: Reasonable Adjustments Campaign

16. A presentation was given on the reasonable adjustments campaign titled 'Let's Talk Adjustments' which is an activity driven by the outcomes of the Chronic Illness and Disability Survey.
17. The campaign will run in four phases spanning over six months and will target those in veterinary workplaces such as employees, line managers and practice owners. There are seven objectives including: raising awareness, demonstrating examples, addressing misconceptions and providing supporting resources to both individuals and practices.
18. Impact will be measured via the uptake of resources, feedback from the target audience and through social media/online metrics. The results from previous RCVS campaigns will be used as a benchmark to determine success.

Oral Update: MMI Research Grants and Outcomes

19. A presentation was given on the activities and outcomes of the MMI research grants. Congratulations were expressed to Dr Jennifer Seddon, Dr Emma Davies and Olivia Cormier MRCVS who were awarded the £15,000 Impact Grant. Ethical approval is currently being sought via Oxford Brookes University, and once this is obtained, the recruitment process will begin.
20. The Discovery Grant was not awarded due to a lack of depth and detail within the applications. This funding will be carried over to the next round of research grants where two Discovery Grants and one Impact Grant will be available.
21. Further quality enhancement will be made to improve both applicant and assessor support before the next round of grants in Spring 2025. These changes will include clarifying the scope of research that is achievable with a £5,000 Discovery Grant, hosting informal drop-in sessions for potential applicants to ask questions, recruiting additional assessors and facilitating skill share sessions between them.

Discussion: UKHACC 11 Commitments

22. An introduction to UKHACC (UK Health Alliance on Climate Change), of which the RCVS is a member, was given. The UKHACC's eleven commitments to mitigate and adapt to climate change were shared and a brief discussion was held on whether the RCVS should formally commit to them.
23. It was agreed that further deliberation was needed, and a workshop will be held on this topic at the next APC meeting. A detailed paper on the list of commitments and the current progress against them will be provided for pre-reading.

Brainstorming Session: APC and Governance Reform (Annex 2)

24. A brief background was given on the RCVS recommendation for governance reform and discussions were had around the four questions set out in the annex paper.
25. Difficulties were acknowledged around modifying the title of APC to include 'council' and it was noted that representation of both veterinary surgeons, allied professions and lay members is an integral aspect of the committee.
26. Touched on the challenges of ensuring that elected members possess the appropriate expertise and the importance of clarifying the committee purpose and responsibilities before candidates apply. Also discussed the possibility of creating a Veterinary Advisory Group as an alternative opportunity for members of the profession to contribute to college activities.
27. The committee recommends that APC should remain unchanged, and it should continue to be populated with council members. Further consideration is needed regarding the formulation of a Veterinary Advisory Group which would mirror the Public Advisory Group. These recommendations will be communicated to the Legislative Change Working Party.

AOB

28. No AOB was raised.
29. The date of the next meeting is 07 May and will feature a sustainability-focused workshop. The meeting will be in-person at a London location, further details will be confirmed as soon as possible.

Summary

Meeting	Advancement of the Professions Committee
Date	07.05.25
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 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.</p> <ul style="list-style-type: none"> i. Environment and Sustainability ii. Fellowship of the RCVS iii. RCVS Knowledge iv. Leadership v. Mind Matters Initiative vi. Diversity and Inclusion vii. Workforce viii. VN Futures
Decisions required	None
Attachments	None
Author	<p>Steph Taylor</p> <p>AP Administrator</p> <p>s.taylor@rcvs.org.uk</p> <p>020 7050 1228</p>

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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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

Environment & Sustainability Update

Other

UKHACC Activities

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.
2. The College participated in a UKHACC policy focus group on Food Systems which resulted in a policy report published in October 2024. This allowed RCVS to provide a veterinary perspective towards the project.
3. The aim of the food systems policy report was to set out recommendations for the governments of the UK to promote and deliver a healthy and sustainable food system with low carbon and environmental impacts.
4. The College is contributing to the UKHACC statement on the government's position on nuclear energy, which will be published on 23rd June.
5. UKHACC have also produced a set of guiding principles for health organisations to demonstrate leadership and take steps to mitigate and adapt to climate change. These commitments provide a list of actions that organisations can take, adapting them as required to suit individual circumstances.
6. Therefore, the College have produced a paper listing the UKHACC commitments, along with details of any RCVS actions that meet the commitments. The paper will be explored further at the next in-person APC meeting to consider if the College should adopt any of the UKHACC commitments.

Fellowship Update

Events, Outreach and Engagement (heading)

Fellowship Day

1. The Fellowship Board are considering the various ways in which to engage the audience for Fellowship Day 2025. The over-arching theme that has been discussed is One Health and there is a desire to invite speakers from outside of the veterinary profession to contribute.
2. The venue for Fellowship Day 2025 has been confirmed as One Great George Street in London. The venue was popular last year due to its accessibility as well as prestigious location. The venue staff and catering were praised, too.

Campaigns and Activities

Disasters and Emergency Response Task and Finish Group

3. The Fellowship is currently working with the British Animal Rescue and Trauma Association (BARTA) on creating a series of guides for both veterinary professionals and blue light services to use in the event of an emergency or disaster. Current issues are that many of the blue light services do not know how to cater for animals in emergencies/disasters and some people caught up in these events will not leave a scene until their animal is safe. These situations are incredibly distressing for both the animal(s) and humans and following the success of the equine emergency guides created by BARTA, they and the Fellowship are working together to recreate these guides for smaller animals. We are holding a meeting with some veterinary anaesthetists in early May to have them reduce the anaesthesia volumes as seen in the equine emergency guide to suit animals of smaller sizes. This should be ready by September, with further projects following this.
4. The Fellowship team created a document for Mr Jim Green of BARTA to put forward to the National Fire Chief's Council to make a request for data collection on the types of incidences and frequency of disasters and emergencies that they attend which involve animals. With baseline data gathered, we will be able to understand where the issues are encountered and what the Fellowship can do to support this. With this data, we plan to create some flowchart guidelines for blue light services to outline who can respond to which type of incident, the remit of their role and who to contact which will hopefully aid in reducing the suffering of animals in response to disasters and emergencies.

Evidence Gaps Task and Finish Group

5. The Fellowship Board are considering how to approach the evidence gaps in the profession in collaboration with RCVS Knowledge. Knowledge have got some requests put forward to them but in discussion, it was noted that some of these evidence gaps may not be applicable to a wide range of veterinary professionals, and it was the intention of the group to find gaps which would be of use to a wide range of veterinary professionals. The group will meet again to discuss how to take this forward, possibly by using a poll on social media.
6. RCVS Knowledge have asked for contributions to the Veterinary Evidence journal, and the Fellowship team will reach out to Fellows for contributors to encourage and promote collaboration between Fellowship and Knowledge.

Other

7. The Fellowship team were happy to see a high number of applications this year, 57 in total, with just under half of the applicants being female. The applications are with the assessors until Monday 2nd June after which the post-assessment meetings will take place to discuss any borderline scores. Applicants will be informed of the results in July.

RCVS Knowledge Update

RCVS Knowledge 2025-2029 Strategy Update

1. Our [2025-2029 strategy](#), launched in March, has been well-received by key stakeholders.
2. The strategy, which includes a theory of change, focuses on areas with the most potential for impact, outlining how we will support veterinary teams through evidence-based veterinary medicine and forge strong partnerships to improve animal health and welfare outcomes.
3. In 2025, we will develop our impact measurement framework to enable us to robustly assess how our work creates better outcomes in support of our vision of healthier animals, people and planet.

Contextualised Care Survey Launch

4. In March, following our National Forum on Contextualised Care in February, we launched the first part of our contextualised care research programme: a survey for dog and cat owners and a survey for veterinary surgeons and veterinary nurses in clinical practice.
5. Focus groups with dog and cat owners and interviews with the veterinary sector will form the qualitative methods for this mixed-methods research. We will ask pet owners what matters most to them when making decisions about their pets' health, and what would help them to feel supported to decide the veterinary care that is right for them and their pet. We will gather insights from those from the veterinary industry to find out what makes it easier or more difficult to practise contextualised care and what could help support its delivery.
6. The research will be used to inform a 'roadmap' for what needs to happen to support veterinary teams to deliver contextualised care and shared decision-making as part of good-quality veterinary care.

Knowledge Awards

7. This year's Knowledge awards closed with a 48% increase in submissions. Most applications (27) are for the QI in Practice award, with 14 applications for the Antimicrobial Resistance Stewardship (14) award and 7 applications for the QI to Lead Organisational Change award. We are now progressing through reviewers' feedback and scoring to announce the winners ahead of RCVS Day in July.

VetHistory Launch

8. The new [Vet History website](#) was launched at the end of February. The site provides access to more than 2,000 records (including 84,000 high-resolution, searchable images) of items in the archives, including letters, texts and artwork. It offers an improved user experience, opportunities to present information on veterinary themes of relevance to today, increased contextual information and gives prominence to highlights and stories from the collections.

Veterinary Evidence Update

9. Our open-access, peer-reviewed journal *Veterinary Evidence* has passed the Scientific Quality Review to be accepted for indexing in PubMed Central. We are now working on fulfilling PubMed

Central's technical criteria to export content from *Veterinary Evidence* to PubMed Central. The journal has also been accepted to be indexed in Scopus. These two developments will enhance *Veterinary Evidence*'s visibility and support the strategic aim of increasing the journal's impact and readership.

QI Boxset 8: Using QI and Human Factors to Improve Practice Culture

10. We released new, free online CPD on [Using QI and Human Factors to improve practice culture](#) as the final series in our QI Boxset. This series covers what makes a good practice culture, and how this can impact many areas including patient safety, team wellbeing and organisational success. With small, bite-sized episodes, teams are invited to work their way through the series or scroll to pick and choose what's needed.

BSAVA and RCVS Knowledge Sessions

11. RCVS Knowledge clinical leads shared their expertise at this year's BSAVA Congress in Manchester in March:
 - i. Pam Mosedale and Lou Northway delivered 'A Prescription for Quality Improvement'
 - ii. Sally Everitt joined a roundtable discussion about 'Contextualised Care – It's not just about money' and was a panel member at the session 'Ethical Challenges and Moral Injury: How Do We Support Our Teams?'
 - iii. Fergus Allerton spoke at a session on 'Post-Op Complications: Prevention and Treatment'
 - iv. Mark Morton hosted a session on cruciate rupture, and two sessions on the RCVS Knowledge Canine Cruciate Registry

Upcoming Activities

12. Interviews and focus groups for Contextualised Care research
13. Launching the call for nominations for the 2025-2026 Plowright Prize
14. Moving of historical and library materials to Hardwick Street
15. Announcement of Knowledge Award winners

Leadership Update

Research

Veterinary Leadership Development Project

1. The Leadership & Inclusion Manager is working with the RCVS research team on a research project aimed at understanding the leadership competencies and development needs of veterinary professionals at different stages of their careers. The objective is to gather information that can be used to design a leadership development framework and evaluate the current and future leadership development needs of veterinary professionals. The project has cross workstream input from MMI and the VN team.
2. Building leadership capacity within the professions continues to be an important issue. In the 2024 Survey of the Professions around a third of both vets and vet nurses said that better management and leadership would improve the professions and gave negative scores in relation to the professions paying sufficient attention to the development of leadership skills. Leadership development is a workforce action plan ambition and was a prominent theme in the recent VN Vision sessions.
3. Due to the Covid-19 pandemic and significant changes in the NHS Leadership Academy, the NHS is no longer able to support the Edward Jenner Veterinary Leadership programme. The data from this project will help us understand the key issues, potential gaps in knowledge and learning needs, and will assist in determining what the future provision of RCVS leadership development activities may look like, as well as providing useful information for the sector based on evidence from the professions.
4. The project is due to start in May and will involve two phases:
 - i. Phase 1: Focus groups to gather views from vets and vet nurses on the leadership competencies (skills, experience, knowledge and behaviours) required at different career stages, learning preferences, current provision, and the impact of leadership on culture and well-being. This information will be used to inform the leadership framework.
 - ii. Phase 2: Drawing on the leadership framework and data from phase one, a leadership survey launched in the Autumn will baseline the current level of skills and knowledge within the professions to guide future leadership development provision.

Mind Matters Update

Events, Outreach and Engagement

Association of Veterinary Students (AVS) Congress 2025

1. The team, along with the Education team, attended the Association of Veterinary Students (AVS) Congress in February 2025 (Cambridge) to talk to students about the work of MMI and support available.

British Small Animal Veterinary Association (BSAVA) Congress 2025

2. Prof. Elinor O'Connor from University of Manchester, delivered a talk about managing workplace stress, in the new Community Hub space at BSAVA Congress on 22 March 2025. The talk was used to promote the now published guide 'Understanding and managing stress in the veterinary workplace (Revised edition)'. Approximately 22 delegates attended the talk.

Myerscough College talk

3. MMI joined Julie Dugmore to deliver a one-hour session to Myerscough College of Veterinary Nursing in March 2025. The 11 students present learned about MMI, the RCVS and what it means to be registered, and professional conduct.

Vetnnet Conference and CAW Clinical Supervisors Congress 2025

4. In 2024, we commissioned speakers to speak on behalf of MMI, and present at Vetnnet Conference and the College of Animal Welfare (CAW), Head Nurse congress. Presentations were delivered on topics such as incivility and how to thrive as a veterinary nurse. Following the successful presentations, both speakers have been invited to return. The MMI team is working with both representatives to provide them with a brief about MMI, as well as link to other RCVS work where relevant.

AdvanceHE Mental Wellbeing in HE Conference 2025

5. Dr Jackie Hargreaves will be presenting on the SVN Mental Health in Education research project that is being undertaken alongside Dr Faye Didymus at Leeds Beckett University, which was funded by MMI under the final Sarah Brown Award in 2023.

MMI Research Symposium 2025

6. Preparations are underway for the fifth Mental Health Research Symposium, which will coincide with MMI's 10th anniversary celebrations. The symposium take place on Friday 10 October 2025 at The Eastside Rooms in Birmingham. The team has reviewed the abstracts and are currently working on designing the programme. Bookings will go live via the Eventbrite page in May 2025.

Research

MMI Research Grants

7. The final funded project: SVN Mental Health Education under the previous Sarah Brown Research Grant will be providing a verbal update at APC. A brief update was also provided in the April 2025 edition of the VN Education Newsletter.
8. The second round of our new research grants programme launched in March 2025, where two £5,000 Discovery grants (no Discovery Grant was awarded in 2024) and one £15,000 Impact

grant will be available. The deadline for applications is 28 May 2025. Applications will be assessed June-July.

Campaigns and Activities

Let's Talk Adjustments Campaign

9. The MMI team continue to work closely with the RCVS EDI team on the reasonable adjustments campaign. Further information on the campaign can be found within the EDI workstream update.

Courses, Content and Publications

Understanding and Managing Stress in the Veterinary Workplace Guide

10. In April, we launched the revised edition of our new guide 'Understanding and Managing Stress in the Veterinary Workplace'. The guide has been developed in collaboration with Elinor O'Connor, Professor of Occupational Psychology at the Alliance Manchester Business School, University of Manchester. The launch coincided with Stress Awareness Month, and as well as the guide, we used this campaign to promote other RCVS content, such as the Academy courses, RCVS Knowledge and the Workforce Action Plan.

Applied Mental Health Science Series

11. This month (May) we will be launching our Applied Mental Health Science series, which aims to raise awareness, knowledge and practical understanding of mental health and illness with a view to ensuring that everyone in the veterinary community has access to free, high-quality, inclusive, and evidence-based information relating to mental health that they can utilise.

Resources are developed in partnership with qualified and experienced professionals, including clinical, counselling and occupational psychologists, doctors, nurses and therapists, including those who are experts through lived experience.

For the initial launch of the series, we will be introducing a number of new 'Let's Talk' guides on depression, anxiety, PTSD, OCD and perinatal mental health. As well as promoting mental health literacy, and information about help-seeking, the guides will provide practical information for managers and leaders, connecting back to our work on reasonable adjustments.

Safe Events & Congresses Guide

12. In the MMI strategy we have committed to launching guidance on creating psychologically safe events and congresses. We are working closely with members of the MMI Taskforce, having set up a separate task and finish group, to ensure that this is a collaborative effort and shows a commitment to creating safe events across the sector. The audience for the guide will be those that organise events, congresses or large meetings to ensure that they can think about how to better protect delegates, speakers and all those attending. The guide will be launched later this year.

RCVS Academy course: Civility fundamentals

13. The Civility fundamentals course was launched last year. In Q1 2025, 58 learners have completed the course in full (third most popular course), receiving an above average net promoter score of 39.

Mental Health First Aid courses

14. MHFA courses in 2025 for the veterinary community continues. Courses ran monthly January to April and have been fully booked. Further courses are booked for May and June. In addition to training with MHFA England, delivered by Kirstie Pickles MRCVS, we will be trialling a Scottish Mental Health First Aid (SMHFA) course in June. The training, delivered by Green Ribbons and certified by Public Health Scotland, will take place (in person) at SRUC School of Veterinary Science and Medicine (Aberdeen Campus).

Other

15. The MMI team are working closely with the Communications team with regards to the migration of MMI content, as well as the design of the new MMI website and brand review.

Diversity & Inclusion Update

Events, Outreach and Engagement

VMG Congress: Using 'reasonable adjustments' to boost productivity and retain talent, joint RCVS/BVCIS Session, 24-25 April 2025

1. RCVS and BVCIS delivered a joint workshop event at VMG Congress. The workshop highlighted headlines results from the joint RCVS-BVCIS Disability and Chronic Illness in Veterinary Work and Education Survey and explored how reasonable adjustments can benefit workplaces. The workshop covered the following topics:
 - i. Disability legislation and key definitions
 - ii. The benefits of reasonable adjustments
 - iii. Key principles for having supportive discussions around health conditions as a manager
 - iv. Common pitfalls to avoid when approaching reasonable adjustments
 - v. Applying a framework of good practice
 - vi. How adjustments boost productivity, improve employee recruitment and retention and lead to positive workplace cultures

The session had good attendance and provided delegates with opportunities to discuss key issues, share knowledge, and apply their learning. The workshop was well received, and initial feedback was positive.

Research

Disability and Chronic Illness Student and Recent Qualifiers Report

2. This additional report from Institute of Employment Studies (IES) has now been finalised and is being prepared for publication in the June/July. The report includes additional analysis undertaken by IES.

Campaigns and Activities

Reasonable Adjustments: 'Let's Talk Adjustments' campaign

3. The main focus of work for the D & I workstream has been the planning and development of content for the joint campaign with MMI on reasonable adjustments, 'Let's Talk Adjustments'. The campaign launched in late February across three social media platforms (LinkedIn, Facebook and Instagram). Dedicated campaign web pages on the RCVS website were also published, promoting the Disability and Chronic Illness in Veterinary Work and Education research, with information and links to resources on Disability Inclusion, Equality Act Guidance and the legal duty to provide Reasonable Adjustments.
4. Early results suggest that the campaign has been positively received and is gaining traction with our target audience. The launch post on LinkedIn generated a higher reach than previous RCVS D & I campaigns and engagement rates have consistently ranged between 7.5% and 18% which is higher than campaign benchmarks. Campaign webpage visits have also been encouraging with average engagement time per session ranging between 30 and 40 seconds. The Disability Inclusion and Equality Act guidance webpages have had month-on-month increases in average engagement time which would suggest that the target audience are increasingly spending a

longer duration of time on these webpages. As we continue to include more content on the campaign webpages, there is potential for further improvement with these results.

5. Planning is ongoing for subsequent phases of the campaign. Respondents from the Disability and Chronic Illness Survey in Veterinary Work and Education were contacted and asked if they would like to participate in content creation for the campaign. A good response was received and the D & I and Comms teams are working with contributors on the co-creation of case studies, blogs and interviews, designed to demonstrate support for workplace adjustments experienced by people with different disabilities and chronic conditions. These will be published in the coming weeks.
6. Experts have been engaged to contribute to the campaign. A reasonable adjustments conversations guide is currently being developed with Prof Elinor O'Connor (University of Manchester). The guide is intended to complement the cases studies and other content and aims to provide managers and employees with guidance on how to have conversations about reasonable adjustments in the workplace. Content that explores reasonable adjustments through an occupational therapy lense is also being developed with Professor Nicola Spalding (Emeritus professor at the University of East Anglia and visiting Professor at Birmingham Newman University) and will be released in June.
7. The D & I workstream has established a Health Passport Task & Finish Group with representation from the RCVS VN team and veterinary educators from higher education with experience of supporting students with disabilities and health conditions. The group will develop Health Passports 'templates' for use in both education and workplace settings. Health Passports will be launched as part of the 'Let's Talk Adjustments' Campaign but will also form a key aspect of follow on work and Guidance to support Neurodivergent students on placements which will be published later this year.
8. Planning is ongoing for a webinar panel discussion event which will be held at the end of the campaign in mid-late July. The panel members will consist of experts and people with lived experience. The webinar will draw upon campaign insights and look towards future direction for reasonable adjustments in veterinary workplaces.

Courses, Content and Publications

EDI Fundamentals

9. Due to the Let's Talk Adjustments Campaign, the course launch has been pushed back to late 2025/early 2026

Unconscious Bias

10. This course has recently been reviewed, and some changes are being made to the design and structure based on feedback from learners.

Workforce Update

Events, Outreach and Engagement

BSAVA Congress, 20-22 Mar 2025

1. The Projects Implementation Manager attended BSAVA Congress to gather feedback from delegates on upcoming Workforce related activities. The result of this feedback has fed into the upcoming webinar series, detailed below, as well as other potential projects currently being discussed.
2. The Director for Advancement of the Professions, RCVS President and RCVS Research Manager presented a session on 'Understanding the Workforce to Build a Successful Workplace'. This session was used to present data from the Survey of the Professions and the IES Workforce Modelling report and discuss what this could mean for the veterinary workforce moving forward. The session was well attended (50+ people) and had good engagement from the audience.

BVA Live, The Foundations of Workplace Culture: Building a Thriving Workforce, 13 Jun 2025

3. The Director for Advancement of the Professions and the Projects Implementation Manager will be running a workshop exploring the various elements that collectively shape a positive workplace culture. Participants will explore the multifaceted nature of workplace culture, understanding that it is not a single entity but a combination of diverse components that contribute to overall success.
4. This will be an opportunity to share projects and resources from the Advancement of the Professions team, the Academy, and other College activities and will encourage delegates to take this away and share with their colleagues.

Campaigns and Activities

'Workforce Ambitions Revisited' webinar series

5. The Projects Implementation Manager is preparing to run a series of eight webinars, focussed on the Workforce Action Plan and what has changed since it was first released in 2022. The series will launch on 20 May with an introductory session, chaired by Director for Advancement of the Professions, Angharad Belcher and featuring RCVS President, Linda Belton, MRCVS, RCVS Senior Vice President, Dr Sue Paterson, MRCVS and RCVS Research Manager, Vicki Bolton. Vicki will kick things off by introducing the recently published Workforce Modelling data, followed by an interactive session, with Linda and Sue discussing what has happened within the veterinary workforce over the past few years. Over 140 delegates have signed up already.
6. Each of the seven sessions will be dedicated to one of the workforce ambitions, as listed in the Action Plan. These are:
 - i. Shape Leaders at all levels
 - ii. Confidence, culture and recognition
 - iii. Greater responsibility for veterinary nurses
 - iv. Welcoming a modern way of working
 - v. General practice – a chosen pathway

- vi. An attractive career for everyone, including those who have left
 - vii. Improving client interaction and communication
7. Panels will be made up of a diverse group (vets, vet nurses, non-clinical, educator, student, researcher, non-veterinary etc. with relevant experiences and contributions for the specific ambition they are speaking on.
 8. The format will be interactive, encouraging delegates to interact with the panel and each other by using Slido to ask, upvote and respond to question and polls for example. throughout the session. Sessions will be recorded and made available to delegates, as well hosted on the RCVS website. Resources and pre reading will be sent to delegates and will also be available for download alongside the recordings.
 9. This is intended to provide the professions and colleagues with an update on where we are now and what has changed since the Workforce Summit in 2021. The feedback and engagement we will obtain throughout these sessions will feed into the next steps for the workforce project and will start to lay the groundwork for upcoming initiatives, which are already being considered. When considering the new Strategic Plan, this demonstrates our commitment to compassion and clarity, as well as our aim '...to achieve a veterinary workforce that meets demand, and an inclusive culture in which professionals can thrive...'.

Courses, Content and Publications

'Vet Return' Academy Course

10. The Projects Implementation Manager has worked closely with the RCVS Academy team and the Education team to develop content for the Vet Return course. This course is designed to support veterinary surgeons returning to clinical practice following a break and aligns with the existing Vet Nurse Return course.
11. The course has six modules, covering initial steps to returning, personal development, working with a mentor, wellbeing, regulation, and CPD. It includes video case studies from real returners and the colleagues who supported their return, as well as a message from the RCVS President, Linda Belton, MRCVS, and advice on CPD and reflection from the head of the RCVS Academy, Catherine Hemingway, MRCVS.
12. The course is currently being piloted and, following a second QA, is due to formally launch in late May / early June 2025.

Workforce Activity Mapping

13. An exercise was undertaken, mapping College activities against the Workforce Action Plan ambitions.
14. The results of this will be summarised and prepared for publication in due course.

VN Futures Update

Events, Outreach and Engagement (heading)

BSAVA

1. Attended BSAVA Congress in Manchester, and a short session on the exhibition stage was delivered.
 - i. The VNF event was sparsely attended, as were many of the exhibition talks, and a stream slot has been requested for next year's BSAVA Congress.
 - ii. During BSAVA, a VN Futures meeting was held between RCVS and BVNA.

VNC Away Day workshop

2. An afternoon session was delivered at VNC Away Day on 3 April.
The session focused on developing an overall objective for the 'effective utilisation of veterinary nurses' project and exploring obstacles and assumptions. Examples of 'protocol-driven processes', a potential resource that could be developed as part of the project, were shared with CMs, and feedback was given on these.

VMG Congress

3. By the time of the APC meeting, a session will have been delivered at VMG Congress. For this session, we will offer an overview of the activities of VN Vision over the past year (one of the first sessions was delivered at last year's VMG) and gain views on certain aspects of the project plan (utilising Theory of Change).

Update: The session was well attended, and attendees engaged enthusiastically with the process.

Research

Potential research

4. We are considering whether there is a need to perform a survey prior to beginning the '*effective utilisation of veterinary nurses*' project. This survey could explore the work that VNs are completing in practice, whether there are obstacles to completing this work, and the support that would help them to be utilised more effectively, offering us start-point data.

Whilst there is potentially relevant data within the SoTPs 2024, we have yet to evaluate whether this offers us the information required.

Campaigns and Activities

Theory of Change Training

5. Members of VN Team, AP, and Comms attended a full-day training session on Theory of Change. This method of change management will be utilised for developing the overall aim, outcomes, outputs/activities for the 'effective utilisation of veterinary nurses' project, engaging stakeholders throughout the process, and communicating project progress.

Courses, Content and Publications

VN Vision snapshot report

6. A draft report has been completed, and a designer (outsourced) has been commissioned to produce the document.

Other

7. Website

A preliminary meeting has been held with the website developers to develop a way forward for the VN Futures site. The plan is to archive much of the current website content, and keep live activities front and centre. We will also ensure that other useful resources, such as the careers case studies and information on the School Ambassadors Scheme, are clearly accessible.

Summary

Meeting	Advancement of the Professions Committee
Date	07.05.25
Title	APC Strategic Plan Mapping CONFIDENTIAL
Summary	<p>Provided below is a summary of APC workstream activities mapped against the ambitions of the RCVS Strategic Plan 2025-2029. The summary is ordered as follows:</p> <ul style="list-style-type: none"> i. Ambition A ii. Ambition B iii. Ambition C iv. Ambition D
Decisions required	None
Attachments	Annex A – APC Strategic Plan Presentation CONFIDENTIAL
Author	<p>Steph Taylor</p> <p>AP Administrator</p> <p>s.taylor@rcvs.org.uk</p> <p>020 7050 1228</p>

Classifications

Document	Classification ¹	Rationales ²
Paper	Confidential	1,4
Annex A	Confidential	1,4

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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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

Summary

Meeting	Advancement of the Professions Committee (APC) Meeting
Date	7 May 2025
Title	Considering the UK Health Alliance on Climate Change (UKHACC) commitments
Summary	To outline a potential approach in adopting a set of guiding principles for the College to consider in tackling climate change.
Decisions required	To approve if the College should adopt the UKHACC commitments.
Attachments	Annex B – UKHACC Workshop Preliminary Reading
Author	Mark Sundhu Policy and Public Affairs Officer m.sundhu@rcvs.org.uk

Classifications

Document	Classification ¹	Rationales ²
Paper	Unclassified	
Annex B	Unclassified	

Royal College of Veterinary Surgeons (RCVS) commitments towards tackling climate change

Introduction

1. The RCVS is committed to not only supporting and demonstrating sustainability compliance within our own workforce, but also within the professions and veterinary practices. Whilst compliance demonstrates the minimum requirement, RCVS also aims for promotion of excellence within its environmental aims.
2. To address the issues of climate change (and/or loss of biodiversity), the College will;
 - a) Empower vets and nurses to champion sustainability within their own sector
 - b) Work with RCVS Knowledge, Fellowship and other stakeholders to collate and disseminate evidence to support sustainable practice
 - c) Reduce our organisational environmental footprint and promote sustainable working
 - d) Ensure the contribution of the veterinary sector is recognised and contributes to the wider policy agendas on climate change
3. Additionally, the RCVS encourages veterinary surgeons and veterinary nurses to think about One Health - the synergies between animal health and human health. Promoting the interconnection between people, animals, flora & fauna and the global ecosystem. It is, therefore, essential that RCVS recognises its own environmental impact as an organisation, and promotes the importance of this to those on our Registers and to practices through the RCVS Practice Standards Scheme (PSS).
4. The RCVS is also 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.

UKHACC

5. UKHACC has produced a set of guiding principles for health organisations to demonstrate leadership and take steps to mitigate and adapt to climate change. These commitments¹ provide a list of actions that organisations can take, adapting them as required to suit individual circumstances and recognising that different organisations are on different stages of the journey, each with their own individual priorities.

¹ <https://ukhealthalliance.org/about/our-commitments/>

6. As members of UKHACC the College has participated and contributed to key UKHACC policy working groups, which have produced reports to influence government policy in tackling climate change across a range of areas including just energy transition, building a resilient food system and mitigating the carbon footprint associated with surgical practice. However, at this time we have yet to adopt or action all of the UKHACC Commitments.

RCVS current status against UKHACC's commitments

7. This section lists the eleven UKHACC commitments, along with details of any RCVS actions that meet the commitments, and/or suggestions for how we might do so.

Declare that the climate emergency is a health emergency

8. *Making a declaration is a public statement that your organisation agrees that the climate emergency is a health emergency that requires urgent action.*
9. Climate change is exerting new pressures and risks on already-strained health systems. The World Health Organisation predicts that by 2050 there will be an additional 250,000 deaths per year from climate-induced illnesses.
10. Evidence shows that heatwaves, floods and other extreme weather events are leading to increased deaths and illnesses all over the world.
11. Beyond physical health, climate change also has a significant negative impact on people's mental health and well-being. As recognised for the first time by the [2022 IPCC report](#), climate change increasingly affects the state of mental health around the world. Mental-health challenges, including anxiety and stress, are likely to increase under further global warming in all regions assessed in the report.
12. Furthermore, climate change is resulting in an increase in the frequency of heatwaves, wildfires, heavy rainfall and flooding in the UK. Extreme heat impacts the welfare of animals, including pets. Using the five domains model of animal welfare, which is used to examine the physiological and behavioural responses of animals to environmental stressors, climate change harms and has a significant impact on both wild and domesticated animals across all five welfare domains which includes nutrition, environment, physical health, behaviour, and mental state.
13. The RCVS has not yet committed to taking this action.
14. ***Should the College declare that the climate emergency is a health emergency?***

Publish a plan to get to net zero

15. *Publish a plan for your organisation to get to net zero with actions and targets measured, monitored, and reported annually.*
16. The UK is committed to reaching net zero by 2050. This means that the total greenhouse gas emissions would be equal to the emissions removed from the atmosphere, with the aim of limiting global warming and resultant climate change.
17. The UK has also committed to a 68% reduction in emissions by 2030, as part of its Nationally Determined Contribution towards the Paris Agreement. In 2024, the Labour government announced several new bills that are relevant to net zero. These included:
 - Great British Energy Bill (to set up a publicly owned clean power company to accelerate investment in renewable energy)
 - Crown Estate Bill (to remove restrictions and allow for easier investment in public infrastructure)
 - Sustainable Aviation Fuel (Revenue Support Mechanism) Bill (to support the production of this fuel).
18. The government also announced it would pursue other policies that affect climate change mitigation and adaptation, including policies on home insulation, nature and biodiversity, land management, and the water sector.
19. RCVS has yet to publish a net zero plan for the organisation, but some progress was made under the Investors for the Environment scheme.
20. ***Is this the responsibility of the RCVS?***
21. ***Should we be offsetting any excess carbon, and if so how?***

Campaign on mitigating and adapting to the planetary crisis

22. *The climate and ecological emergency represent the greatest global threat to health, and health professionals can be powerful advocates for efforts to reduce emissions and promote positive actions that benefit both planetary and human health.*
23. The last three decades across England have been progressively hotter. 2023 was the second warmest year on record – after a record-breaking 2022. All areas in England have experienced

warmer summers and milder winters, consistent with global trends. These rapidly rising global temperatures, currently 1.09°C above pre-industrial levels, will continue to negatively affect population health in England.

24. Preparing and adapting to the changing climate is critical to minimise and manage its impact on our ability to deliver functions which support health and wellbeing. Adaptations in relation to health are actions or processes that reduce mortality and morbidity associated with climate change and strengthen the sector's capacity to provide a high standard of care despite the changing climate.
25. The College is a member of UKHACC and already contributing directly to reports that aim for policy change with the UK Government.
26. ***As a Royal College that Regulates, to what extent is it within our remit to campaign further on this issue?***

Embed sustainability in governance, structure and culture

27. *Without good governance and leadership, an organisation is set to fail in implementing its policies.*
28. Companies around the world are increasingly recognising the importance of embedding environmental, social and governance (ESG) considerations into their strategy, risk management and governance practices for their long-term success.
29. Successful ESG strategies are built on practical, material targets, which require oversight to ensure companies stay on track and make progress towards their stated goals.
30. Embedding ESG leadership and accountability throughout the organisation relies on establishing good governance practices, and everyone—including the board, management and employees—has a role to play.
31. Environmental sustainability features strongly in the current RCVS Strategy Plan and is a key consideration for the new headquarters. These factors are considered and overseen by the RCVS Senior Team, which comprises the Chief Executive Officer (CEO) and the Directors of each department.
32. The College has commissioned a SKA (Skansen) pre-assessment report for the recent refurbishment work on 1Hardwick Street. SKA is an environmental assessment method.
33. Whilst this policy is mostly concerned with RCVS personnel, as a Royal College that regulates, RCVS is committed to not only supporting / demonstrating sustainability compliance within our own workforce, but also within the professions and veterinary practices.

34. ***What more can be done to better embed and prioritise environment and sustainability within the College's governance and culture? Does this require additional resource? If so, what?***

Develop a plan for sustainability in your specialist area

35. *Organisations can develop plans for sustainability in their specialist areas of practice and work with health systems to implement these.*
36. There are many benefits to promoting a sustainable workplace, including reducing environmental impact, reducing waste, recycling, improving employee health, and creating a more friendly and productive environment.
37. Overall, a sustainable workplace can lead to several benefits that can lower operating costs and create a more favourable environment for employees.
38. As highlighted above, as a Royal College that regulates, the RCVS is committed to not only supporting and demonstrating sustainability compliance both within our own workforce and within the veterinary professions. Whilst compliance demonstrates the minimum requirement, RCVS also aims for promotion of excellence with its environment and sustainability policies.
39. As also noted earlier the RCVS vision encourages veterinary surgeons and veterinary nurses to think about One Health - the synergies between animal health and human health, promoting the interconnection between people, animals, flora & fauna and the global ecosystem.
40. Therefore, RCVS recognises its own environmental impact as an organisation, and promotes the importance of this to those on our Registers and to practices through the RCVS Practice Standards Scheme (PSS).
41. As yet there is no net zero plan for the entire veterinary sector.
42. ***Under any future mandatory practice regulation scheme should all practices be net zero by 2050? How would we accomplish this?***

Educate members on the links between climate and health

43. *Educating health professionals on the links between climate and health is critical to enabling health professionals to deliver change, influence decisions, and communicate effectively with patients and colleagues.*

44. From the rise of pollution and infectious disease prevalence to food insecurity and increased stress on healthcare systems, the interconnectivity between climate change and health is undeniable—and climate change is exacerbating existing health disparities.
45. In July 2021, the RCVS Environment and Sustainability Working Party recommended that the Practice Standards Group (PSG) take forward a project to work with an external consultant on putting environment and sustainability requirements into the PSS.
46. The new and amended standards were developed by the PSG in collaboration with the Centre for Sustainable Healthcare (CSH), a charitable organisation with extensive experience of supporting human healthcare services to implement sustainable practices.
47. Following changes agreed by RCVS Council on 9 June 2022, The RCVS Practice Standards Scheme (PSS) published new environmental sustainability requirements, updates to current standards to incorporate sustainability and a new Environmental Sustainability Award, that aims to encourage and support the professions to lead the way in addressing the global climate crisis.
48. ***Is there scope for an Academy course here?***
49. ***Is there a role for the Fellowship?***
50. ***Can accreditation and/or practice standards be used more for this?***

Disinvest from fossil fuels and sign the fossil fuel non-proliferation treaty

51. *Transformative action is needed to completely phase out fossil fuel production and transition to renewable energy.*
52. The fossil fuel non-proliferation treaty is a proposed treaty to explicitly stop the expansion of fossil fuel exploitation and manage a just transition away from coal, oil and gas to clean energy.
53. It was presented on the floor of the UN general assembly at Cop27. The World Health Organization has endorsed it, as has the Vatican and faith leaders representing 1.5 billion people. Other supporters include the European parliament, 70 cities including London, Paris and Los Angeles, and 1,700 NGOs.
54. The Working Party also made a recommendation to the Finance and Resource Committee (FRC) to consider the College's investment portfolio and divest from fossil fuels. The FRC voted to look at this as part of a wider review into the development of an ethical investment policy.
55. As a result, the College divested from all fossil fuel businesses because of their contribution to the climate crisis. The College has no direct investments in fossil fuels, but retains a small indirect exposure via pooled investments.

Acknowledge the link between climate change and inequalities

56. *Any measures taken to decarbonise economies also need to understand and address inequalities, to ensure the mitigation and adaptation measures put in place do not negatively impact the most vulnerable but seek to address social inequality.*
57. An independent UK health expert advisory group chaired by Professor Sir Michael Marmot, highlighted how the direct and indirect impacts of climate change will likely widen existing health inequalities and warned that if health equity isn't considered when developing policies to reduce emissions, there is a risk that benefits to health will be unequally distributed.
58. The report identified four key areas for action:
 - Minimising air pollution
 - Building energy efficient homes
 - Promoting sustainable and healthy food
 - Prioritising active and safe transport
59. The College is doing this through membership of UKHACC by contributing directly to various projects (see 25 above).
60. ***Is there more that the College could do here?***
61. ***Is there a risk that environment & sustainability measures could increase the cost of keeping animals, disproportionately impacting those with low incomes?***

Develop and implement a travel policy for members and staff

62. *Organisations can take multiple steps to reduce their contribution to carbon emissions, while also promoting and facilitating healthier ways to travel for staff and visitors.*
63. Transport is the largest emitting sector of greenhouse gas emissions, contributing 24% of the UK's total emissions. As well as contributing to carbon emissions, the transport sector is a major contributor of air pollution.
64. Organisations can take multiple steps to reduce their contribution to carbon emissions, while also promoting and facilitating healthier ways to travel for staff and visitors.
65. UKHACC lists useful examples for organisations to help achieve this, which include:

- Providing information and guidance on the environmental impacts of travel
- Providing access to bike storage and facilities for staff and visitors that encourage active travel
- Encouraging staff and visitors to use public transport, and signposting to local network links
- Only flying when there is no other alternative
- Holding meetings online when possible

66. RCVS encourages public transport use and incentivising care-sharing with an enhanced cost-per-mile, but has yet to yet to develop a formal travel policy that minimises carbon. However, to move from Bronze to Silver level membership with Investors in the Environment (iE), the College must implement a travel plan. iE is an environmental accreditation scheme designed to help businesses reduce their environmental impact, raise awareness amongst colleagues and save businesses money on their energy costs where possible.

67. ***Why should the RCVS not prohibit internal flights within Britain for staff and Council members?***

Prioritise plant based and sustainably sourced food

68. *Health organisations can lead in the transition to sustainable diets by committing to prioritise healthy, sustainable food.*

69. Food systems are responsible for approximately 30% of human-caused emissions globally. Even if we eliminate all emissions belched by burning fossil fuels, those emitted from food alone would still prevent the world from limiting warming to 1.5°C, the enshrined goal set by the Paris Agreement, according to a study published by Science.

70. The EAT-Lancet Commission — a panel of distinguished nutrition, agriculture and climate experts—advises no more than 26kg of meat per person per year for planetary and human health. Most of the world exceeds this recommendation. A major study (published in the journal Nature) has found that a drastic reduction in meat-eating, particularly in rich countries, is “essential” to avoid climate breakdown.

71. A key recommendation from UKHACC’s ‘Plant-powered Planet: Building a healthy & sustainable food system’ policy report which the College contributed to last year, was to develop a new national food strategy to promote and support reduced meat and dairy consumption in favour of fruits, vegetables, legumes, whole grains and nuts.

72. Additionally, the British Veterinary Association’s (BVA) “less and better” policy encourages the veterinary profession to promote the concept of ["less and better"](#), in which people reduce their

consumption of animal-derived products whilst maintaining proportional spend to buy better, higher quality goods.

73. RCVS has yet to develop a policy in this area.

74. ***Should the RCVS only be providing vegetarian meals at functions and meetings?***

75. ***Should the RCVS have a policy on extensive Vs intensive farming?***

76. ***Should the RCVS be preparing for a post-livestock world?***

Switch to a green bank and encourage members to switch

77. *Switch your organisation's bank account to a greener bank and encourage individual members to do the same.*

78. Most banks lend money to support fossil-fuel developments. Some don't. Moving your money from the banks that invest in fossil fuels to those that don't is a means to reduce the ability of these banks to lend to large oil, coal and gas producers, while also demonstrating your commitment to a fossil-free future.

79. Many organisations and individuals already bank fossil free, including the British Thoracic Society and Association of Clinical Psychologists.

80. **RCVS has yet to develop a policy in this area.**

UKHACC Workshop Preliminary Reading

In preparation for the UKHACC workshop, please access the preliminary reading materials via the links below.

Sustainable Food

1. [UKHACC: Plant-Powered Planet Policy](#)
2. [FSA: Cell-Cultivated Products](#)
3. [FSA: Innovation Hub](#)

Climate Change

4. [UKHACC: Fossil Fuels Policy](#)
5. [CCC: Progress in Adapting to Climate Change](#)
6. [UKHACC: Insufficient Action to Address Climate Change](#)

Animal Health and Welfare

7. [RSCPA: Impact of Climate Change on Animals](#)
8. [DEFRA: Animal Health and Welfare Pathway](#)

Summary

Meeting	Advancement of the Professions Committee
Date	07.05.25
Title	Mental Health Curricula for Veterinary Nurses CONFIDENTIAL
Summary	<p>Provided below is a summary of findings from the recipients of the 2023 Sarah Brown Mental Health Research Grant. The summary is ordered as follows:</p> <ul style="list-style-type: none"> i. Phase 1 findings ii. Phase 2 findings
Decisions required	None
Attachments	None
Author	<p>Steph Taylor</p> <p>AP Administrator</p> <p>s.taylor@rcvs.org.uk</p> <p>020 7050 1228</p>

Classifications

Document	Classification ¹	Rationales ²
Paper	Confidential	2

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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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