

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

**10 September 2019, 14:00**

**The Royal College of Veterinary Surgeons, Belgravia House, London**

### **Agenda**

- 1. Apologies for absence, declarations of interest and minutes of the meeting held on 7 May 2019**
- 2. Matters arising**
- 3. Updates from APC workstreams - unclassified**
- 4. VN Futures - unclassified**  
**Oral update – Rachael Marshall, Chair of Veterinary Nurses Council**
- 5. Any other business**
- 6. Dates of future meetings:**
  - 1) 12 November 2019 (14:00)
  - 2) 11 February 2020 (14:00)
  - 3) 5 May 2020 (14:00)
  - 4) 8 September 2020 (14:00)
  - 5) 10 November 2020 (14:00)

Draft Minutes of the Advancement of the Professions Committee held on Tuesday, 7 May 2019 at  
2pm at Belgravia House, 62-64 Horseferry Road, London SW1P 2AF

<b>Members:</b>	Dr C J Allen*	Council Member
	Professor N Bacon*	Chair, RCVS Fellowship Board
	Ms A Boag*	President and Leadership lead
	Dr N Connell	Junior Vice-President
	Professor G England (Chair)	Council Member
	Ms L Lockett	Chief Executive
	Miss R Marshall*	Chair, Veterinary Nurses Council
	Mrs J Molyneux	Chair, Board of Trustees for RCVS Knowledge
	Professor S Reid	Chair, Mind Matters Initiative
	Dr C Tufnell	Innovation and Global lead
	Mr T Walker	Lay Council Member
<b>In attendance:</b>	Mr A Roberts	Director of Leadership and Innovation
	Mr O Glackin	Leadership Initiatives Manager and APC Secretary
	Mrs J Dugmore	Director of Veterinary Nursing
	Mr C Gush	Executive Director, Knowledge
	Ms L Quigley	Mind Matters Initiative Manager
	Dr G Wild	Policy and Public Affairs Officer
	Mr B Myring	Senior Policy and Public Affairs Officer
	Mr I Holloway	Director of Communications
	Ms L Prescott-Clement	Director of Education
	Ms E Ferguson (part, item 7)	Registrar
	Mr L Bishop	Senior Communications Officer

\*absent

### Welcome and apologies for absence

1. The Chair welcomed all present to the meeting of the APC.
2. Apologies were received from:
  - Dr C J Allen
  - Professor N Bacon
  - Ms A Boag
  - Miss R Marshall

### Declarations of Interest

3. No new declarations of interest were received.

### Minutes of the last meeting, held on 5 February 2019

4. The minutes were approved as an accurate record of the meeting.
5. In relation to matters arising from paragraph 6, the Director of Leadership and Innovation explained that the advice received was that whilst the Fellowship, being a membership category of the RCVS, was not open to veterinary nurses, the Charter does allow for the awarding of other designations to suitable individuals. Accordingly, such a designation could come in the form of an Associate Fellowship for VNs whose contributions distinguish them. VN Council was invited to consider working up a proposal setting out what such a designation would comprise. Assistance in doing this was offered by the Director of Leadership and Innovation, if required.
6. In relation to matters arising from paragraph 12, the Chair expressed content that the improvements asked for in the workstream activity summaries had been implemented and had resulted in greater uniformity in reporting.
7. A member of the Committee then took the opportunity to remind members of the exciting opportunity the remit of the APC provided. In particular they noted how synchronising workstream activities could make them more impactful and asked members to have this at the forefront of their minds as they discussed the activity update summary.

### Updates from APC workstreams

8. The responsible Committee members or the relevant staff lead provided an update on each of the eight workstream areas that come within scope of the APC, this reflected the contents of the paper (APC May 19 AI10).

9. The Committee considered these updates as well as specific matters raised, brought to it for discussion and in some cases decision. These are highlighted here in addition to the main questions and comments each area prompted.

a) Diversity and Inclusion Working Group

- The first meeting of the Group had only recently been held. The workstream comprises several themes and ordering these was, therefore, a priority. Levels of enthusiasm amongst the group's membership was high. There was now a need for it to start gathering data so that it could better understand the landscape and where interventions could be most effectively made.
- The purpose of the Group is not to provide oversight but rather to identify and recommend where diversity issues need to be taken into account and embedded into working processes. This would be done organically – first, looking within the RCVS; second, in the ways the RCVS interacts with the profession and the public; and, third, within the professions more widely.
- Although the need for funding at this stage was negligible as the group still needed to understand its priority areas, any initial funds which were thought to be necessary to allow it to do its work would come via the discretionary fund. Doing so would ensure it received appropriate scrutiny through the newly formed Finance and Resources Committee.
- It was confirmed that part of the Group's remit was to consider how it could increase the social diversity of the professions.

b) Fellowship of the RCVS

- Before the Committee discussed and decided on two issues brought to it, a general point was made about the important role that the Fellowship Science Advisory Panel could be playing in raising the profile of the Fellowship. It was also raised that the Fellowship had an excellent and exciting strategy that was agreed by RCVS Council last year and that there was a strong appetite to see parts of that delivered.
- The Committee agreed to the proposal to further develop and roll out an online Fellowship Directory. Doing so, and making it publically available, was considered to be an important step in highlighting the pool of expertise that the Fellowship can boast. There was agreement that safeguards should be in place to prevent the Directory from being used for specific marketing – however, a balance needed to be struck as the Directory should not prevent Fellows from promoting their professional expertise and achievements.
- The Committee agreed the proposal to invite Fellows to make a voluntary contribution of £50 to attend Fellowship Day this year. Fellows would not be

required to make this contribution if they brought someone with them who was a Member but not a Fellow, if they were contributing to Fellowship Day in some capacity or if they were being awarded a Fellowship. The Committee heard that doing this was a move to increase attendance at Fellowship Day as well as supporting the Fellowship's other outreach work. Without seeking to recover some costs it would be increasingly difficult to justify the current level of expenditure on the event.

#### c) Innovation

- It was agreed to defer discussion of this activity stream to the later agenda item – Innovation (ViVet) Strategy paper (APC May 2019 AI13).

#### d) International – RCVS Global

- Discussion of this topic was deferred to the later agenda item – Findings from the RCVS visit to the Commonwealth Veterinary Conference (CVC), Bangalore (APC May 2019 AI12).

#### e) Leadership

- The Director of Leadership and Innovation raised the topic of the Edward Jenner Leadership Programme and its tripartite collaboration (RCVS, NHS Leadership Academy and FutureLearn). There was acknowledgement that this presented a low level risk, owing to the memorandum of understanding that underpins the relationship. Ways to solidify this were being pursued. A further complication was the restructuring currently affecting one of the partners.
- Comments and questions raised about the leadership programme included but were not limited to the importance of the programme's final module in judging its impact, and what was the next step after the Jenner programme. In response to the latter it was explained the College would have to consider how far it was appropriate, and had the capacity, to provide or support more advanced leadership training or other associated interventions.
- It was noted that work to deliver a short campaign showcasing leadership and the diversity of leadership roles in the professions was earmarked to be launched at RCVS Day in July.

#### f) Mind Matters Initiative

- An overview reflecting the contents of the workstream activity summary was provided to the Committee.
- Questions and comments included but were not limited to whether a date had been set for the publication of the College's response to the Open Minds Consulting review of the RCVS's disciplinary practices. It was confirmed that this was expected in May. There were several suggestions from the Committee of individuals who might be able to present MMI-sponsored webinars, including the provider of the MMI/British Small Animal Veterinary Association-backed resilience training, although the disadvantages of this were noted in terms of potentially reducing the number of delegates on the courses, and the recipients of the MMI research grants.
- It was noted that a risk register covering MMI's work was being worked up and would be presented to the Audit and Risk Committee in July.

#### g) RCVS Knowledge

- An overview reflecting the summary document was provided to the Committee.
- Highlighted for comment was the decision to cancel Vet19, instead providing a digital version of the event, and the headwinds that made it increasingly challenging to stage cost-neutral events.
- It was also highlighted that the RCVS Knowledge's Veterinary Evidence publication was attracting an increasing number of international plaudits.

#### h) VN Futures

- Nothing further was reported beyond the contents of the workstream activity summary.

### Fellowship Board: Composition, elections and appointments

10. The Committee had before it a paper that presented proposals for the future composition of the Fellowship Board, the process for appointing/electing new members to the Board and how to ensure a phased transition that will maintain necessary continuity (APC May 2019 AI11).
11. Following the presentation of the paper's key points by the Director of Leadership and Innovation questions and comments from the Committee included, but were not limited to:
  - The distinct need to ensure the right balance of skills on any Fellowship Board. In particular, in the context of the Fellowship having the stated aim of becoming a thriving and active learned society, it was felt that the Board's make up needed to

reflect this in terms of the number of positions and the profile of those who filled them;

- Concerns were raised that too much of the Board's people resource, 50 per cent, would be focussed on the Fellowship appointment process. The result of this being that there would potentially be insufficient capacity to drive the Fellowship's other strategic objectives;
- To have the capacity to fulfil its broader goals, there was a suggestion that the Board might benefit from having more members or alternatively the ability to establish sub-groups of Fellows with the task of delivering discrete objectives;
- A specific issue was raised about the role of Chair of the Fellowship Science Advisory Panel (FSAP) and Vice-Chair of the Fellowship always being synonymous. Whilst it was explained that the shared role, as currently proposed, emphasised the importance of the FSAP, concerns remained that this might mean it was perceived as overly burdensome with the result that good candidates might be deterred from applying;
- A general point was made about the need for the Fellowship to have a secure budget. It was stressed that implementing the proposals contained in the paper would go towards ensuring that this could be done.

12. The Committee concluded its discussions by agreeing that it was broadly supportive of the proposals contained in the paper. It asked, however, for the Fellowship Board to consider:

- Creating some flexibility that would allow the role of Vice-Chair of the Fellowship and the Chair of the FSAP to be offered separately if it was considered to be advantageous to do so; and
- For the Board to have the right to add a further Fellow, a third member, to the Board if required.

**Action: Leadership and Innovation**

### Innovation (ViVet) Strategy

13. Before the paper providing details of the RCVS innovation programme (APC May 2019 AI13) was put to the Committee, the Committee heard from the invited speaker Tris Dyson, Executive Director of NESTA's centre for challenge prizes.

14. Points the speaker made included but were not limited to:

- How regulation can create an enabling environment in which valuable innovation can flourish;
- Regulators are under political pressure to be innovation enablers;
- That innovation cuts across existing regulatory boundaries, and/or has implications across many regulated spaces. As a consequence: individual regulators may not

understand the broader implications; multiple regulators in the same space increases complexity/cost for innovators; and the risk of innovations “falling between the cracks” is greater;

- Anticipatory Regulation is at the cutting edge of current practice and is being adopted by Government. Anticipatory Regulation incorporates several key aspects: inclusive and collaborative; future-facing; proactive; iterative; outcomes-based; and decentralised experimentation.
- Challenge prizes form part of regulatory innovation by using competitions to: create better solutions; bring together innovators to help them thrive; and to unlock systemic change.
- A number of challenges are underway or are planned working in collaboration with other UK regulators. Several of these use the method of sandboxing to test regulatory innovation. These are controlled test environments in which increasingly difficult scenarios can be created that rigorously test the regulatory regime.

15. Comments and questions arising as a result of the presentation included but were not limited to: how are the challenge prizes funded – do regulators make a contribution?; how do regulators manage the obvious risk that they appear to be supporting one small group of innovators over another?; and what are the best ways of disseminating the results of sandbox trials?

16. Following the presentation the Committee went on to consider the RCVS innovation paper. This was presented by the Director of Leadership and Innovation. The Committee was provided with background on the genesis of ViVet and its purpose. The paper raised a number of points for discussion. These covered:

- the role of ViVet in providing regulatory advice and guidance and whether the approach it was taking to do this was felt to be appropriate;
- what innovation accelerator programmes it would be appropriate for Vivet to support or organise;
- whether there was merit and support for ViVet to develop a network for veterinary innovation; and
- that the current presentation of the Vivet brand as being at arm-length of RCVS should be reviewed so that the connection to RCVS was instead emphasised.

17. Questions and comments from the Committee included, but were not limited to:

- That this is an exciting and important programme. It is correct that the RCVS should be giving regulatory advice and guidance to those who want to innovate and that this should come early in the process;
- The steps being taken to safeguard against any conflicts of interest are reassuring;



- ViVet has a role in helping identify areas that might benefit from innovation – thus providing focus for innovators;
- That there might be merit in using the website to set out with greater clarity what ViVet is doing with external bodies;
- There needed to be some acceptance that innovators and entrepreneurs will push boundaries and that the College should recognise this, encourage it, but ensure appropriate regulation is maintained;
- That ViVet was an important part of the College's work, that positioning it more closely within the College's brand was appropriate and would be beneficial;
- That ViVet should be more ambitious with its Hackathons;

18. The Committee concluded by agreeing to all the proposals contained in the paper with the caveat that at this point an innovation accelerator should not extend beyond the boundaries of collaborating with NHS England.

#### Report on RCVS visit to the CVC in Bangalore and options for the RCVS Global Strategy

19. The Committee was given a verbal update on previous international visits in relation to the RCVS Global Strategy and had before it a paper (APC May 2019 AI12) that provided feedback on a recent visit RCVS made to the CVC in Bangalore. Building on these findings and an earlier 'deep-dive' into the College's international activity, options that could be pursued under the College's Global Strategy were presented.

20. Following the paper's presentation, questions and comments from the Committee included:

- That membership of the World Veterinary Association (WVA) is an attractive proposition and the College could no doubt learn a great deal and also make a contribution. But before making any decision on the appropriateness of RCVS joining, a rigorous costs and benefits analysis should be carried out, with the option of becoming an observer for a period of time being considered;
- Some caution should be exercised around the harmonisation of standards and development of mutual recognition agreements, as while there is currently a great deal of commonality between some jurisdictions the underpinning assurance processes are often different;
- That the options proposed for developing the College's Global Strategy further should be rooted in an objective review of the countries that the College should focus its resources on;

- That India does provide a useful test case to overlay the options onto in order to understand whether they are viable.

21. The Committee agreed that all of the options contained in the paper should be worked up and brought back to it for further consideration. The Committee agreed to pursue WVA observer status with a view to learning more about the organisation and then reconsidering full membership in future. The Committee was also content for India to be viewed as a test-bed for some of the options, if that was appropriate.

**Action: Global Strategy**

**Any other business**

22. It was noted that this was the last APC chaired by Professor England. The Chief Executive thanked him for his time and commitment in setting up the APC and cementing its position within the College's governance structures.

**Date of the next meeting**

23. The date of the next meeting was confirmed as the afternoon of Tuesday, 10 September 2019.

<b>Meeting</b>	Advancement of the Professions Committee
<b>Date</b>	10 September 2019
<b>Title</b>	Updates from APC workstreams
<b>Classification</b>	Unclassified
<b>Summary</b>	<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.</p> <p>The Summary is ordered as follows:</p> <ul style="list-style-type: none"> <li>i. Diversity and Inclusion Working Group                      Page 12</li> <li>ii. Fellowship of the RCVS    Page 14</li> <li>iii. Global activities    Page 17</li> <li>iv. Innovation    Page 19</li> <li>v. Leadership    Page 22</li> <li>vi. Mind Matters Initiative    Page 25</li> <li>vii. RCVS Knowledge    Page 29</li> <li>viii. VN Futures    Page 33</li> </ul>
<b>Decisions required</b>	Discussions and decisions are invited by some workstreams.
<b>Attachments</b>	N/A
<b>Author</b>	Oliver Glackin <a href="mailto:o.glackin@rcvs.org.uk">o.glackin@rcvs.org.uk</a>

<b>Area of work</b>
<b>Diversity and Inclusion Working Group (DIG)</b>
<b>Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.</b>
<p>The second meeting of the DIG took place on 21 August, at which a draft statement of intent was discussed (see section below), together with some early raw demographic data from the Surveys of the Professions, the British Veterinary Association (BVA) Discrimination Report and a draft set of workstreams.</p> <p>The six agreed workstreams are as follows:</p> <ol style="list-style-type: none"> <li>1. Recruitment to vet/VN training and education</li> <li>2. Retention and support within the vet/VN schools – undergraduate and postgraduate</li> <li>3. Recruitment within the profession</li> <li>4. Retention and support within the professions</li> <li>5. DIG member organisational policies and procedures</li> <li>6. Culture change (overarching)</li> </ol>
<b>Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.</b>
<p>Various activities were proposed as part of the workstreams and they will be developed over the coming months and reported to APC as they reach a more detailed stage.</p>
<b>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</b>
<p>At this stage no quantified budget needs have been identified.</p> <p>Risks continue to include reputational risk – there have been some negative comments regarding our involvement in this work – but the reputational risk of not acting far outweighs any risk of the vocal minority not agreeing that a diverse workforce is a good idea. There may also be a legal risk of not acting in some areas, for example, around our ensuring our policies are not discriminatory.</p>
<b>Synergies with other workstreams that your current activities may introduce.</b>
<p>There continue to be strong links with the Mind Matters Initiative (MMI), and the MMI session at the Society of Practising Veterinary Surgeons/Veterinary Management Group in January 2020 will focus on diversity issues.</p> <p>More generally, the actions generated out of the plan will be worked upon by a broad range of departments within the College, including HR, Leadership, Communications, Veterinary Nursing and Professional Conduct. An internal action group will be set up to co-ordinate this now that the DIG has given broad approval to the workstreams.</p>

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

As mentioned above, the DIG was supportive of the development of an RCVS statement of intent around diversity and inclusion. A more generic statement was also produced for the organisations within the DIG to consider adopting, although several already had their own statements.

Comments on/approval of the statement from the APC would be welcomed. It is as follows:

*In our work to enhance society through improved animal health and welfare, we believe diversity and inclusion are fundamental to our core values. No one should be discriminated against because of any difference, for example, age, ability, ethnicity, gender, gender identity and expression, religion, sexual orientation, or socio-economic status.*

*We aim to ensure that our regulatory policies and standards stimulate equity of opportunity and encourage diversity and inclusivity in terms of access to, and work within, the veterinary professions.*

*Within our own staff team, we strive to generate an inclusive environment where each individual is valued for their uniqueness and recognised for their diverse experience, and where everyone can be themselves, both personally and professionally.*

*It is only by adhering to these values that we can best serve the public, our professions and animal health and welfare.*

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

No other items.

<b>Area of work</b>
<b>RCVS Fellowship</b>
<b>Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.</b>
<p><b>Fellowship application process</b></p> <p>The Fellowship Board met in June to agree and finalise new Fellows for 2019. There are 30 new Fellows this year. This number can be broken down by the route to achieving Fellowship as follows:</p> <p>MC to Clinical Practice – 19  MC to Knowledge – 5  MC to the Profession - 6</p> <p>In terms of gender split one third are women.</p> <p>Letters were sent out to all applicants informing them of the outcome at the end of June. Those who were unsuccessful have been offered mentoring to prepare them for a future reapplication.</p> <p><b>Governance of the RCVS Fellowship</b></p> <p>The proposed new governance structure, board composition and means to elect/appoint has been adopted.</p> <p>At the time of drafting the election for new board chair was underway. Four nominations were received. The candidates were: Dr Robert Huey; Prof John Innes; Prof Liz Mossop; and Prof Ramsey. Information on the candidates, including biographies and statements, was posted online. The ballot opened on 15<sup>th</sup> August, it closed on Thursday, 5<sup>th</sup> September with candidates informed of the result the next day. Details of the election and access to the eballot system were provided to 387 potential voters. The Committee will be orally briefed on the result.</p> <p>Two nominations were received for the new positions of Projects and Engagement board members. These were received from Dr Mary Fraser and Prof. Tim Greet. They will take up their roles formally as will the new chair of the Fellowship Board at Fellowship Day on 20<sup>th</sup> September 2019.</p> <p>The new appointment procedure also allows for the appointment of Chairs to the Credentials Panels. The term of appointment is three years. As the chairs were appointed at the same time the current Chairs have been asked to voluntarily stand down on a, staggered, annual basis. This year Richard Drummond, chair of the Profession panel, will make way. The agreed process for appointing new chairs is for expressions of interest from current panel members to be invited, before the Board makes a decision – guided by the outgoing incumbent. This process is currently underway.</p>

**Promoting scientific evidence**

**Fellowship Day** – takes place on Friday, 20<sup>th</sup> September 2019. A programme for the day has been developed. The keynote address will be provided by Dr John (Iain) Glen, vet and researcher who developed Propofol, now one of the most widely used anaesthetics in the world. The programme also includes *Fellows in Focus*, an opportunity for Fellows to share details of their work as well as *Fellows of the Future* where UG and PG students present their original research to a judging panel. Work continues to assemble a line-up of speakers for these.

As agreed at the last APC, Fellows are being encouraged to bring a MRCVS to the day, with those who do not invited to make a £50 donation instead as a contribution to the running of the event and to support further Fellowship outreach work.

The day is being promoted through all the usual RCVS communications channels.

**Science Advisory Panel** – One of the challenges has been to generate suitable questions for the panel to tackle. A potential way forward could be provided by a collaboration with RCVS Knowledge's *Veterinary Evidence* Journal using its newly developed Knowledge Summaries Question Generator. This provides a structure for question development. The Fellowship has been asked to support this by generating future knowledge summary questions. It is proposed that some of the questions would then be opened up to the field, whilst others would be taken on by the FSAP who would provide a response. Very early discussions with RCVS Knowledge have taken place to explore how this might be done.

**Furthering professional skills and practice and invigorating creativity**

**Fellows on Tour** – a number of events are being planned for this Autumn, dates are to be confirmed shortly.

**Online platform** – The database infrastructure to support the *Find a Fellow Directory* has been created in iMIS. The process of checking these has meant that at this stage only those who were awarded their Fellowship in the last two years have been invited to populate it with their details. Concurrently, our website designers are creating the public facing part of the portal. The current timeline is for the directory to be available and searchable by Fellowship Day.

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

**Governance of the RCVS Fellowship**

The Fellowship Board with its newly elected Chair and two further positions should have met for the first time. It is anticipated that a number of workstream actions will flow from this. Moreover, a new staff member would have joined the Leadership and Innovation team to bolster the level of resource that can be given to this work.

**Promoting scientific evidence**

**Fellowship Day** – An evaluation will be conducted to consider the on-going viability of the day in its current format.

**Science Advisory Panel** – A pathway for the Fellowship to collaborate with RCVS Knowledge on its Knowledge Summaries Question Generator (set out above) should be clearer – including requirements and dependencies.

**Furthering professional skills and practice and invigorating creativity**

**Fellows on Tour** – a number of these should have been hosted by Vet schools and feedback gathered.

**Online platform** – The Fellowship Directory will be available and fully searchable. Following evaluation, a decision to invite pre-2018 Fellows to populate it will be made.

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

Not at this time.

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

RCVS knowledge regarding collaboration on question generation and FSAP involvement in providing answers.

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

Not at this time

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

Not at this time.



**Area of work****Global activities**

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

**World Organisation for Animal Health (OIE) statutory body twinning scheme**

In line with action D8 of the Strategic Plan, which calls for sharing knowledge with and raising standards around regulation in developing countries, discussions have continued with Dr David Sherman of the OIE's Regional Activities Department concerning possible candidate countries for the OIE statutory body twinning scheme. At this time Botswana appears to be the lead candidate, and the Botswana Veterinary Surgeons Council has been contacted to see whether it is interested in principle before any detailed proposal is drawn up for approval.

Contact has also been made with the South African Veterinary Council to discuss its experience of twinning with Tanzania, and with the Australasian Veterinary Boards Council concerning its twinning with Thailand, and this is proving useful in shaping a potential proposal.

**Observer Membership of the World Veterinary Association (WVA)**

Following discussions at the last meeting, observer status of the World Veterinary Association is also being pursued. WVA are developing a 'global vision of veterinary medicine education' and increasingly engaging more with statutory bodies or bodies with mixed competence. Observer status will give the College an opportunity to engage in WVA's work and better understand whether, in the longer term, full membership would be beneficial.

**RCVS Knowledge**

RCVS Knowledge has given consideration to the barriers to adding a global commercial aspect to their work. RCVS Knowledge Executive Director Chris Gush will give an oral report at the 10 September meeting.

**Federation of Veterinarians of Europe (FVE) 2020 General Assembly**

Preparations for the UK to host the 2020 GA continue. Church House, Westminster has been booked to host the conference, and the welcome reception will be hosted by Lord Trees on the Lords Terrace. The choice of venue for the gala dinner is currently being finalised. The FVE GA is one of the most important opportunities for engaging with the veterinary profession at a European level, and our membership of the FVE will become an even more important route to influencing the European Commission if we leave the European Union. Bolstering our relationship with FVE addresses actions D1 and D8 of the Strategic Plan.

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

At the November meeting of APC, in addition to updates on OIE twinning and WVA Observer Membership, papers are expected to be brought forward on the following matters:

**Specialist and Advanced Practitioner status – global marketing**

This is mandated by action D5 of the Strategic Plan.

**Practice Standard Scheme (PSS) – global marketing**

Exploring potential for marketing the PSS overseas meets action D7 of the Strategic Plan.

**Delivery of the Statutory Examination overseas**

This proposal would make it easier for candidates to take the Stat Exam, thereby potentially increasing the number of applicants for the exam and, in turn, potential RCVS registrants, in line with action D4 of the Strategic Plan, which calls for additional support for those considering working in the UK.

**Survey of overseas Members**

During July 2019, the College undertook a survey to better understand the value of RCVS Membership for those who practise overseas. We received 940 responses, around half of which were from Members who are both non-UK graduates and non-UK citizens. A report on the results is currently being finalised, with a view to informing policy on how to increase overseas membership and improve its value to both Members and the College.

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

Budgetary and risk issues will be included in future papers as individual options are worked up into full proposals.

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

Ongoing opportunities to work with the Mind Matters team to help develop a global approach to supporting mental health and wellbeing.

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

The Committee will hear from RCVS Knowledge and will be able to discuss issues related to the possible commercialising its work.

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

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<b>Area of work</b>
<b>Innovation</b>
<b>Key activities and issues managed in the last quarter that the APC should be aware of.</b>
<p><b>ViVet Innovation Evening</b></p> <p>A new series of evening events have been launched specifically aimed at providing a local platform for networking for veterinary professionals interested in or contributing to innovation. The first event was hosted on Tuesday 6th August at The University of Edinburgh's Royal (Dick) Vet School, Easter Bush Campus. Our aim for this evening was to bring together groups of people interested in improving Animal Health and Welfare by showcasing those at the forefront of innovation in their local area and providing resources for those looking to improve their workplace by incorporating innovative methods.</p> <p>The evening started with Anthony Roberts (RCVS Director of Leadership and Innovation) presenting on how rapidly developing technology is transforming the veterinary profession and the college's role in driving innovation. The evening then followed with an overview of the technologies and Innovation being developed at the Easter Bush Campus by Prof David Argyle and Prof Richard Mellanby.</p> <p>Our attendees included a mix of vets, undergraduate students, university academics and animal health professionals. This is the first time ViVet has hosted a localised and free networking event and following the success and positive feedback we would like to continue to work with Vet school across the country to host more. By hosting this type of events it gives ViVet the ability to speak face to face with our target audience and the opportunity to understand their needs. This interaction helps to influence the future content of the ViVet initiative.</p> <p>The ViVet Innovation evenings also helps connect those looking to invest or companies looking to bring new products and services to veterinary health or animal health market.</p> <p><b>Student Veterinary Innovation Competition</b></p> <p>This competition led by Vet Futures Student Ambassadors and promoted as the Vivet and Vet Futures 'What's your big idea?' competition. Since the closing of registration for the competition, 7 teams were identified as taking part including Veterinary, VN and Bio veterinary students. The VF Student Ambassador Zoe Skinner (Nottingham 5<sup>th</sup> year student) has been leading the competition communications. We have received 3 idea presentations from the teams and these have been successful in being selected for the final hosted at the Innovation Symposium in October. Each team was assigned an industry professional mentor to support their ideation process and will continue to support up until the final which is being run as a 'Dragons Den Style' Pitching session.</p>

**Finalist Teams –**

- Liverpool Vet School, Christina Ratcliffe and Ana Almeida Warren – Veterinary Education, Case Studies App
- Nottingham Vet School, Madison Hewitson – Veterinary Practice, Inno-Vet App
- Bristol Vet School and University of Bristol – Lauren Sweeney and Rohilla Rogers, Helping with Whelping App

We are now arranging further support including face to face Mentor Session and Pitch masterclass to prepare, present and receive feedback. We would like the mentor session to be split into 4 parts (Students presenting, Constructive Feedback, Story Telling and tips, Q&A) and be an informal, collaborative and creative (Roughly 2 hours).

**Planning For Symposium**

We are now 5 weeks away from the RCVS Vivet Innovation Symposium now with the focus on the event logistics and speaker briefing.

We have confirmed and shared details on -

- Keynote Speaker – Nancy Rademaker, The impact of digitisation on customer behaviour
- Future of the Professions debate: Motion: In order to thrive the veterinary profession must become truly 'customer-centric'
- The full programme of speakers

**ViVet Website**

Published online ViVet Bites interviews –

- Dr Alex Avery – Founder of OurPetsHealth.com
- Dr Gudrun Ravetz - Head Veterinary Officer Simplyhealth Professionals, BVA Past President
- Jolyon Martin PhD - Founder and Head of Business Development at PetMedix

<b>Proposed activities and issues to be managed in the next quarter that the APC should be aware of.</b>
<p><b>RCVS ViVet Innovation Symposium 2019</b></p> <p><b>Student Innovation Competition Final at the RCVS ViVet Innovation Competition</b></p> <p><b>ViVet Innovation Evening</b> The next ViVet Innovation evening event to be hosted. We will be reaching out to Vet Schools ahead of the innovation symposium.</p> <p><b>Digital Veterinary Summit</b> Digital Veterinary Summit on the 9th &amp; 10th October, where ViVet will have a stand and be available for one to one meetings booked in by those looking to receive specific regulatory advice and those from outside the profession seeking to bring new products or services to the veterinary or animal health market. We will also take part in a panel discussion on behalf of RCVS and ViVet. Attending this type of events gives ViVet and the RCVS the ability to speak face to face with the investors and companies looking to bring new products and services to veterinary health or animal health market.</p> <p><b>Innovation Workshop</b> ViVet is looking into the potential to host a duel format (available online and attending the workshop at the college) workshop on 'Innovation Thinking'. This would be the 3<sup>rd</sup> workshop in the Innovation workshop series.</p>
<b>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</b>
N/A
<b>Synergies with other workstreams that your current activities may introduce?</b>
N/A
<b>Areas of your work that you would like to highlight for discussion by the Committee?</b>
N/A
<b>Any other matters arising from your work that you wish to bring to the Committee's attention?</b>
N/A

<b>Area of work</b>
<b>Leadership</b>
<b>Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.</b>
<p><b>Workstream 1 – Leadership for everyone</b></p> <p>The Edward Jenner Veterinary Leadership Programme has continued to demonstrate that it is an attractive proposition for learners. For the second open programme participant numbers remain high and well above target levels:</p> <p>Course 1 – 654 Joiners – three quarters of which are active learners</p> <p>Course 2 – 526 Joiners – half of which are active learners.</p> <p>In terms of the programmes reach, participants have been drawn from over 130 countries.</p> <p>Participants on runs 0 and 1 have now had the opportunity to undertake course 3 and many have received their certificates of completion. We have requested and are awaiting fully compiled data from our partners on numbers in relation to this. We have also requested and are awaiting raw data on participants' experiences of completing the course and how this has influenced their leadership behaviours.</p> <p>The next programme will run in October 2019.</p> <p>The programme was showcased at an event run by our partner FutureLearn in June. In addition to RCVS contributing by speaking about the programme's genesis, participants were given the opportunity to share their positive experience of the course. This included a vet who spoke candidly about how a sense of camaraderie had developed amongst colleagues who were providing mutual support to each other as they went through the course together.</p> <p>The programme was submitted to the excellence in practice award for learning and development partnership from EFMD global – a leading organisation in management development. The programme was judged to be a finalist – this means it was thought to be a 'prime contender' amongst the eventual winners. In this case it was pushed out of the first and second spots by: Standard Bank &amp; University of Cape Town, Graduate School of Business and Porsche and University of St. Gallen, Executive School of Management Technology and Law. Reflecting the contents of the feedback there would be merit in resubmitting the programme next year for consideration.</p> <p><b>Workstream 2 – Leading the profession</b></p> <p>Scoping work is on-going to consider the most appropriate approaches for creating suitable interventions to support Council members in taking up their leadership roles.</p>

From the autumn the RCVS Leadership Initiatives Manager will be starting a Professional Doctorate focussing on leadership and management, this should assist further in guiding this agenda.

### **Workstream 3 – Tomorrow’s Leaders**

A campaign showcasing the diversity of veterinary leaders was launched at this year’s AGM. Whilst designated as a Tomorrow’s Leaders stream, this piece of work straddled all three strategic areas. The campaign consisted of 12 vignettes captured in interviews with nine vet surgeons and three nurses carried out by a journalist and a photo/videographer. These were compiled into a booklet and edited into a video. Portraits of those profiled were presented at the AGM and are now hung in Belgravia House. The campaign had the purpose of providing an insight into the differing types of leader the professions boasts as well as the diversity of roles that are available. The profiles also gave a glimpse into the personal and professional journeys that these leaders have been on, reflecting on their challenges and achievements.

The campaign has been well received, including in the Vet press. The written interviews and the overarching showreel video is available on a dedicated area of the RCVS website. Short, individual, videos for each of the participants are being made. These will be uploaded and promoted in a staggered way to ensure the ongoing relevance of the campaign. In particular, further promotion will be timed to coincide with other leadership work – for instance the reopening of Jenner Leadership Programme to new participants.

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

### **Workstream 1 – Leadership for everyone**

The third run of the EJVLIP will be launched in October – promotional work and monitoring of this will be required.

It is hoped that discussions will start with NHS Leadership Academy to explore how RCVS can be involved in the development of a planned Edward Jenner Leadership Advanced programme. This would initially be a scoping exercise – any decision on our further involvement would be brought to APC in a substantive paper.

Further work to evaluate the programme has stalled due to limited access to the raw data. We are continuing discussions to get access.

### **Workstream 3 – Tomorrow’s Leaders**

As part of the showcasing leadership campaign, a series of short videos are being produced for release in a staggered way and at opportune moments over the next couple of months. These will be hosted on the RCVS website and shared on social media.

Consideration needs to be also given to how this campaign might be most effectively and efficiently expanded. Scoping work will be carried out in the next reporting period to understand how this could be achieved. Consideration of the DIG agenda might be appropriate here.

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

Not at this time

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

Continuing the leadership showcase might be relevant to colleagues pursuing the DIG agenda.

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

None at this time

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

None at this time



## Area of work

### Mind Matters Initiative (MMI)

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

#### **Resilience Training pilot in collaboration with British Small Animal Veterinary Association (BSAVA)**

Following a successful pilot, this programme of resilience training sessions in collaboration with BSAVA will begin in November. These will be delivered by PIPS Programmes, with a session in each of the BSAVA regions between now and summer 2020. Full details are being finalised and will be publicised in early September. Sessions are currently confirmed for the following dates and venues:

4 November 2019 – Breadsall Priory Marriott, Derby

29 November 2019 – Beechdown, Basingstoke

11 November 2019 – Engineers House, Bristol

14 May 2020 – Radisson Blu Manchester Airport

9 May 2020 – Glasgow Vet School

12 July 2020 – Wetherby Racecourse

These training sessions form part of the 'protect' stream of MMI activity. It is recognised that the training programme needs to be thoroughly evaluated in order to assess impact. To this end, participants will complete pre- and post- training surveys, with a follow up after three months.

#### **Sarah Brown Mental Health Research Grants**

The first £20,000 research grant was awarded to Dr Kate Stephen at Scotland's Rural College (SRUC). The award was made at RCVS Day on Friday 12 July, and presented by members of Sarah's family. SRUC's proposal focuses on the farm animal veterinary sector, looking at how job satisfaction can be promoted while breaking the cycle of negative thoughts and poor mental wellbeing. Kate Stephen will update the MMI Taskforce regularly on the progress of the research and plans to present her findings at the 2021 Mind Matters Symposium.

#### **Schwartz Round Pilot**

This pilot has now been launched, with facilitators from the following practices receiving training over the summer:

Blue Cross Animal Hospital, London

Coach House Vets, Berkshire

Natures Vet Clinic, Paulton

Robson and Prescott Veterinary Surgeons

Royal Veterinary College, London

University of Liverpool

West Point Farm Vets, Essex

Participating practices will now start running their own rounds with the support of Julian Groves at the Point of Care Foundation. The pilot will be evaluated by the Point of Care Foundation in order to determine whether Schwartz Rounds could have a positive impact more widely within the professions. While it is not expected that MMI will fully fund facilitator training after completion of the pilot, consideration is being given to some form of fund to assist with training costs for those practices where financial concerns would otherwise preclude them from taking part.

### **Risk Register**

An MMI Risk Register was presented to the Audit and Risk Committee on 10 July. This covered a range of potential risks, particularly those that involved direct interactions with individual members of the professions. Although these risks are largely mitigated by appropriate controls – particularly the fact that MMI is very clear not to represent itself as a source of direct one-to-one support – it was recognised that themes such as suicide and mental health are inherently sensitive, and need careful handling.

### **Veterinary Student Mental Health and Wellbeing Roundtable, 23 September**

Invitations for this event have been sent to all UK veterinary schools, plus Dublin and Utrecht. To date there has been a positive response. Three external speakers have been confirmed:

Kate McAllister, Head of Student Welfare and Safeguarding, Office for Students

Alan Percy, Chair of Mental Wellbeing in Higher Education, and Head of Counselling, University of Oxford

Jen Brandt, Director of Member Wellness and Diversity, American Veterinary Medical Association

### **Mental Health Symposium, 24 September**

This event has proved very popular, with tickets selling out before the full programme was even released. Plenary speakers will be Professor Neil Greenberg from March on Stress, who will be taking about resilience, and Professor Alexandra Pitman, who will speak on the impact of veterinary suicide on colleagues. Professor Stuart Reid will give an update on the Mind Matters Initiative. There will also be two research streams and several poster presentations.

### **Wellbeing Awards**

The 2019 joint MMI and Society of Practising Veterinary Surgeons (SPVS) Wellbeing Awards are due to be launched at WellVet Weekend on 6-8 September. To support the launch, MMI is

preparing a booklet featuring previous winners, along with a social media campaign focusing on workplace wellbeing.

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

#### **Wellbeing Volunteers**

We have received several expressions of interest for the Wellbeing Volunteer scheme. This will be officially launched in the autumn with a webinar hosted by The Webinar Vet, where the team will put out a call for volunteers and give an update on the Initiative.

#### **Return-to-Work Scheme**

Options are being explored for a Massive Open Online Course (MOOC) for individuals who are either returning to work following a period of mental ill-health, or currently managing a mental health condition in the workplace. It is thought that this will run in tandem with a scheme that recognises employers who are supportive to returners.

#### **Audit of the RCVS complaints process on mental health and wellbeing**

The MMI team, along with Eleanor Fergusson, Registrar, met with Katie Moore from Vetlife to discuss Vetlife's response to the audit into the RCVS complaints process and its impact on mental health. During this meeting, options for a support scheme for individuals going through the complaints process were discussed. This will be further developed in the coming months. The Open Minds findings will be released as a Mind Matters publication this autumn.

#### **Five-Year Anniversary**

Autumn 2019 marks five years since the conception of the Mind Matters Initiative. The MMI team is currently considering ways to mark and celebrate this milestone, with a publication covering the Initiative's achievements and plans for the future. The possibility of a five-year anniversary event is also being explored.

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

#### **Budget and Plan for 2020**

The MMI team is currently drawing up a plan and budget for 2020

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

Within the Mind Matters budget an amount of money has been set aside to allow for the development of an innovative intervention. Ideally this could be developed in conjunction with support from ViVet.

It is also likely that there will be aspects of work arising from the newly-formed Diversity, Inclusion and Equality Working Group that may link with MMI.

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

Nothing specific is highlighted but the MMI team would be happy to take questions on any area of current or future work.

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

None at this time.

**Area of work****RCVS Knowledge**

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

**Veterinary Evidence**

RCVS Knowledge's Veterinary Evidence continues to grow readership and publication rate. Veterinary Evidence is an open access and free to publish peer review online journal. We have recently applied for the journals impact factor and will publish this when available.

Since launching Jan 2016, Veterinary Evidence has:

- Published 148 papers which have been viewed a total of 367,409 times
- Conducted 100+ literature searches
- Helped guide 105,777 users to the evidence
- Content views are increasing on average by 22% each quarter
- March 2019 was our best month to date with 20,628 content views. This is 2713 more than June, which was the next best month

The inaugural Veterinary Evidence Knowledge Summary student awards were awarded at RCVS Day. The winners were -

1<sup>st</sup> - Molly Vasanthakumar - Royal (Dick) School of Veterinary Studies "*Veterinary Evidence Student Award - Does the use of disposable synthetic drapes as opposed to reusable woven drapes decrease the amount of surgical site infections in animals undergoing surgical procedures?*"

2<sup>nd</sup> - Honoria Brown - Cambridge University Veterinary School "*Can hoof wall temperature and digital pulse pressure be used as sensitive non-invasive diagnostic indicators of acute laminitis onset?*"

3<sup>rd</sup> - Jacqueline Oi Ping Tong - University of Edinburgh, Royal (Dick) "*In dogs with idiopathic diarrhoea, does the daily probiotic supplement in diet, compared to no probiotic supplement, provide better clinical outcomes?*"

**Quality Improvement**

RCVS Knowledge have been continuing their work supporting the profession to adopt a culture of Quality Improvement. We have developed a critical mass of resources for the five key QI techniques. Responding to requests from the profession, this has enabled us to provide free resources, workshops and seminars aimed at busy practice-based veterinary teams to make a start on QI.

Activity since the last APC meeting has seen further development of resources and a focused approach to a cultural drive. This has started to generate a momentum to enable us to lead in the adoption of a culture towards continuous improvement.

We have also undertaken a major research project aiming to:

1. assess the current landscape of quality improvement in veterinary practices
2. understand the barriers the professions face for a systematic and continuous adoption of QI in practice
3. recommend a way forward (for us and the wider veterinary professions)
4. establish a QI community (the Summit attendees).

### **Historical Archives**

- 1299 digitised works available to view online via Digital Collections.
- Cataloguing of RCVS Archive material continues, with Correspondence and Finance records completed.
- 50 out of 75 volumes of 'The Veterinarian' digitised, covering dates 1828-1877.
- Q1 2019, compared to Q1 2018, has seen a 48% increase in visits to the Digital Collections website, and a 38% increase in individual users.

RCVS Knowledge's joint bid with the University of Kent's School of History for a Collaborative Doctorate Award was successful. Strong applications were received for the PhD studentship titled 'Professionalising animal medicine: the RCVS and Veterinary Surgeons Act 1881'. The successful candidate will start their study in September/October 2019.

For the third year, Knowledge are hosting an intern from Kings College London. Claudia Watts has begun her project, working with Fred Smith's Army Veterinary Service case notes whilst serving in India in the 1880s. She will transcribe and digitise a selection of the notes to be made available on the Digital Collections website in the summer.

Material from the RCVS Archive collections will be published as part of a forthcoming UCL publication 'Women in the History of Science', a new sourcebook to complement the teaching of undergraduate history of science courses.

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

### **Veterinary Evidence**

The Journal will shortly be publishing an Editorial: Quality Improvement and Audits in Clinical Practice. *Veterinary Evidence* champions the use of evidence to enhance the quality of care provided to animals, and we are pleased to announce that the Journal will now include quality improvement case studies. A template has been devised to support this.

### **Knowledge Summaries Question Generator – Medical Conditions**

The identification of useful knowledge summary questions can be challenging. The aim of Knowledge Summaries Question Generator is to provide a more systematic approach to achieving this aim. By providing defined lists of important and/or common conditions by species and checklists of important categories of information needs this should prompt and support the generation knowledge summary questions by authors. We are hoping to work with the Fellows to support the generation of future knowledge summary questions and ideally answers.

### **Quality Improvement**

Publication of research report - Assessing the landscape and future actions for Quality Improvement in the veterinary sector.

Further development of the National Audit for Small Animal Neutering (vetAUDIT) into a more initiative and easy to use online tool, providing immediate feedback to users of the audit tool on their data. Development of the Canine Cruciate) for the surgical management of Cranial Cruciate Ligament rupture in UK canines. This will provide feedback to clinicians in order to evaluate which surgical techniques and implants lead to improved patient outcomes and minimised complications.

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

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

We are hopeful that the RCVS Fellows may be able to work with Veterinary Evidence to identify useful knowledge summary questions using the newly developed Knowledge Summaries Question Generator – Medical Conditions.

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

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



<b>Area of work</b>
<b>VN Futures</b>
<b>Activities carried out since the last meeting of the APC. N.B.</b> Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p><b>VNF Board</b></p> <p>VN Futures Board meeting held 19<sup>th</sup> June</p> <ul style="list-style-type: none"> <li>▪ Training Practices group placed on temporary hold</li> <li>▪ VN School's Council group placed on permanent hold</li> <li>▪ Agreement reached on need for DOIs</li> <li>▪ Proposals finalised for group member selection framework</li> <li>▪ Decision to add 'code of conduct' and member commitment requirements to the Terms of Reference</li> <li>▪ Decision to enlist 'critical friends' to help with the activities of the working groups</li> </ul> <p><b>Events</b></p> <ul style="list-style-type: none"> <li>▪ Attendance at Head Nurse Congress in May to assist with highlighting the ongoing and future work of VNF, and to enlist 'volunteers' to certain aspects of projects</li> <li>▪ Attendance at SVN Fest to promote the work of the project</li> </ul> <p><b>Website</b></p> <ul style="list-style-type: none"> <li>▪ Update of current website content, and further discussions for new website</li> <li>▪ Website sitemap now drawn up, awaiting first draft</li> <li>▪ Obtained further career case studies for website</li> <li>▪ Obtained further Training Practice case study</li> </ul> <p><b>Coms</b></p> <ul style="list-style-type: none"> <li>▪ Flyer (used at various events) updated</li> <li>▪ Selection of press releases created providing updates on work of the project</li> </ul> <p><b>Career progression group</b></p> <ul style="list-style-type: none"> <li>▪ 3 webinars planned (still to be finalised)</li> <li>▪ Blog produced by one of the group members, published on website</li> <li>▪ Presentation planned for BSAVA</li> <li>▪ Chair contribution agreed for BVNA Fringe Event</li> </ul>

**Workforce Group**

- Workforce group held first working group meeting on 5<sup>th</sup> July
- Project manager has enlisted group of volunteers for school ambassador pilot
- Role description drawn up, sent out and signed copy returned by ambassadors
- A practice has been identified which can help us with obtaining nursing images demonstrating diversity in the profession. Consent form organised. Awaiting parties to arrange.
- Obtained gender and ethnicity information from registration department for the past 10 years (vet nursing)
- Presentation planned for BSAVA
- Chair contribution agreed for BVNA Fringe Event
- 

**One Health Group**

- Meeting held regarding community veterinary nursing (JM, JD, BJ)
- Meeting held with Eleanor Ferguson regarding community veterinary nursing (JM, JD)
- One Health Group held first working group meeting on 12<sup>th</sup> August
- Chair has drawn up a comprehensive action plan for the coming months
- Presentation planned for BSAVA
- Chair contribution agreed for BVNA Fringe Event

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

**Career Progression Group**

- Chair to produce action plan with timescales for key activities
- 3x webinar proposals to be completed, and a timeline for delivery agreed
- Coms for above webinars – liaise with RCVS coms
- Production of 'case examples' regarding veterinary nurse revenue contribution to practice
- Attend and present at BVNA congress

**Workforce Group**

- Chair to produce action plan with timescales for key activities
- Working group to plan and prepare for 'development day' for ambassadors

- Development day for ambassadors planned for October/November 2019
- Create coms on the pilot project
- Attend and present at BVNA congress
- Awaiting approval of children's book (with coms at present?)
- Analyse gender and ethnicity data
- Obtain diverse images
- Source SVN member for group

### **One Health Group**

- Attend and present at BVNA congress

### **Education**

- Contact main veterinary nursing BSc programmes to source examples of student projects within field of one health that could be showcased via BVNA posters or publication in journal
- Research current activities/themes under OH for potential publication/ongoing promotion
- Write an article giving an overview of OH in the current climate

### **Community nursing**

- Collect profiles of veterinary nurses performing a community nursing role (ongoing)
- Source human-centred nursing profiles to use as a comparison against VN role and provide insight into unique skillset required
- Research the training requirements for student community nurses as guidance for developing the VN community role
- Write an article on the role of the community nurse from both perspectives

### **Smoking cessation**

- Obtain information on initial launch – how can we relaunch differently?
- Research campaign – available training and resources
- Promote in October with a view to launch for 'No Smoking Day' 12th March 2020

### **Long term/ongoing**

- What the 'priorities' are regarding sustainability from organisations involved with this?
- What work is already being done?
- What are the opportunities for shared learning within education?
- Which institutions could we reach out to regarding collaboration in this field? (JM and BJ in process of organising meeting with UKOHCG)

- Identify potential areas for research within one health field
- Confirm whether symposium would be 'VN Futures' or just One Health?
- Take on 'critical friends' for the group who are able to help us meet our aim, and potentially become group members

#### **Events**

- Project manager to present and discuss VNF at Vetnnet conference, September
- BVNA congress, October

#### **Website**

- Currently no timeframe for this, but hoping that base site will be available in the coming weeks, and project manager working to create further content for site

#### **Coms**

- Ongoing production of meeting summaries, press releases, blogs
- 

#### **Miscellaneous (project manager)**

- Co-ordinate change in Board members
- Collect and collate Chair and Member profiles and DOIs
- Create CoC and commitment requirements for ToR
- Create a document outlining the member selection framework
- Communicate with interested parties, collect profiles and direct information to the appropriate groups
- Oversee and provide support for the School Ambassador Pilot
- A meeting is planned to bring together the Chairs for the three active working groups to help identify risks and develop more robust working strategies.

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

The BVNA have a budgetary commitment for the project, however I am still not sure how this should be managed.

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

Discussion with Lisa Quigley held on 25th April, regarding a potential project to support VN Clinical Coaches in promoting wellbeing and supporting their students, and the MOOC for wellbeing for vets and nurses in practice. This would benefit from being discussed further and an action plan devised.

Explore potential for collaboration with VetFutures on Leadership.

Collaboration with VN department on updating career materials.

Diversity – work with RCVS to highlight diversity in the VN role

Hoping to work with the diversity and inclusion group – and consider the potential for the Workforce group to feed into this dedicated group, rather than working on this separately.

UKOHCG – meeting to be arranged

**Areas of your work that you would like to highlight for discussion by the Committee.****Any other matters arising from your work that you wish to bring to the Committee's attention.**