










The Royal College of Veterinary Surgeons Advancement of the Professions Committee

Meeting of the Advancement of the Professions Committee

Online meeting via Microsoft Teams

15 November 2022 14:30 - 15 November 2022 16:30

AGENDA

#	Description	Owner	Time
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2	<p>Welcome</p> <p> Minutes.docx</p>		
3	<p>Matters Arising</p>		
4	<p>Update from APC Workstreams</p> <p> Workstream Cover Page.docx</p> <p> APC Reporting Framework - DIG.docx</p> <p>Fellowship (oral update)</p> <p>Global Strategy (oral update)</p> <p> APC Reporting Framework - Innovation.docx</p> <p> APC Reporting Framework - Leadership.docx</p> <p> APC Reporting Framework - MMI.docx</p> <p> APC Reporting Framework - RCVS Knowledge.docx</p> <p>Sustainability (oral update)</p> <p> APC Reporting Framework - VN Futures.docx</p>		
5	<p>Reflections on Black History Month (Discussion)</p> <p><i>(No paper)</i></p>	TG	
6	<p>Sustainability – Student engagement (Discussion)</p> <p><i>(No paper)</i></p>	SP	
7	<p>Workforce – next steps for interactive sessions and resources (Discussion)</p> <p><i>(No paper)</i></p>	AB	
8	<p>Any Other Business</p>		

Advancement of the Professions Committee (APC)

15 November 2022, 14:30 – 16:30

Online via Microsoft Teams

Agenda

1. Apologies for absence, declarations of interest and minutes of the meeting held on 13 September 2022.
2. Matters arising
3. Updates from APC workstreams
4. Reflections on Black History Month (Discussion)
5. Sustainability – Student engagement (Discussion)
6. Workforce – next steps for interactive sessions and resources (Discussion)
7. Any Other Business
8. Dates of next meetings:
 - 1) 7 February 2023
 - 2) 9 May 2023
 - 3) 12 September 2023
 - 4) 14 November 2023

Summary	
Meeting	Council
Date	13 September 2022
Title	Advancement of the Professions Committee Report 13 September 2022.
Summary	<p>To note the attached minutes of the meeting held on 13 September 2022.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> • Thanks were given to Professor J Innes for his work on the Fellowship. • Nominations for the positions of Vice-Chair and member of the Finance and Resource Committee were requested.
Decisions required	None
Attachments	N/A
Author	Jill Macdonald VN Futures Project Lead j.macdonald@rcvs.org.uk / 07867 301723

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

Minutes of the Advancement of the Professions Committee meeting held on Tuesday, 13 September 2022 at 2:30pm at the Royal College of Nursing, London, and online via Microsoft Teams.

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

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

Welcome and apologies for absence

1. The Chair welcomed all present to the meeting of the APC and noted that the meeting would be recorded for minuting purposes.
2. Apologies were received from Ms C Chick, Mrs J Dugmore, Prof J Innes, Dr L Prescott-Clements and Mrs L Quigley.
3. All members of the committee and attendees offered an introduction to themselves and their role.
4. The Chair requested nominations for the positions of Vice-Chair and member for the Finance and Resource Committee. Applicants should contact the Chair and Director of Advancement of the Professions by email in the first instance. If there are multiple applicants, then an election will be held.

Declarations of Interest

5. No new declarations of interest were received.

Minutes of the last meeting held on 10 May 2022

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

Matters Arising

7. The first meeting for the Focused / Limited Licensure Working Group was reported to be a successful meeting with a real sense of the direction of travel achieved, further meetings are planned as per the terms of reference.
8. Social and environmental sustainability updates for the Practice Standards Scheme went through Council and were approved and are now in the guidance.
9. Fellowship – discourse platform is about to be launched.

Updates from APC workstreams

10. Since updates from the workstreams were available within the meeting pack (APC September 22 AI03), the Chair requested that rather than repeating the updates verbally, the time would be used to pick out various themes and provide opportunities for questions.
11. The Committee considered these updates, as well as other specific matters that were brought to it for discussion and, in some cases, decision. These are highlighted below, in addition to the main questions and comments prompted by each update.

Diversity and Inclusion Working Group

12. The Chair welcomed the new Chair for the Diversity and Inclusion Working Group, Dr Tshidi Gardiner.
13. Main areas of activity to note were the Guidance on Religious Clothing, the Chronic Illness Survey planning, the Inclusive Recruitment Toolkit planning, and the preparation of a submission to the Advanced HE EDI conference to present a paper. She was also looking forward to celebrating Black History Month.
14. A request via social media had been made for those from Black, Asian or Ethnic Minority groups who wished to contribute to the Leadership workstream as part of the overall campaign. The aim was for a minimum of one interview/video per month throughout the campaign.

Fellowship

15. The Chair thanked Professor John Innes, in his absence, and as he was standing down as Chair after the elections, for the commitment and work completed to push the Fellowship scheme forward over the past three years.
16. General themes to note were election of new Fellows, upcoming Fellowship Day, and updates and discussions around the Science Advisory Panel and Quality of Life webinars.
17. Elections were open for Chair, Chair of Science Advisory Group and a Projects Officer. It was reported that over 50% of the electorate had already voted online. Online polls were due to close on Friday 16 September and the week following for postal votes. Results would be announced the week after next due to the official mourning period for Her Majesty the Queen.

Global Strategy

18. The Chair welcomed the new Global Lead, Dr Tshidi Gardiner.
19. General activities to note were the joint hosting, with the British Veterinary Association, of the Federation of Veterinarians of Europe (FVE) General Assembly in June, participation in the International Veterinary Regulators Network summer CPD events, planning underway for an autumn meeting via Mind Matters International, and forthcoming presentations at the American Association of Veterinary State Boards (AAVSB) conference and the Council on Licensure, Enforcement and Regulation (CLEAR) conference. The Oversees Members' Communication Strategy was also discussed.
20. With respect to the FVE General Assembly, it was commented that this had been an extremely successful event, that had received lots of compliments. It was reiterated what an important organisation FVE was in providing contacts when requiring expertise with particular queries.
21. The CEO updated the committee on the CLEAR conference in Louisville that she was attending and speaking, at where the focus would be on the role of regulation in mental health. It is felt that this, and the AAVSB conference, would offer the opportunity to restate the RCVS's vision to be a compassionate regulator, as well as finding out what other nations were doing to address workforce issues, the regulation of telemedicine, and other topics that were presently top of our agenda.

Innovation

22. The Chair welcomed the new Innovation Lead, Belinda Andrews-Jones.
23. The key area of ongoing work related to the Workforce Summit.
24. Spaces were still available for the Design Thinking webinar.
25. The Workforce Action Plan would be sent out shortly for to the Committee to review. At this stage this would be a draft version. This has been a collaborative effort from present workstreams as well as Education, Communications and Veterinary Nursing. There was a request for Committee members to review and feedback on whether the draft was clear, accurate, and reflected activities in the workstreams, and whether there were any opportunities for collaborations going forward. After this the document would be published.
26. It was reported that the recent Question Time in Glasgow had demonstrated that workforce issues remained at the top of the list or priorities for practitioners.

Leadership

27. Updates included the Leadership Library (which was moving forward well), the Academy Leadership course, and the Leadership stories.
28. There were potential plans to move the Edward Jenner course onto the Academy. Although this would require a lot of work it would be hugely beneficial due to hosting it alongside other CPD.
29. It was reenforced that the delay with the course had not been due to the RCVS but that there were ongoing discussions with the NHS.
30. It was asked if there would be the opportunity to follow-up with those who had completed the course to better understand the value it brought to them and their practice. One of the issues was that the NHS owned the data for one of the attendance lists. Delivering the course through the Academy instead of via Future Learn would mean that, going forward, we would own future attendee data and then be able to use this to compile analytics for future discussions and decisions.

Mind Matters Initiative

31. The Chair welcomed the new Chair for MMI, Dr Kate Richards.
32. Updates included university outreach, the Kite app, the Sarah Brown Research Grant, training including Mental Health First Aid, student training and mental health in the workplace.
33. A point was raised, which had been raised at a recent conference. regarding a letter that was sent out to retiring members by the College, and whether it would be useful to signpost mental health resources within this letter. Retirement could lead to vets and nurses feeling disconnected from a profession they had known their entire career.

It was also noted that veterinary surgeons and veterinary nurses were sent a letter after 50 and 30 years of service respectively. It was suggested that 50 years was too long a period, and that veterinary surgeons should also be sent a congratulatory letter after 30 years of service. This would be passed to the Registration team for consideration.

34. Clarity was requested regarding the reason to not renew the Kite app contract. It was reported that engagement with the app had been high at events and when performing outreach, however people would sign up and then drop off, and this cycle had been repeated a few times. It became clear from the feedback that whilst they valued the content, members of the professions seemed to want to be able to access content in one segment, rather than through the micro-learning approach that the Kite app utilised. It was discussed why this may be so, although no strong evidence for a specific reason existed currently. The plan was to re-use the content from the app within the MMI hub on the MMI website to enable people to access it in their own time

RCVS Knowledge

35. Updates included a new Deputy Editor in Chief, celebrating five years of the In Focus journal and the Canine Cruciate Register.
36. The new strategic plan was currently being worked on, which will be shared in due course. The next meeting of the Board of Trustees would take place in three weeks' time.
37. It was reported that first-year Glasgow students had given positive feedback on the resources available via RCVS Knowledge.
38. The team was commended for its work on the Canine Cruciate Register so far.

Environment and Sustainability

39. Key updates were the Practice Standards Scheme (PSS) Sustainability work, with congratulations to all those who had pushed this forward. An update on progress with the Net Zero Surgery Working Party would be provided later in the meeting.

VN Futures

40. Key areas of update included Strategy, Action Plan, School Ambassadors Scheme, Vet Team in a Box and Mind Matters.
41. It was highlighted that there had been a review of how the systems worked and the collaboration with the British Veterinary Nursing Association (BVNA) and that this process had been beneficial.
42. There would be some interactive sessions at the upcoming BVNA Congress.
43. A discussion regarding the School Ambassadors Scheme highlighted that further guidance on navigating the STEM system and assisting ambassadors in sourcing those requiring careers information would be beneficial, as would the facility for ambassadors to communicate with and support each other.
44. A suggestion was made to also investigate schools and other sources of speakers (besides STEM) that required careers information and broaden the scope.
45. It was commented that utilisation of 'the profession as parents' and advocates of their own profession could be useful.

Oral update: The UK Health and Climate Change (UK HAAC)

46. A project group was working on a report to work towards net zero surgery, which aimed to be a 'how-to' guide for surgeons and surgical staff. Key knowledge gaps included how the surgical team could enable change, how single-use could be reduced and what the opportunities were for rationalising diagnostic care within surgery, working towards reducing carbon footprint overall, and how this could be addressed within the UK and internationally. The aim was to complete the report by the start of next year (2023).
47. It was explained that this work would be evidence-based, and once this returns from UKHACC, that this is used as a tool to make decisions on further activities by FSAP or RCVS.. ne.
48. Conversations had been had with major employers, and it was recognised that independent and charity practice should also be part of these conversations.
49. Data was being gathered regarding the most common surgeries within practice – small, production animal and equine, and planned and emergency.
50. It was suggested that it might be useful to produce some infographics regarding the biggest carbon footprint contributors with regard to surgery.
51. There was a synergy with resource-saving, such as appropriate use and safer surgery, so there were multiple benefits to the professions engaging with this project.

Discussion: Fellowship Science Advisory Panel Quality of Life (QoL) Discussions

52. Following previous sessions, there was the suggestion to look more to the scientific factors than the emotional impact, which had been well covered in the panel discussions. Numbers were restricted for the events to ensure it was open to professionals only. However now that the topic had had initial exploration, it was appropriate for it to be opened up to all. There were concerns that if animal owners were present at events, then conversations could be misconstrued. If a more scientific approach was taken this would not be so appealing to animal owners.

The following points were raised during discussion:

53. The approach to having discussions with owners and the link to QoL was also seen to be valuable. Partnership with owners is an important aspect of QoL discussions.
54. The principle of remembering that even amongst veterinary professionals there were animal owners, so messaging and speaker guidelines on such topics, and managing this sensitively, was reinforced as a good principle.

55. Inviting animal owner organisations into the discussion and gaining their perspective could be valuable.
56. In-person events were seen as useful.
57. Objective evaluation of QoL could be a useful tool to explore, and it was recognised that there were some tools that currently existed but were not hugely well known or used.
58. The lack of data on QoL was mentioned and how it may be useful to be able to have a measure of QoL. The animal owner would also need to be part of that conversation.
59. Good quantifiable data was difficult to gather on QoL, specifically with issues of anthropomorphisation and human attitudes to different species and animal temperaments.
60. The myth that the RCVS demanded 'gold standard' had been the starting point for these sessions. It was stressed that the College had never talked in such terms and that conversations needed to be individualised – provision of *contextualised* care was important.
61. One of the facets that needs to be addressed was One Health, since many QoL issues arose out of emotional issues for the owner and the inability to let go. Vet professionals needed to be empowered to have these difficult conversations with the owners.

Discussion: Antibiotic Amnesty Week – 18-24 November 2022

62. The aim of the amnesty, which was primarily a comms and education piece, was to promote awareness of safe disposal, disposal routes of unused and unwanted antibiotics, reduce hoarding and reduce unsafe disposal, and the potential negative impact on the environment of inappropriate antibiotic disposal from both human and veterinary prescriptions.
63. Promotion would be via press releases, social media, posters in human GP surgeries, dental practices, pharmacies; and this year they would like the veterinary professions to be involved. The aim was to use the resources developed by the initiative but also to develop some veterinary-relevant resources. The aim as to also promote the Antimicrobial Resistance (AMR) Hub and ask members of the professions from different species groups to provide short videos to camera. There were a lot of tools available via RCVS Knowledge.
64. The challenges of such an initiative were discussed, including that animal owners wouldn't be compensated for the return of antibiotics (and this could cause additional difficulties due to the current financial climate); that veterinary staff needed to be aware of how to dispose of antibiotics appropriately; and disposal/burning of unused drugs would be seen as having a negative impact on the environment.
65. The nurse's role was raised, and that veterinary nurses may often be the ones who dispense, receive and dispose of the medication and ultimately have the interaction with the owner.

Discussion: Fellowship Day

66. This year the event would be held in person for the first time in three years. A discussion was had during the meeting to generate ideas for interactive sessions for Fellowship Day in a bid to generate a greater level of discussion within the Fellowship. It was noted that the Quality of Life FSAP Sub group would be meeting the following week to discuss next steps on this topic specifically.
67. The Committee was requested to consider potential topics for the second interactive session on the day, and topics raised were:
- The link between human and animal abuse
 - Veganism and veterinary practice
 - The philosophical and practical elements of behaviour medicine – should behaviour be considered veterinary surgery as it makes a physical impact on the animal, and should we regulate animal behaviourists?

It was decided to take the behavioural topic forward and Ben Myring would work on a title for the session. Speaker suggestions were made, and the Committee asked to send over any further ideas.

Any other business

68. The Director of Advancement of the Professions thanked Abi Hanson for her work with the Mind Matters Initiative, as she moved to a new role within the Communications Department at the College.

Date of next meeting

69. The Chair closed the meeting noting the next meeting would be in the afternoon of 15 November 2022 and would be a virtual meeting.

Summary	
Meeting	Advancement of the Professions Committee
Date	15 November 2022
Title	Updates from APC Workstreams
Summary	<p>Provided below is an update on the outputs and outcomes of APC workstreams since the last Committee meeting and planned work for the next period.</p> <p>Where relevant, matters arising as a result of these activities that would benefit from further APC scrutiny presently or in due course, are highlighted</p> <p>The Summary is ordered as follows.</p> <ul style="list-style-type: none"> i. Diversity and Inclusion Working Group ii. Fellowship of the RCVS (<i>oral update</i>) iii. Global Strategy (<i>oral update</i>) iv. Innovation v. Leadership vi. Mind Matters Initiative vii. RCVS Knowledge viii. Sustainability (<i>oral update</i>) ix. VN Futures
Decisions required	None
Attachments	None
Author	<p>Jill Macdonald</p> <p>VN Futures Lead</p> <p>j.macdonald@rcvs.org.uk</p> <p>07867 301723</p>

Classifications		
Document	Classification ¹	Rationales ²
Paper	Unclassified	N/A

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Area of work
Diversity and Inclusion
Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p>Black History Month</p> <p>To celebrate Black History Month and its theme of 'Time for change, action not words' on 18th October, an MMI Campfire discussion was hosted on the BAME Student Support Working Group Report, Translating words into action: What could the future look like for BAME students and professionals? chaired by the RCVS DIG Chair Tshidi Gardiner. Themes explored in the panel discussion included improving support for students reporting discrimination and a better understanding of the impact on mental health, the role of student groups in promoting EDI, the importance of BAME role models, the common challenges facing BAME veterinary students and professionals, the need for education and training, and key actions that everyone can take to create change.</p> <p>The RCVS page on https://www.blackhistorymonth.org.uk/ was updated with new content, including an interview with DIG Chair Tshidi Gardiner, a link to the new 'Leadership Stories' initiative which launched with profiles of two black professionals in leadership roles, former RCVS President Dr Mandisa Green, and Nadidah Adamu, and Bristol based RVN who is a Head Nurse and General Practice. Further profiles will be added to the page. An update on progress with DIG projects was also included. The interview with Stephanie-Rae Flicker on 'Inclusive Leadership' for the Leadership Library was publicised as part of Black History Month. We closed the month with a series of tweets on Allyship from DIG members.</p> <p>Advance HE EDI conference submission</p> <p>A submission on the BAME Student Support Working Group Report was made to Advance HE, for presentation at their Equality, Diversity and Inclusion Conference 2023: The Shoulders of Giants: Listening, Learning and Improving our Practice Advance HE (advance-he.ac.uk) in March 2023. Applicants will be notified if they have been chosen to present in mid November.</p> <p>Chronic illness survey</p> <p>The EDI team has worked closely with BVCIS to further develop the Chronic Illness survey requirements, having built a baseline survey and objectives. These were subsequently discussed and refined with the Institute of Employment Studies (IES), drawing on their experience of conducting research with the veterinary sector. A proposal, with options and costings has been received from the IES and is currently being considered.</p>
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

<p>clearly stated.</p>
<p>Inclusive recruitment toolkit</p> <p>As part of the DIG action plan, an inclusive recruitment toolkit will be developed and published in Spring 2023. This will be discussed at the next DIG meeting. We hope to have an expert guest speaker attending and to follow this up with a discussion exploring examples of good practice from both within and outside the veterinary sector.</p>
<p>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</p>
<p>Outsourcing of the Chronic illness survey will incur costs</p>
<p>Synergies with other workstreams that your current activities may introduce?</p>
<p>There are synergies with the Leadership workstream and Leadership Stories project.</p>
<p>Areas of your work that you would like to highlight for discussion by the Committee?</p>
<p>Any other matters arising from your work that you wish to bring to the Committee's attention?</p>

Advancement of the Professions Committee reporting Framework

<p>Area of work</p> <p>Innovation</p>
<p>Key activities and issues managed in the last quarter that the APC should be aware of.</p> <p>Preparing the Profession – On hold Continue to scope out a framework for an Innovation MOOC/ online course that will be made available to the whole profession. A proposal has been received that is in line with expectations and budget from an e-learning platform provider, this will be reviewed as to how this course can fit in with the RCVS Academy developments.</p> <p>Further research into format and delivery of content is being explored, this is in line with the ViVet project aim to ensure veterinary professionals are equipped with innovation capabilities, and have the opportunities to learn at their own pace.</p> <p>Workforce Summit – Report and action plan The action plan draft has been circulated across all AP committee members to review and feedback on. Thanks to all on the committee who responded with feedback and insight. The document is now in the final phases of editing in order to be published in November.</p> <p>The action plan focuses on seven ambitions identified as focus areas for the profession, these were the also identified as 'pain points' during the insight session and later, a review of the ideas that came from the summit presentations –</p> <ul style="list-style-type: none"> • Leadership • General Practice • Working Smarter • Veterinary Nursing • Culture • Client Interaction • Returning to the profession <p>The creation of this plan has been a fully collaborative approach across the college as well as contributions from stakeholders in the professions.</p>
<p>Proposed activities and issues to be managed in the next quarter that the APC should be aware of.</p>

Workforce Action Plan –

For publication in November, the Action Plan will be made available on the RCVS and RCVS ViVet website. Marketing of this report will be supported by social media across both RCVS and ViVet accounts and included in the November edition of RCVS News.

Workforce Action Plan – Ambition explored resources - Ongoing

To help provide clarity, create collaborations, and support the delivery of the action plan. There will be a series of pre-recorded and live webinars that explore the insights, progress and commitment that has been established or identified when producing the action plan/ambitions. Each 'Ambition Explained' will be open to all, and be an opportunity to reflect and consider what next steps could look like.

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

Student Innovation Competition - Planning

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

Resources are being created that include a five learning sessions with supporting audio introductions, to guide students through the innovation process and develop skills that will be useful throughout their career. The sessions cover:

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

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

Innovation Assessment - Ongoing

Proposal received for a dynamic self-assessment forms that all types of practices can complete to learn what they can do to become more innovative / productive / generate more business / exceed customer expectations etc.

The assessment will identify, along with a number of prioritised recommendations, the focus areas and offer additional reading that is automatically generated so that owners and directors can immediately begin to take action.

This work would be tailored for the veterinary professions.

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

N/A
Synergies with other workstreams that your current activities may introduce?
Ongoing - The Action Plan following the RCVS Workforce Summit, will see some task and actions being allocated to or supported by, AP workstreams and projects across the college.
Areas of your work that you would like to highlight for discussion by the Committee?
N/A
Any other matters arising from your work that you wish to bring to the Committee's attention?
N/A

Area of work
Leadership
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.
<p>Edward Jenner Leadership programme</p> <p>We are still awaiting confirmation from the NHS so that we can commence planning for a relaunch in the new year, with migration to the RCVS Academy taking place at a later stage.</p> <p>Leadership Library</p> <p>A video with Stephanie-Rae Flicker MRCVS, the co-chair of the BAME Student Support Working Group has been uploaded to the inclusive Leadership section and on the RCVS YouTube channel to coincide with Black History Month. New resources on 'Leading through challenging times' will be available in December.</p> <p>Leadership Stories</p> <p>The Leadership Stories initiative was launched as part of Black History Month, featuring two black professionals, former RCVS President Dr Mandisa Green, and Nadidah Adamu, and Bristol based RVN who is a Head Nurse and General Practice. Planning of the schedule for the series is continuing, and we are in process of contacting contributors.</p> <p>Contributors to the Inspiring Leadership Showcase have also been contacted and asked if content from their profiles can be repurposed for leadership development activities. They were also asked if they would like to be involved in future leadership development activities, such as development of the Academy leadership courses. The response has been very positive, with several responding to say that they would like to continue involvement with the Colleges' future leadership work.</p>
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.

<p>RCVS Academy Leadership courses</p> <p>Work on the design of the next leadership course for the Academy on 'Leadership vs Management' is underway. It will be ready for launch in the new year. At around 45 minutes, this will be shorter in duration than the 'Principles of Delegation' course and will cover key definitions of leadership and management, how they contrast and are complementary and the skills and attributes of leaders and managers.</p>
<p>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</p>
<p>Possible costs associated with changes to course delivery of the Edward Jenner MOOC.</p>
<p>Synergies with other workstreams that your current activities may introduce?</p>
<p>Synergy with Diversity and Inclusion in the development of the new Leadership Stories.</p>
<p>Areas of your work that you would like to highlight for discussion by the Committee?</p>
<p>Any other matters arising from your work that you wish to bring to the Committee's attention?</p>

Area of work

Mental Health – 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.

Campfire Chats

Our autumn series is due to be launched in September and will cover the following:

- Navigating Change (64 sign-ups)
- Social Media and Mental Health (54 sign-ups)
- Maintaining Balance (48 so far)
- Letting Go of Perfect (32 so far)
- Diversity (30 sign-ups)

Freshers Weeks

MMI attended the majority of Welcome Weeks at the various vet schools. Each visit was different depending on the request of the vet school. This includes giving talks and having stands where students could learn about the role of MMI and the resources that it provides.

This is to ensure that students are aware that MMI is there to support them right from the start throughout their studies and the rest of their veterinary careers.

Talks/visits were covered by Lacey Pitcher and Kate Richards primarily with Angharad covering Bristol. Many of the talks were on the same day at different ends of the country.

Training

1) Mental Health First Aid

MMI has successfully run six cohorts of fully funded Mental Health First Aid training. (60 delegates) Following the positive feedback, and to create a more inclusive environment, the MHFA Champion course is now available. This is a one day, rather than two day course and this should make it easier for people to attend, especially those who are lone workers or have other responsibilities given work place shortages. At the end of this trial, the feedback and outputs from the two MHFA courses will be compared so that a decision on 2023 training can be made.

With an additional MHFA awareness course available online – with 25 places available

Rural Training:

A further MHFA Champion course has been added with online access to serve the rural community and ambulatory vets. There are 16 places available.

Student Training:

The last cohort of mixed student training, in collaboration with BSAVA, is being planned.

2) Mental Health in the Workplace for Veterinary Leaders and Managers

MMI launched a joint training initiative with the Veterinary Management Group (VMG) to educate veterinary leaders and managers on mental health in the workplace. Feedback from this first cohort has been positive, and will continue later this year.

VetLed and British Veterinary Nursing Association (BVNA) Collaboration

Think Tanks

The third think tank was due to take place Thurs 20 October was postponed due to circumstances outside MMI control, it is being rescheduled. There were 80 sign-ups for the session and it's hoped that these delegates will join the next session.

VN Futures Training Collaboration

MMI are collaborating with VN Futures on psychological safety and civility training. These will be open to all veterinary professionals, there are a mix of in-person and online sessions with groups of up to 30 delegates. Help in advertising these and encouraging attendance would be appreciated

New Appointments

MMI welcomes Charlotte Pace as the new British Veterinary Nursing Association representative, taking over from Alex Taylor.

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

Area of work
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.
<p>QI Boxset latest series on using guidelines in practice</p> <p>The fourth series of QI Boxset, focusing on guidelines and how to implement them in veterinary practice, is published today and available on our Learn platform.</p> <p>This latest multimedia course – which includes a broad range of webinars, podcasts and articles – will support veterinary teams to develop guidelines to assist their decision-making in the management of clinical and non-clinical processes.</p> <p>This series signposts to the evidence and how to appraise it, talking users through the steps of how to produce guidelines for their own practice. It provides templates and examples, offering practical help and support and highlighting how guidelines are a key part of the Quality Improvement (QI) process.</p> <p>Previous series of QI Boxset focused on establishing a Quality Improvement structure in practice, clinical audit and benchmarking. Each series of QI Boxset covers key topics to advance users' understanding of QI and how it can work for them and their practice. Each series offers bite-sized content for busy veterinary teams for on-the-go and at-home learning.</p> <p>Every series is entirely free to access on the RCVS Knowledge Learn platform. By creating a login, users can access the course whenever suits them and tailor their learning to their needs. Creating a login also gives access to many other RCVS Knowledge resources.</p> <p>The new QI Boxset series on guidelines can be streamed today on the RCVS Knowledge Learn platform.</p> <p>House of Lords and legislative reform of the Veterinary Surgeons Act (1966)</p> <p>RCVS Knowledge's Archivist, Lorna Bannister supported the College's work at the House of Lords to discuss the need to replace the Veterinary Surgeons Act with new legislation. The RCVS is campaigning for a new Act to ensure the legislation underpinning the vet-led team is modern, principles-based and future-proofed. The proposal has been informed by the findings of a four-year review of the existing legislation followed by a public consultation.</p> <p>Lorna talked attendees through the mini-exhibition curated to demonstrate the evolution of the profession since 1966. The exhibition brought to life the need for a change in the law by displaying a collection of artefacts including photos, letters, veterinary instruments, public health posters and newspaper clippings.</p>

Antibiotic Amnesty Campaign

What is the 'Antibiotic Amnesty'?

Throughout November and coinciding with World Antibiotic Awareness Week (18-24 November), the veterinary profession is coming together to hold an Antibiotic Amnesty. Our aim is to encourage clients to return any unused or out of date antibiotics so they can be disposed of safely.

The profession is also conducting a client survey to learn more about why clients might not use all of their pet's antibiotics and how they dispose of them.

What are we asking practices to do?

Talk about the antibiotic amnesty with your practice team and share the information sheet in the resources below.

Have conversations with clients about antimicrobial resistance and the risks of not using antimicrobials responsibly and encourage the return of any unused antibiotics.

Contact clients who have had antibiotics dispensed in recent months to tell them about the amnesty and prompt them to return any unused antibiotics – especially if they are due in again soon.

Display the poster/s below in your waiting room.

Share the resources on the RCVS Knowledge and RUMA website on your practice social media channels and website.

Add stickers to packets of tablets or prescription bags.

Modify vaccination booster reminders to include a mention of this initiative.

Include details of the amnesty in client newsletters during November.

After the amnesty

Record the number of conversations had with clients about returning antibiotics – not only the number but also any useful feedback.

Record the number of antibiotics returned to your practice.

Report this number to the BSAVA.

All practices reporting back to BSAVA will be entered into a prize draw. The prizes include two practice registrations to BSAVA Congress; one registration to BEVA Congress; a year's access to the BSAVA online manual collection for up to five people; an individual The Webinar Vet membership; the latest NOAH compendium; and a BSAVA manual for five practices.

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RCVS Knowledge are in the process of developing the new 5-year strategy for the Charity as the current strategic plan draws to a close.

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

Area of work
VN Futures
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<p>VN Futures Strategy and Action Plan</p> <ul style="list-style-type: none"> ○ Work progressing to produce animated strategy video. This is now at the storyboard creation stage <p>School Ambassadors Scheme (SAS)</p> <ul style="list-style-type: none"> ○ Progress survey to ambassadors built and ready for dissemination ○ We are considering offering some virtual support and networking sessions and will build a plan for this in the coming weeks ○ We are exploring options for content/resources being accessible on the STEM site ○ JM attending CGIAR (The Consortium of International Agricultural Research Centers) / ILRI (International Livestock Research Institute) meeting in Botswana (virtually!) to offer an overview of the SAS, to introduce 11 countries to the idea of an outreach scheme that would promote One Health careers to primary and secondary school children <p>Vet-Team-in-a-box</p> <ul style="list-style-type: none"> ○ Launch of the first box is taking place in the week leading up to and during LVS <p>Mind Matters Initiative</p> <ul style="list-style-type: none"> ○ Vetled Civility Training (follow on from SVN Wellbeing work) currently in progress <p>NRVN support</p> <ul style="list-style-type: none"> ○ Initial research work is being carried out to feed into a programme to support newly Registered RVNS (NRVNs), and support for nurses who have completed a recent Period of Supervised Practice (PSP) <p>Board meeting</p> <ul style="list-style-type: none"> ○ A VNF Board meeting was held at BVNA Congress, including inception of the new member, JVP for BVNA Council, Lyndsay Hughes; and a review of action plan progress
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