

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

Meeting of the Advancement of the Professions Committee

**Advancement of the Profession**

To be held via Teleconference by Teams

9 February 2021 14:00 - 9 February 2021 16:00

# AGENDA

| # | Description  | Owner      | Time |
|---|--|------------|------|
| 1 | <b>Agenda</b><br>[P] Agenda Page.docx 5  | Ceri Chick |      |
| 2 | <b>Welcome</b><br>[P] Minutes Approved for Council.docx 7  | Ceri Chick |      |
| 3 | <b>Matters Arising</b>   |            |      |
| 4 | <b>Update from APC Workstreams</b><br>[P] Workstream Cover Page.docx 23<br>[P] APC Reporting Framework - DIG.docx 25<br>[P] APC Reporting Framework - Fellowship.docx 27<br>[P] APC Reporting Framework - Global Strategy.docx 31<br>[P] APC Reporting Framework - Innovation.docx 33<br>[P] APC Reporting Framework - Leadership.docx 37<br>[P] APC Reporting Framework - MMI.docx 39<br>[P] APC Reporting Framework - RCVS Knowledge.doc... 43<br>[P] APC Reporting Framework - VN Futures.docx 47 | Ceri Chick |      |
| 5 | <b>Oral Update: APC Primary Care Update</b>  | Ceri Chick |      |
| 6 | <b>Paper: Fellowship Strategy Update</b><br>[P] Fellowship Strategy Update.docx 51   | Ceri Chick |      |
| 7 | <b>Paper: Fellowship Communications Platform Proposal</b><br>[P] Discourse Platform.docx 57<br>[P] Fellowship Discussion paper APC 2018.docx 63  | Ceri Chick |      |
| 8 | <b>Oral Update: Sustainability Update</b>  | Ceri Chick |      |
| 9 | <b>Any Other Business</b>  | Ceri Chick |      |

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

**9 February 2021, 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 10 Nov 2020.**
- 2. Matters arising**
- 3. Updates from APC workstreams**
- 4. Oral Update: APC Primary Care Update**
- 5. Paper: Fellowship Strategy Update**
- 6. Paper: Fellowship Communications Platform Proposal**
- 7. Oral Update: Sustainability Update**
- 8. Any Other Business**
- 9. Dates of next meetings:**
  - 1) 11 May 2021 (14:00)
  - 2) 14 September 2021 (14:00)
  - 3) 16 November 2021 (14:00)



| <b>Summary</b>     |  |
|--------------------|--|
| Meeting            | Advancement of the Professions Committee   |
| Date               | 9 February 2021  |
| Title              | Advancement of the Professions Committee Report<br>10 Nov 2020.  |
| Summary            | <p>To note the attached minutes of the meeting held on 10 Nov 2020.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> <li>• The Committee approved a new Environment and Sustainability Working Group to be recommended to the Finance and Resources Committee.</li> <li>• The Committee approved the new strategy for the Diversity and Inclusion Group.</li> </ul> |
| Decisions required | None   |
| Attachments        | None   |
| Author             | Ceri Chick<br>Secretary APC<br>c.chick@rcvs.org.uk / 0207 856 1034   |

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

**<sup>1</sup>Classifications explained**

|              |  |
|--------------|--|
| Unclassified | Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.  |
| Confidential | Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant committee or Council has given approval for public discussion, consultation or publication. |
| Private      | The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.      |

**<sup>2</sup>Classification rationales**

|              |  |
|--------------|--|
| Confidential | <ol style="list-style-type: none"> <li>1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others</li> <li>2. To maintain the confidence of another organisation</li> <li>3. To protect commercially sensitive information</li> <li>4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS</li> </ol> |
| Private      | <ol style="list-style-type: none"> <li>5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation</li> </ol>   |

Minutes of the Advancement of the Professions Committee held on Tuesday,  
10 Nov 2020 at 2pm via Teleconference by Microsoft Teams.

Members:

|                                    |  |
|------------------------------------|--|
| Dr C J Allen*                      | Council Member   |
| Professor D Argyle (Chair)*        | Council Member   |
| Professor J Innes                  | Chair, RCVS Fellowship Board                                     |
| Ms A Boag                          | Chair, Board of Trustees for RCVS Knowledge, and Leadership lead |
| Dr N Connell                       | Senior Vice-President, and Chair, Diversity and Inclusion Group  |
| Professor S Dawson                 | Chair, Mind Matters Initiative                                   |
| Ms L Lockett                       | Chief Executive Officer  |
| Mr M Rendle                        | Vet Nurse Futures Project Board liaison point                    |
| Dr C Tufnell (Vice-Chair)          | Innovation and Global lead                                       |
| Mr T Walker                        | Lay Council Member   |
| Dr S Paterson                      | Lead for Environment and Sustainability                          |
| <b>In attendance:</b> Miss C Chick | Senior Leadership Officer  |
| Miss S Rogers                      | ViVet Manager  |
| Mr I Holloway                      | Director of Communications                                       |
| Mr C Gush                          | Executive Director, RCVS Knowledge                               |
| Mrs L Quigley                      | Mind Matters Initiative Manager                                  |
| Mrs L Hall                         | Director of Human Resources                                      |
| Mr Ben Myring                      | Policy and Public Affairs Manager                                |

\*absent

### Welcome and apologies for absence

1. The Chair welcomed all present to the meeting of the APC and noted that the meeting would be recorded for minuting purposes.
2. Apologies were received from:
  - Dr C Allen

### Declarations of Interest

3. Dr N Connell declared that he was one of the Council members who applied for the Council Lead role for the proposed Environment and Sustainability Working Group, discussed in agenda item 5 (APC Nov 20 AI05).

### Minutes of the last meeting, held on 8 September 2020

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

### Matters Arising

5. The Chair thanked the Committee members for their continued efforts and noted that it was good that the workstreams were starting to develop synergies, and that this should continue, for the benefit of the professions.
6. RCVS Chief Executive Officer (CEO), Lizzie Lockett, updated the Committee on recruitment within the RCVS Staff Team.
7. It was reported that the new Director for the Advancement of the Professions Department had been appointed. This new staff member would start in early January 2021. This information will be circulated to the wider profession once they have officially started at the College.
8. It was noted that Sophie Rogers, current Innovation Executive, and staff Innovation lead had been promoted to Innovation Manager. It was also noted that Ceri Chick, current Leadership Initiatives Officer and interim staff lead for Leadership and Fellowship, had been promoted to Senior Leadership Officer. The Committee members extended their congratulations to Miss Rogers and Miss Chick, and their thanks to Lisa Hall, Director of Human Resources, for supporting these workstreams in the interim before the new Director of Advancement of the Professions takes up their role in January 2021.
9. It was reported that there will be two new staff members joining the Policy and Public Affairs team, with a new Research Officer starting in December and a Policy and Public Affairs Officer starting in a few months' time.



10. It was noted that recruitment would soon be underway both at officer level to support the various workstreams, and at manager level for Leadership, Fellowship and Diversity and Inclusion.
11. The Committee also welcomed Dr S Paterson to the Committee as the Council lead for the new Environment and Sustainability workstream.

### Updates from APC workstreams

12. The responsible Committee members or the relevant staff lead provided an update on each of the eight workstreams within the scope of the APC; this reflected the contents of the paper (APC Nov 20 AI01).
13. The Committee considered these updates, as well as other specific matters raised 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

14. It was reported that since the last meeting of the APC, a large focus of activity had been around Black History Month in October, with President Mandisa Greene taking part in a range of supporting activities.
15. It was noted that a paper was presented at the Diversity and Inclusion Group (DIG) meeting in October summarising the outcomes of the recent RCVS / Veterinary Schools Council Roundtable on Black Asian and Minority Ethnic (BAME) student support, an event which included student representation. It was noted that work was ongoing, with discussion to take place on how to take activities forward. It was noted that a workshop for student veterinary nurses on mental health was being organised, and a workshop on BAME VN student support would follow.
16. The Committee remarked that it was encouraging to see that this topic was moving ahead and being consciously embedded in all College activities.

### Fellowship

17. It was noted that collaboration has been discussed between the Fellowship and Leadership workstreams.
18. It was noted that after going through the recent cycle of Fellowship applications, the Fellowship Chair was able to identify some shortfalls in the application process which may lead to a diversity issue within the Fellowship.
19. It was reported that since the new Fellowship route was introduced in 2016, 152 male applications have been awarded, with 19 not awarded, and 64 female applications awarded, with

- 19 not awarded. This outcome was statistically significant and indicated a gender equality issue. The Fellowship had laid out plans to address this which needed to be accelerated.
20. It was noted that there would be a recruitment campaign launched before the end of the year to recruit new Credentials Panel members, which would more accurately reflect the demographic of the profession.
21. It was noted that an extraordinary Fellowship Board meeting was scheduled for December, where discussion would take place on the following topics:
- a) Observations on equality and diversity from the Fellowship Chair, Advancement of the Professions Committee, and the profession
  - b) The Fellowship application process
    - i. Analysis of historical assessments
    - ii. The nominations process
    - iii. Review of the materials and resources required by potential applicants from an equality and diversity perspective
  - c) Structure of the panels – equality and diversity targets
  - d) Training for all Credentials Panellists and Fellowship Board members:
    - i. How to assess applications effectively and accurately
    - ii. Unconscious bias training
  - e) The Fellowship appeals process
  - f) A review of the strategy and vision of the Fellowship, including a new communications strategy.
22. The Fellowship Chair emphasised his determination and focus on improving diversity and equality within the Fellowship and making this a priority.
23. It was noted that the Fellowship’s annual “Fellowship Day” event took place online on 1 October 2020, and saw over 280 people viewing the event, a record number for Fellowship Day. The Fellowship Chair thanked RCVS President Mandisa Greene for her contribution, and the RCVS staff team who organised the event.
24. It was noted that since the last APC meeting, Dr Cheryl Scudamore had been elected as Vice-Chair of the Fellowship Board. Dr Scudamore shared the Board’s enthusiasm and determination to modernise the Fellowship.
25. It was noted that Dr Mary Fraser had hit the ground running with regards to reinvigorating the Fellowship Science Advisory Panel. It was noted that work was underway to encourage the Fellowship to get involved with the project.
26. The Chair noted that using a virtual format for Fellowship Day had proved to be beneficial and that the event should be live streamed after the pandemic restrictions.

27. The Committee gave its thanks to the Fellowship team for their determination and resolve towards investigating and rectifying the issues around diversity and equality within the Fellowship.
28. It was suggested that the Fellowship Credentials Panels could include some lay members, who were not MsRCVS, to exclude any bias that may come from assessors knowing the candidates.

**Action - Secretary to investigate whether Credentials Panel Lay Members could be a possibility.**

29. It was noted that an analysis of intra-observer variance across the three panels would be carried out by the Fellowship Chair to strengthen the evidence for reviewing the Fellowship application and assessment processes.
30. It was noted that it was important to discover why professionals were not applying for Fellowship, and how we could encourage them to apply. There would be discussion around this theme during the Fellowship Board meeting in December.
31. It was noted that the cost of Fellowship may be a factor as to why some professionals may not apply, however it was stressed that it would be hard to reduce the fee and still make a suitable contribution to the costs of the activities of the Fellowship.
32. It was suggested that the Fellowship fee could be paid by employers, if the benefits of Fellowship could be better quantified.
33. The Chair noted that when the new Fellowship structure was put in place, it had been discussed by the Education Committee that the Fellowship would need to have time to reach a critical mass before it was able to determine its own strategy and vision. Now that the Fellowship had grown, it was a good time for the strategy to be refreshed.

### Global Strategy

34. The Chair thanked Mr Myring, the staff lead for the Global Activities workstream, for his consistent hard work.
35. It was noted that the new staff addition to the team would drive work particularly with and for overseas members, along with the twinning scheme in Botswana.

### Innovation

36. The Chair thanked Sophie Rogers, the staff lead for the Innovation workstream, for her consistent hard work.

37. The Committee was reminded that due to the Covid-19 guidance on events, the focus of the ViVet project had changed to provide an education hub and library of resources, with lesser focus on opportunities to engage face-to-face with their audience.
38. It was noted that ViVet had reached out to the profession to understand how veterinary professionals, practices and organisations had been innovating during the last six months. It was noted that ViVet recognised that it had been a difficult time for everyone and that members of the veterinary professions had had to adapt and become driving forces for innovation. A summary of these stories would be showcased on the ViVet website and social media channels for others to learn from their experience and inspire others.
39. It was noted that a blog written by former RCVS Leadership and Innovation Director, Mr Anthony Roberts, had been published on the ViVet website.
40. It was noted that ViVet had been working with an industry professional to develop and create content to be shared on the ViVet website and social media channels. This content included:
  - a) Blog: Innovation – one-word, infinite possibilities
  - b) Blog: Intrapreneurship – encouraging the entrepreneurial spirit in employees
  - c) Blog: Delivering your message with confidence
  - d) Blog: Once upon a time – Story Telling
  - e) Guide: Investment stages and their funding
  - f) Guide: Practical steps for starting a business
  - g) Creating a digital marketing strategy for your veterinary start-up using growth marketing
41. It was noted that as part of the innovation workshop series, ViVet had recorded six short podcasts focusing on innovation in the workplace, guiding listeners through skill development and self-reflection. Supporting resources and artwork would be hosted on the ViVet website. The podcasts would be uploaded to Spotify and promoted on RCVS News, social media and ViVet website.
42. It was noted that a report on the Digital Veterinary Summit would be uploaded to the ViVet website.
43. It was reported that as part of the ViVet Innovation Workshop Series, ViVet was hosting a webinar on Design Thinking. The topic for this webinar is “Burn-Out amongst veterinary professionals”. A review of the engagement and feedback from the webinar would allow ViVet to look into the option of future workshops that can bring groups of people together to focus on specific challenges across the profession.
44. It was noted that an e-newsletter signposting new resources, podcasts, and webinars as well as innovation stories from the profession during Covid-19 was planned.
45. It was noted that a synergy with the Fellowship workstream was starting to develop, working with Dr Mary Fraser FRCVS, the Fellowship Board’s Projects and Engagement Officer, on a

communications plan to engage with the Fellowship via email and e-newsletter to share their experiences on how Fellows have been innovating in their area of work during the pandemic.

46. It was noted that ViVet had worked with the Mind Matters Initiative to provide guidance on topic and content review support for the Design Thinking webinar focusing on 'Burn-Out' amongst veterinary professionals.
47. The Chair reminded the Committee that Innovation was a theme that may run through many of the APC workstreams, and therefore encouraged the Committee to think of any possible synergies in between meetings.

### Leadership

48. It was reported that the Edward Jenner Leadership Programme continued to run smoothly. The course had received positive and helpful feedback from students who participated in the additional run of the Jenner programme.
49. It was noted that an evaluation of the Edward Jenner Programme was produced by the former RCVS Leadership Manager, Mr Oliver Glackin, which assessed the impact of the course since its launch in 2018. It was noted that this evaluation would be discussed in more detail in Agenda Item 4 (APC Nov20 AI04).
50. It was noted that there was the intention to maintain momentum with marketing the course, with efforts to discuss strategies to increase awareness of the programme within the professions. It was also noted that, although work had been focusing on introducing students and early-career professionals to the programme, it was important not to lose sight of the more experienced members of the professions.
51. It was noted that there was the intention to update the Leadership portion of the RCVS website, adding videos from the Leadership Role Models initiative.
52. It was reported that discussion was underway to create a Leadership framework, using the NHS Leadership framework for guidance.
53. It was noted that there was the intention to keep momentum going on the Leadership webinars in conjunction with the Tavistock Institute.

### Mind Matters Initiative

54. It was reported that the Mind Matters Initiative (MMI) Taskforce had met on 24 September and welcomed new members Cheryl Scudamore, RCVS Council Member, and British Veterinary Association (BVA) President James Russell.
55. It was reported that to mark World Mental Health Day on 10 October, MMI published a blog post from its Chair, Susan Dawson, reflecting on MMI activities over the past five years. It also

published a new blog post from vet James Glass who shared his experiences of mental ill-health. These were well received and garnered positive feedback on social media.

56. It was noted that on 10 October MMI had launched an animation, in collaboration with the British Equine Veterinary Association (BEVA), looking at mental health and wellbeing for equine vets. This was released as part of activities to mark World Mental Health Day. It was reported that the animation had received excellent feedback from across the professions and had led to enquiries about the possibility of developing a similar animation for small animal vets.
57. Reference was made to the MMI webinar series which was ongoing. The Committee was encouraged to suggest any ideas around topics for future webinars to the MMI workstream leads. It was noted that this message could be distributed to all College committees. It was noted that often webinar topics were repeated to allow for new people to engage with the resource and learn the information. It was noted that now was a poignant time for the professions to be able to have access to this information to aid with the stresses associated with the pandemic.
58. It was noted that the following themes were to be discussed in upcoming webinars:
  - a) Men's mental health
  - b) Menopause
  - c) Impact of physical ill-health on mental health
59. It was noted that work by this year's recipients of the Sarah Brown Research Grant award was underway, with the outputs from last year's work ready to be published.
60. It was noted that MMI was sponsoring the Association of Veterinary Students' 'Vet Kind' event, for the third year. The event would be a full day online session discussing mental health and wellbeing. This year, the event would include veterinary nursing students as well as veterinary students.
61. It was reported that a mental health awareness training session had been piloted and run for RCVS staff members. Now that the content of the online training sessions had been assessed and ensured that it was safe, despite being online, mental health awareness training would be re-introduced for the professions. There was an aim to facilitate some sessions before the end of the year, with more being organised in 2021.
62. The Committee was invited to extend its thanks to Lisa Quigley, Mind Matters Initiative Manager, for her hard work on the initiative.

### RCVS Knowledge

63. It was noted that there has been some discussion on how Fellows may be to support the RCVS Knowledge workstream, such as Fellows with expertise in certain areas supporting Quality Improvement (QI) webinars organised and facilitated by RCVS Knowledge. It was noted that discussion would be ongoing between the two workstream leads.

64. It was reported that RCVS Knowledge was collaborating with researchers at the University of Nottingham to run a Delphi-style study to simplify key QI terms. The result would be submitted for publication in a peer-reviewed journal, and presented at conferences, as well as forming part of a larger PhD project thesis.
65. It was noted that RCVS Knowledge had created a complete series of webinars on infection control and associated resources, which had resulted in over 7,000 downloads.
66. It was noted that a live Facebook event was facilitated on the topic "Restart the Heart". This event, which saw over 600 live attendees with around 5,00 views on demand, was the first in a two-part series promoting the use of RECOVER's CPR guidelines and covered how to apply evidence-based theory to guideline creation, and what steps to take if there is limited evidence for an intervention, based on consensus statements or a Delphi study.
67. It was noted that the Fellowship engagement project was finalised and communicated with the Fellows via the College. It was reported that RCVS Knowledge requested clinical queries to help build the evidence across a number of common and important conditions. A total of 10 clinical queries have been received from the Fellows so far.
68. It was reported that publication frequency of Knowledge Summaries in Veterinary Evidence had increased by 33% during lockdown, with lockdown submissions increasing by 200%. Web page views had also increased by 140% from October 2019 to October 2020.
69. It was reported that two "In the Spotlight" features had been published on Remote Consulting and Vector Borne Diseases. These as well as the earlier Spotlight on 'Covid-19 and animals' would continue to be updated as new evidence became available.
70. It was noted that a new section of material on Journal Clubs had been added to "InFocus", which included an updated guide to setting up and running a journal club.
71. It was noted that similar resources would be developed guiding the profession on using some RCVS Knowledge materials for Continuing Professional Development (CPD). It was highlighted that the majority of resources provided by RCVS Knowledge had contained guidance on the amount of CPD to which it equated. It was emphasised that professionals should be reminded that these resources could count towards their annual CPD requirements, provided that, on reflection, they had learned something.
72. It was noted that in the next year, RCVS Knowledge would be devising a proposal for the Heritage Lottery Fund, looking at the role of the veterinary profession throughout history and the impact it had made. It was noted that this would be useful for the APC's General Practitioner project. A number of universities and other professionals were involved in this project.
73. It was noted that the British Library had recordings which provided information on the veterinary profession throughout history. It was suggested that this may be a valuable resource for the project.

## VN Futures

74. It was noted that all updates from the VN Futures workstream were provided in the workstream feedback report.
75. The Chair emphasised that most workstream activity was aimed towards and included the veterinary nursing profession and reminded the Committee to reflect that in their updates.
76. It was noted that the VN Futures workstream was engaging with veterinary nursing professionals to contribute to the current consultation on the report of the Legislation Working Party. This was featured on the RCVS's exhibition stand at the virtual Emergency Critical Care conference, held in early November. A large number of responses from veterinary nursing professionals were being received and reminders would be sent to key stakeholders in the coming weeks.

## Edward Jenner Leadership Programme – Course Evaluation

77. A paper was presented that was primarily written by former Leadership Initiatives Manager, Mr Oliver Glackin, which gave a detailed evaluation of the Edward Jenner Leadership Programme's success to date.
78. The Committee was invited to share their thoughts and suggestions on how to facilitate the recommendations outlined in the paper to progress the programme's outreach.
79. It was noted that there was clear evidence to suggest that the course was achieving its aim to promote, support and grow the importance of self-reflection and the development of leadership skills as key aspects of veterinary professionals' continuing education. It was noted that the large numbers of learners actively engaging with the programme combined with its popularity amongst those approximately five years into practice confirmed this and also confirmed that it was supporting the 'every-day-leadership' concept which the programme seeks to support.
80. It was highlighted that the course aims to perpetuate the notion that all veterinary professionals were leaders, both those in clear leadership roles and those with more ambiguous leadership responsibilities.
81. A survey sent to participants in the course found that of those who responded (n=222), 95% agreed that the course had either met or exceeded their expectations; 96% of learners believed they had gained new knowledge or skills as a result of taking the course; 78% agreed that they had shared what they learned from the course with others, and 85% felt that they have been able to apply their learning.
82. It was noted that participants agreed that the course material and resources were appropriate, accessible, wide-ranging, well-ordered, educational, and enjoyable. Even those who felt familiar with the subject reported the programme encouraged them to engage with it from a fresh perspective from which they benefited.



83. It was reported that participants of the survey indicated that the course was probably most relevant to those in their late 20s to early 30s, with programme data showing those in that age band are most likely to undertake the course reinforcing this view. It was recognised that this was the point most people started transitioning into leadership roles or took up responsibilities which meant they were more likely to find themselves directing activities and/or staff.
84. The Committee was invited to suggest possible strategies to extend and diversify the programme's outreach to engage a wider range of professionals.
85. It was noted that overall, the programme was largely successful and fit for purpose, however some areas of improvement suggested were:
- a) More confident and targeted promotion and marketing.
  - b) Changes to programme scheduling to encourage further consolidation of learning between courses.
  - c) Growing the offer to student vets and vet nurses through targeted communications and offers of support.
  - d) Growing the provision of programme learning mentors.
  - e) Updating the assessment approach to build on peer feedback.
  - f) Exploring opportunities to create peer learning groups for graduates of the programme.
86. It was noted that one of the most valuable aspects of the course were the learning mentors, who provided excellent support to participants. It was however noted that there were only two mentors at the moment therefore it may be beneficial to recruit more mentors.
87. The Committee noted that it was supportive of the creation of action learning sets for participants who had completed the programme.

### **Environment and Sustainability Working Group proposal**

88. The Committee was presented with a paper outlining a proposal for the creation of a new Working Group for the development of a formal environment and sustainability policy for the RCVS.
89. It was noted that RCVS Council had appointed a new Environment and Sustainability lead, Dr Susan Paterson, who had joined the APC.
90. The Committee was reminded that the College had joined the UK Health Alliance on Climate Change (UKHACC) which seeks to co-ordinate the work of the UK's health professions in this area. The alliance aims to coordinate action, provide leadership, and help amplify the voices of healthcare professionals on the topic of climate change.
91. It was noted that NHS England had pledged to be carbon neutral by 2040.

92. It was noted that the RCVS was currently the only members of UKHACC from the veterinary profession, however it was noted that there was an encouraging collaborative effort from UKHACC members to push the climate change agenda forward.
93. The Committee was invited to share thoughts and to approve the new Working Party as part of the Advancement of the Professions workstreams, to be recommended to the Finance and Resources Committee. It was noted that this Working Group would work to define internal policy as well as external policy which would help inform the measures that the College could take to drive environmental sustainability in the professions.
94. It was noted that many veterinary societies, along with veterinary schools, had been active in updating their environment and sustainability policies, and were very keen to work with the College in this area. It was noted that there was a huge amount of activity on this topic within the medical sector, with many members of the UKHACC keen to collaborate with the College on this agenda.
95. It was suggested that the Working Group's terms of reference should include reference to the United Nation's sustainability goals.
96. It was emphasised that the proposed group is a "Working Group" rather than a "Committee".
97. It was noted that the Working Group's first step would be to gather data from other veterinary societies and associations to build an evidence base to start informing policy.
98. The Committee approved the proposed Environment and Sustainability Working Group to be recommended to FRC.

### **Diversity and Inclusion Group Strategy**

99. The Committee was presented with a paper that included a draft strategy for the Diversity and Inclusion Group (DIG) for discussion. It was noted that a confidential earlier draft of this strategy was viewed by the DIG at its October 2020 meeting. The purpose of the strategy was to summarise the broad objectives and approach, stress that this work was underpinned by wider RCVS strategy, give some examples of current projects, and put in place an evaluation framework.
100. It was noted that this strategy differed from past documents as it focused on "Understanding and Support" for those from minority groups, as well as "Recruitment". It was noted that strong support was needed from the College to ensure that the professions were willing to welcome a diverse range of people and that any discrimination and harassment ended. It was emphasised that although recruitment was an important aspect of this work, it would be irresponsible to encourage individuals from diverse groups into a profession if they were not respected and encouraged once there.

101. It was suggested that the strategy should be amended to reflect the importance of an evidence-based approach to evaluation.
102. It was noted that Nottingham University had created a Massive Open Online Course (MOOC) for school leavers, giving them information about entering the professions, which had had 3,600 enrolments.
103. The Committee suggested a change to the strategy's opening statement to remove the phrase 'for all of our sakes'.
104. The Committee approved the strategy, with the amended opening statement.

**Action – CEO to circulate an updated version of the strategy, with the amended opening statement, to the Committee following approval by the DIG.**

106. The Committee gave its thanks to Lizzie Lockett, RCVS Chief Executive Officer, for her hard work on the project.

#### **Any other business**

107. The Chair thanked the Committee and staff members for their ongoing hard work.
108. It was noted that some Committee members had requested calendar invites for future meetings therefore the Committee should expect emails from the Secretary.

**Action - Secretary to distribute calendar invites for APC 2021 dates.**

#### **Date of next meeting**

109. The Chair closed the meeting noting the next meeting would be on the afternoon of 9 February 2021.



| <b>Summary</b>     |  |
|--------------------|--|
| Meeting            | Advancement of the Professions Committee   |
| Date               | 10 November 2020   |
| Title              | Updates from APC Workstreams   |
| Summary            | <p>Provided below is an update on the outputs and outcomes of APC workstreams since the last Committee meeting in addition to looking forward to planned work for the next. Where relevant, also highlighted are matters arising as a result of these activities that would benefit from further APC scrutiny presently or in due course.</p> <p>The Summary is ordered as follows</p> <ul style="list-style-type: none"> <li>i. Diversity and Inclusion Working Group</li> <li>ii. Fellowship of the RCVS</li> <li>iii. Global Activities</li> <li>iv. Innovation</li> <li>v. Leadership</li> <li>vi. Mind Matters Initiative</li> <li>vii. RCVS Knowledge</li> <li>viii. VN Futures</li> </ul> |
| Decisions required | None   |
| Attachments        | None   |
| Author             | Ceri Chick<br>Senior Leadership Officer<br><a href="mailto:c.chick@rcvs.org.uk">c.chick@rcvs.org.uk</a><br>0207 856 1034   |

| <b>Classifications</b> |                                   |                               |
|------------------------|-----------------------------------|-------------------------------|
| <b>Document</b>        | <b>Classification<sup>1</sup></b> | <b>Rationales<sup>2</sup></b> |
|                        |                                   |                               |

|       |              |     |
|-------|--------------|-----|
| Paper | Unclassified | N/A |
|-------|--------------|-----|

### **<sup>1</sup>Classifications explained**

|              |  |
|--------------|--|
| Unclassified | Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.  |
| Confidential | Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant committee or Council has given approval for public discussion, consultation or publication. |
| Private      | The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.      |

### **<sup>2</sup>Classification rationales**

|              |  |
|--------------|--|
| Confidential | <ol style="list-style-type: none"> <li>1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others</li> <li>2. To maintain the confidence of another organisation</li> <li>3. To protect commercially sensitive information</li> <li>4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS</li> </ol> |
| Private      | <ol style="list-style-type: none"> <li>5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation</li> </ol>   |

## Area of work

### Diversity and Inclusion Group (DIG)

**Activities carried out since the last meeting of the APC (10 November 2020). N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.**

The DIG last met on 18 January 2021, when it signed off its strategy document which has since come to the APC by email and is due for publication shortly. The strategy summarises the focus and priorities of the work of the DIG and a structure for future evaluation.

At that same meeting the DIG approved a proposal for a new Working Group to take forward actions to support Black, Asian and Minority Ethnic (BAME) veterinary students. This proposal is currently with the APC by email for approval. In addition to taking forward three key actions identified by the joint Veterinary Schools Council/RCVS DIG BAME student support roundtable, it will also look to develop guidelines for students on wearing religious clothing.

The meeting also heard from former RCVS President Amanda Boag on a new BAME student bursary being run by IVC Evidensia; former British Veterinary Association (BVA) President Daniella Dos Santos on the work of the BVA around widening participation; and from a group of RCVS staff who are focusing on VN student diversity.

Also at the meeting, President Mandisa Greene reported that she had addressed the National Health Careers Conference and featured in a Vet Rockstar podcast and a couple of engagements via Speakers for Schools and the Black History Month website.

Linda Prescott-Clements, Director of Education, reported that new educational standards had now been signed off by RCVS Education Committee, and would come to RCVS Council in March, and that there was a new outcomes-based approach to accreditation of veterinary schools, for example, instead of just looking at diversity and inclusion (D&I strategy), the visitors would be looking at the outcomes for this.

Lisa Hall, HR Director, reported that the College was starting to work with a new recruitment agency dedicated to attracting people from BAME background to College roles. Meanwhile, the internal RCVS D&I strategy was currently being finalised.

There was also discussion about RCVS Standards Committee being asked to consider guidance for those veterinary surgeons and veterinary nurses who wished not to carry out certain procedures on the grounds of religious beliefs.

**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.**

We continue to work through the DIG action plan, and will prioritise maintaining momentum on the BAME student support work over the next quarter.

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

No new issues.

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

There remains good synergy with our work on leadership and mental health, with the proposed Mind Matters Initiative (MMI) student VN roundtable on mental health likely to include the impact of racism and discrimination on student mental health.

One of the two 2020 MMI Sarah Brown Mental Health Research grants was given to a British Veterinary Ethnicity and Diversity Society/Royal Veterinary College research project on the impact of racism on the mental health of all of those in the veterinary team. This was launched w/c 18 January 2021 and its findings should prove useful in supporting further work of both MMI and the DIG.

In addition, work is underway to make the Fellowship more inclusive, with a particular focus on gender balance.

Now that the new Director, AP, Angharad Belcher, is in post, this should facilitate ongoing synergy between all streams of activity.

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

Nothing at this point.

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

Nothing at this point.



## Area of work

### Fellowship

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

At the previous meeting of the Advancement of the Professions Committee in November 2020, the Chair of the RCVS Fellowship gave an update on matters which had been raised as concerns within the Fellowship.

It was reported that the Fellowship Chair had reflected on the recent cycle of Fellowship applications and was able to identify some shortfalls in the application process which may lead to a diversity issue within the Fellowship.

The Fellowship Board met in December of 2020 to discuss the following themes:

- a) Observations on equality and diversity from the Fellowship Chair, Advancement of the Professions Committee, and the profession.
- b) The Fellowship application process.
  - i. Analysis of historical assessments.
  - ii. The nominations process.
  - iii. Review of the materials and resources required by potential applicants from an equality and diversity perspective.
- c) Structure of the panels – equality and diversity targets.
- d) Recruitment and training for all Credentials Panellists and Fellowship Board members:
  - i. How to assess applications effectively and accurately.
  - ii. Unconscious bias training.
- e) The Fellowship appeals process.
- f) A review of the strategy and vision of the Fellowship, including a new communications strategy.

### Diversity, Equality, and Inclusion

The Fellowship Board recognises that there is a need to encourage greater equality and diversity in all aspects of the Fellowship. This area of work is a priority for the Fellowship Board and runs through various Fellowship workstreams.

The Fellowship Board will be reviewing all processes from an equality, diversity, and inclusion perspective, and has suggested that the Fellowship should have a regularly reviewed set of targets to hold the Fellowship to account when working to improve diversity. The Fellowship is determined to provide fair and effective processes for all aspects of the Fellowship.

A press release from the Fellowship has been sent to the profession as a reminder for professionals to apply for the 2020-2021 round of Fellowship applications. This communication specifically encouraged a more diverse range of applicants to apply. Board members have also been encouraged to spread the word and encourage any suitable candidates, who may not be confident to send in an application.

The Board also intend to increase communications channels between the Fellowship Board, the Fellowship, and the profession at large. Increasing Fellowship communications with the profession, highlighting a diverse range of Fellows from different professional backgrounds will hopefully make the Fellowship seem more approachable and attainable, and therefore encourage more applications from a diverse range of individuals.

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

Continuing on with the diversity and equality work, there is currently a recruitment campaign to employ more members onto the Credentials Panels, which assess the Fellowship applications. The aim is that this campaign will create panels that more accurately reflect the demographic of the profession, and also allow any members who have been on the panels since 2016 to step down. The deadline for applications to become a member of the Credentials Panel is 1 February 2021. There is the option to run another campaign later on in the year if we do not reach a desired number of applicants.

The Board has agreed that Credentials Panel members may be non-MsRCVS, which will decrease instances of unconscious bias where the assessor knows the applicant.

Credentials Panel and Fellowship Board members will receive training before each round of applications, starting in 2021. This training will include some form of equality, diversity, and inclusion training alongside guidance on how to assess applications effectively and consistently.

### **Application Process Review**

The Board have reviewed the current Fellowship application process from an equality, diversity, and inclusion perspective, and have asked the current Credentials Panel members for their opinion on any aspects that need improving.

The Board will keep this matter under review; however, the following changes have been agreed so far:

- a) At least 5 Credentials Panel members should initially assess each application, rather than the current 3. This will decrease the effect of any outlying scores.
- b) Referees will only be required to sign a form stating that they have read the application, and that this is true to the best of their knowledge. This will aid in decreasing any unconscious bias in scoring. Applicants will be required to produce forms from two referees instead of the current three referees.

Any changes to the application process will not come into effect before the 2021-2022 round of Fellowship applications.

### **Fellowship Science Advisory Panel**

The Chair of the Fellows Science Advisory Panel (FSAP) has reported that a strategy to increase momentum with the initiative is underway.

There is a need to increase communications channels for the Fellowship, in particular with the FSAP so that members may be contacted with regards to volunteering to be a part of the initiative, and for the profession to offer their ideas for suitable scientific questions to be answered by the Panel.

The Fellowship were contacted at the beginning of 2021 to apply to be a member of the FSAP, as well as to register their interest to be contacted as part of subgroups that would offer their expertise on certain subjects when the opportunity for research arises.

### **Updating the Fellowship Strategic Plan**

At the Fellowship Board meeting in December, members were encouraged to work together in pairs before the February Board meeting, to suggest updates to the Fellowship Strategic Plan.

Members were encouraged to come up with divisional strategic projects, and key performance indicators for these projects, to drive forward the Fellowship's strategic aims.

**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.**

### **Communications**

We intend to set up the platform "Discourse", discussed separately in the agenda, to create a forum for Fellows to discuss professional topics and share ideas around advancing the profession and Fellowship.

We also intend to create a Fellowship Newsletter to aid in disseminating information to the Fellows and encourage participation with events and activities.

### **Fellowship Applications**

The Board will continue to review the Fellowship application processes from an administrative and ED&I perspective.

New Credentials Panel members will be recruited at the beginning of February 2021 who will then receive training, along with current Credentials Panellists and Fellowship Board members in March 2021.

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

|   |
|---|
| N/A   |
| <b>Synergies with other workstreams that your current activities may introduce?</b>   |
| <b>Possible synergy with Innovation</b><br>There will soon be discussion around whether the Fellowship could be a helpful tool to promote innovation within the profession. |
| <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   |

## Area of work

### Global strategy

**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.

Resources have been focussed on dealing with post-Brexit transition period issues, including ensuring that the website now reflects the end of the Mutual Recognition of Professional Qualifications Directive and the College's interim degree recognition policy and related language requirements.

Discussions have continued with FVE about hosting the GA in London – a decision about whether a further postponement will be necessary will be made shortly.

We continue to work with the International Veterinary Regulators Network, and are involved in the planning of a meeting in the summer (now likely to be online), and also continue to be involved with development of with the Global Veterinary Innovation Network.

**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.

The Policy and Public Affairs Team now has two new members of staff: A Research Officer (Eleanor Taylor) and a Policy & Public Affairs Officer (Rosie Greaves). This will allow additional resources to be devoted to the 'global dimension' of the RCVS's work. During 2021 we hope to make progress in the following areas:

- Marketing the Practice Standards Scheme overseas (following initial deliberation by APC in 2020)
- Engagement with overseas MsRCVS.
- Renewing engagement with Botswana on a possible OIE statutory bodies twinning scheme.

Meanwhile, plans are underway for a virtual meeting of international veterinary organisations to discuss the mental health impact of Covid on the veterinary team, under the Mind Matters International banner.

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

|  |
|--|
|  |
| <b>Synergies with other workstreams that your current activities may introduce?</b>                  |
|  |
| <b>Areas of your work that you would like to highlight for discussion by the Committee?</b>          |
|  |
| <b>Any other matters arising from your work that you wish to bring to the Committee's attention?</b> |
|  |

## Area of work

### Innovation

#### Key activities and issues managed in the last quarter that the APC should be aware of.

#### **Innovation during Covid-19 stories**

ViVet called for examples of how veterinary professionals, practices and organisations have innovated during the last 6 months. Submitted stories will be showcased on our website and social media channels so that others can learn from their experiences and inspire others.

We received a low number of responses. We are aware of the ways practices and the wider profession have had to adapt to continue to deliver service. This has highlighted the need to support the profession in identifying what Innovation looks like in their working environment. We plan to host a discussion group that will help reflect on the changes while identifying the areas of Innovation and how those skills can be used again to overcome challenges (Schwartz Rounds).

#### **ViVet Website**

Published online blogs on the topics of:

- Blog, Innovation – one word, infinite possibilities
- Blog, Intrapreneurship – encouraging the entrepreneurial spirit in employees

#### **Content Planning for 2021 –**

Project review and planning to create a stream of content and engagement opportunities from the ViVet initiative. This will include various event formats to help educate and make Innovation open to all in the profession. Content to include:

- Ted Talks
- Facilitated discussion/Webinars
- Blogs and Case Studies
- Fact sheets, guides and training
- Schwartz Rounds (group reflective sessions)
- Insights from attending industry events

To encourage vets and vet nurses to 'Think Innovation' as a topic for CPD this year.

#### **Innovation Mind-set Podcast Mini Series –**

Launched at the end of last year, the six short podcasts focus on Innovation in the workplace, guiding listeners through skill development and self-reflection.

There has been 681 downloads across all six podcasts, and we will continue to promote on RCVS News, social media and ViVet website.

#### **Design Thinking Webinar**

Hosted on 2 December, Rick Harris and Gill Stevens led a webinar on Design Thinking. We had 155 people register their interest in the session with 45 joining on the day. The session was interactive with breakout rooms for tasks and discussions.

The session was recorded and is used as a downloadable resource on the ViVet website.

We are continuing to look at future workshops that can bring groups of people together to focus on specific challenges across the profession.

**Proposed activities and issues to be managed in the next quarter that the APC should be aware of.**

#### **Preparing the Profession**

Research to scope out a framework for an Innovation MOOC/ online course that will be made available to the whole profession. This would support the ViVet project aim to ensure veterinary professionals are equipped with innovation capabilities.

#### **Animal Health Innovation Forum (AHIF)**

The innovation team will be at (virtually) AHIF on the 22 & 23 February, where ViVet 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. 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.

#### **ViVet Website**

To be published online

- Report – Animal Health Innovation Forum , A write up of the sessions and panel discussions over the two day conference will be uploaded to the ViVet website

**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?**

N/A

**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.

#### Jenner Leadership programme

The Council and Staff Leadership Leads met with the NHS Leadership Academy's representative for the Edward Jenner Leadership Academy to discuss possible updates to the course.

These changes consisted of moving the course to a FutureLearn ExpertTracks. The benefits of this would be that courses would be available to access constantly, so users wouldn't have to wait for a specific date for the course to start. The course also offers rapid peer assessment.

The downside to this change is that where the course is currently free to users (they would only pay for unlimited access to course material, or for the assessment), users would be required to pay for the course.

Discussion with the NHS Leadership Academy is still ongoing, to determine whether the College would go ahead with the proposed updates or not.

A review of course material will also be carried out after 5 years of the course running (in 2022).

#### Staff Resources

The Leadership Initiative now sits within the new Advancement of the Professions Department. The Director for this department who will oversee the Leadership workstream began working at the College at the beginning of January 2021. This new staff structure resource will aid in the development of the Leadership Initiative.

**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.

#### Leadership role models

We plan to update the Leadership portion of the RCVS website, and add the videos from the Leadership role models initiative.

#### Leadership Framework

Discussion is underway to create a Leadership framework. We are currently looking at the NHS Leadership Framework for guidance.

**Leadership Webinars**

We intend to keep momentum going on the Leadership webinars in conjunction with the Tavistock Institute.

**Jenner Leadership Programme**

We will be updating public material for distribution with relevant, up-to-date information.

We will continue to discuss updates to the course with the NHS Leadership Academy to find a solution which suits the College.

**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?**

N/A

**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

### 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.

### Taskforce and Resourcing

Angharad Belcher joined the College as Director for Advancement of the Professions in January 2021, and will be taking over the directorship of the Mind Matters Initiative (MMI) from Lizzie Lockett. Jo Oliver of the Veterinary Defence Society (VDS) will be replacing Nichola Saunders as MMI Taskforce representative. John Chitty stood down from the MMI Taskforce in autumn 2020 and work is ongoing to recruit a new representative from the British Small Animal Veterinary Association (BSAVA).

### VetKind

On Saturday 21 November, MMI sponsored the third online 'VetKind' wellbeing event for students, hosted by Jenny Moffett of SkillsTree. For the first time this was expanded to include student veterinary nurses. Over 100 delegates attended, with excellent feedback received. As part of the day, attendees completed a poll to determine which topics they would like to hear more about from MMI. The most popular option by far was 'managing balance in your life' followed by 'resilience' and 'tools for positive reflection'. Interestingly, few students indicated that they wanted more general mental health awareness from MMI, perhaps indicating the wide reach of the work already done in this area. A blog post about the event by Charlotte Wood, RVN, was published in the MMI enews released on 4 February.

### Sarah Brown Grant

The 2021 Sarah Brown Mental Health Research Grant was launched in a MMI enews on 4 February, to coincide with Time to Talk Day. The closing date is 30 April 2021, with judging taking place in the last week of May. Representatives from winning 2020 research teams have kindly agreed to sit on the judging panel, alongside the MMI Director and Manager, MMI Chair Susan Dawson, Professor Stuart Reid, Dr Rosie Allister and Professor Elinor O'Connor. RCVS' partner charity, RCVS Knowledge, is again offering one-to-one sessions with potential applicants to support in the development of their proposal. A blog post from Dr Kate Stephen, former winner of the Sarah Brown Grant, featured in the MMI enews on 4 Feb with a blog post detailing her research findings. MMI is also running a panel session with former grant recipients as part of the Webinar Vet's Virtual Congress being held on the evening of 26 February. This will include an introduction to the awards and reflections from former winners.

### British Veterinary Nursing Association (BVNA) Webinar

On 26 January, MMI Manager Lisa Quigley took part in Wellbeing Webinar hosted by the BVNA featuring 'Alex the Cat Nurse' and Katie Ford. This was attended by over 95 delegates and received excellent feedback and engagement.

**Vet Student Welfare Week**

MMI is supporting the new Association of Veterinary Students (AVS) event, Vet Student Welfare Week, which runs from 1 February. PIPS Programmes will be delivering a bespoke MMI-sponsored session focussing on resilience skills for students during the pandemic. RCVS President Mandisa Greene will be taking part in a wellbeing panel alongside British Veterinary Association (BVA) President James Russell and Vetlife Helpline Manager and MMI Taskforce member Rosie Allister.

**Glasgow Vet School Feel Good Feb**

MMI Manager Lisa Quigley will be speaking to students at Glasgow Vet School about MMI, wellbeing and mental health as part of the student-led 'Feel Good Feb'.

**Training**

Both the Mental Health Awareness and Resilience training programmes are now operating online, with both evening and daytime sessions being offered until the end of March. So far feedback has been positive, with attendees praising the way the content is delivered through online format. Lisa Quigley is working with the training providers to ensure that their material covers the challenges brought by the Covid-19, and to incorporate MMI branding and signposting into their slide decks.

**MMI Mental Health Research Symposium**

Lisa Quigley is working with Rosie Allister to organise the third MMI Mental Health Research Symposium, which will be held online on 24 November 2021. Former recipients of the Sarah Brown Mental Health Research Grant will attend to present their research findings. A call for abstracts is due to be published in early February, with submissions invited from researchers looking at any aspect of the mental health and wellbeing of the veterinary professions. The event will open for registration later this year.

**MMI International**

We are working with the American Veterinary Medical Association (AMVA) to host a roundtable of international veterinary organisations in March to discuss the impact of Covid-19 on veterinary mental health, under the Mind Matters International banner.

One of the streams at the Network for International Veterinary Regulators meeting in June will focus on veterinary mental health and the role that regulators can play in supporting this.

**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.**

**Virtual Congress**

MMI is sponsoring two sessions at the Webinar Vet Virtual Congress on 26 February. The first, on the mental health benefits of exercise, will be delivered by Fergus Mitchell, a Nottingham Vet School student who has conducted research into this as part of his studies. The second will be a session on the Sarah Brown Mental Health Research Grants, with a panel session featuring previous winners.

**Veterinary Nurse Student Roundtable**

Following the success of the veterinary student roundtable in September 2019, Lisa Quigley is working with VN Futures Project Manager Jill Macdonald to organise a similar event for veterinary nursing students. This will be held online and is likely to consist of two parts, one for FE and another for HE. Following her participation in the BVNA webinar on 26 January 2021, BVNA have contacted Lisa Quigley to discuss the roundtable and are keen to collaborate.

#### **'Lunch and Learns'**

Following feedback from the 'Reflection Time' sessions held in 2020, and recognising the appetite for 'lunch and learn' sessions on wellbeing and MMI, Lisa Quigley will be offering practices an online, hour long session which will include an introduction to MMI and broad themes of wellbeing and mental health, while incorporating a team reflection session at the end.

#### **MMI Campfire Chats**

Angharad Belcher is leading on the launch of MMI 'Campfire Chats' which will be announced shortly. These are themed online sessions featuring a small panel discussion, covering topics relating to community, togetherness and wellbeing during the Covid-19 pandemic. Themes being developed include parenting during the pandemic; living with pre-existing conditions during the pandemic; isolation; online communities; and leadership. A number of potential panellists have been identified.

#### **&me**

Two veterinary surgeons are currently writing a piece for the MMI &me campaign. These will be launched later in 2021. More work is underway to recruit more RVNs to the campaign.

#### **Neurodiversity Celebration Week**

Neurodiversity Celebration Week takes place during the week of 15 March 2021. This is an opportunity to raise awareness of what neurodiversity is, and the benefits and challenges it brings. MMI will engage with this event for the first time this year, following feedback from the veterinary community that this is an area where more MMI involvement would be welcomed. Plans are underway for a webinar, blog posts, signposting to resources and an &me featuring a vet's experiences of managing a period of mental ill health alongside a new diagnosis of autism.

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

None at this time

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

There are potential synergies with ViVet around innovation; Leadership around wellbeing in the workplace; Knowledge around learning culture/quality improvement; and Global, around Mind Matters international.

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

None at this time 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



## 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.

**Farm Vet Champions** - RCVS Knowledge launched a major collaborative project to unite and empower UK farm animal vets and their practice teams to establish and embed good antimicrobial stewardship.

The Farm Vet Champions project will support farm animal veterinary professionals in continuing to improve animal health and welfare standards, and aims to provide inspiration and leadership towards One Health efforts. It is also a key initiative within the Responsible Use of Medicines in Agriculture (RUMA) targets set to be delivered by the UK cattle and sheep sectors by 2024.

The project aims to bring together a community of Farm Vet Champions, galvanising and supporting farm animal vets to unite and implement material changes to tackle antimicrobial resistance (AMR). It will help overcome the historical challenge of demonstrating tangible progress in this area in the cattle and sheep sectors, and will support vets and practices to play an active part in influencing policy and changing procedures and protocols to the benefit of all farm animals in the future.

In the first phase of the project, which is funded by the Veterinary Medicines Directorate (VMD), RCVS Knowledge will bring together representatives from major organisations including the British Veterinary Association and its farm animal specialist divisions to create free evidence-based species-specific online learning packages under the clinical leadership of Fiona Lovatt, RCVS Recognised Specialist in Sheep Health and Production and a diplomate of the European College of Small Ruminant Health Management.

The training, which will be freely accessible to all who sign up to become a Farm Vet Champion, will cover all types of food-producing animals encountered by farm veterinary professionals as well as provide modules on communication skills, particularly with respect to farmer attitudes, behaviour and compliance. Veterinary practitioners who engage with this project will be given access to all the tools necessary to empower them to make positive steps towards further improving antibiotic stewardship within their practices. Over 100 farm vets have signed up to the project so far.

**Veterinary Evidence** - We have been running polls on social media to gain insight into the impact of the Knowledge Summaries (evidence reviews) we publish in our journal [Veterinary Evidence](#). Our most recent poll asked if [Veterinary Telemedicine](#) influenced decision-making, 65% of respondents said it will reinforce what they are currently doing in practice and 20% said it will change what they are currently doing in practice.

**Vet History** - RCVS Knowledge launched a new podcast series 'For the Record', with a conversation between [Amanda Boag and Mandisa Greene](#), the eighth and ninth female Presidents in the College's 175-year history, who discussed their careers, their journey into the RCVS Council, and their views on diversity and representation. The [second episode](#), released Jan 27<sup>th</sup>, featured four veterinary medicine students, who responded to our call via the British Veterinary Ethnicity and Diversity Society, as they discuss their thoughts on veterinary education and the profession so far. The podcast series aims to amplify various underrepresented voices within the professions, and will also form part of the archive to inform future generations.

RCVS Knowledge veterinary professional volunteers from the UK and beyond has transcribed 256 letters from the profession's earliest days, which can now be viewed online for [free](#). The letters were written in 1840 to support a petition calling for the reformation of teaching and examination of students at the Royal Veterinary College in London. This huge wave of support from over 200 veterinary surgeons across the country paved the way for the formation of the Royal College of Veterinary Surgeons.

**Communications** - There have been more than 50,000 podcast downloads on our Podbean channel at <https://rcvsknowledge.podbean.com/> and we now have more than 2,000 followers on our Instagram account - **take a look** [@rcvsknowledge](#)

The [COVID-19 Mythbusting](#) series is as popular as ever, with downloads now reaching 6,691! The most popular being the question of 'Should the kennel cough vaccine be given?'. Our [COVID-19 PPE document](#), regularly updated with the latest evidence and advice for PPE in the veterinary professions, had been downloaded 8,295 times since being published and 294 times in the last week alone.

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

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

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

Through the [EBVM](#) and [QI](#) work that RCVS Knowledge undertake we have collected many examples of Primary Care's involvement in practice based improvement initiatives and research. As part of a wider promotion and celebration of primary care we would be pleased to highlight these examples and promote through the College. This could help highlight the variety of the work undertaken in practice and the pivotal role primary care plays in research and efforts to improve the quality of care that is delivered by the profession.

**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

### VN Futures

**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.

#### Strategy

##### **VN Futures Board meeting**

Held November 2020.

Main focus is how we move on with phase two of the project. The plan is to:

- Produce a series of short surveys asking key questions about perceived / experienced challenges and opportunities in the profession
- Hold a series of online discussion events on identified key areas
- Hold lunch and learn sessions within practices
- Create a series of podcasts

This will involve close collaboration with the RCVS comms team and BVNA

- Initial meeting held with Deborah Rowland, RCVS Events Team, to discuss

#### Careers and workforce

##### **School Ambassador Pilot**

- Six new ambassadors have been enlisted (now ten ambassadors on the Pilot in total), and an initial meeting has been held to discuss plans going forward, including approaches to school talks, organisation and planning of talks, engagement activities, additional (digital) resources, and diversity and inclusion.
- Jill Macdonald has worked with Jasmine Curtis on the VN Team to draft two versions of a veterinary nursing careers leaflet.
- Resources which support the Pilot are currently with the comms team.

#### Engagement

##### **Presentations**

- Presentation on VN Futures and what it means to veterinary nurses to be delivered by JM via IVC Academy, early February. Presentation planned for CAW Head Nurse congress planned for March and September.

#### Mental health and wellbeing, diversity and inclusion

##### **MMI, SVN roundtable**

- JM and LQ held further meeting to discuss next steps for potential online event.

#### Diversity and inclusion

##### **SVN and RVN diversity**

- Small focus group (Jill Macdonald, Jasmine Curtis and Tash Goodwin-Roberts) to explore the figures, what has been done so far, and how increasing diversity in the VN profession can be addressed.
- Attended DIG meeting 18<sup>th</sup> January and gave update on our progress.
- Will initially be consulting particular members of the group to see where we can collaborate.

Potential areas of collaboration and overlap are:

- BVEDS survey on experiences of BAME people in the veterinary sector (published 19/01/21)
- BVA work on careers with ASPIRE, and research into how to educate on and drive young people into STEM and healthcare careers
- IVC (and potentially other groups who are part of MEG) initiative to provide grants for potential veterinary nurses

#### Career opportunities

##### **Army nurses**

- Initial email discussion with RAVC regarding veterinary nursing in the Army as a potential career path. Teams meeting to be organised shortly to discuss further.

**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.**

There are ongoing projects that will continue over the next 12 months, including some new areas of work that were identified. (*This is a repeat of information in the previous report, included FYI as still relevant*).

These include:

- Discussion regarding development of advanced practitioner status
- The School Ambassador Pilot, and the work that will continue following the pilot
- Research and development of the community veterinary nursing role
- Development of flexible working case studies and guidelines
- Development of career frameworks for veterinary nurses
- Continuation of involvement with diversity and inclusion
- Input to MMI projects relevant to veterinary nurses and SVNs
- Presence and presentations at events
- Resource-building, with focus on One Health resources
- Generation of a full VN Futures Report, plus an additional handout to summarise key points
- Discussion on devolution of the Head Nurse role
- Website content including blogs, case studies and other content
- VNF e-news

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

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|  |
| <b>Synergies with other workstreams that your current activities may introduce.</b>  |
| <ul style="list-style-type: none"> <li>○ MMI - Input to development of potential student roundtable event</li> <li>○ Continue to work with the DIG</li> </ul>  |
| <b>Areas of your work that you would like to highlight for discussion by the Committee.</b>  |
| <p><i>(This is a repeat of information in the previous report, included FYI as still relevant).</i></p> <p>At the APC <i>Coordinating a Response Meeting</i> in January 2020, highlighting the provision of primary care practice and the roles within this as a focus for APC was discussed; and the work of VN Futures would be well placed to contribute to this aim. Many VN Futures' initiatives focus on veterinary nurses working in primary care, including:</p> <ul style="list-style-type: none"> <li>○ The webinars produced in 2020 which encourage driving forward the effective utilisation of nurses, ensuring nurses' time is charged for correctly (for example in nurse-led clinics) and in developing lead roles for nurses and devolving the head nurse role</li> <li>○ VN Futures' work to research and potentially develop a community veterinary nurse role</li> <li>○ The output from the school ambassadors pilot, which will assist in highlighting veterinary nursing as a career and driving workforce into primary care practice</li> <li>○ Investigating and highlighting the career pathways available to veterinary nurses</li> <li>○ Post-registration qualifications that support the work of nurses working in primary care practice</li> <li>○ Supporting the clinical coach and student relationship</li> </ul> |
| <b>Any other matters arising from your work that you wish to bring to the Committee's attention.</b>   |
|  |





| <b>Summary</b>     |  |
|--------------------|--|
| Meeting            | Advancement of the Professions Committee   |
| Date               | 9 February 2021  |
| Title              | Fellowship Strategy Update   |
| Summary            | <p>This paper gives an update on the RCVS Fellowship's recent work to drive forward its strategic aims, namely in regard to:</p> <ul style="list-style-type: none"> <li>- Equality and Diversity</li> <li>- Communications</li> <li>- Application Process</li> <li>- Credentials Panel Recruitment and Training</li> </ul> |
| Decisions required | Discussion is encouraged   |
| Attachments        | N/A  |
| Author             | <p>Ceri Chick</p> <p>Senior Leadership Officer</p> <p><a href="mailto:c.chick@rcvs.org.uk">c.chick@rcvs.org.uk</a></p> <p>0207 856 1034</p>  |

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

## **<sup>1</sup>Classifications explained**

|              |  |
|--------------|--|
| Unclassified | Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.  |
| Confidential | Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant committee or Council has given approval for public discussion, consultation or publication. |
| Private      | The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.      |

## **<sup>2</sup>Classification rationales**

|              |  |
|--------------|--|
| Confidential | <ol style="list-style-type: none"> <li>1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others</li> <li>2. To maintain the confidence of another organisation</li> <li>3. To protect commercially sensitive information</li> <li>4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS</li> </ol> |
| Private      | <ol style="list-style-type: none"> <li>5. To protect information which may contain personal data, special category data, and/or criminal offence data, as listed under the General Data Protection Regulation</li> </ol>   |

## RCVS Fellowship Strategy Update

### Background

1. At the previous meeting of the Advancement of the Professions Committee in November 2020, the Chair of the RCVS Fellowship gave an update on matters which had been raised as concerns within the Fellowship.
2. It was reported that the Fellowship Chair had reflected on the recent cycle of Fellowship applications and was able to identify some shortfalls in the application process which may lead to a diversity issue within the Fellowship. The Fellowship Chair noted that the application data suggested a statistically significant smaller discrepancy in the number of women applying who were unsuccessful in receiving Fellowship than their male colleagues.
3. It was noted that an extraordinary Fellowship Board meeting was scheduled for December, which would discuss the following themes.
  - a) Observations on equality and diversity from the Fellowship Chair, Advancement of the Professions Committee, and the profession.
  - b) The Fellowship application process.
    - i. Analysis of historical assessments.
    - ii. The nominations process.
    - iii. Review of the materials and resources required by potential applicants from an equality and diversity perspective.
  - c) Structure of the panels – equality and diversity targets.
  - d) Recruitment and training for all Credentials Panellists and Fellowship Board members:
    - i. How to assess applications effectively and accurately.
    - ii. Unconscious bias training.
  - e) The Fellowship appeals process.
  - f) A review of the strategy and vision of the Fellowship, including a new communications strategy.
4. The Fellowship Chair emphasised his determination and focus on improving diversity and equality within the Fellowship and making this a priority. It was noted that the Fellowship Board will look to refresh its strategy and vision with diversity and inclusion at its core.

## Strategy Update

### Meeting Frequency

5. The Fellowship Board agreed that the current frequency of meetings was not sufficient or conducive to progress. The Board will now be meeting once every two to three months with discussion encouraged in between. This will encourage faster progress with any themes and areas of work discussed for the Fellowship.
6. Board members will be encouraged to work together in between Board meetings to contribute to areas of work, and report back to the Board.

### Equality, Diversity, and Inclusion

7. The Fellowship Board recognises that there is a need to encourage greater equality and diversity in all aspects of the Fellowship. This area of work is a priority for the Fellowship Board and runs through various Fellowship workstreams.
8. The Fellowship is determined to provide fair and effective processes for all aspects of the Fellowship.
9. The Fellowship Board will be reviewing all processes from an equality, diversity, and inclusion perspective, and has suggested that the Fellowship should have a regularly reviewed set of targets to hold the Fellowship to account when working to improve diversity.
10. A press release from the Fellowship has been sent to the profession as a reminder for professionals to apply for the 2020-2021 round of Fellowship applications. This communication specifically encouraged a more diverse range of applicants to apply. Board members have also been encouraged to spread the word and encourage any suitable candidates, who may not be confident to send in an application.
11. Equality, Diversity, and Inclusion is a theme that runs through all areas of Fellowship work and is therefore explained in more detail throughout this report.

### Credentials Panel Recruitment and Training

12. Continuing on with the diversity and equality work, there is currently a recruitment campaign to employ more members onto the Credentials Panels, which assess the Fellowship applications. The aim is that this campaign will create panels that more accurately reflect the demographic of the profession, and also allow any members who have been on the panels since 2016 to step down. The deadline for applications to become a member of the Credentials Panel is 1 February 2021. There is the option to run another campaign later on in the year if we do not reach a desired number of applicants.

13. The current Chair of the Meritorious Contributions to Clinical Practice Credentials Panel is due to step down in 2021. The aim is for his successor to be a female member of the profession from the Credentials Panels recruitment, to increase female representation in Fellowship leadership positions.
14. The Board has agreed that Credentials Panel members may be non-MsRCVS, which will decrease instances of unconscious bias where the assessor knows the applicant.
15. Credentials Panel and Fellowship Board members will receive training before each round of applications, starting in 2021. This training will include some form of equality, diversity, and inclusion training alongside guidance on how to assess applications effectively and consistently.

### Communications

16. The Board has noted that there is a need to update the Fellows communication strategy to increase communications between them and the Fellowship, along with the profession at large.
17. It was highlighted that the Fellowship do not currently have a two-way communications system between the College and the Fellowship. A new communications platform, "Discourse", has been proposed to facilitate this.
18. Increasing communication channels will give the Fellowship the opportunity to identify any issues or areas to work on sooner and will give Fellows the opportunity to offer their opinions and expertise improve the Fellowship.
19. This is discussed further in agenda item 4 (APC Feb 21, AI 04).
20. The Fellowship is also in the process of developing a regular Newsletter for Fellows, which will aid in disseminating information discussed in Fellowship Board meetings to the Fellowship.
21. Increasing Fellowship communications with the profession, highlighting a diverse range of Fellows from different professional backgrounds will hopefully make the Fellowship seem more approachable and attainable, and therefore encourage more applications from a diverse range of individuals.

### Application Process Review

22. The Board has reviewed the current Fellowship application process from an equality, diversity, and inclusion perspective, and have asked the current Credentials Panel members for their opinion on any aspects that need improving.
23. The Board will keep this matter under review; however, the following changes have been agreed so far:
  - a) At least 5 Credentials Panel members should initially assess each application, rather than the current 3. This will decrease the effect of any outlying scores.

- b) Referees will only be required to sign a form stating that they have read the application, and that this is true to the best of their knowledge. This will aid in decreasing any unconscious bias in scoring. Applicants will be required to produce forms from two referees instead of the current three referees.
24. Any changes to the application process will not come into effect before the 2021-2022 round of Fellowship applications.

#### Fellows Science Advisory Panel

25. The Chair of the Fellows Science Advisory Panel (FSAP) has reported that a strategy to increase momentum with the initiative is underway.
26. There is a need to increase communications channels for the Fellowship, in particular with the FSAP so that members may be contacted with regards to volunteering to be a part of the initiative, and for the profession to offer their ideas for suitable scientific questions to be answered by the Panel.
27. The Fellowship were contacted at the beginning of 2021 to apply to be a member of the FSAP, as well as to register their interest to be contacted as part of subgroups that would offer their expertise on certain subjects when the opportunity for research arises.
28. There is an intended synergy between the FSAP, RCVS Knowledge and the ViVet initiative, to present and highlight the innovative initiatives that Fellows have implemented during their distinguished careers.
29. The research carried out by the FSAP would aid vets in practice with their work, which may fit in well with the Advancement of the Professions Committee's Primary Care Project. This would also assist in educating the public on the role and work of veterinary practitioners.

#### Updating the Fellowship Strategic Plan

30. Members of the Fellowship Board have been encouraged to work together in pairs before the February Board meeting, to suggest updates to the Fellowship Strategic Plan.
31. Members were encouraged to come up with divisional strategic projects, and key performance indicators for these projects, to drive forward the Fellowship's strategic aims.

| <b>Summary</b>     |  |
|--------------------|--|
| Meeting            | Fellowship Board   |
| Date               | 9 February 2021  |
| Title              | Fellowship Communications Platform Proposal  |
| Summary            | This document reviews the current challenges around communication within the RCVS Fellowship, and proposes the use of a new platform to combat this issue. |
| Decisions required | Discussion is encouraged   |
| Attachments        | Annex A: The future direction of the RCVS Fellowship – discussion paper. Advancement of the Professions Committee 22 November 2018.                        |
| Author             | Ceri Chick<br>Senior Leadership Officer<br><a href="mailto:c.chick@rcvs.org.uk">c.chick@rcvs.org.uk</a><br>0207 856 1034                                   |

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

## **<sup>1</sup>Classifications explained**

|              |  |
|--------------|--|
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| Private      | The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.      |

## **<sup>2</sup>Classification rationales**

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## RCVS Fellowship Communications Platform Proposal

### Current Dilemma

1. It was highlighted at the previous meeting of the RCVS Fellowship Board in December 2020, that the Fellowship do not currently have a platform to facilitate two-way conversation between the Fellowship Board and the rest of the Fellowship.
2. The Board agreed that the Fellowship needs to increase its communications with its members, with one way for us to provide a platform for Fellows to speak to each other would be to set up a closed group on either Facebook or LinkedIn. The Board raised some concerns over this idea as not all Fellows are on social media and there may be some issues around data protection, group ownership and privacy. It was noted that the College do not currently have a two-way communication system with the Profession that the Fellowship could utilise.
3. The lack of an effective two-way communication system often leads to information getting lost within the Fellowship, meaning that the Fellowship is not currently the “Thriving Learning Society” it strives to be.

### Proposed

4. It is proposed that the Fellowship introduce the platform ‘Discourse’ to the Fellowship section of the RCVS website. Discourse is an open-source discussion platform, which can be used as a mailing list, discussion forum and long-form platform.
5. The platform is simple to use and set up, and is supported by all major browsers (Microsoft Edge, Google Chrome, Mozilla Firefox, Apple Safari). Discourse switches automatically to a mobile layout for smaller screens, and also has a mobile app available which will aid with accessibility.
6. This platform will assist the Fellowship in achieving its strategic aims, namely, to promote excellence in the veterinary profession and communicate their experiences and what they have learned in the course of their careers (Annex A, point 37). The platform will also be a good resource to quickly push information out to the Fellowship. It will also aid in disseminating College news and information into the profession quickly.
7. This platform has been used by BSAVA in two phases; firstly, for Summit where the reflective learning and event joining process wanted delegates to have a walled garden to discuss the topics before attending, and then again after. This worked well, moderation was by the speakers and all the delegates had a user guide to ensure that they kept to the core values of the site such as no screen shots. Then secondly, due to covid the roll out to the wider memberships was done differently, with the platform being used for a monthly upload of learning materials (PDF, Video), and then set threads for discussion. The platform itself was chosen after a lengthy look at the various types of software, apps and so forth. Discourse was the one that fitted in best from a

security and integration perspective, but also the initial cost for Summit was under £500. As a trial this was perfectly affordable, and then it seemed to meet the wider needs so was expanded.

8. The website link to demo the platform can be found here <https://try.discourse.org/>

### Forum Structure, moderation, and safety

9. The aim is for this tool to be utilised by Fellows, much as they would any other online forum. There will be permissions allocated to each user to be able to start new threads, set up new group areas and so on. However, to build maximum engagement with the Fellows, we feel that setting up a basic platform and then inviting them to shape it (where appropriate) will be the most effective methodology to follow over presenting them with something that is fully formed.
10. The platform would be overseen by a member of the RCVS Fellowship Staff Team, and mediated by members of the Fellowship Board, who will also aid in steering conversation and providing content for discussion. Users will be provided with a 'Terms of Use' which will indicate what language and conversations are appropriate for the site.
11. When thinking about user agreements, we would suggest that rather than a full-scale moderation process, we opt for allowing members to flag content that may be inappropriate, and this can then be approved or removed by a group of College staff 'super-users'. This means that content will not face a bottle neck, and also addresses any concerns on censorship. Given the nature of the community it is hoped that they will act in an adult and professional manner. It could also be an excellent test for running a similar group set up with innovation groups or specialist groups.
12. The Fellowship will aim to have this platform set up by April 2021, which will allow time to develop user guidance. In the meantime, Fellowship news will be shared digitally.
13. It is important to note that this platform will be used for discussion only and will not act as a form of "Pseudo-Fellows Science Advisory Panel" informing policy. Users will be made aware of this.
14. The forum will sit under the "My Account" section of the RCVS website, and will only be accessible to Fellows and selected members of the RCVS staff team.
15. The facility will be subject to Freedom of Information (FOI) requests.

### Future Usage and work progression

16. If relevant topics and themes start to emerge which could be shared further, the Senior Leadership Officer will be empowered to approach the individual(s) and look at using blogs, videos, or other tools to communicate this to the profession and public. This could also tie in with providing content for the Fellows Science Advisory Panel to research. This will help foster a culture of the group being a place where people can explore ideas and concepts, without fear of it being published, and also dissuade other members from sharing content without consent. This is a huge advantage to using such a platform over Facebook or LinkedIn as ultimately, RCVS has ownership of the data and can make real-time decisions should that be required.

## Branding and Marketing

17. We will work in conjunction with the Communications team to ensure that the platform has the correct look and feel, as well as upholding RCVS standards. There will need to be communications planned to help the Fellows learn how to use it, and to promote their input on a regular basis.

## Testimonials

18. The software has received good reviews, with one testimonial from Infinite Flight (a flight simulation company) reporting “Our Discourse forum is the epicenter of our community. We have been active on social media (facebook, twitter, etc) for a few years and as our community grew significantly, we realized we needed a more flexible medium to engage with our users. **We tried a few alternatives and nothing came close to Discourse in term of encouraging healthy and constructive discussion despite a very passionate and diverse audience.**”

## Cost

19. To begin with, the “Standard” service will be sufficient. This usually costs \$100 a month; however, a 50% discount is offered for officially recognised non-profit organisations.
20. If this cost is deemed too expensive, the College may decide to self-host the software on their own server, which would be free. This would give the College full control over the software.

## Cost Summary

| Service Type | Price (USD) /month | Features  |
|--------------|--------------------|---|
| Standard     | 100                | <ul style="list-style-type: none"> <li>- Free 14-day trial</li> <li>- 100k monthly page views</li> <li>- 20GB storage</li> <li>- 100k monthly emails</li> <li>- Unlimited members</li> <li>- 5 staff users</li> <li>- Standard authentication</li> <li>- Standard plugins</li> <li>- SSL</li> <li>- Mobile App</li> <li>- Global CDN</li> </ul> |
| Business     | 300                | <ul style="list-style-type: none"> <li>- Free 14-day free trial</li> <li>- 500k monthly page views</li> <li>- 100GB storage</li> </ul>  |

|  |  |   |
|--|--|---|
|  |  | <ul style="list-style-type: none"><li>- 300k monthly emails</li><li>- Unlimited members</li><li>- 15 staff users</li><li>- Business authentication</li><li>- Business plugins</li><li>- SSL</li><li>- Mobile APP</li><li>- Global CDN</li></ul> |
|--|--|---|

|                           |   |
|---------------------------|---|
| <b>Meeting</b>            | Advancement of the Professions Committee  |
| <b>Date</b>               | 22 November 2018  |
| <b>Title</b>              | The future direction of the RCVS Fellowship – discussion paper  |
| <b>Classification</b>     | Unclassified  |
| <b>Decisions required</b> | <p>The Committee is invited to discuss the on-going and proposed activities of the RCVS Fellowship over the next three years.</p> <p>Additionally, the Committee is asked to agree the terms of reference for a newly formulated Fellowship Scientific Advisory Panel and to consider the Panel's proposed structure and processes.</p> |
| <b>Attachments</b>        | <p>Annex A: Council Paper Sept 18 AI06c</p> <p>Annex B: Table outlining the proposed key outputs across the activity areas with possible timings.</p> <p>Annex C – Fellowship Science Advisory Panel draft terms of reference, structure and process</p>  |
| <b>Author</b>             | <p>Oliver Glackin<br/>Leadership Initiative Manager<br/><a href="mailto:o.glackin@rcvs.org.uk">o.glackin@rcvs.org.uk</a></p> <p>Anthony Roberts<br/>Director of Leadership and Innovation<br/><a href="mailto:a.roberts@rcvs.org.uk">a.roberts@rcvs.org.uk</a></p>  |

## Background

1. In 2014 a proposal to reconstitute the criteria and routes for achieving Fellowship of the RCVS were agreed and implemented, following consultation. In October 2016 the first cohort of Fellows to be accepted under its new terms was inducted.
2. The Fellowship is the highest category of membership to the RCVS and is now awarded in recognition of outstanding contribution to the veterinary profession with applications judged on a broader criteria of meritorious contributions, specifically to:
  - i. *knowledge (MCK);*
  - ii. *clinical practice (MCCP); or*
  - iii. *the profession (MCP).*
3. Aligning the Fellowship with these criteria has sought to ensure that it is attainable irrespective of professional background, specialism or interest. Adopting these expanded criteria should secure its growth, relevance and identity and in so doing assist in achieving the purposes of a learned society.
4. There is now a total of 383 Fellows, of these 127 have been accepted since 2016 when the new criteria were introduced.
5. The Fellowship has been rehoused within the RCVS, moving from the Education Department to the Leadership and Innovation team and reporting through the Advancement of the Professions Committee. This move reflects the leadership role that the Fellowship seeks to develop over time within the profession and society at large. The Fellowship should be independent in its thinking but it does remain firmly within the structures and governance of the RCVS. Oversight by the Advancement of the Professions Committee should ensure that the work of the Fellowship is better joined up to that of the rest of our non-statutory work.

## Agreeing a long-term strategy for the Fellowship

6. At the September 2018 meeting of the RCVS Council, following a presentation by the Chair of the Fellowship Board, a three-year strategy for the Fellowship was supported by RCVS Council (Annex A, paper Council Sept 18 AI06c).
7. The Fellowship has the principal aim:
 

*‘to advance veterinary standards by providing a resource of independent knowledge for the benefit of the veterinary profession.’*
8. In expanding on this aim, it was agreed that the Fellowship should also have the objective to:
  - i. *promote scientific excellence and drive scientific thought that is of the highest standards;*
  - ii. *harness the expertise of its Fellows to further professional skills and practice and to invigorate a curiosity for innovation and its uses; and*

- iii. *undertake activities that enrich public discourse about the importance of veterinary science to everyone.*

### **Activity stream 1: Promoting Scientific Excellence**

*For the Fellowship to support opportunities to advance veterinary standards by: working collaboratively to examine the current knowledge base; identifying knowledge gaps; and supporting the translation of knowledge and research to veterinary practice.*

9. This work should affirm the fundamental value that scientific excellence has to improve veterinary outcomes. Guided by the College's strategic objectives and working collaboratively with RCVS Knowledge the Fellows will be proactive in overseeing the review of scientific evidence as the basis for offering recommendations to benefit the public, professions, RCVS and animal welfare.

### **Activity stream 2: Furthering professional skills and practice and invigorating creativity**

*To be committed to helping enhance the professional skills and practice of all veterinarians, wherever they are on their career path, by sharing best practice and lessons learnt. To also act as a spur for creative thinking and innovation to address the challenges the profession faces now and into the future.*

10. Fellows should be exemplars of the range and diversity of veterinary career paths that exist. They should use their accumulated knowledge and experience to further grow understanding of the future factors that will influence career development in the professions and how to capitalize on these. The fellowship can also help solve some of the practical and technological issues the profession faces.

### **Activity stream 3: To promote public awareness of veterinary science**

*To be one of the trusted and authoritative voices within the veterinary profession that is able to engage with the general public to raise awareness and further understanding of veterinary science, and its importance to everyone.*

11. To be a successful learned society, it is essential that there is awareness and understanding of the Fellowship's unique identity, culture and purpose. Initially, the Fellowship can play an important role in lending its support to existing RCVS work and activities. As it starts to publish the findings of its own reviews it can be guided to speak on the outcomes and implications for professionals and in time, and where appropriate, the general public.

## Current Fellowship activities

### On-going

12. A substantial degree of time is devoted to assessing and deciding on applications to become Fellows. Currently, Fellows mostly volunteer their time to do this with support provided by College staff – although there is a mechanism for claiming for loss of earnings if they choose. Going forward, however, delivering activities of the type proposed below will require more from Fellows and there is a need to consider whether compensation for loss of earning should reflect this and in what instances it would be appropriate.
13. Fellowship Day (*Scientific Excellence*) is a yearly event that provides Fellows with an opportunity to showcase their contribution to the profession and inspire early career vets. Three Fellowship Days have been successfully held to date. This year's event featured the inaugural Fellows of the Future section, which provided students or recently graduated vets with the opportunity to present their original research.
14. Four Fellows on tour (*Furthering professional skills and practice*) events have been held. These were hosted at Surrey, Nottingham, Cambridge and Liverpool with volunteer Fellows at each school comprising the local organising committee. The events provided students with the opportunity to learn more about the Fellowship in addition to hearing the experiences of a number of Fellows on their professional interests and specialisms. These have been generally well attended and very well received. There is an intention for events to be held at all schools in time and a suggestion that the series could be broadened out to appeal to vets whatever stage of their career they are at.

## Discussion points and decisions required

### Future activities and resourcing

15. The strategic plan (Annex A) agreed by Council contained a list of proposed activities that the Fellowship could explore pursuing with an attending timeline (Annex B). The Committee is invited to consider them – first, to identify the potential for synergies across work streams the APC covers and, second, to agree the prioritisation of activities and any resourcing implications. This will help to inform a budget variation request going to the January meeting of RCVS Council in relation to the activities of the Fellowship.

### Science Advisory Panel

16. The setting up of a Fellowship Science Advisory Panel (FSAP) is proposed as a key activity under the 'promoting scientific excellence' workstream. The FSAP has the purpose of providing further scientific underpinning for RCVS activities by examining scientific and research-related issues.
17. The Fellowship Advisory Panel, whilst independent in its thinking, will need to be closely aligned to the strategic direction of both the RCVS and RCVS Knowledge, to this end it is proposed that the Panel will report to the College through the Fellowship Board and the Advancement of the



Professions Committee, with a member of staff managing the relationship between the Panel, Committee and wider RCVS structures. It is proposed the panel will also include a lay RCVS Council member who will attend in an observer capacity. Processes, however, remain to be established as to how the FSAP will determine its areas of research and focus.

18. The Committee is invited to consider approval of the Fellowship Science Advisory Panel Terms of Reference as presented at Annex C.
19. The Committee is further invited to review the structures and process outlined in Annex C and to consider:
  - i. whether more detailed procedures need to be developed regarding how research topics are identified and selected;
  - ii. whether different processes are required for questions generated by the RCVS, the Fellowship or externally;
  - iii. how to ensure appropriate collaboration with RCVS Knowledge, and the role RCVS Knowledge could play in offering guidance on appropriate themes and topics as well as offering practical support by way of access to literature and editing services;
  - iv. how members of the FSAP should be compensated for their time.

## Annex A – Council Paper Sept 18 AI06c.

### The future of the RCVS Fellowship Three-year plan

#### Background

20. The Fellowship of the Royal College of Veterinary Surgeons (RCVS) has been in existence for 142 years. In 2014 a proposal to reconstitute the criteria and routes for achieving Fellowship was agreed and implemented, following consultation. In October 2016 the first cohort of Fellows to be accepted under its new terms was inducted.
21. The RCVS Fellowship is now awarded in recognition of outstanding contribution to the veterinary profession with applications judged on broader criteria of meritorious contributions, specifically to:
- i. *knowledge (MCK);*
  - ii. *clinical practice (MCCP); or*
  - iii. *the profession (MCP).*
22. Aligning the Fellowship with these criteria has sought to ensure that it is attainable irrespective of professional background, specialism or interest. Adopting these expanded criteria should secure its growth, relevance and identity and in so doing assist in achieving the purposes of a learned society. To this end the review '*Future of the RCVS Fellowship*' also recommended updated and revised overarching objectives for the Fellowship. It identified how it should:
- i. *Advance veterinary standards by undertaking independent scientific reviews to establish scientific fact;*
  - ii. *Be a source of evidence-based fact and promulgate these findings;*
  - iii. *Promote excellence in the veterinary profession and communicate this to the public; and*
  - iv. *Nurture the next generation of veterinary professionals.*
23. Recently the Fellowship has been rehoused within the RCVS, moving from the Education Department to the Leadership and Innovation team and reporting through the new Advancement of the Professions Committee. This move reflects the leadership role that the Fellowship seeks to develop over time within the profession and society at large.

#### Clarifying the purpose and ambitions of the Fellowship

24. It is proposed that activity around the RCVS Fellowship will focus on creating a thriving learned society. Its prestige will be built upon its ability to attract veterinary surgeons whose activities demonstrate excellence across the entire veterinary landscape and who have distinguished themselves on account of their ongoing commitment to using their experience and knowledge to enhance the profession further. To achieve this, the Fellowship requires clarity of purpose.
25. The RCVS Fellowship currently articulates its purpose with a single objective:

*'to advance veterinary standards by providing a resource of independent knowledge for the benefit of the veterinary profession.'*

26. There is merit in expanding upon and articulating how the Fellowship will work to achieve this objective. It is proposed, therefore, that the Fellowship should seek to:

- i. promote scientific excellence and drive scientific thought that is of the highest standards;*
- ii. harness the expertise of its Fellows to further professional skills and practice and to invigorate a curiosity for innovation and its uses; and*
- iii. undertake activities that enrich public discourse about the importance of veterinary science to everyone.*

27. The aim is for an independent-thinking Fellowship that remains within RCVS structures and governance. Whilst the Fellowship must be independent in thinking, in the public's perception the RCVS and the Fellowship are strongly linked. This relationship introduces significant risk and potential conflicts with the core regulatory duties of the RCVS. As the Fellowship progresses, develops its own work, and so raises its profile, this might create some risks and potential conflicts.

28. A key challenge for the Fellowship therefore is to remain 'independent of thought' whilst still operating within the structures of the RCVS. Fellowship remains a category of RCVS membership. The new Advancement of the Professions Committee will provide a clear reporting structure for the Fellowship and will provide a framework for beginning to address such issues. Nevertheless, detailed consideration must be given to how risks can be mitigated without adversely impacting upon its independent thinking.

## Future activity streams

### Promoting scientific excellence

*Aim: For the Fellowship to support opportunities to advance veterinary standards by: working collaboratively to examine the current knowledge base; identifying knowledge gaps; and supporting the translation of knowledge and research to veterinary practice.*

29. This area of work seeks to affirm the fundamental value that scientific excellence has to improve veterinary outcomes. When considering the focus for this area of work, the Fellowship will operate proactively, guided by strategic objectives agreed by RCVS Council.

30. RCVS Knowledge is leading work to support Evidence Based Veterinary Medicine and it is proposed that the Fellowship should seek opportunities to work collaboratively with RCVS Knowledge on scientific reviews, with Knowledge offering guidance on appropriate themes and topics as well as offering practical support by way of access to literature and editing services.

31. Based on this, Fellows could organise themselves around themes and collaborate accordingly. The possibility of Fellows acting as ambassadors to promote the findings of scientific reviews – specifically the practical implications – and encouraging implementation where appropriate to deliver effective outcomes could be explored.

## Summary of Proposed activities

### Events

32. The Fellowship Day provides an opportunity to showcase the breadth of expertise within the Fellowship along with the scientific contribution the Fellowship has made, whilst also providing an opportunity to discuss other scientific developments in the field. In the future, consideration could be given to additional dedicated events that would provide further scope for exhibiting the scientific contribution of the Fellowship and the Fellows.

### Fellows Award

33. The possibility of a Fellows Award providing a grant or bursary for research should be considered. Principally for early career vets, the grant would support research examining questions considered to be within the fields identified to be of strategic priority to the RCVS and conducted under the aegis of a host academic institution. This would be overseen by a senior sponsor who would also be a Fellow. Funding will cover a 12-month period and would provide for research costs, such as data collection, lab resource and travel expenditure. Applications would be encouraged from all areas of the profession.

### Science Advisory Panel

34. Terms of reference have been drafted for a Fellowship Science Advisory Panel which has the purpose of providing further scientific underpinning for RCVS activities by examining scientific and research-related issues. Once operational, the Panel will report to the College through the Fellowship Board and the Advancement of the Professions Committee – the panel will also include a lay RCVS Council member who will attend in an observer capacity. It is proposed therefore that RCVS Knowledge should be approached to discuss how they might be able to collaborate with the Panel. This relationship would be overseen and administered by a member of College staff. The Fellowship Advisory Panel, whilst independent in its thinking will need to be closely aligned to the strategic direction of both the RCVS and RCVS Knowledge, to this end processes need to be established to determine its areas of research and focus. The involvement of a Fellow who already has a presence within the RCVS Knowledge structure should be scoped out to ensure this focus. Overall, the panel's operations will likely be managed through the new RCVS Advancement of the Professions Committee.

## Furthering professional skills and practice and invigorating creativity

***Aim:*** *To be committed to helping enhance the professional skills and practice of all veterinarians, wherever they are on their career path, by sharing best practice and lessons learnt. To also act as a spur for creative thinking and innovation to address the challenges the profession faces now and into the future.*

35. Fellows represent many years of accumulated skill and knowledge and their contributions have distinguished them. This area of work demonstrates the Fellowship's commitment to assisting the profession to broaden the range and diversity of veterinary.
36. A standing Fellowship theme of work should be a continued drive to more deeply understand and appreciate the future factors that will influence career development by engaging effectively with veterinarians at all stages of their careers.
37. The Fellowship should act in a way that exemplifies the breadth and diversity that exists already in the profession and Fellows should proactively communicate their experience and what they have learnt over the course of their careers. Informed by the Advancement of the Professions Committee and its knowledge of the wider work of the RCVS, activities could be undertaken to encourage Fellows to take a more active role in helping solve some of the more pressing practical and technological issues that the profession faces.

### *Summary of Proposed activities*

#### Events

38. The Fellows on Tour series at which the Fellows will talk to the profession is already planned. Initially, this is almost exclusively targeted at vet students with volunteer Fellows at each school comprising the local organising committee. Further work needs to be undertaken to assess the resource needs to deliver these events and to evaluate their success. Based on the experience of running these events consideration could be given to expanding them to reach veterinary surgeons at other stages in their careers, possibly centred on the schools due to geographic distribution and local resources. Activities to raise the profile of the Fellowship by creating blogs, news features, podcasts and/or YouTube posts, hosted on the Fellowship online platform, should also be explored.

#### Mentoring

39. The Fellowship should give consideration to how it might develop a formalised and structured mentoring system whereby Fellows could provide mentoring to veterinary surgeons wishing to join the Fellowship or engage with its work. A way of securely posting a list of Fellows willing to be mentors will need to be explored as will providing protocol for managing the mentoring relationship.

#### Online platform

40. The Royal Society for the encouragement of Arts, Manufacturers and Commerce (RSA) Fellowship organises much of its activities using an online platform. This model could provide a framework for growing the Fellowship's network and creating the space for ideas to be exchanged and developed. It would also provide a home for Fellow-authored blogs, news articles and recorded presentations. Resource would be required to develop this web portal and to manage the ongoing administration of the site and its contents. Much of the portal's content, such as blogs

and articles, would be freely accessible to all. Some, including a detailed directory and forum, would be exclusively for Fellows.

### Catalyst grants

41. The RSA offers a series of catalyst grants to support its Fellows to turn their ideas into positive action. Similarly, the RCVS Fellowship should give consideration to the creation of an annual catalyst grant for all veterinarians that recognises creative and collaborative activity. This would provide seed-funding to support the development and implementation of innovative ways of working or processes that improve the efficiency and effectiveness of veterinary practice. In addition to funding, the grant would also provide for a Fellow mentor, with expertise in the relative area of focus, who would give their experience and knowledge.
42. Such a grant programme would require support from the College and considerable thought would need to be put into developing robust processes for the assessment of applications. This might be conceived as the next generation of RCVS Knowledge's Blue Sky Grant – and accordingly would be closely tied to strategic outcomes. Consideration could also be given to a platform to allow for the crowdfunding of activities. Again, however, consideration would need to be given to how to assess which projects were posted for potential funding.

### To promote public awareness of veterinary science

**Aim:** *To be one of the trusted and authoritative voices within the veterinary profession that is able to engage with the general public to raise awareness and further understanding of veterinary science, and its importance to everyone.*

43. Understandably, owing to it still being in its nascent stages, there is significant room to improve the visibility of the revitalised Fellowship. Consequently, this area of work will seek to generate increased levels of awareness and nurture greater understanding of its identity, culture and contributions.
44. Initially, the focus will be in relation to opportunities identified where Fellows can lend support to current work and activities. This might include, for example, the Fellowship providing a strong voice for existing activities such as One Health, and RCVS Knowledge work on Evidence-Based Veterinary Medicine (EBVM) and Quality Improvement (QI).
45. Over time as the Fellowship creates its own work through the Science Advisory Panel and other activities it will promote these to the profession and, depending on the topic, to the public. In this way, the Fellowship – represented by selected Fellows – could speak on the outcomes and implications of their work and support the public understanding of veterinary science.

### *Summary of Proposed activities*

### Fellowship Ambassadors

46. The Fellowship should give consideration to supporting and training a group of Fellows to become ambassadors for the public understanding of veterinary science. This will require considerable resource in terms of media training, in addition to developing clear criteria for determining the topics upon which they would talk. It would be expected that the RCVS would act as the conduit for engaging this group and channelling media enquiries.

### Promulgating Fellows' research

47. Many Fellows are productive researchers and it would be advantageous to the Fellowship's aims if more attention was drawn to this. This activity could be highlighted quarterly with a research digest that brings together all the published journal articles, with links, authored by Fellows during that period. It will be explored as to whether RCVS Knowledge's own research portal could effectively house this. If not, the digest would be posted on the Fellows' web portal and circulated by direct email. Building on this, Fellows could be invited to publish short summary articles of their research in a style that encourages engagement by non-experts – particularly the general public. Doing this would demand resource each quarter to search for relevant publications and to draft and circulate the digest. Whilst the summary article would be originated by the Fellow there will be a need to edit these to ensure they are suitable for the target audiences.

### Activities from other streams

48. Activities from the two aforementioned streams of work will also provide a vehicle through which the Fellowship can become a force for improving the public understanding and awareness of veterinary science, these include: events targeted at the profession and public, the proposed web-portal, and blogs/videos.

### Resourcing the Fellowship

49. To date, a substantial proportion of the Fellowship Board and its panels' time and resources have been focused on refining the Fellowship's application rules in addition to assessing and processing prospective Fellow applications. Whilst the College has provided staff support to do this, much of the work has been achieved by Fellows volunteering their time. To realise the expanded vision set out above for the Fellowship it will require further resources, support and where appropriate compensation, through the loss of earnings allowance, is made for Fellows' time. This will be allocated as appropriate through the RCVS's normal budgetary processes which sit outside of the parameters of this paper.

**Annex B – Table outlining the proposed key outputs across the activity areas with possible timings.**

| <b>Activity stream 1: Promoting scientific evidence</b> |  |                        |   |                    |
|---|--|------------------------|---|--------------------|
| Activities  | Outputs  | Year                   | Key milestones/events   | Projected resource |
| Fellowship Day  | Annual celebration of the Fellowship   | On-going               | Held in October. From 2018, the Day will seek to grow involvement, especially amongst early career vets |                    |
| Fellows Award   | Grant for research by early career vets examining questions aligned with RCVS strategic priorities         | September 2019         | Spring 2019, grant criteria agreed. Late spring '19 grant promoted. Mid-summer '19 grant awarded        |                    |
| Fellows science exhibition                              | Exhibition showcasing the scientific contribution of the Fellowship and the Fellows                        | 2020                   |   |                    |
| Science Advisory Panel                                  | To provide RCVS functions with Scientific underpinning by reviewing scientific and research-related issues | First review late 2018 |   |                    |

| <b>Activity stream 2: Furthering professional skills and practice and invigorating creativity</b> |   |      |  |                    |
|---|---|------|--|--------------------|
| Activities  | Outputs   | Year | Key milestones/events  | Projected resource |
| Fellows on Tour   | Fellows meet vet students to share experience and knowledge   | 2018 | Late 2019 evaluate Tour series with view to extending target audience  |                    |
| Mentoring   | Develop mentoring programme, embed mentoring protocols and promote availability                         | 2019 | Winter 2018 – establish mentoring guidelines<br>Spring 2019 – create mentoring network.<br>Summer 2019 – promote availability of mentors |                    |
| On line platform  | Launch of Fellowship online platform. Hub for Fellowship-related information which is freely accessible | 2019 | Autumn 2018 populate existing Fellows page with more information.  |                    |



|                 |  |      |   |  |
|-----------------|--|------|---|--|
|                 | and secure Fellow-only area  |      | Autumn 2019 launch new platform and promote functionality |  |
| Catalyst grants | Develop criteria for catalyst grant, process for monitoring delivery and system management | 2019 |   |  |

| <b>Activity stream 3: To promote public awareness of veterinary science</b> |   |      |                       |                    |
|---|---|------|-----------------------|--------------------|
| Activities  | Outputs   | Year | Key milestones/events | Projected resource |
| Fellowship ambassadors  | Identify a roster of appropriate Fellows willing to engage in public communication on issues relevant to the Fellowship | 2019 |                       |                    |
| Promulgating Fellows' research  | Quarterly digest of Fellow-authored academic research and produce a select number of accessible summary articles        | 2018 |                       |                    |

## **Annex C – Fellowship Science Advisory Panel draft terms of reference, structure and process**

### Terms of Reference

The Fellowship Science Advisory Panel shall provide the scientific underpinning for RCVS functions, and in particular to:

- Advise on scientific issues relevant to the professional conduct of veterinary surgeons and veterinary nurses;
- Advise on research-related issues relevant to the education of veterinary students in UK veterinary schools;
- Advise on scientific issues relevant to recognised veterinary practice;
- Ensure that the debate on veterinary issues is based on good evidence and sound advice;
- Advise on scientific issues at the request of Council or any of its committees or subcommittees.

### Structure and processes

The Fellowships Scientific Advisory Panel (FSAP) is a Standing Committee within the Fellowship and it has proposed by the Fellowship that it should seek to address questions of primarily scientific and ethical nature asked of the RCVS, either directly or from other bodies or individuals.

The FSAP advises on and assemble an appropriate Review Panel tailored for each question. The Review Panel (RP) comprising experts (from within or without the Fellowship) with relevant experience to address the question and create a position paper for the RCVS on the matter in hand.

The FSAP is made up of Fellows of RCVS, chaired by the Vice-Chair of the Fellowship Board and with an observer from RCVS.

Each RP is made up of Fellows and Members of the RCVS, non-MRCVS and non-vets, as appropriate to the question.

The RP will consult widely and extensively to establish an appropriate and robust response. This could include commissioning an individual to write a report, inviting witnesses / experts to give written or oral evidence, or commissioning / conducting novel enquiry or research to improve understanding of the subject.

**Pathway of Response to questions submitted to RCVS.**

Those questions requiring a Scientific or Ethical position



Chair of FSAP who circulates to FSAP



FSAP discuss how to address the question and establish membership of relevant Review Panel



Review Panel submit report to FSAP for final review



FSAP paper submitted to RCVS

(note – multiple RPs can exist consecutively)