














The Royal College of Veterinary Surgeons Advancement of the Professions Committee

Meeting of the Advancement of the Professions Committee

Hybrid

8 February 2022 14:30 - 8 February 2022 16:30

AGENDA

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4	Update from APC Workstreams  Workstream Cover Page.docx  APC Reporting Framework - DIG.docx  APC Reporting Framework - Fellowship.docx  APC Reporting Framework - Global Strategy.docx  APC Reporting Framework - Innovation.pdf  APC Reporting Framework - Leadership.docx  APC Reporting Framework - MMI.docx  APC Reporting Framework - RCVS Knowledge.doc...  APC Reporting Framework - Sustainability.docx  APC Reporting Framework - VN Futures.docx	Ceri Chick	18 20 22 25 27 31 34 39 43 45

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7	Paper: Global Membership	Ceri Chick	
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Advancement of the Professions Committee (APC)

8 February 2022, 14:30

The Royal College of Veterinary Surgeons, Belgravia House, London

Agenda

- 1. Apologies for absence, declarations of interest and minutes of the meeting held on 16 November 2021.**
- 2. Matters arising**
- 3. Updates from APC workstreams**
- 4. Paper: BAME Student Working Group Report**
- 5. Paper: Reasonable Adjustment**
- 6. Paper: Global Membership**
- 7. Oral Update: Post-Workforce Summit Update**
- 8. Paper: Sub-Committee Review**
- 9. Any Other Business**
- 10. Dates of next meetings:**
 - 1) 10 May 2022 (14:30)
 - 2) 13 September 2022 (14:30)
 - 3) 15 November 2022 (14:30)

Summary	
Meeting	Advancement of the Professions Committee
Date	8 February 2022
Title	Advancement of the Professions Committee Report 16 Nov 2021.
Summary	<p>To note the attached minutes of the meeting held on 16 Nov 2021.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> • The Committee was updated on the progress of the Workforce Summit event research outcomes. • The Black Asian and Minority Ethnic (BAME) RCVS/Veterinary Schools Council (VSC) Student Support Working Group had completed its work, and would present its report at the next Committee meeting.
Decisions required	None
Attachments	Classified Appendix
Author	Ceri Chick Secretary APC c.chick@rcvs.org.uk / 0207 856 1034

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A
Classified Appendix	Classified	1

¹Classifications explained

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

²Classification rationales

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

Minutes of the Advancement of the Professions Committee meeting held on Tuesday, 16 November 2021 at 2pm via Microsoft Teams.

Members:

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

Mr R Harris	Managing Director, Customer Faithful (for agenda item 4 only)
Prof R Pettitt	Chair, RCVS Veterinary Schools Council BAME Working Group (for agenda item 6 only)

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 Prof Susan Dawson.

Declarations of Interest

3. There were no new declarations of interest from members of the Committee.

Minutes of the last meeting held on 14 September 2021

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

Matters Arising

5. No new matters were discussed.

Updates from APC workstreams

6. 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 November 21 AI01).
7. 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

8. The Diversity and Inclusion Working Group (DIG) was pleased to welcome British Veterinary Chronic Illness Support and Gurpreet Gill (RCVS Leadership and Inclusion Manager) to the group.
9. It was noted that the RCVS / Veterinary Schools Council BAME Student Support Working Group had finished its work and was in the process of completing the report on Religious

Clothing, which would be presented to the Committee at its next meeting. This would be discussed further in agenda item 6 (APC Nov21 AI 06).

10. The Group was planning to create synergy with the Leadership workstream to update the Leadership showcase, launched in 2019, to include a more diverse range of leadership role models within the professions.
11. A survey on chronic ill-health would be released, to gather more detailed information on the challenges that those in the professions with chronic conditions face, and how the College could work with them to overcome these hurdles. The Group would also be discussing further topics including inclusive recruitment and limited licensure.

Fellowship

12. The main activity carried out by the Fellowship since the previous Committee meeting had been Fellowship Week. This event saw online content being released over a week spanning 30 September to 7 October 2021. The week included six "Fellows of the Future" competition entries and three Fellows in Focus presentations. The week culminated with a virtual Fellowship evening welcoming all new Fellows to the Fellowship, and a presentation from Keynote Speaker, Professor Tim Spector. All content and live stream of the evening ceremony is viewable on the website. The Fellowship Board Chair thanked all members of the College who were involved in the creation of the event.
13. It was noted that hosting the event online had increased the event's reach to the public and the profession, allowing a greater number of viewers to engage with the event.
14. The Fellowship had implemented the changes to the application process that had been reviewed and agreed upon at the previous Committee meeting. Changes were clearly marked on the website and reminders would be sent in any Fellowship communications.
15. The Fellowship Board had been working with the College legal team to ensure that all processes and governance were in line with College standards and regulations.
16. The Fellowship communications platform "Discourse" was due to be launched to the Fellowship before the next Committee meeting. This would create a community of Fellows to encourage discussion and debate to give life to the Fellowship. A newsletter would also be created by the end of the year to update the Fellowship on any upcoming events and important information.
17. The Fellowship Science Advisory Panel had been discussing two main topic streams, Quality of Life and Net Zero Surgery. Work was due to commence on these research topics, with activity increasing in 2022. It was highlighted that the Science Advisory Panel had an open dialogue with RCVS Knowledge and other key organisations to ensure that the work did not overlap with current activities.

18. The Committee discussed the idea of creating a nominations system for receiving Fellowship applications, as the current process consisted solely of self-nominated applications. The Fellowship Chair highlighted that this was an ongoing topic of discussion within the Fellowship Board. To avoid a possible restriction on diversity, it was felt that a fully self-nomination system may not be the best option for the Fellowship, therefore a hybrid system may be considered.

Global Strategy

19. The Policy and Public Affairs team had examined the results of the College's overseas membership, which was carried out by Mo Gannon & Associates Ltd on behalf of the RCVS in 2019. The research identified some areas associated with engagement with overseas members that could be improved. Desktop research was being carried out to discover how other Royal Colleges and Regulators remedy these issues in their work with overseas members. The team would put together a range of options for the Committee to discuss in the coming months.
20. A follow-up event to the RCVS Workforce Summit, being held on 30 November 2021, would be organised with the International Veterinary Regulators Network, to communicate the findings and outputs from the Summit and to get a sense of whether overseas regulators were facing similar issues and how ideas may be pooled.
21. The Practice Standards Scheme (PSS) team had postponed commencing work on the "Global PSS" project due to the immediate need to prioritise existing projects, including the sustainability work with the Centre for Sustainable Healthcare. There was still the intention to create a working party specifically to focus on the Global PSS project, which would likely commence during 2022.

Innovation

22. The workstream was preparing for the Workforce Summit, being held on 30 November 2021.
23. Invites for the event had been sent to key stakeholders within the professions, including government and representative bodies, major employers, veterinary schools, and veterinary professionals from independent and corporate practices. At the time of the meeting, around 73 delegates had registered to attend, with more expected to register before the event.
24. The Summit would explore what a better future could look like for the professions, addressing the challenges within recruitment, retention and return.
25. This would be further discussed in agenda item 4 (APC Nov21 AI04).

Leadership

26. The Leadership Library was being developed as a permanent bank of curated resources that would be hosted online. This would grow and evolve with leadership topics that reflect current issues relevant to the veterinary professions. The content would be free from reputable sources externally and internally to the College with subject matter experts.

27. The Library would include a variety of different learning formats, beginning with the following topics:
- a) Inclusive Leadership
 - b) Delegation Skills
 - c) Difficult Conversations
 - d) Carer Planning and Networking
 - e) Building and Leading a Practice Team
 - f) When to Lead and When to Follow
 - g) Reflections on Leading through Covid or Crisis
28. There was the intention to use this opportunity to synergise with RCVS Knowledge to signpost resources on Leadership and Culture Change and Quality Improvement. The Library was due to launch before the end of 2021.
29. The workstream would be conducting a review, in conjunction with the Diversity and Inclusion Group, of the Leadership role models initiative. Instead of updating the existing profiles and presenting role models in the same format, this was an opportunity to re-evaluate and consider a different, wider-reaching approach.
30. Further information is included in the confidential annex, paragraph 6.

Mind Matters Initiative

31. The Mind Matters Initiative had produced a variety of work, which the Committee was encouraged to share on social media.
32. One main activity being carried out was a collaboration with the British Veterinary Nursing Association (BVNA), which stemmed from the findings following the Student Vet Nurse (SVN) Wellbeing Survey to help inform the Initiative's future work within the veterinary nursing profession. MMI was collaborating with the BVNA to address the concerns surrounding incivility and bullying raised in the survey. The two organisations were looking to run active bystander training throughout 2022, create resources and a targeted social media campaign to address bullying, incivility and discrimination across the veterinary professions.
33. The Committee was encouraged to use and spread the word around the MMI Kite app, which had received 1,200 registered users.
34. The new round of campfires had been launched with evenings focusing on Combatting Climate Change Anxiety, Men's Mental Health, and Working Through Winter. The Committee was asked to encourage their male colleagues to engage with and attend the event, to increase male representation.

35. The next key activity being carried out by the workstream was the MMI Mental Health Research Symposium, which would be held online on 24 November 2021. All speakers had been confirmed and the event was open for registrations.

RCVS Knowledge

36. RCVS Knowledge had opened nominations for the Plowright Prize, which offered £75,000 to recognise an individual working in Europe or the Commonwealth who had made a significant impact on the control, management and eradication of infectious diseases of animals. The Committee was encouraged to spread the word and to encourage colleagues working in this area to be nominated for this prize.
37. The data from the RCVS Knowledge small animal neutering audit, which showed an increase in submissions of 45% compared to 2020, had been published.
38. It was noted that the nominations period for the 2022 Knowledge Awards was open, and the Committee was encouraged to spread the word around applications, the information for which could be found on the RCVS Knowledge website.

Sustainability

39. The Sustainability workstream presented the Committee with a paper that reviewed the work of the Environment and Sustainability Working Party, which had concluded at the beginning of October 2021.
40. The Committee's lead for Sustainability, Dr S Paterson, thanked the group for their efforts and was grateful for the support the workstream had received.
41. A group focusing on incorporating sustainability into the PSS had met to discuss a project plan, and work with the Centre for Sustainable Healthcare.
42. The Committee approved the decisions specified in the Final Report of the Environment and Sustainability Working Party. These decisions were:
 - a) Approval of the internal sustainability policy; and to confirm that ToR 1 had been met through the Green Team taking forward this work.
 - b) To confirm that ToR 2 had been met through the PSS team taking forward external policy.
 - c) To confirm that ToR 2 and 3 had been met through pursuing the 'RCVS Academy' as a means to engage the professions about sustainability and for APC to dedicate time at least once per year to the sustainability agenda.

VN Futures

43. It was noted that the VN Futures (VNF) Interim Report had been completed and published in September 2021.
44. An illustrator had been commissioned to create animated recruitment videos; one aimed at primary school children and the other aimed at secondary school-aged children.
45. The VNF was collaborating with the “Vet-in-a-box” initiative, led by Liverpool vet Hannah Hodgkiss-Geer, to create a careers resource box through Loughborough’s ‘subject in a box’ project.
46. Two discussion sessions had been held at BVNA Congress, which had received encouraging attendance and engagement. An introductory talk for the MMI/VNF Student Veterinary Nurse Wellbeing discussion was delivered at Congress, which was also well attended and yielded useful outcomes.

Primary Care Project

47. Mr R Harris was welcomed to the meeting to provide the Committee with an update on the RCVS Workforce Summit.
48. It was noted that a few parallel workstreams were running in the preparation for this event, including desk-based research analysing the data held by the College and other organisations, such as the major employers, in order to equip those attending the Summit with the latest information on the state of affairs within the professions. The information would also be distributed more widely following the Summit.
49. Organisations had also been approached to provide posters on their activities toward the recruitment, retention and return plan, although none had been forthcoming to-date.
50. Customer Faithful had been contacted to research the views of the professions towards recruitment, retention and return, to support the Summit and to understand their experiences on the subject. A series of online insight groups had been created, which were split broadly by job role and career status. These consisted of the following groups of people:
 - a) Out of Practice
 - b) Considering Leaving
 - c) In a Corporate Practice
 - d) In an Independent Practice
 - e) Not Full-Time in Practice
 - f) Vet Nurses
51. In addition to the focus groups, one-to-one interviews were conducted, with an overall number of 43 participants involved in the research.

52. The results showed that the ambition to become a vet had not fully changed. Upbringing and education remained the vocational drivers. The romantic image was fading, however, the passion for animal care continued. The issue from this seemed to be unrealistic expectation setting.
53. The results also showed that there was a widespread view amongst veterinary professionals that the veterinary schools focus on clinical learning and under-recognised the importance of people skills, both in recruitment into veterinary school with aptitude and in the work they would ultimately do as a vet. As a result, students graduate with technical knowledge but lack the coping skills to deal with the mental stress of high caseloads, demanding clients and understaffed practices. With fewer applicants, creating a balanced practice team would be difficult, which leads to the employee experience being less appealing than anticipated. Events such as Brexit and the Covid-19 pandemic had also impacted this issue.
54. It was noted that workplace culture and a poor work-life balance were the two most-cited factors for vets and nurses actively seeking ways to limit their exposure to full-time practice. This issue impacted a wide range of veterinary professionals in different ways, including switching to part-time, locum work, taking career breaks, leaving for non-clinical roles, or leaving the professions.
55. It was stressed that veterinary nursing was an especially at-risk-of-attrition role. Low pay, lack of career growth and limited support were major factors towards an ethos of “move on or burn out”.
56. In conclusion, the results showed that there was no single measure that would fix recruitment and retention, however, a series of coordinated actions to address these issues could help different cohorts at different life stages to ease the crisis in the professions.

Committee Review

57. The Committee was presented with a diagram displaying the reporting Committees to the APC, for its review.
58. The Committee agreed that a more in-depth discussion on the review of the Committee’s reporting bodies would be carried out at its next meeting.

Outputs from BAME VSC Working Group

59. Professor R. Pettitt was welcomed to the meeting to provide the Committee with an update on the RCVS/VSC BAME Student Support Working Group’s activities.
60. It was noted that its report on Religious Clothing had been delayed due to unforeseen circumstances, but would be presented to the Committee at its next meeting in 2022.

61. The Committee was reminded that the group was founded following a College-organised roundtable to canvas BAME students and veterinary surgeons, the outcome of which was that there were clear and identifiable gaps in services and support. Three notable gaps were; support for students on Extra-Mural Studies (EMS) placements, role models in the veterinary profession, and clear reporting structures for discrimination. An additional element was added later: support and guidance for the use of religious clothing in practice.
62. It was noted that the purpose of the religious clothing document was to provide a generic wording that any individual group could take for their use. Ideally, every UK-based veterinary school would have a document based on this guidance, as would veterinary practices.
63. The Committee thanked Professor Pettitt for his update and looked forward to reading the completed Working Group report.

1 CPD App

64. This information is in the classified appendix in paragraphs 1-5.

Any other business

65. No other business was discussed.

Date of next meeting

66. The Chair closed the meeting noting the next meeting would be in the afternoon of 8 February 2022, in-person, Covid-restrictions allowing.

Summary	
Meeting	Advancement of the Professions Committee
Date	8 February 2022
Title	Updates from APC Workstreams
Summary	<p>Provided below is an update on the outputs and outcomes of APC workstreams since the last Committee meeting 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> <ol style="list-style-type: none"> i. Diversity and Inclusion Working Group ii. Fellowship of the RCVS iii. Global Strategy iv. Innovation v. Leadership vi. Mind Matters Initiative vii. RCVS Knowledge viii. Sustainability ix. VN Futures
Decisions required	None
Attachments	None
Author	Ceri Chick Senior Leadership Officer c.chick@rcvs.org.uk 0207 856 1034

Classifications

Document	Classification ¹	Rationales ²
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Paper	Unclassified	N/A

¹Classifications explained

Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.
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Area of work
Diversity & Inclusion
Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p>No DIG meetings have been held since the last APC meeting. The next meeting will be held in February</p> <p>The completed BAME VSC RCVS working group report will be discussed in the next meeting. The Religious Clothing document is nearing completion and students have volunteered to have their photograph taken in veterinary settings wearing their religious clothing and items. These images will be used as part of this report, but also for other RCVS purposes so that we can increase and showcase diversity in this area.</p>
Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p>For the next DIG meeting the following items will be discussed:</p> <ol style="list-style-type: none"> 1) The panel will be invited to share their thoughts on Stonewall membership and whether the College should continue or consider alternative organisations due recent negative press and concerns over value for money. 2) Initial research and possible approaches to the replace the current Leadership role Models showcase will be discussed. The aim is to widen the diversity of backgrounds, skills and experiences depicted and to explore different ways of presenting this. 3) Further discussion on the format of the Chronic Illness Survey to be launched this year, looking at the raw data from BVNA survey issued in the last few months of 2021 on this topic, to prevent asking the same questions and looking for ways to achieve positive outcomes.
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?

The Leadership workstream has incorporated Inclusive Leadership as a key topic in the newly launched Leadership Library. There may be further synergy with the project to develop Leadership Role Models.

The MMI workstream were looking at the effects of menopause for many women in the professions and the support available to them. There has been a suggestion that they work with DIG on this topic as this will be an issue discussed as part of the Chronic Health Survey.

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

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.

Fellowship Applications

Applications are being accepted for the 2021-2022 Fellowship round. These applications are subject to the updates made to the application process, which emerged from the recent process review.

The deadline for applications is 14 February 2022, at 5pm. Committee members are encouraged to approach colleagues and spread the word about the applications.

The College have released social media posts to advertise the applications, and a press release is due to be published for this reason also.

Communications

Discussion has taken place between the Fellowship staff leads and the RCVS Communications and Events team to determine appropriate dates and time frames for events and activities due to take place in 2022 for the Fellowship. These include (but are not limited to) the following:

1. Launch of the Discourse platform
2. Fellowship Newsletter launch
3. Credentials Panel recruitment
4. Fellowship Board Elections
5. Fellowship Day

Fellows Science Advisory Panel

The FSAP have begun their work on Quality of Life (Overtreatment and undertreatment) This is an opportunity to engage with the professions in their widest sense to look at some of the current challenges and issues that are being raised. There is potential opportunity for collaboration with Standards / ProfCon. It is hoped that this project will showcase how the Fellowship can serve the community. The Committee will be updated on the outcome

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

<p>Newsletter</p> <p>With the current GDPR policies, options to communicate with the Fellowship have been limited, however there has been work undertaken that will allow us to do so more fully, and it is hoped that Fellows will opt in to receive more tailored communications. This will include creating a new Fellowship branded newsletter</p>
<p>Discourse</p> <p>IT processes and work have now been completed, and the forum has been made available in test mode to the Board. It will be launched to the entirety of the Fellowship w/c 21 Feb. The Communications team are aware, and will be planning updates to the Fellowship with instructions for use.</p>
<p>Credentials Panel Recruitment and Training</p> <p>A recruitment campaign is due to be launched in early February to recruit new members of the Fellowship Credentials panels. New and current members of the panels, along with the Fellowship Board, will receive training on how to assess the Fellowship applications, specifically highlighting the updated processes, along with Diversity, Inclusion and Unconscious Bias training.</p>
<p>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</p>
<p>N/A</p>
<p>Synergies with other workstreams that your current activities may introduce?</p>
<p>The SAP are due to start work on;</p> <ol style="list-style-type: none"> 1) Net Zero Surgery. There is currently collaboration with PSS and the ESWG in regards to supporting the work that is being started by UKHACC in January on carbon zero surgery within the human sphere, and that this work can be translated or adapted into veterinary. 2) The Contribution of the Veterinary Professions to UK PLC. 3) Over/ Undertreatment. There is an opportunity to collaborate with the ProfCon and standards teams as part of the work on treatment, and to help articulate some of the specific issues that are raised frequently with the advice line.
<p>Areas of your work that you would like to highlight for discussion by the Committee?</p>
<p>N/A</p>
<p>Any other matters arising from your work that you wish to bring to the Committee's attention?</p>

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.

A paper is being brought forward to this meeting outlining potential future approaches to engagement with the College's overseas Members.

Following the RCVS Workforce Summit in November, a follow-up event was held on 10 January to brief representatives from a number of members of the International Veterinary Regulators Network on the Summit and our findings so far. Following the RCVS presentations there was a discussion about the situation in other countries. Some shared problems around retention were identified, but the recruitment situation varies greatly across jurisdiction, particularly in respect of reliance on overseas-qualified veterinary surgeons.

Discussions have resumed with the Botswana Veterinary Association concerning the possibility of a formal World Organisation for Animal Health (OIE) twinning project. The College awaits formal confirmation that Botswana intends to proceed with the project, and an indication of what issues they would like to prioritise.

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?
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
Innovation
Key activities and issues managed in the last quarter that the APC should be aware of.
<p>Preparing the Profession – Ongoing</p> <p>Continue to scope out a framework for an Innovation MOOC/ online course that will be made available to the whole profession. We have had discussions with content and e-learning platform providers, as well as reviewing how this course can fit in with the RCVS Academy developments. Activities such as the creativity, design thinking sessions and our Innovation workshop series continue to support the ViVet project aim to ensure veterinary professionals are equipped with innovation capabilities.</p> <p>2022 Planning - Ongoing</p> <p>A year plan of activities that work across the ViVet aims to: Showcase and Accelerate Innovation. Meetings both internal and external are underway to produce content, engagement, and education resources. The plan will also include the potential returning to face to face innovation events.</p>
Proposed activities and issues to be managed in the next quarter that the APC should be aware of.
<p>Workforce Summit – Post-event, report and action plan</p> <p>Responding to the growing questions, concerns and discussions being had across a variety of platforms and organisations. The RCVS began planning a summit style event that focuses on what a 'better future' could look like for the profession—tackling the challenges of Recruitment and Retention in, and the barriers Returning to the profession.</p> <p>Using ViVet (the RCVS Innovation Programme) as the catalyst, we looked to innovative approaches, such as Design Thinking, that we could use to explore the challenges, possible solutions and to position the overall summit as an event for real change.</p> <p>We produced a preliminary report that brings together existing data from our Survey of the professions, the RCVS Register and retention surveys from across the profession. We used the insights to identify the problem statements and areas of focus for the summit.</p> <p>To ensure that we are providing the most up to date information and 'voice' from the veterinary profession, we held a series of Insight Sessions (25th October – 5th November) with those at the forefront of the workforce recruitment and retention challenges, thinking of leaving the profession and those who have left looking to return. We also put out a call for other organisation to share any data that could help us provide that clear picture of the challenges and the gaps.</p>

On the day (30 November 2021) we welcomed over 80 delegates including Government and Representative bodies, Vet schools, Veterinary employers ranging from independent practices to major employer groups. The delegates were then split into groups and asked to identify solutions on six topics highlighted as priorities from the feedback of the vets and nurses who engaged with the preliminary research:

- Readiness for work – encompassing the training and education for vet and vet nursing students
- Work-life balance
- Workplace culture
- Client interaction
- Career development
- Return to work for those who have left either the clinical arm of the profession or the profession entirely

A report of the day will be published this month, and an action plan later in the year, which will include commitment from a range of stakeholders. There will be further opportunities for members of the professions to engage with the process.

Design Thinking Workshop – Empathy – Back on

Following on from our successful Design Thinking workshop hosted in December 2020 which welcomed over 40 veterinary professionals online to work on the communication challenge of *Clients wanting a diagnosis without having tests done*.

The next session will look at how veterinary professionals and practices can capture clients thoughts and feelings using the first design thinking step 'Empathy'.

We will be using a mock-up case study during the teach-in that will frame the topic of *Innovating and redesigning the vet waiting room experience*.

Outcomes -

Skills and tools for anyone wanting to capture direct insight from clients, about any aspects of vet practice that they are planning to change.

This workshop was on hold until after the Workforce Summit, and will now form part of a series of Design thinking workshops being held quarterly throughout 2022.

Website – Blogs and Case Study

- Creativity Techniques – Blog
- Using design thinking to tackle issues in the profession - Case Study
- Business Model Innovation - Blog

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?

The Action Plan following the RCVS Workforce Summit, could see some tasks and actions being allocated to or supported by, AP workstreams and projects across the college.

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

N/A

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

N/A

Area of work
Leadership

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

Edward Jenner Leadership programme

After reviewing options, we will be proceeding with a 2-year contract. We have confirmed that we are happy with the proposed course structure, delivery and certification. The course is free to learners, with an upgrade fee of £38 payable for certification, assessment and continued access to content for up to year after completion.

Minor changes to the contract have been requested, and we are now at waiting for the NHS to come back with a revised contract and confirmation of the start dates, which we hope will be in early Spring.

Leadership Library

The Leadership Library has launched, with resources on three leadership topics: Delegation, Difficult Conversations, and Inclusive Leadership. Feedback has been very positive, particularly in relation to the Inclusive leadership section. The content is free and available on the RCVS website in a variety of learning formats, such as presentations, interviews, video clips, blogs, articles and webinars.

As of the 25/01/22, there have been a total of 1,555 page views and 1,070 unique page views, with Inclusive Leadership receiving the highest number of views.

Resources will be added to existing topics and material is currently being curated and developed on a four further topics:

- Leading and working in a team
- Leadership and Quality Improvement
- Leading through challenging times
- Coaching and mentoring

We anticipate releasing this content gradually over the next few months.

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

The review of the leadership role models is on-going. Our intention is to take a different approach to widen our reach and increase diversity of perspective and experiences represented. Initial research has been conducted to investigate approaches undertaken by other Royal Colleges, Royal Societies, universities and related organisations. As well as the single release showcase of individual profiles, similar to the current RCVS showcase, two other approaches have been identified:

- Monthly blog posts/podcasts, often in the form of “Career Case Studies” (VN Futures), “A day in the life of” (WSAVA VetView Podcast), “Meet our members” (Royal Society of Biology) “Student stories” and “Professional interviews” (Animal Aspirations).
- Continuous feed based on current events with release of related content. This approach is taken by the Royal College of Psychiatry. Content is added the EDI section of their website based on current events, in the form of blog posts, podcasts, interviews and webinars.

Further research will be conducted before a proposal is developed.

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

There may be potential costs associated with the Edward Jenner Leadership MOOC.

Synergies with other workstreams that your current activities may introduce?

Synergy with MMI and Diversity and Inclusion in the development of Leadership Library resources

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

Mind Matters Initiative

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.

New Appointments

MMI appointed Lacey Pitcher as the new MMI Outreach and Engagement Senior Officer. The Taskforce welcomes Macaulay Gatenby to the next meeting as the British Veterinary Nursing Association (BVNA) student representative. Liz Barton is also stepping down from the Taskforce – a new representative from the Society of Practising Veterinary Surgeons (SPVS) will be replacing her soon.

MMI Mental Health Research Symposium

The third MMI Mental Health Research Symposium took place on 24 November 2021. The day was very well received and featured presentations from veterinary mental health researchers from across the globe. 146 people registered to attend the event. Recordings from the day are now available to view on the MMI website. The report is due to be published imminently.

MMI Kite App

The MMI Kite App was successfully launched at BEVA Congress on 6 September and now has almost 2000 registered users. User feedback has been positive and the MMI team will continue to develop content which will be uploaded intermittently to ensure app content remains current and relevant.

Current content development includes:

- Living and Working with Chronic Illness (in collaboration with British Veterinary Chronic Illness Support, BVCIS)
- Transition into Practice

Plans for a student version of the app are in progress – this will come at no extra cost to the current app.

Student Veterinary Nursing Survey/Discussion Forum

The SVN Wellbeing Discussion Forum Report, containing highlights and key outcomes from the event, has now been published and is available to view on the MMI website.

This, in conjunction with the results of the SVN wellbeing survey, will be used to help inform the future work of MMI in this area - student and veterinary nurse wellbeing will be key components of the 2022- 2027 MMI strategy.

Off the back of this research, the Mind Matters Initiative Manager will also be speaking at VETNNET on 17 March to share findings from the survey and also at Askham Byran Veterinary Nursing Congress on 21 March.

In addition to this, MMI are going to be collaborating with VetLed and BVNA and are currently discussing campaigns for later in the year, including 'Safe to Speak Out'.

We are also going to be co-running a series of Civility training sessions.

Autumn/Winter Campfire Chats

The 2021 autumn/winter Campfire Chat series (consisting of 4 talks) ended with Working Through Winter on 13 December. All talks were well received, and delegate numbers were high with a total of 280 signs ups across the entire series. Talk summaries and resources are available on the MMI website.

MMI Strategy Consultation Survey

MMI is in the final stages of putting together its 2022 – 2027 strategy and are offering members of the profession the chance to give their input into how the key areas of the strategy are developed by taking part in a short survey.

The key areas for the strategy are:

- Research
- Leadership
- Beyond mental health awareness: Widening the conversation
- The veterinary nursing profession
- Students and new graduates
- Equality, diversity, inclusion and civility

Members of the veterinary professions have until 28 February 2022 to complete the survey.

Sarah Brown Research Grant

Applications for the 2022 Sarah Brown Mental Health research grant are now open. The deadline for applications is 5pm Friday 20 May 2022. This year MMI will provide resources and possibly events to support applicants.

Research is a key theme of the MMI strategy, and we will be developing a research hub in the second half of 2022.

Webinar Vet Virtual Congress

MMI sponsored and hosted two sessions at The Webinar Vet Virtual Congress. The sessions were as follows:

- Dr Claire Gillvray – Understanding the mind body link and what we can learn from it
- Dr Catriona Mellor – Living with the climate Crisis: What do we need to know about eco anxiety, nature, wellbeing and resilience

These sessions received great feedback, with a total of 525 people joining the live sessions. The sessions are still available to view on The Webinar Vet website.

Mind Matters International

The Australian Veterinary Association has become the latest signatory to the Mind Matters International statement on mental health.

RCVS CEO, Lizzie Lockett, chaired a webinar for the Federation of Veterinarians of Europe on mental health and wellbeing in December.

After two successful MMI International online events, there is now a third one being planned for March.

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.

Webinar Series

Plans for a new webinar series are currently underway. These will be run directly through MMI to increase levels of engagement with the MMI brand and highlight access to complementary resources.

Spring Campfire Chats

The new series of Campfire Chats are due to being 1 March. Preliminary dates and topics are as follows:

- 1 March – Celebrating Diversity!
- 21 March – The Joy of Creativity
- 5 April – Overcoming Self-Doubt and Stressing Out
- 21 April – Identity - Who Am I Away from Work?
- 3 May – Saying Goodbye...Letting Go and Learning to Grow
- 12 May – Tackling Loneliness in a Hyperconnected World

Training

Emotional Resilience courses in collaboration with BSAVA are still underway and are due to end 2 March.

A training pilot for external MMI training providers is being run early this year. We are looking to collaborate with organisations in a similar way to the resilience training sessions carried out with BSAVA. Each training provider will run a tester session which will be attended by MMI to gauge which providers will be best to move forward with. Training sessions will cover 4 streams:

- Mental Health Awareness (fairly certain this will be given by Mental Health First Aid)
- Looking after yourself
- Looking after others
- Equity, Diversity, Inclusion and Civility

Other training sessions which MMI will run in collaboration with other organisations include:

- Championing Equality
- Line Management
- Mental Health and the Equality Act

Once all training has been finalised, MMI will announce a full training programme which will stay in place for at least the next two years

Feel Good February

MMI are going to once again support University of Glasgow School of Veterinary Medicine for their annual student run event 'Feel Good February' which aims to raise awareness towards positive wellbeing.

An Evening with MMI

As a way of celebrating the achievements of MMI and to launch the new strategy, MMI are going to be hosting 'An Evening with MMI'. Dates and formal details TBC.

BSAVA Congress

MMI will be attending BSAVA Congress (24 – 26 March) and will be participating in their wellbeing stream.

MMI Kite Boxes

MMI Kite boxes, containing merchandise to promote use of the MMI Kite App, are being sent out to a variety of new graduates, current Kite users, previous campfire attendees and SVPS congress delegates. These contain a range of branded MMI merchandise including a MMI Kite App journal to support use of the MMI Kite App.

Outreach and Engagement

On 24 February, the MMI Outreach and Engagement Senior Officer will be speaking at the VetLed Human Factors Conference on 'Neurodiversity: Communication Considerations'. She will also be part of the panel session 'The Humanity of Veterinary Professionals'.

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

No

Synergies with other workstreams that your current activities may introduce?

Celebrating Diversity Campfire Chat is due to be chaired by Gurpreet Gill, Leadership and Inclusion Manager. Leadership is also going to be a key theme of the MMI strategy, so more crossover is expected in this area.

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

No

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

No

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.

Adding to the Evidence Base

RCVS Knowledge, in partnership with the University of Nottingham, recently published an article in the Vet Record which defined key veterinary-specific quality improvement terms.

The research, the first of its kind in veterinary medicine to draw up a comprehensive list of key quality improvement terms and definitions, provides a framework for quality improvement already tried and tested in the realm of human medicine. A standardisation of terminology will help quality improvement terms and principles take seed more profoundly in the veterinary professions and ultimately improve patient outcomes.

<https://doi.org/10.1002/vetr.1174>

New Trustees

We are pleased to welcome Mary Bawn and Mark Knight to our Board of Trustees.

Mary Bawn (Dip CIPR, MCIPR) joins us as a Digital and Communications Trustee. Mary is a multi-award-winning PR, Communications and Marketing expert with over 20 years experience working across charitable and commercial sectors.

She has a particular specialism across veterinary and animal welfare sectors, having led the communications function at PDSA for over 18 years. In her current role, she is the co-founder of communications and marketing consultancy, The LaunchBox, which specialises in veterinary, charity and animal welfare work.

Mark Knight (BA, FCA) joins us as a Finance Trustee. Mark is a Chartered Accountant (ICAEW) and brings a wealth of experience from his career in accounting and auditing.

Before retirement in 2021, he spent 36 years with top-five firm BDO, mostly in London and Hatfield, with separate two-year spells at various times in Hamburg and Vancouver. Latterly, he was based in the Technical Standards department with responsibility for quality management and coaching audit teams.




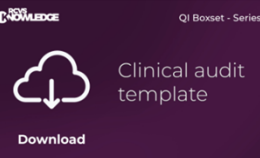




QI Boxset – Series 2

The QI (Quality Improvement) Boxset allows users to learn about QI in the way that works best for them. The bite-sized content can be used like streaming services where users can either follow our recommended learning route or can choose to dip in and out.

Series 1: Establishing a QI structure in practice has been live since 8th July 2021.

The content for series 2, as you can see below, has been launched and can support with the increased standards for the Practice Standards Scheme.

← Episode 2: Carrying out audits

 <p>Clinical audit CPD course</p> <p>Download</p>	 <p>Getting the team on board</p> <p>Podcast</p>	 <p>Best practice in clinical audit</p> <p>Download</p>	 <p>Clinical audit template</p> <p>Download</p>
<p>Clinical audit CPD course</p> <p>CPD: 60 minutes</p> <p>This course will help you learn how you can improve quality by better understanding your practice and processes through clinical audit.</p>	<p>Getting the team on board</p> <p>CPD: 15 minutes</p> <p>Listen to Pam Mosedale as she speaks with Louise Northway RHN about performing clinical audits in practice.</p>	<p>Best practice in clinical audit</p> <p>CPD: 30 minutes</p> <p>This document by Healthcare Quality Improvement Partnership (HQIP) sets out updated criteria for best practice in local clinical audit.</p>	<p>Clinical audit template</p> <p>You can use this template to assist you in performing a clinical audit in your practice.</p>
 <p>Clinical audit walkthrough</p> <p>Download</p>	 <p>Clinical audit- a veterinary nurses perspective</p> <p>Article</p>	 <p>Using clinical audit to tackle complications</p> <p>Article</p>	 <p>Going beyond audit</p> <p>Podcast</p>
<p>Clinical audit walkthrough</p> <p>A handy infographic that explains the process of performing a clinical audit. Ideal to print!</p>	<p>Clinical audits- a veterinary nurses perspective</p> <p>CPD: 12 minutes</p> <p>Lou the Vet Nurse tells us why she finds clinical audits so useful, and how you can follow in her footsteps.</p>	<p>Using clinical audit to tackle complications</p> <p>CPD: 11 minutes</p> <p>Read how the implementation of clinical audit and checklists allowed one practice to investigate and improve their intravenous catheter complication rates.</p>	<p>Going beyond audit</p> <p>CPD: 25 minutes</p> <p>Listen to Pam Mosedale and Margaret Mary Deviney, Head of Patient Safety at the Royal Free London NHS Foundation Trust, talk about moving beyond auditing and embedding a system of continuous improvement.</p>

Access here - <https://learn.rcvsknowledge.org/>

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.

Moving house – College Archive and Knowledge Library

The Library and Archive team have been and will continue to catalogue, curate and pack the contents of the Colleges archive, historical collection and RCVS Knowledge Library. This is part of the wider efforts to move the College and RCVS Knowledge to the new premises in Hardwick Street, Clerkenwell.

There are currently ~2000 boxes in Belgravia House to be assembled, labelled, filled and sent to be temporarily stored in a specialist facility 150m underground in a Cheshire salt mine. The team have also been supporting the wider College in developing and helping to implement an archive policy to

ensure that current records are not lost in the move, and to add to the College's archive and history for the future.

<https://www.deepstore.com/gallery/>



1 The 4th floor meeting room filling with boxes

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.

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

Area of work
Environment and Sustainability

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.

Since the last APC meeting, we have had confirmation from UKHACC that their 'Net-zero Surgery Working Party' is due to launch in April this year. The RCVS have committed to join to represent the veterinary sector.

In January, the RCVS presented at The Webinar Vet Sustainability Summit 2022. The webinar was organised as part of the RCVS Vet Futures student project. The RCVS explained what the College has achieved internally through the Green Team and gave a short update on the PSS work.

The PSS sustainability project is ongoing progressing well, and some initial draft requirements have been written by CSH in collaboration with a PSG working party and the RCVS Sustainability Lead. They were presented to PSG on 26/1 and were generally well received. Further feedback from PSG is due to be provided before consulting with other stakeholders.

As recommended by the E&SWP, there will be an annual workshop attached an APC meeting which will have an environment or sustainability focus.

The College Green Team have had a pre-audit with Investors in the Environment and are a step closer to achieving accreditation.

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.

Ahead of the UKHACC net-zero surgery working group, Sue Paterson will be meeting with the group's chair, Professor Mood Bhutta on 8 Feb 2021 to discuss what the RCVS hope to achieve by being involved with the group.

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

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Synergies with other workstreams that your current activities may introduce?

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

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

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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.
<p>School Ambassadors Scheme</p> <ul style="list-style-type: none"> ○ Launch of the School Ambassadors Scheme planned for mid-February 2022 ○ Resources in process of being copy-edited, designed, and finalised ○ Dedicated VNF website area for ambassadors in development <p>Vet-Team-in-a-box</p> <ul style="list-style-type: none"> ○ Ongoing project ○ Next meeting planned for 8th February <p>Diversity and inclusion</p> <ul style="list-style-type: none"> ○ The focus group to address diversity and inclusion in the VN profession has been set up by BVNA and the inaugural meeting was held in November 2021 ○ Campaign to recruit role models: developed guidelines and press release, campaign is underway and approximately 12 role models have come forward so far ○ Next meeting planned for 15th February
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.
<ul style="list-style-type: none"> ○ VN Futures Board meeting to be held on 1st February ○ Website review to be performed over the coming weeks
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.

There is scope for focus areas of VNF to feed into and benefit from content for the RCVS Learning Academy and the Leadership Library.

ViVet and the workforce summit – actions following the summit that will be applicable to veterinary nursing could be incorporated into the work of the VNF project.

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.

Summary	
Meeting	Advancement of the Professions Committee
Date	8 February 2022
Title	How could the RCVS further engage with overseas members?
Summary	The paper discusses different ways the RCVS could improve its engagement with overseas members.
Decisions required	N/A
Attachments	Annex A – Current approach to international engagement
Author	Rosie Greaves Policy and Public Affairs Officer R.greaves@rcvs.org.uk

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	
Annex A	Unclassified	

How can we engage more with our overseas members at the RCVS?

1. This paper sets out ways in which the RCVS may be able to learn from other membership organisations and Royal Colleges who actively engage with their overseas members. The paper focuses on veterinary surgeons as we do not have a membership category for overseas veterinary nurses.
2. Overseas members are important to the RCVS not only to raise the profile of the UK veterinary profession, but also:
 - to learn from colleagues abroad who work in different environments
 - encourage international education
 - learn from different types of veterinary regulation and best practice
 - to consider when/if expanding commercial activities such as the Practice Standards Scheme.
3. Overseas veterinary surgeons could also be interested in working in the UK and so it is within the interest of the RCVS to maintain and cultivate these relationships.
4. It is necessary to ensure they feel engaged as professionals and as members of the RCVS. The information contained within this paper is a result of desk-based research carried out in October and November 2021, and conversations with representatives from various organisations below:
 - The Law Society
 - The Royal College of Anaesthetists
 - The Royal College of Obstetricians and Gynaecologists
 - Institute of Chartered Accountants in England and Wales
 - The Royal College of GPs
 - The Royal College of Psychiatrists
5. Following a survey commissioned by the RCVS and carried out in 2019 by MG&A (annex A), it was revealed that 74% of RCVS overseas members found their membership valuable, however there was a desire to see more engagement from the RCVS. The survey also indicated that many (49%) had not engaged with RCVS initiatives such as the Mind Matters Initiative (MMI) and 29% weren't aware of them despite these initiatives being available to them.
6. Through the survey, it came across that a sense of pride and connection was a factor in retaining RCVS membership (20% said this was the main reason) and 78% of them chose to use postnominals where permitted. MsRCVS based overseas also stated that the potential of coming to work in the UK was a factor in retaining their membership, despite working and living elsewhere

at the time of the survey.

7. As a UK regulator, the RCVS' statutory role is UK-focused, but there is a strong global footprint and the veterinary profession within the UK is respected, alongside the Royal College status. The College consistently utilises technology and online presence to ensure members can engage at a time and place of their choosing. However, more can be done to develop an RCVS global strategy and engaging with overseas members would allow the College to establish relationships on the ground abroad that could help implement specific initiatives such as a globalised Practice Standards Scheme (PSS).
8. As of November 2021, there were 3,416 veterinary surgeons on the Register practising outside the UK. The overseas membership spans all continents as demonstrated in the below table:

Africa	234
Asia	363
Europe	1477
North America	805
Oceania	534
South America	3
Total	3416

NB. 344 of these had a UK address but their Membership category is 'Practising Outside the UK'

Potential policy ideas for the RCVS

9. The section below outlines some ways in which the RCVS could engage with members overseas. The ideas are broad-ranging, and some will require more in-depth thought should they be considered. However, this paper aims to suggest some outline ideas based on what is working well with other similar organisations.

Committees and working groups

10. The inclusion of overseas members in committees and/or working groups where relevant could be beneficial to the RCVS and its strategic plan, especially with many meetings having fully virtual or hybrid functionality.
11. The College could also set up a sub-committee or working group whose chair could act as coordinator for international affairs and as the point of contact for international members. Similar _____

to other College sub-committees or working parties (such as the Environment and Sustainability Working Party) this one could report to the Advancement of the Professions Committee, with the hope that Global lead for Council could act as chair.

12. The Chair of the Committee would work closely with the Secretary of the Committee who could be the point of contact for Government and non-Governmental bodies overseas. Workstreams and initiatives such as the RCVS support package for refugee vets could be the type of work this Committee would be responsible for.
13. Many members of RCVS who are based within the UK, including RCVS Council Members, already take part in international development work or charity work in lower-income countries, or carry out teaching and education abroad and the establishment of such a committee could draw on their experience and knowledge.
14. International and global affairs committees are commonplace in other membership organisations. It may also be of use inviting someone from another organisation who has sat on an international committee to be a guest member if the RCVS were to set this up to share experience and best practice.
15. However, it is worth understanding in detail what the Colleges remit would be internationally and the terms of reference of this group would need to be decided upon in more detail should the College choose this route.

Communication

16. At present the RCVS does not communicate directly with its international members through a specific, targeted email mailout. All Overseas Practising members currently get all of the College newsletters and some of the 'Connects', so they receive much the same information as UK Practising members. As a starter, including overseas specific content within our current newsletters could be a way in which we engage with overseas members. This could be the beginning of a staggered approach to ascertain how often this content is consumed and if it is something of interest.
17. Depending on engagement levels on the content mentioned above, the RCVS could look to write a tailored newsletter to overseas members. This could be a 'quick win' in terms of engaging with overseas MRCVS. The 2019 survey suggests that overseas members would like to feel more included, and a simple way in which to communicate to overseas members could be to send them their own email, highlighting key issues and events relevant to them.
18. The Mind Matters Initiative (MMI) is one of the initiatives that international members can participate in, but as revealed in the 2019 survey, many are not aware of it. Many organisations

with an international reach communicate to their overseas members in this way. For example, the Royal College of Anaesthetists sends out a quarterly newsletter, “The International Anaesthetist”, which is predominantly authored by international members and follows the same format each quarter. Projects such as MMI, could be asked by APC to look at what activities would be suitable to promote or engage with overseas members so that a comprehensive view of opportunities can be collated.

19. The RCVS could also host further webinars, podcasts or call out for blogs authored by international members. This involvement in communication extends beyond a newsletter written for members and increases inclusivity. Something simple, such as ‘a day in the life of’ or a conversation between two members from different parts of the world could effectively highlight similarities and difference between members of the profession across the world. The focus could be on veterinary regulation and policy or topical issues facing the professions, and how regulators tackle this.
20. Areas such as the Fellowship and RCVS Knowledge could also be factored in when thinking about topics for such communication formats, alongside the work that RCVS Council members undertake overseas. A blog series from overseas members of the RCVS could also be of interest to members in the UK, thereby engaging a broader range of those on the registers. Webinars and podcasts could build on this, with the additional appeal that they could contribute to CPD. This content could be incorporated into existing channels available to all RCVS members.
21. Communications about international activities that may be of interest to overseas members (events that are taking place etc) in the ways outlined above could provide the College with information on the plethora of work being undertaken by veterinary surgeons and nurses overseas. In turn, this could be of use to members in the UK who are interested in the profession beyond the country they work in. The frequency of newsletter content would need to be considered.
22. At the moment, there is a low level of engagement with the new outcomes-focused CPD and usage of 1CPD platform from overseas Members (35% uptake amongst overseas practising vets vs 78% for UK practising vets. Both were introduced in January 2020 and are mandatory as of January 2022 – at that point, people not complying with the CPD requirement will not be compliant with the Code of Professional Conduct.
23. At the CPD Compliance and Policy Sub-committee meeting on 26 January, the issue of overseas members’ low engagement with 1CPD and outcomes-focused CPD was discussed. Key discussion points were:

- a. It is early days re: overseas members' engagement with the updated CPD policy, and while there is concern at the low level of take-up it was agreed that it is necessary to maintain a watching brief for the next 12 months;
- b. It is recognised that overseas members are important to the RCVS from both a strategic and revenue-generation perspective;
- c. There was discussion and interest in further exploration of the role of self-certification by overseas members that they are meeting CPD requirements, and whether the Charter Case Committees could potentially have a role to play in addressing issues of non-compliance.
- d. The proposed next step was to arrange a meeting with the Registrar to discuss the options and then to take a paper to Education Committee in May '22.

International events and engagement with international membership bodies

24. The RCVS is already an observer of the World Veterinary Association (WVA) and an active member of the Federation of Veterinarians of Europe (FVE). Taking a more active role with WVA, such as applying for speaking slots at events, would increase networking opportunities with other international regulators, specialist societies, and other major organisations. Engaging with international organisations can also contribute to raising standards in training and assessment around the world. This would also make the RCVS more visible to international members and show willing to be involved with and take interest in international affairs. The RCVS is currently an Observer at WVA, but could consider becoming a full member in future.
25. In our discussions with the Head of International Engagement at the Law Society, they commented that as and when they can they host stakeholder roundtables with international members. In these, they specifically discuss international issues and host a drop-in afterward for members to speak with representatives. The reasoning behind this was to ensure members know that despite the Law Society being based in the UK, the interests of international members are valued. For the RCVS, this type of event could be hosted online and wouldn't necessarily have to involve international travel, however a physical presence does make a difference so could be arranged to suit business needs or whilst attending meetings or conferences with the WVA or FVE.
26. The Royal College of Anaesthetists hosts international membership panels online, the panels are twice a year and allow international members to speak directly with College staff and the Council's international lead. During these panels there is a Q&A and members can hear about the international work of the College, but also suggest what the focus should be for the following year.

Fellowship

27. The RCVS Fellowship could be a way in which to further engage overseas members. The Fellowship could be used to incentivise overseas members to become an RCVS Fellow and

promote diversity and inclusion, which is central to the RCVS Strategic Plan. At present of the 482 fellows on the RCVS Register, 38 of them are in the 'Practicing Outside the UK' category.

Additionally, thinking longer term, the Fellowship Science Advisory Panel could develop more collaborative research opportunities and build on those we currently have. These groups can work to address global veterinary priorities or concerns. This could also improve links with international organisations or veterinary associations.

Veterinary workforce

28. Workforce shortage is a major issue in the UK. The RCVS should continue its lobbying of the UK government to ensure that vets are kept on the Shortage Occupation List, minimising barriers to visas and keeping abreast of trade deals so standards are not compromised and the UK is an attractive place for vets to come and work. The 2019 survey demonstrated that many overseas members retained their membership as they may like to work in the UK in the future. The work carried out by the RCVS on this matter should continue to be promoted to the professions.

Practice Standards Scheme (PSS)

29. The PSS allows veterinary practices to demonstrate that they are working to the highest standard and offer clients service in a practice accredited by the RCVS. There has been appetite to market this abroad. PSS has received many requests from other countries (practices and bodies) to set up PSS, however there are many considerations that need to take place. It is a great opportunity to share best practice, and equally to learn from other countries', but while there is a revenue opportunity this would not be the primary motivation as, indeed, it would be potentially costly to establish. The expansion of this Scheme would set the RCVS up as leaders in excellence in equipping practices to be run to a high standard, but also could make the transition for overseas members wishing to work abroad easier if there is a common standard to which practices should work.

30. If this option were to be explored, overseas members would also be instrumental in sharing information and acting as experts within their country on how things may work differently there.

Dedicated staffing

31. At present, there isn't a need for a dedicated staff at the RCVS for this workstream. However, it's worth noting that other Royal Colleges who have been researched do have this, as the workstream is more established, and this may be something that the RCVS may consider adopting in future as the need develops. The Policy and Public Affairs team can be responsible for overseeing this work for the time being.

Pricing structure

32. The College could consider reviewing its Membership pricing structure so that those wishing to be part of the RCVS are not deterred by cost. For example, the Royal College of Obstetricians and Gynaecologists separate countries into different 'bands' and those within them pay a fee directly related to the typical income for a vet within that country. As continued Membership of the RCVS may be supplementary to one in the country they reside in, the fee could be a factor in why they may not continue to renew registration.
33. If overseas members were offered a reduced rate, this could also show them that their interests are being taken into consideration.

Conclusion

34. In carrying out research into other membership organisations, professional bodies and Royal Colleges, it is clear that often their global work is underpinned by a dedicated team who are entirely responsible for furthering the agenda to widen global membership and engage further than the UK.
35. While the goals differ from organisation to organisation, they can be summarised as intending to boost the profession abroad and in the UK by information exchange, discussion, professional support and learning. Other organisations have strategies specifically developed to target their audiences overseas and encourage international working, CPD, and global knowledge sharing.
36. It could benefit the RCVS to consider adopting some or all of the above policy ideas to ensure the RCVS is an accessible, inclusive organisation that benefits from a diversity of experience and thinking. To begin this work, some the actions discussed within this paper could happen quickly, and with limited cost this work could be distributed across the College where certain workstreams naturally would suit the type of output required; for example, newsletter content can be written by the communications and policy team, with input from other teams as and when necessary. Those actions are:
- Information in current emails the profession receives
 - A call out to overseas members to author blogs to be shared on our website
 - Continue conversations with contacts in Botswana and OIE to pursue the twinning project
 - Continue conversations for the PSS work
37. The above actions can be reviewed in an agreed timeframe to assess the status of the workstream.
38. However, more detailed approaches to address this issue will incur a greater cost and use of resource. By fostering a welcoming local, national and international network the RCVS can broaden its reach overseas and increase its international membership, so it is recommended that

a strategy be put in place which can aim to steadily develop over time. Organisations such as The Royal College of GPs and the Royal College of Psychiatrists have laid their international goals out in 10-year plans, which enables them to assess progress over a long time, but also not to overpromise. A short paper which describes the College's current international activities has been attached to this paper (Annex A) as a useful start to this workstream.

RCVS – Strategy for international work

As part of the RCVS strategic plan, the RCVS has ambitions to ensure there is a global dimension in all that we do. This paper outlines the current work being undertaken which already has a global dimension and is a supplementary document for the engagement paper which explores what future ambitions could look like.

World Veterinary Association

Since approval by the Advancement of the Professions Committee in 2019, the RCVS has observer status for the World Veterinary Association (WVA). WVA currently represents around 500,000 veterinarians around the world through its member association.

The RCVS intends to increase its engagement with the WVA and work more closely with them as the international workstream gains traction.

Federation of Veterinarians in Europe

The RCVS continues to be actively involved in the Federation of Veterinarians in Europe (FVE) and will this year be the host country for the bi-annual general assembly meeting. FVE is an umbrella organisation of veterinary organisations from 39 European countries (not just EU member states). It meets twice per year in a General Assembly. This year it is to be held in the UK?

Supporting the FVE and maintaining the relationship with this association and its members is a priority for the RCVS as the global work grows. This involvement is joint with the British Veterinary Association.

International Veterinary Regulators Network

The RCVS is involved with the International Veterinary Regulators Network (IVRN) who host events and meet on a fairly regular basis to discuss issues surrounding veterinary regulation. It is worthwhile maintaining links with other veterinary regulators to share experience and learn how regulation is working and changing elsewhere. It is also a sphere in which the RCVS can update on what it is doing, and gauge feeling and views beyond its jurisdiction from well-informed international counterparts.

Practice Standards Scheme Global

There is appetite to expand the Practice Standards Scheme (PSS) overseas. Previously, enquiries have been received from Argentina, Norway, Singapore and China with regards to assisting in the development of a PSS in each country. This project has been discussed internally and the first step towards this would be to set up an internal International PSS Working Party to scope out the project.

Botswana twinning project

Discussions have re-started with the Botswanan Veterinary Council in relation to a potential World Organisation for Animal Health (OIE) twinning project in the country. Such a project would key opportunities for knowledge and experience sharing, including in the wider Southern Africa region.

Education

The RCVS has well developed links with international accreditors European Association of Establishments of Veterinary Education (EAEVE), American Veterinary Medical Association (AVMA), South African Veterinary Council, Australasian Veterinary Boards Council and the International Accreditors Working Group.

Workforce

Since the pandemic, the 'Introduction to the UK veterinary professions' course for overseas-qualified members run by the RCVS with VDS Training which was traditionally in person has been run online. As such, it started to attract a different audience, namely vets/VNs who had not yet moved to the UK, but were interested in doing so. As a result, we are planning to run two different courses/webinars going forwards: one in-person/hybrid for vets/VNs already in the UK who want to get up to speed with national laws, regulation, advice, culture etc; and one online for those thinking of moving to the UK who want advice about registration, visas, the stat exam, finding work etc.

Refugee Council financial support scheme

In 2020, the RCVS created a scheme in partnership with The Refugee Council to provide financial support for UK-based vets with refugee status to enable them to take the RCVS Statutory Examination for Membership for free. The RCVS recognised that more could be done to help vets with refugee status to prepare for their exams, learn about the profession and make connections within the veterinary community.

The RCVS has created a 'welcome pack' for refugee veterinary professionals, which, on top of the Statutory Examination for Membership financial support, also includes free access to the RCVS Knowledge library resources and financial support for travel and accommodation to help them attend examinations.

Summary	
Meeting	Advancement of the Professions Committee
Date	8 February 2022
Title	APC Sub-Committee Review
Summary	<p>This paper provides the terms of reference (ToR) for the following sub-committees that report to the Advancement of the Professions Committee:</p> <ul style="list-style-type: none"> - Diversity & Inclusion Working Group - Fellowship Board - Mind Matters Initiative Taskforce - Vet Nurse Futures Project Board
Decisions required	None
Attachments	N/A
Author	<p>Ceri Chick Secretary APC c.chick@rcvs.org.uk / 0207 856 1034</p>

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A

¹Classifications explained

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

²Classification rationales

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

APC Sub-Committee Review

Diversity and Inclusion Working Group (DIG)

1. The Diversity and Inclusion Group (DIG) aims to break down barriers with regards to selection, recruitment and retention to encourage more diversity within the professions – including, but not limited to, ethnic, socio-economic and sexual orientation diversity.

Terms of Reference

2. To develop a set of key messages to help ensure that all stakeholders understand the benefits of a diverse and inclusive veterinary team, which could form a statement of intent.
3. To make an assessment of the current state of diversity within the veterinary professions, taking account of ethnicity, socio-economic group, gender, sexuality, disabilities and any other relevant groups, based on available statistics, and to benchmark these against other professions. The commissioning of some research may be required at this stage.
4. To develop an understanding of the barriers to a more diverse profession, considering factors such as selection and recruitment to veterinary school; recruitment to the workplace; attitudes and support within the workplace and other aspects – this would involve liaison with specific groups that represent the interests of minorities who may not be represented on the WG.
5. To consider what the role of the RCVS might be in changing the culture, making direct interventions, encouraging change from others and supporting other relevant organisations. This would include a review of what other regulators do, both within and outside the veterinary profession, in the UK and overseas.
6. To ensure RCVS staff, Council and committee members and other groups have adequate awareness of the issues and are provided with training and development to mitigate any unhelpful behaviours. This may include surveys to understand current levels of conscious and unconscious bias.
7. To establish what success would look like, how long this might take and how it might be measured.

Membership

8. Organisations represented on DIG are as follows:
 - a) Association of Veterinary Students
 - b) British Veterinary Association
 - c) British Veterinary Chronic Illness Support
 - d) British Veterinary Ethnicity and Diversity Society

- e) British Veterinary LGBT+ Group
- f) British Veterinary Nursing Association
- g) Major Employers Group
- h) Royal College of Veterinary Surgeons
- i) Society of Practicing Veterinary Surgeons
- j) Veterinary Schools Council

Fellowship Board

9. The Fellowship Board reports to the Advancement of the Professions Committee. It sets the criteria for the Fellowship by Meritorious Contributions to the Profession; to Clinical Practice; and to Knowledge. The Board also approves the process by which applications are received, processed and assessed.

Terms of Reference

10. The Fellowship Board shall set the criteria for the Fellowship by Meritorious Contributions to the Profession; to Clinical Practice; and to Knowledge. The Board will also approve the process by which applications are received, processed and assessed.
11. The Board will make the final decision on the outcome of all applications for the Fellowship by Meritorious Contributions to the Profession; to Clinical Practice; and to Knowledge.
12. The Board will nominate new members and/or consider applications from prospective new members for the Credentials Panel, and appoint them as appropriate.
13. The Board will exist within its own remit, but will need to liaise closely with the Education Committee, the Science Panel, RCVS Council and the Operational Board.

Membership

14. The length of service to the Fellowship Board is 3 years.
15. Membership of the Fellowship Board consists of:
 - a) The Chair
 - b) The immediate past-Chair
 - c) The Vice-Chair from the Fellowship
 - d) A member of the RCVS Officer Team
 - e) The Chair of the MCCP Panel
 - f) The Chair of the MCK Panel
 - g) The Chair of the MCP Panel
 - h) Two Project and Engagement members
 - i) A Lay Member

Fellowship Credentials Panel

16. The Fellowship Credentials Panels consider the applications received for each of the Fellowship routes; Clinical Practice, Knowledge and the Profession. The Fellowship Credentials Panels report to the Fellowship Board. Below is a list of members.

Fellowship Science Advisory Panel

17. The Fellowship Science Advisory Panel consists of subgroups formed on the basis of area of expertise, and a main panel which will review the research by the subgroups to make recommendations and advise on scientific issues relevant to recognised veterinary practice.

Terms of Reference

18. The Fellowship Science Advisory Panel shall provide the scientific underpinning for RCVS functions, and in particular:
19. The Fellowship Science Advisory Panel shall report to the RCVS via the Fellowship Board.
20. A selected member of the Fellowship Board will act as Chair of the Fellowship Science Advisory Panel.
21. Membership of the panel will be comprised of Fellows, either through application or nomination by the Fellowship Board. A staff member of the RCVS Advancement of the Professions Department would also sit on the panel as a lay observer.
22. Each member would usually be expected to serve on the panel for three years.

Mind Matters Initiative (MMI) Taskforce

23. The Mind Matters Initiative Taskforce meets to discuss the project and its progress, acting as a sounding board for ideas, a facilitative group for promotion and communication, and providing assistance and services (either in kind or financially). The Taskforce typically meets four times a year.
24. The taskforce was formed in 2014.

Objectives

25. The objectives of the Mind Matters Initiative (MMI), when launched in 2014 were, within the veterinary team:
 - a) To make a real difference to those suffering from stress and mental ill health.
 - b) To reduce the stigma associated with mental ill health and to help develop a culture where help-seeking is accepted.
 - c) To better equip those within the profession to spot signs of mental ill health within their colleagues and to signpost to appropriate sources of help.
 - d) To help reduce the incidence of stress and mental health conditions.
 - e) To facilitate the sharing of best practice in terms of meeting these objectives both within the profession at home and overseas, between similar professions and with public and private sector organisations.

Underpinning

26. The project is run and principally funded by the Royal College of Veterinary Surgeons. It is chaired by Susan Dawson, and directed by Angharad Belcher, RCVS Director of the Advancement of the Professions, and managed by Lisa Quigley, RCVS Mind Matters Initiative Manager.
27. A Taskforce, comprising representatives from the Association of Veterinary Students, the British Veterinary Association, the British Veterinary Nursing Association, the Society of Practising Veterinary Surgeons, the Veterinary Benevolent Fund, the Veterinary Defence Society, the Veterinary Practice Management Association and the Veterinary Schools Council, meets approximately three times a year to discuss the project and its progress, acting as a sounding board for ideas, facilitate a group for promotion and communication, and providing assistance and services (either in kind or financially).
28. MMI reports to the Advancement of the Professions Committee by presenting an update report for each meeting. RCVS Council is kept informed via the APC's report, as appropriate.

Membership

29. Members of the MMI Taskforce are as follows:

- a) Alexandra Taylor – British Veterinary Nursing Association (BVNA)
- b) Alison Speakman – British Small Animal Veterinary Association (BSAVA)
- c) Angharad Belcher – RCVS Director of Advancement of the Professions
- d) Charlotte Tobin-Williams – Association of Veterinary Students (AVS)
- e) James Russell – British Veterinary Association (BVA)
- f) Jane Oliver – Veterinary Defence Society (VDS)
- g) Lisa Quigley – Mind Matters Initiative Manager
- h) Lizzie Lockett – RCVS CEO
- i) Louise Allum – RCVS Council Member
- j) Macaulay Gatenby – BVNA Student Representative
- k) Rosie Allister – Vetlife
- l) Ruth Mackay – Veterinary Management Group (VMG)
- m) Stuart Reid – Veterinary Schools Council
- n) Susan Dawson (Chair) – Veterinary Schools Council

Veterinary Nursing (VN) Futures Project Board

30. VN Futures is a joint initiative of the BVNA and RCVS to coordinate and collaborate with other stakeholders on key projects for the development of the veterinary nursing profession. It is a parallel initiative to Vet Futures. The VN Futures Board oversees and coordinates the work of the VN Futures initiative.

Terms of Reference

31. The Board:
- a) Is not a separate legal entity.
 - b) Is not a budget holding body.
 - c) Is not a committee of either BVNA or RCVS.
 - d) May hold its meetings in private, but will make its decisions and affairs public in a timely fashion.
 - e) Will comprise the President and JVP of the BVNA, the Chair and Vice-Chair of the RCVS VN Council.
 - f) Will reach agreement by consensus, or where necessary a simple majority vote of the Officers present.
 - g) Will appoint an alternating Chair between the BVNA/RCVS for a twelve month period to set Board agendas, facilitate meetings and where necessary act as spokesperson.
 - h) Will meet at least twice a year.
32. The work of the Board will include:
- a) Managing and maintenance of the VN Futures brand.
 - b) Approving the Terms of Reference of each Working Group.
 - c) Appointing the membership and Chair of each Working Group.
 - d) Requesting reports on the activity, accomplishments and direction of the Working Groups.
 - e) Convening an annual forum comprising the VN Futures Board and VN Futures Working Group Chairs to discuss progress.
 - f) Setting up a parallel executive group comprising the Strategic Director (BVNA), Director of Veterinary Nursing (RCVS) and VN Futures Project Manager (RCVS) to coordinate matters of decision making and delivery of projects between the members of the VN Futures Board and Working Groups.
 - g) Communicating regularly (and at least annually) with the veterinary nursing profession and wider veterinary sector to describe activity, accomplishments and direction of the initiative.

Membership

33. Members of the VN Futures Project Board are:
- a) Alexandra Taylor RVN
 - b) Belinda Andrews-Jones RVN

- c) Charlotte Pace RVN
- d) Matthew Rendle RVN (Chair)