

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

Meeting of the Advancement of the Professions Committee

Advancement of the Profession

To be held via Teleconference by Teams

11 May 2021 14:00 - 11 May 2021 16:00

AGENDA

#	Description	Owner	Time
1	Agenda [P] Agenda Page.docx 3	Ceri Chick	
2	Welcome [P] Minutes Cleared for Council.docx 5	Ceri Chick	
3	Matters Arising		
4	Update from APC Workstreams [P] Workstream Cover Page.docx 17 [P] APC Reporting Framework - DIG.docx 21 [P] APC Reporting Framework - Fellowship.docx 23 [P] APC Reporting Framework - Global Strategy.docx 27 [P] APC Reporting Framework - Innovation.docx 29 [P] APC Reporting Framework - Leadership.docx 33 [P] APC Reporting Framework - MMI.docx 35 [P] APC Reporting Framework - RCVS Knowledge.doc... 39 [P] APC Reporting Framework - Sustainability.docx 45 [P] APC Reporting Framework - VN DIG.docx 47 [P] APC Reporting Framework - VN Futures.docx 51	Ceri Chick	
5	Paper: Primary Care Project Progression [P] Primary Care.docx 55	Ceri Chick	
6	Paper: Environment and Sustainability Update [P] Environment and Sustainability Update 61	Ceri Chick	
7	Any Other Business	Ceri Chick	

Advancement of the Professions Committee (APC)

11 May 2021, 14:00

The Royal College of Veterinary Surgeons, Belgravia House, London

Agenda

- 1. Apologies for absence, declarations of interest and minutes of the meeting held on 9 Feb 2020.**
- 2. Matters arising**
- 3. Updates from APC workstreams**
- 4. Paper: Primary Care Project Progression**
- 5. Paper: Environment and Sustainability Update**
- 6. Any Other Business**
- 7. Dates of next meetings:**
 - 1) 14 September 2021 (14:00)
 - 2) 16 November 2021 (14:00)

Summary	
Meeting	Advancement of the Professions Committee
Date	11 May 2021
Title	Advancement of the Professions Committee Report 9 Feb 2021.
Summary	<p>To note the attached minutes of the meeting held on 9 Feb 2021.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> The Committee approved a proposed new open-forum platform for the RCVS Fellowship, called "Discourse".
Decisions required	None
Attachments	None
Author	Ceri Chick Secretary APC c.chick@rcvs.org.uk / 0207 856 1034

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

Minutes of the Advancement of the Professions Committee held on Tuesday, 9 February 2021 at 2pm via Teleconference by Microsoft Teams.

Members:

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

*absent

Welcome and apologies for absence

1. The Chair welcomed all present to the meeting of the APC and noted that the meeting would be recorded for minuting purposes.
2. The Chair welcomed Angharad Belcher, the new Director for the Advancement of the Professions Department, to the meeting and to the College. The Chair also welcomed Eleanor Taylor, the College's new Research Officer, and Rosie Greaves, the new Policy and Public Affairs Officer.
3. Apologies were received from:
 - Prof. John Innes

Declarations of Interest

4. Amanda Boag declared that she was due to apply for the 2021 Fellowship round.

Minutes of the last meeting, held on 10 November 2021

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

Matters Arising

6. There were no new matters arising.

Updates from APC workstreams

7. 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 Feb 21 AI01).
8. 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.
9. The Chair reminded the Committee that at the last meeting he encouraged synergy between workstreams. The Chair noted that he was delighted to see synergies forming between APC workstreams.

Diversity and Inclusion Working Group

10. It was noted that the Diversity and Inclusion Strategy had been approved by the Committee via email and would be launched in the following weeks.

11. It was noted that the new joint RCVS and Veterinary Schools Council (VSC) Black, Asian and Ethnic Minority (BAME) Student Support Working Group was in the final stages of setup. This group would be looking at issues raised during the student roundtable in autumn 2020 and one agenda item already confirmed was developing guidance on the wearing of religious clothing for students.. This group would be chaired by Rob Pettit from the VSC and include representatives from the student body as well as the College.
12. It was also noted that one winner from the Sarah Brown Research Grant was looking at the effect of racial harassment on mental health. Work on this project started in January 2021.
13. It was highlighted that there were two separate bodies of work around student diversity and inclusion for the veterinary and veterinary nursing professions. These two workstreams were separate as each presented their own challenges and dynamics.

Fellowship

14. It was noted that at the last APC meeting it was highlighted that there is an issue with diversity within the Fellowship which the Fellowship Chair emphasised his determination to address.
15. It was noted that since that Committee meeting a Fellowship Board meeting had been held in December 2020. During this meeting it had been decided that the Board would meet more frequently and in closer collaboration with other working groups (such as RCVS Knowledge and the Environment and Sustainability Working Group (ESWG) which would encourage a more rapid workflow and increase activity from Board outcomes.
16. It was noted that a review of the application process for Fellowship was underway. This review would be considering the application process from a diversity and inclusion perspective to highlight any issues that could affect individuals' ability to apply. It was noted that this conversation was ongoing, and no changes would come into effect before the 2021 to 2022 round of Fellowship applications. One change that had been agreed was that applicants would no longer be required to produce three full references, and instead be required to produce a signed form where the referee would sign to agree that they had read the application, and that it was true and complete to the best of their knowledge. This would to also ease the burden on applicants and referees, which may be an unnecessary hurdle. Any guidance material available to applicants would also be reviewed from a diversity and inclusion perspective.
17. It was noted that a recruitment campaign for Fellowship Credentials Panellists was ongoing with the deadline being set as 15 February 2021. The aim of this campaign was to encourage a diverse range of panellists to assess Fellowship applications so that the Fellowship application assessors would more accurately reflect the demographic of the profession. It was noted that a large percentage of applicants for this role were women which was encouraging.
18. It was noted that new Credential Panel members, current members and members of the Fellowship Board would receive training before assessments begin for the 2021 Fellowship round. This training would include how to assess Fellowship applications fairly and accurately, as well as unconscious bias training.

19. It was noted that the Fellowship Board had also begun to review the Fellowship appeals process as well as the strategy and vision for the Fellowship. This matter would be discussed further in agenda item 5 (APC Feb 21 AI05).
20. It was noted that one major body of work needed to reinvigorate the Fellowship was to improve its communication channels. This work had been made a priority. A new communications channel was proposed and discussed further in agenda item 6 (APC Feb 21 AI06).
21. It was noted that the Fellows Science Advisory Panel (FSAP) was making headway. Members of the Fellowship had put themselves forward to be on the panel and its expert contributors. A first meeting of this new panel would be organised before the next APC meeting.
22. The Committee noted that to drive applications and engagement, the Fellowship must be clear about its purpose, aims and objectives. It was noted that once more activities were planned and delivered, the purpose of the Fellowship would become clearer to the profession and public.
23. It was noted that research and activities delivered by the Fellowship should not only encompass high-end academic questions put forward by the profession, but also highlight the realities of all aspects of the profession and be relevant to all veterinary professionals.
24. The Committee was urged to encourage and support the Fellowship in its strategic aims and proposed activities, and also to suggest any relevant workstreams that the Fellowship could facilitate.
25. It was also noted that a more well-defined mentoring scheme should be provided for those applying for Fellowship. It should also be made clear that applicants were not required to provide a photo for the application process but rather to be provided for the Fellows Directory. It was noted that this process should be altered slightly so as not to discourage applicants, should they believe that they were required to provide a photograph for the application.

Global Strategy

26. It was noted that the addition of Eleanor Taylor and Rosie Greaves to the staff team was a valuable asset to drive this workstream forward.

Innovation

27. It was noted that an interactive Design-Thinking webinar had been hosted in December 2020. This event received a large amount of interest with around 155 people registering for the event and 45 attending on the day. The registration process for this event aimed to capture what attendees wanted to achieve from the session. These included ways to solve problems with clients or processes, while others were looking for ways to solve problems within their team communications. It was noted that this activity gave a good insight into problems that veterinary

professionals were facing during the pandemic as well as possible topics for future sessions or workshops hosted by ViVet. A recording of the event was available on the ViVet website.

28. It was reported that an Innovation Mindset podcast series had been launched, which had so far been listened to over 400 times. It was noted that ViVet would continue to work on this “Bitesize” learning format and focus on providing more resources later in the year.
29. It was noted that ViVet had reached out to the profession to report ways that they had been innovative over the last 10 months. It was reported that although a few interesting comments had been received, this highlighted the fact that it can be difficult to identify what counts as innovation. It was noted that ViVet was looking into ways of facilitating group discussion around these challenges and possibly guide some of the ways of identifying and labelling some of the changes made and outcomes from those. It was noted that this would likely be in the format of a Schwartz Round later on in the year.
30. It was reported that ViVet was looking to encourage the profession to talk about innovation. To do this ViVet proposed to facilitate “Ted-style” talks and facilitated discussions, webinars and lunch and learns around the subject.
31. It was noted that in the RCVS strategy for 2020 to 2024, under its pillar of “Courage”, there was the aim to create an innovation funding pot to help solve regulation and professional standard issues that matter to the profession. It was noted that to facilitate this, it would be important to determine what training and resources the profession required to be able to take part in this type of project. It was noted that research had begun for a potential innovation MOOC/ online course that would be made available to the professions. This would support the ViVet project aim to ensure veterinary professionals were equipped with innovation capabilities.

Leadership

32. It was noted that the next step for Leadership was to develop a Leadership Framework for the profession. It was suggested that the workstream could take inspiration from the Royal Pharmaceutical Society’s work to adapt the NHS Leadership Framework.
33. It was noted that discussion was ongoing with the NHS Leadership Academy with regards to updates proposed for the Edward Jenner Leadership course. The proposed changes consisted of moving the course to a new platform. The benefits of this would be that the course would be available to access constantly, so users would not have to wait for a specific course start date. The course would also offer rapid peer assessment. The downside to this change would be that users would be required to pay for the course, where it was free to use previously. It was noted that discussion was ongoing with the NHS Leadership Academy to determine the full extent of costings and longer term agreements.
34. It was noted that the Committee would be informed of any final details of these proposed changes via email before any decisions were made.

Mind Matters Initiative

35. It was noted that work was continuing under the three pillars of “Prevent, Protect, Support”.
36. It was noted that the third research symposium had been organised for November 2021, which would be held virtually.
37. It was noted that applications for the Sarah Brown Research Grant 2021 round were open, with assessments planned for May 2021.
38. It was noted that educational resources for the public and profession continued to be developed thanks to the hard work of the MMI manager, Lisa Quigley. It was noted that MMI had sponsored the Vet Kind student initiative for the third time in November 2020. This was open to veterinary nursing students as well as veterinary students for the first time.
39. It was noted that MMI had also been involved with the vet student Welfare Week and a specific Glasgow vet school initiative called “Feel Good February”.
40. It was noted that an MMI workstream looking at recovery from the Covid-19 pandemic was underway, looking at what the College could do to support individuals during that time period. It was also noted that Campfire Chats would be organised along with a roundtable to discuss the impact of the pandemic on the professions.

RCVS Knowledge

41. It was noted that a collaborative project with vet farming organisations had been launched looking at building Farm Vet Champions. This would be used to encourage antimicrobial stewardship in the farming community. The content of this was being drafted to be published online. Over 100 farm vets had so far signed up to this project, which would be rolled out once the main e-learning component went live.
42. It was noted that work had been completed to assess the impact of the Veterinary Evidence Journal on Clinical Practice. It was noted that encouraging figures suggested that this work was having a positive effect on improving clinical practice.
43. It was noted that due to the pandemic the Veterinary History project had taken a slightly different track, as most of the archives in Belgravia house which was shut due to the pandemic. It was noted that work was still ongoing to record and preserve the history of the veterinary profession. This work included releasing podcasts around veterinary history on the RCVS Knowledge website. It was noted that these podcasts included an episode on diversity in the history of the profession, and an episode featuring students from the British Veterinary Ethnicity and Diversity Society (BVEDS) describing their experience of being part of those communities within veterinary education and going into the profession. It was noted that these received a hugely positive response from listeners.

44. It was noted that RCVS Knowledge communications continued to grow, with podcasts receiving over 50,000 downloads.
45. It was noted that RCVS Knowledge could give a good contribution to the APC Primary Care project, which could in turn be a valuable resource for students.
46. The Committee gave their thanks and appreciation to RCVS Knowledge for their rapid development and impressive work output.

VN Futures

47. It was noted that the VN Futures project aimed to deliver short surveys to the veterinary nursing profession to get an idea of what individuals perceived as the main challenges facing the profession, along with where opportunities for growth lie. This aimed to be a conduit too allow the VN Futures team to recognise where to focus their main work efforts.
48. It was noted that a series of online discussions and Lunch and Learn sessions were in the pipeline. These aimed to educate the profession on the VN Futures project as well as to hear the opinions of vet nursing professionals on key topics.
49. It was noted that eight ambassadors had been recruited to pilot the School Ambassador scheme. This scheme aimed to provide online talks to school children regarding careers in veterinary nursing.
50. It was noted that an internal focus group of three RCVS staff had been developed to evaluate diversity within veterinary nursing education.
51. The Chair encouraged all workstreams to think about how their work could involve and assist the veterinary nursing profession.

APC Primary Care Update

52. The Committee was reminded that when this project was in its early stages its purpose was to celebrate general practice, with the underlying theme of recruitment and retention. It was noted that the overarching theme continued however this developed into supporting general practitioners through the impacts of Covid-19 and recovery post-pandemic.
53. It was noted that activity on this project had been paused due to resources being shifted at the start of the pandemic, however work was being reinvigorated for this project within the staff team. It was noted that representatives from most RCVS staff departments would be collaborating on this project. It was noted that this project's aim and objectives ran through most RCVS workstreams and therefore the project should take a collaborative approach.
54. It was noted that the original idea for the output of this project was to organise a symposium to collate all the resources developed, however due to safety concerns associated with the

pandemic, a face-to-face symposium would not be appropriate. It was suggested that this could instead take the form of a calendar of events, online resources, and events. The Committee was encouraged to offer its opinions and suggestions on how the outcomes of this project could be delivered to the profession and public effectively.

55. It was noted that this project aimed to educate and involve the public as well as the profession on the work of general practitioners.
56. It was noted that during the pandemic, there was an appetite for online learning resources aimed at children. It was suggested that a series of events or resources could be developed that could feed into opportunities to educate young children to help support the project.
57. It was also suggested that the Primary Care Project could fit in with the One Health Lesson Leaders initiative and identify individuals who could deliver an online lesson around general practice.
58. It was suggested that some of these activities could take place once there was some degree of normality, as there was a great deal of webinar fatigue happening as the pandemic continued. It was highlighted that there was a concern around the impact of this project being dampened by the number of webinars developed during the pandemic.
59. It was noted that the Fellowship should encourage general practitioners into Fellowship and showcasing Fellows with a variety of career types.

Fellowship Strategy Update

60. The Committee was presented with a paper that outlined the Fellowship's strategic vision and highlighted key areas of improvement.
61. It was noted that the frequency of Fellowship Board meetings would increase, starting at every two months, and adjusting where necessary. The aim of this change was to encourage a steadier workflow output and to push the Fellowship Board's main objectives into reality.
62. It was noted that there was an issue regarding gender diversity within the Fellowship, which the Fellowship Board made a priority to address. It was noted that the Fellowship Board recognised that there was a need to encourage diversity within all areas of the Fellowship, and that this issue could be addressed and affected by a range of Fellowship activities.
63. It was noted that the Fellowship Board was reviewing all processes related to the Fellowship from a diversity and inclusion perspective. It was noted that current Credential Panellists were contacted for their opinions on how to improve the Fellowship applications process in this way.
64. It was noted that the College produced a press release on behalf of the Fellowship Board which encouraged applications from female professionals. This seemed to have had a positive effect.

65. It was noted that there was a recruitment campaign to employ more members onto the Credentials Panels to assess Fellowship applications. The aim of that campaign was to create panels that more accurately reflected the demographic of the profession, and to allow any members who had been on the panels since 2016 to step down. It was noted that there was the option to run another campaign later on in the year if a desired number of applicants was not achieved.
66. It was noted that the Chair of the Meritorious Contributions to Clinical Practice Credentials Panel was due to step down in 2021. It was reported that there was an aim for his successor to be a female member of the profession from the Credentials Panel recruitment, to increase female representation in the Fellowship leadership positions.
67. It was noted that the Fellowship Board had agreed that Credentials Panel members may be non-MsRCVS, which could decrease instances of unconscious bias where assessors knew the applicants.
68. It was noted that all Credential Panel members and Fellowship Board members would receive training before each round of applications, starting in 2021. This training would include some form of equality, diversity, and inclusion training alongside guidance on how to assess applications effectively and consistently.
69. It was noted that the Board understood the need to update the Fellowship communication strategy to increase communications between them the Fellowship, along with the profession at large. It was noted that the Fellowship did not have a two-way communication system between the College and the Fellowship. A new communications platform, "Discourse", had been proposed to facilitate this. This would be discussed further in agenda item 4 (APC Feb 21, AI 04).
70. It was noted that there was an intended synergy between the Fellows Science Advisory Panel, RCVS Knowledge, and the ViVet initiative, to present and highlight the innovative initiatives that Fellows implemented during their distinguished careers. It was highlighted that the research carried out by the Fellows Science Advisory Panel would aid vets in practice with their work, which may fit in well with the Advancement of the Professions Committee's Primary Care Project.
71. It was reported that members of the Fellowship Board had been encouraged to work together in pairs before the February Board meeting, to suggest updates to the Fellowship strategic plan. Members were encouraged to come up with divisional strategic projects and key performance indicators for these projects to drive forward the Fellowship strategic aims.
72. It was suggested that the Fellowship could implement a survey as a method to measure the impact the Fellowship has on the profession.

Fellowship Communications Platform Proposal

73. The Committee was presented with a proposal to introduce the platform “Discourse”, an open-source discussion forum, to the Fellowship section of the RCVS website. It was proposed that this forum would be used as a two-way communications platform for Fellows to interact with each other, the Fellowship Board, and the College.
74. It was noted that this platform would be paid for on a monthly basis, therefore if time proved that it was not appropriate or useful, it would be simple to remove.
75. It was noted that members of the Fellowship Board would be encouraged to monitor the platform for possible research areas to expand on, to participate in structured conversation, and to provide content on the platform. It was noted that selected RCVS staff members would also monitor the platform for this purpose. It was emphasised that any content of this kind would not be shared without the consent of the author from the Fellowship platform.
76. The Committee approved the proposal for discourse to be implemented and was keen to see what outputs it would bring.

Sustainability Update

77. It was noted that the new Environment and Sustainability Working Group had held its first meeting in January. It was reported that this meeting was successful and included interesting presentations from a number of organisations, such as Vet Sustain. It was noted that there was an appetite within the profession to engage with and champion this theme of debate.
78. It was noted that one major aim of the ESWG was to create an internal policy on sustainability within the RCVS, with the first step to be clear about the group’s values and objectives before implementing a more detailed plan.

Any other business

79. The Chair reminded the Committee to update the APC risk register with any relevant changes.
80. The Chair also reminded the Committee of the workload this Committee's outputs puts on the RCVS Communications Department, and thus to be clear in the project briefing and expected deliverables to ensure agreed outcomes could be met.

Date of next meeting

81. The Chair closed the meeting noting the next meeting would be in the afternoon of 11 May 2021.

Summary	
Meeting	Advancement of the Professions Committee
Date	11 May 2021
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 Activities iv. Innovation v. Leadership vi. Mind Matters Initiative vii. RCVS Knowledge viii. Sustainability ix. VN Diversity and Inclusion x. VN Futures
Decisions required	None
Attachments	None
Author	<p>Ceri Chick</p> <p>Senior Leadership Officer</p> <p>c.chick@rcvs.org.uk</p> <p>0207 856 1034</p>

Classifications		
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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.

DIG met on 28 April. There was a good level engagement and updates from the representative bodies including but not exclusive to; advisement that new working groups had been established to support minority groups at the various membership associations and employers, engagement with rural charities and careers events, and an updated Voice of the Profession being launched this year. There was an in depth discussion on the Sewell Report recommendations

RCVS / VSC Student BAME Working Group – Parts I & II hosted. Work on the reporting structure and religious clothing underway, remainder of the meetings planned until July. The group will then focus on the report over the summer. We decided that a model of co-chairs would be best, and elected Stephanie-Rae Flicker (RVC Final Year) as student co-chair for this group.

Religious Clothing – this is nearing approval stage, at which point AP's support in dissemination and awareness raising would be appreciated.

An update on the 'Race Together' Survey was given, this piece of research is well underway and has had an extremely good uptake with questionnaires. Interviews are currently being performed.

Chronic Illness Survey – work has started on planning the questionnaire, the purposes of the survey and how to get the greatest level of engagement.

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.

DIG – The Chronic Illness Survey will be a focal point for the coming months, and are a KPI for the DIG group.

RCVS / VSC Student BAME WG – the remainder of the WG meetings will be held by the end of July, and then the focus will be on the report with any recommendations or future activities. As this is a T&F group, it will mean that these actions will need to be allocated to the DIG WG or APC as appropriate to ensure that they are followed up and evaluated.

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?

Current conversations for increasing diversity and inclusion are being had with the Fellowship Board to support their needs of being more inclusive.

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

This year, 41 applications were received for Fellowship. This constituted 18 applications from men and 23 from women.

Applications are in the process of being assessed, with applicants being notified of the outcome after the Fellowship Board summer meeting (date tbc).

Diversity, Equality, and Inclusion

This area of work remains a priority for the Fellowship Board and runs through various Fellowship workstreams.

To ensure a fair and accurate assessment process, the Fellowship Board and Credentials Panellists have received Equality and Diversity, Unconscious Bias training, as well as instructions on how to assess applications. Training of this nature will be given to all assessors before each round of Fellowship assessments.

The Fellowship Board continues to review all processes from an equality, diversity, and inclusion perspective. The Board are discussing a regularly reviewed set of targets to hold the Fellowship to account when working to improve diversity. The Fellowship is determined to provide fair and effective processes for all aspects of the Fellowship.

Credentials Panel Recruitment

In February 2021, a campaign to recruit more Credentials Panel members was undertaken. During the campaign, a particular emphasis was put on encouraging diversity within applicants.

The Fellowship Board received 20 applications, which included 6 men and 14 women. After assessment, 17 new members were accepted onto the Credentials Panels, which included 13 women and 4 men.

Fellowship Science Advisory Panel

The Fellows Science Advisory Panel met at the beginning of April.

The panel reviewed their Terms of Reference and discussed which topics they would like to explore further.

Updating the Fellowship Strategic Plan

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

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

These ideas have now been collated into one strategic framework document which will be reviewed further in the coming months. This will be discussed later on in the agenda.

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

Communications

Work is underway to set up a two-way communication platform for Fellows, discussed at the previous APC meeting in February. A soft-launch is intended for the beginning of May.

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

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

Plan for further EDI training in the proceeding years will be required.

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
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.

Conversations have resumed about the possibility of marketing the Practice Standards Scheme (PSS) abroad, in line with the models discussed by APC in 2020. Consideration has been given to how pilot schemes could work in practice, the lessons that could be learned, and how obstacles can be overcome. Work in this area is anticipated to resume in the summer once the RCVS's Legislation Review is complete.

The decision has been made to postpone the UK's hosting of the Federation of Veterinarians of Europe (FVE) General Assembly until 2022 due to the ongoing coronavirus pandemic, with existing bookings carried over.

As an Observer, the RCVS will attend the World Veterinary Association's General Assembly on 28 April. The topics include veterinary education for both veterinary surgeons and paraprofessionals.

As part of World Earth Day (22 April) the RCVS released a press release endorsing the World Veterinary Association's statement on the global climate emergency.

An international roundtable on the impact of Covid-19 on veterinary mental health was hosted jointly with the RCVS and the American Veterinary Medical Association on 16 March and a report will be published shortly. Meanwhile the Veterinary Council of New Zealand has become the latest signatory to the Mind Matters International statement on mental health.

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

We continue to work with the International Veterinary Regulators Network, and are hosting an online session around the role of regulators in mental health support on 16 June, and attending further sessions on workforce and on OIE twinning projects. We also continue to be involved with development of with the Global Veterinary Innovation Network.

We are planning to host a second Mind Matters International Roundtable in the summer, focusing on case studies of successful mental health initiatives.

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

Synergies with other workstreams that your current activities may introduce?

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

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

Area of work
Innovation
Key activities and issues managed in the last quarter that the APC should be aware of.
World Creativity and Innovation Day

To celebrate World Creativity and Innovation Week, ViVet hosted two 60 minute workshops on Creative Techniques. Each session introduced a creative technique (Metaphor and SCAMPER). The sessions were split into different breakout groups then each had various problems to solve, the groups then came together to discuss how these techniques could be utilised to tackle challenges and issues encountered within everyday veterinary practice.

Reflection sessions

ViVet will be launching a series of reflective discussion sessions that will support veterinary professionals to reflect on the changes made to continue to deliver service during Covid-19 while identifying the areas of Innovation and how those skills can be used again to overcome challenges. In addition, the sessions are positioned to support the profession in identifying what Innovation looks like in their working environment. Sessions will have 2-3 invited speakers to share their experience to lead the discussion.

Session topic:

May - Working differently due to Covid-19

June - Problem-solving in impossible circumstances (VN specific session also)

July - Implementing new technology

September - Innovative technology and learning new skills

October - What worked and what didn't

ViVet Website

Published podcast on the topics of:

- Podcast, Marketing, The importance of marketing in successful innovation and start-ups

Content Planning for 2021 – (ongoing)

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

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

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

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

Preparing the Profession

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

Petcare Innovation Summit 18-19 May

The Petcare Innovation Summit connects emerging pet health and consumer brands with strategic players and financial buyers. With content covering the trends and dynamics of the sector impacting pet health and consumer products & services, including the trends in pet food, telemedicine, pet tech and nutrition. Chris Tufnell – RCVS Council Innovation Lead, will be speaking on behalf of RCVS and ViVet on a panel.

Planning For Symposium

We are in the planning stage for the 2021 Innovation symposium with discussions focusing on –

- Event type – Online/Hybrid
- Budget
- Date (18 October, TBC)
- Supporting activities: Student Innovation Competition
- Agenda

SPVS Congress – 14 May

ViVet will be hosting a speedy 20-minute session on Design thinking. This short introductory workshop aims to enable veterinary professionals to learn about the design thinking principles and how this can be used to tackle challenges and problems within their practice.

ViVet Bites

Video interview are being scheduled for our five-question interview with industry leaders and innovators, written copies with supporting images will be uploaded to the ViVet website.

- +Thom Jenkins – Focus on Funding
- +Mary Fraser – Focus on Working in Innovation
- +Andrew Nowell - Focus on Pitching
- +Susie Samuel – Focus on Digital Practice
- +Andrew Monk - Focus on Funding

Innovation Workshop Series – Part 4 (Planning)

The fourth session of the 'ViVet Innovation Workshop Series' focusing on the **Testing and Validation** stage of the Idea to Innovation journey.

There will be three virtual sessions over three weeks, using proven tools that guide delegates to the expected outcomes, with an additional coaching session for each team.

This workshop will be made available for 5 'teams' and there will be an application submission to take part. All resources will be made available after and will be supported with a blog for the website after.

Accelerator Programmes and Incubators

Research into Accelerator programmes and Incubators in the UK and the impact on Veterinary and Animal Health start-ups.

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

N/A

Synergies with other workstreams that your current activities may introduce?

N/A

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

N/A

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

N/A

Area of work
Leadership
Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p>Jenner Leadership programme</p> <p>The Council and Staff Leadership Leads met with the NHS Leadership Academy's representative for the Edward Jenner Course in February to discuss possible changes to the Edward Jenner course.</p> <p>We are still awaiting information on the course overview, cost and contracting from the NHS Leadership Academy, which was requested in February.</p> <p>Those wishing to participate in the course have been encouraged to provide their email addresses on a waiting list, which can be found on the RCVS website. We will notify those on the list of any information to sign up to the course when it is available.</p> <p>Alternative provisions may be discussed while we await the updates from the NHS.</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>Leadership role models</p> <p>We plan to update the Leadership portion of the RCVS website, and add the videos from the Leadership role models initiative.</p> <p>Leadership Framework</p> <p>Discussion is underway to create a Leadership framework. We are currently looking at the NHS Leadership Framework for guidance.</p> <p>Leadership Webinars</p> <p>We intend to keep momentum going on the Leadership webinars in conjunction with the Tavistock Institute.</p> <p>Jenner Leadership Programme</p> <p>We will be updating public material for distribution with relevant, up-to-date information.</p> <p>We will continue to discuss updates to the course with the NHS Leadership Academy to find a solution which suits the College.</p>

Details of any budgetary or risk related issues that should be brought to the Committee's attention.
Alternative provisions to the Edward Jenner course may be discussed while we await the updates from the NHS.
Synergies with other workstreams that your current activities may introduce?
N/A
Areas of your work that you would like to highlight for discussion by the Committee?
N/A
Any other matters arising from your work that you wish to bring to the Committee's attention?
N/A

Area of work

Mind Matters Initiative (MMI)

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

Taskforce and Resourcing

Recruitment is underway for a Mind Matters Initiative (MMI) Officer. New grad representative Alice Faulds and British Veterinary Nursing Association (BVNA) representative Jo Hindes have stepped down. Alison Speakman will be the new British Small Animal Veterinary Association (BSAVA) representative. Alex Taylor will be joining as BVNA representative. The MMI Director and Manager are currently considering ongoing Taskforce membership and aims, and looking at where they may be gaps. For example there is currently a lack of diversity within Taskforce, no lived experience representation, and no student nurse representative.

Sarah Brown Grant

The deadline for the Sarah Brown grant has been extended until the end of May. There have been two submissions to date, and the MMI Manager has had a number of phone calls with several other prospective applicants.

MMI Mental Health Research Symposium

The MMI Manager and Rosie Allister are organising the third MMI Mental Health Research Symposium, which is to be held online on 24 November 2021. The deadline for abstracts has been extended to the end of May. There are currently a large number of abstracts for consideration, and it is likely that the symposium will run across two streams. The event will be open for registration later this year.

Training

Both the Mental Health Awareness and Resilience training programmes have been running online, with good feedback. A review of MMI training needs and aims is now underway, and MMI will be holding a tendering process over the coming months with a view to relaunching its training programmes later on in the year.

MMI Campfire Chats

These continue to be a success, with good attendance and engagement at all the sessions so far. There are two remaining events covering the topics of leadership and support for students.

Neurodiversity Celebration Week

MMI marked neurodiversity celebration week with a number of blog posts and webinars and shared resources on social media. These were extremely well received and plans are underway to run a number of additional webinars covering topics relating to neurodiversity.

MMI International

Lizzie Lockett has delivered a number of talks to international organisations about MMI. On 16 March MMI held a roundtable hosted jointly with American Veterinary Medical Association on mental health impact of Covid, attended by delegates from around the world, including South Africa, Singapore, Australia, New Zealand, France, Uganda, Canada – and multi-country associations such as World Veterinary Association and Federation of Veterinarians of Europe. The report will be published shortly and there are plans for a follow up roundtable. The Veterinary Council of New Zealand is the latest signatory to the joint RCVS/AVMA statement on veterinary mental health.

Buddy System

Lizzie Lockett continues to work on this project to support those undergoing the RCVS disciplinary process, in collaboration with Veterinary Support Northern Ireland. The scheme is likely to launch later this month.

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

Veterinary Nurse Student Roundtable

Plans for this roundtable are underway. As there is currently little data about student veterinary nurse mental health, it has been decided that MMI will conduct a piece of research about student VN experiences and difficulties before deciding on the content of the roundtable. A meeting will be held with key stakeholders later this month to discuss the focus, content and scope of this research, along with ideas for the roundtable.

Kite Wellbeing App

MMI is working with the developers of the Kite app and will be launching a veterinary wellbeing app later this year. Content can be developed by the MMI team or by external parties, depending on topic and expertise. The app is not a tool for those in crisis, instead utilising 'microlearning' techniques to share information, research and tips relating to wellbeing and mental health.

New Graduate Boxes

In recognition of their achievements following a difficult final year, the MMI team will be sending gift boxes to all new graduates this year. These will contain sustainable gifts which support wellbeing and self-care.

BVNA Congress

The MMI Manager will attend BVNA Congress in October to deliver a session on reflection and self-care. MMI may also be holding a session to share learning from the student veterinary nurse roundtable.

Mental Health Awareness Week

The theme for this year is 'nature' and MMI will be marking this by holding a competition, inviting photos, art or creative writing that reflects the theme of nature and wellbeing.

<p>Resilience Training for University Staff and Students</p> <p>MMI is arranging delivery of resilience training for UK staff and students.</p>
<p>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</p>
<p>None at this time</p>
<p>Synergies with other workstreams that your current activities may introduce.</p>
<p>There are potential synergies with ViVet around innovation; Leadership around wellbeing in the workplace; Knowledge around learning culture/quality improvement; and Global, around Mind Matters international.</p>
<p>Areas of your work that you would like to highlight for discussion by the Committee.</p>
<p>None at this time but the MMI team would be happy to take questions on any area of current or future work.</p>
<p>Any other matters arising from your work that you wish to bring to the Committee's attention.</p>
<p>None</p>

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.

EBVM Learning

RCVS Knowledge has updated and expanded its [EBVM Learning](https://learn.rcvsknowledge.org/) (<https://learn.rcvsknowledge.org/>) course to provide a free, practical grounding in applying evidence-based veterinary medicine (EBVM), available on the charity's new eLearning platform.

The new version of EBVM Learning is the product of an international collaboration with 18 leading veterinary educators and practitioners. It offers veterinary surgeons, nurses, students and educators six hours of free CPD, which cover the five stages of EBVM and an overview of its evolution.

Users can progress through the six modules in order, to build a solid foundation in applying EBVM, or alternatively can access individual sections to deepen their knowledge in particular areas. Practical examples and quizzes are provided every step of the way, as well as the opportunity to download a certificate of completion.

The mobile-friendly course can also be used as a reference tool for specific aspects of EBVM, such as how to search the literature effectively, and there is an extensive thematic set of references for those who are keen to explore the subject further.

QI Boxset

The QI Boxset will provide practices and practitioners with guidance in establishing a quality improvement structure in practice. The QI Boxset is a series of webinars, podcasts, and video interviews on quality improvement (QI) initiatives for practices & practitioners. The first podcast has just been released <https://rcvsknowledge.podbean.com/>, covering why QI is important in veterinary practice, and several more episodes will be teased throughout April before the entire first series is launched on RCVS Knowledge's new learning platform at the end of the month.

The resources offer a comprehensive guide to the application of QI in practice to help teams improve the quality of care provided to their patients. They are designed to be easily digestible and relevant to practitioners and practice teams and feature a range of experts, including John Williams, National Surgical Lead at Vets Now; Angela Rayner, Director of Quality Improvement at CVS; and Caroline Freedman, the representative for pet owners on the RCVS' Practice Standards

group. The multimedia resources will be supplemented with additional reading and resources, with all the content free to access.

The first series 'Establishing a Quality Improvement structure in Practice' covers how to get started in practice, how QI fits with clinical governance and the Practice Standards Scheme, and how to have effective communication within practice teams. Future QI Boxset series will also cover clinical audits, benchmarking, checklists, human factors, systems thinking and practice culture.

2021 Knowledge Awards

This year's Knowledge Award winners are Dr Jessica Pennock from CVS South Hub, Samantha Fontaine from The University of Glasgow, Plymouth Veterinary Group, CVS Small Animal Team and The School of Veterinary Medicine at the University of Nottingham (SVMS).

In addition to those from a practice setting, for the first time, applications were welcomed from undergraduate and postgraduate educators and learners who enhance the awareness and development of QI skills in the veterinary professions.

Dr Jessica Pennock from CVS South Hub was awarded as a Knowledge Champion for her outcome audit on peri-operative hypothermia. The audit was inspired after the practice purchased a warm air circulating blanket for anaesthetic procedures, prompting the team to perform a process audit to ensure that the equipment was being utilised, and an outcome audit to see if the equipment was having a positive effect on patient care and recovery. The results demonstrate what can be achieved with an accessible audit that will have a positive impact on patient welfare.

Samantha Fontaine from the University of Glasgow was awarded as a Knowledge Champion for implementation of a new course that teaches QI to veterinary nurses, including those in practice and education. For the first time, there is a QI route to achieving the RCVS Certificate in Advanced Veterinary Nursing (CertAVN). The course covers Quality Improvement in Veterinary Nursing, Research and Evidence-based Veterinary Nursing and Developing Evidence-Based Practice through Reflection. The curriculum has equipped national and international students with the confidence and ability to apply quality improvement initiatives to their work.

Plymouth Veterinary Group (IVC Evidensia) and CVS Small Animal Team were jointly awarded Practice Champions for their separate ear cytology audits. Plymouth Veterinary Group created guidelines for performing cytology on patients presenting with ear pathology, utilising the whole teams' skillset to improve the patient journey for a common and often persistent presentation. The application showed a bottom-up approach – increasing training, utilising RVN skills and demonstrating strong evidence that their changes led to an overall decrease in the number of antibiotics prescribed.

The Small Animal Team within CVS audited small animal ear cytology on a national scale, over a long period, resulting in an increase in diagnostic tests and a reduction in antibiotic use across a wide range of practices. One of the key outcomes of introducing this QI initiative was the

widespread improvement in the knowledge and skill of vets and nurses in all stages of their careers. Their audit demonstrated strong leadership for QI initiatives and highlighted that meaningful culture change can take time.

The SVMS at the University of Nottingham was also named a Champion Team for teaching QI to undergraduate and postgraduate students. QI and evidence-based veterinary medicine (EBVM) is integrated within the curriculum, with the SVMS being one of the first of the UK Veterinary institutions to offer postgraduate courses to veterinary surgeons, focused on both QI and EBVM and providing the only veterinary curriculum to use QI within formative assessments for undergraduates. QI and EBVM have been integrated across both their undergraduate and postgraduate curriculums, often in a novel way, which has been informed by a research-led agenda focused on the application of QI and EBVM into veterinary clinical practice. Embedding QI in the curriculum in such a comprehensive way is an important introduction for students to see the benefit that QI can bring to their future careers.

All applications underwent a blinded review process, which involved assessment by an expert review panel against set criteria related to excellence of care, clinical and financial effectiveness, and the application of evidence-based approaches.

The awards will be officially presented at RCVS Day later in the year. Nominations for the 2022 Knowledge Awards will open in July 2021.

AHT Archives

RCVS Knowledge collaborated with former staff members of the Animal Health Trust to rescue nearly 80 years of material, which was at risk of being destroyed when the Trust closed last year.

RCVS Knowledge has secured around 160 boxes of material from the Animal Health Trust, as part of our ongoing mission to preserve and promote veterinary history. The collections were at risk of being destroyed after the esteemed veterinary research charity closed in July 2020. A team of passionate former AHT staff members worked tirelessly with RCVS Knowledge to secure the material, which was safely collected last week. The materials date back to 1942, when the Animal Health Trust was founded by former RCVS President Dr W.R. Wooldridge, and are known to contain the full set of Annual and Scientific Reports from 1947 through to 2019. The Royal Charters will also be placed in the care of RCVS Knowledge and maintained in their archives.

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.

Farm Vet Champions

RCVS Knowledge have agreed a second round of funding from the VMD to deliver phase 2 of the Farm Vet Champions (FCV) project.

The project will unite and empower UK farm animal veterinary practitioners to establish good antimicrobial stewardship in practices and on farms, so that the agricultural veterinary profession continues to improve animal health and welfare standards and provide positive inspiration and leadership towards One Health efforts.

Phase 2 is specifically looking at enabling Farm vet Champions to set, measure, and track their SMART goals that are specific to their individual circumstances, such as a commitment to complete a specific number of training sessions or to undertake a specific number of on-farm health reviews. At the level of the veterinary practice, further SMART goals will be set and accessible by all FVCs within the practice so that they might hold each other accountable for making progress as a practice in good stewardship activities.

The project will support the ability, at a national level, to measure and demonstrate the overall progress and impact of the project and the outcomes of the FVC interventions at both a farm and practice level.

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

Synergies with other workstreams that your current activities may introduce.

We have been asked to outline -

Focusing on outcomes for animals, how does your initiative support and enhance the delivery of general practice.

Supporting the profession to better understand and use EBVM and QI in practice has been demonstrated to improve outcomes for animals and support the profession to address the domains of quality that make up quality veterinary care. The domains of quality that support veterinary care (including General Practice) are - safety, timeliness, effectiveness, efficiency, equitability, patient/client-centeredness and the quality of the experience of the care giver. The workstreams outlined seek to improve the professional/client and patient experience in at least one of these domains.

How could your initiative contribute towards recognised career progression in general practice

Engaging in EBVM and quality improvement enables vets and vet nurses to acquire, assimilate, and apply important professional capabilities such as managing complexity and training in human factors/patient safety. For new graduates, it is a chance to improve care; develop leadership, presentation, and time management skills to help their career development; and build relationships with colleagues in organisations that they have recently joined. For more experienced vets and vet

nurses, it is an opportunity to address longstanding concerns about the way in which care processes and systems are delivered, and to strengthen their leadership for improvement skills.

The benefits to patients, vets, vet nurses, and veterinary service providers of engaging in quality improvement are considerable, but there are many challenges involved in designing, delivering, and sustaining an improvement intervention. These range from persuading colleagues that there is a problem that needs to be tackled, through to keeping them engaged once the intervention is up and running as other priorities compete for their attention. Advocates are also likely to have competing priorities and will need support to make time for quality improvement. The organisational culture, such as the extent to which vets and vet nurses are able to question existing practice and try new ideas, also has an important bearing on the success of the intervention.ⁱ

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

ⁱ <https://www.bmj.com/content/364/bmj.k5437>

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.

There has been an Environment and Sustainability (E&SWP) meeting in between the papers being submitted for this meeting. The E&SWP Party met on Tuesday 2nd March and Thursday 6th May. During the earlier meeting, the group heard what the college already does to be more sustainable and what the vision for the profession should be.

The E&SWP were in agreement that for World Earth Day (22 April) the RCVS would endorse the World Veterinary Association's statement on the global climate emergency.

The E&SWP have continued to work with the UK Health Alliance on Climate Change and have fed into a proposal to host an event COP26 in Glasgow, November 2021 focusing on 'one health', animals, mental health and climate change.

An event is also being planned for the same time as COP26, in London which is going to be more veterinary specific with a targeted invite list.

Conversations have started around internal college environmental accreditation, and the E&SWP have reviewed a paper which compared three schemes and have come up with a recommendation.

The E&SWP have also had discussions around the college's investment policy relating to fossil fuel industries.

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?

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

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

Area of work
VN DIG
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.
<ol style="list-style-type: none"> 1. Reached out to all DIG members and started to form relationships to make them aware that we are a subgroup and would like to offer support to any initiatives. 2. RCVS DIG Strategy – We have reviewed this and identified areas that relate to veterinary nursing to identify where we may be able to feed into some of the initiatives. 3. Held meeting with Racheal Marshall, who is leading a Vets Now project to provide bursaries for those from challenging socio-economic or ethnic minority backgrounds wishing to study veterinary nursing (HE only) 4. Held meeting with Daniella Dos Santos (BVA) and Samantha Payne (BVNA) to find out more about projects they are involved with and how we can contribute
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>VN Diversity and Inclusion survey – In the future we would like to launch a campaign to ask members of the profession, particularly veterinary nurses to come forward and share their experiences and express their views on diversity and inclusion. We feel social media is the platform best suited to the age demographic of most of the nurses we wish to reach and if we use the right platform and setup, we can effectively control content. We will approach the communications team to understand the options, and how we can best serve the professions using these channels.</p> <p>Review information on the My Vet Future site, identify any gaps, and input any additional information or resources that may be useful in terms of veterinary nursing.</p>
Details of any budgetary or risk related issues that should be brought to the Committee's attention.
<p>We are considering a proposal for provision of a veterinary nurse roundtable to discuss widening participation in veterinary nursing, and how we can increase and support diversity in veterinary nurse training and within the industry.</p> <p>In order to promote inclusivity, we feel it would be beneficial to hold this event to demonstrate commitment to the VN profession. VN's experiences of diversity and inclusion will differ to those of VS's, and in addition, understanding how the differing routes (HE and FE) into the role impacts on diversity and inclusion is an important aspect to consider.</p>

A roundtable event will provide veterinary nurses with a platform to be able to discuss the issues in practice and consider approaches to developing this area of work, and will also help to build positive relationships between the RCVS and veterinary nurses.

Synergies with other workstreams that your current activities may introduce?

Following an enquiry to BVNA (via President Jo Oakden) to ascertain the plans BVNA have in place to address this area, have made us aware of their intentions to form a VN diversity and inclusion group. We feel our input and collaboration with this would be hugely beneficial for the profession and our goals, so we have requested to be part of this group.

Samantha Payne is the BVNA representative on the DIG and will sit on this new working group. This will enable cross communication and synergy between the two areas of work.

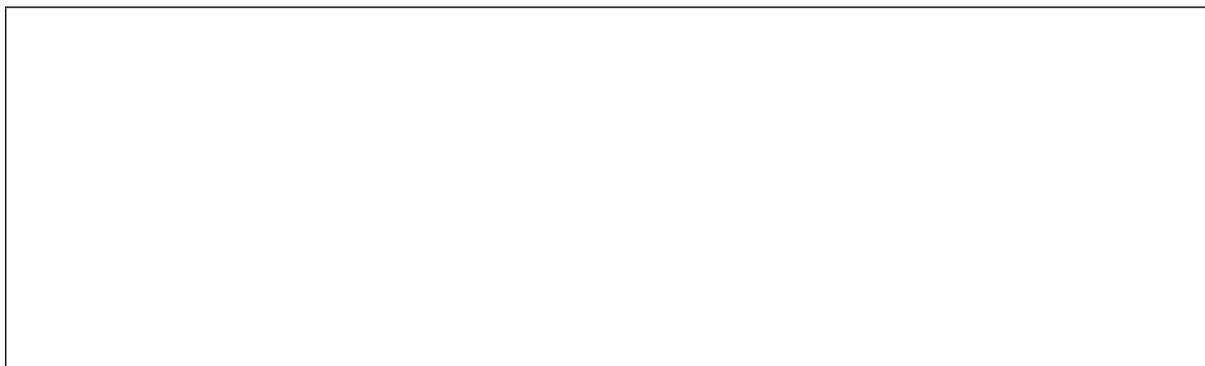
The VN Futures School Ambassadors Development Group has the potential to have a key input in encouraging those from more diverse backgrounds into the VN profession, and to effectively address increasing widening participation in the next generation of veterinary nurses.

We will do this through:

- Ensuring WP and D+I form part of the focus and outcomes of the SADG work
- Researching and understanding more about Science Capital and the language used to talk about careers in science, and feeding this into ambassador's guidance
- Continuing to create a bank of images depicting a diverse workforce that can be used to promote veterinary nursing as a career
- Ensuring we reach areas with a diverse population in provision of careers information

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

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



Area of work
VN Futures

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

Careers and workforce
School Ambassador Development Group

- A report on the pilot has been compiled by the VN Futures Project Coordinator, approved by the Director of Veterinary Nursing, and is currently with the comms team. We aim to publish the report via the website, to inform the profession on achievements so far.
- Following a Board decision, the focus has been altered from a Pilot (whose aim was to develop resources *and* deliver school talks and gain feedback) to that of an ongoing development group. It has been extremely challenging to deliver sessions due to the COVID restrictions and the workload of the VNs involved in the Pilot (who are mainly working full-time in practice).
- A lead ambassador has been appointed to focus and support the work of the group and assist the VNF project coordinator.
- A meeting was held in April, and a list of actions devised which will be allocated to group members.
- Resources which support the initiative are currently with the comms team and production is to be outsourced. A summary of all resources currently in progress has been devised for the SADG and this has been included with this update to offer the committee an overview.

Engagement
Presentations

- Presentation on VN Futures and what it means to veterinary nurses delivered by JM via IVC Academy, early February.
- Presentation delivered by JM for CAW Head Nurse congress in March.
- Pre-recorded presentation provided by JM for BSAVA congress.

Events

VNF section provided for BSAVA Congress virtual stand. Presence on stand.
Information provided for SPAVS/VMG congress, May 2021.

VNF e-news

A variety of content including careers case studies, blogs and webpage updates have been created and are currently being reviewed by the comms team. The next edition of the VNF e-news is planned for early May to coincide with VN month, and to highlight the upcoming VN evening and Diamond Jubilee celebrations.

Diversity and inclusion

SVN and RVN diversity

- Internal focus group to address diversity and inclusion in the VN profession.
- Information on this provided in DIG update.

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.

Strategy**VN Futures Board meeting**

Planned for 29th April.

Proposal to the Board to:

1. Draw an end to phase one of the VN Futures Project in July 2021, in alignment with the original timescale (July 2016 – July 2021, 5-year plan).
2. Create and publish the VN Futures interim report
3. Document ambitions or areas that require continued work
4. Review the Board Terms of Reference
5. Create a Memorandum of Understanding between RCVS and BVNA
6. Ambitions and action plan for phase two, including canvassing the profession for input

Mental health and wellbeing**MMI, SVN roundtable**

- Planning for the event ongoing – LQ, AB, JM.

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.

- MMI - Input to development of potential student roundtable event
- Continue to work with the DIG

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

(This is a repeat of information in the previous report, included FYI as still relevant).

At the APC *Coordinating a Response Meeting* in January 2020, highlighting the provision of primary care practice and the roles within this as a focus for APC was discussed; and the work of VN Futures would be well placed to contribute to this aim. Many VN Futures' initiatives focus on veterinary nurses working in primary care, including:

- The webinars produced in 2020 which encourage driving forward the effective utilisation of nurses, ensuring nurses' time is charged for correctly (for example in nurse-led clinics) and in developing lead roles for nurses and devolving the head nurse role
- VN Futures' work to research and potentially develop a community veterinary nurse role
- The output from the school ambassadors pilot, which will assist in highlighting veterinary nursing as a career and driving workforce into primary care practice
- Investigating and highlighting the career pathways available to veterinary nurses
- Post-registration qualifications that support the work of nurses working in primary care practice
- Supporting the clinical coach and student relationship

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

- Focusing on outcomes for animals, how does your initiative support and enhance the delivery of general practice

General practice needs veterinary nurses. Veterinary nurses enable a vet-led, holistic approach to patient and client care – and in all aspects of primary care from first vaccination to euthanasia. Our work aims to increase the VN population through highlighting veterinary nursing as a career, and enhancing the role of the veterinary nurse to increase retention.

It is hoped that the provision of post-registration qualifications will include those aimed at primary care nurses, thus increasing their skill level and competence in these areas, and enabling them to have an even greater input to practice and patient care.

- How could your initiative contribute towards recognised career progression in general practice

Further availability and options for the post registration qualifications (CertAVN) will provide nurses with a clearer pathway for progression.

Highlighting careers through our case studies helps nurses to visualise alternative career options available to them, and many of these case studies demonstrate careers in primary care practice. This is certainly something we could also focus on if it was deemed useful.

Summary	
Meeting	Advancement of the Professions Committee
Date	11 May 2021
Title	Primary Care Project Progress
Summary	This document outlines the progress made so far on the Primary Care Project and proposes the formation of a task and finish group to drive the work forward.
Decisions required	Discussion is encouraged
Attachments	N/A
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Classifications		
Document	Classification ¹	Rationales ²
Paper	Unclassified	N/A

¹Classifications explained

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

²Classification rationales

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

Primary Care Project Progression

Introduction

1. In previous discussion with the Committee and workstream leads, it was decided that the focus of this project would be on celebrating and supporting primary care professionals. The theme of 'recruitment and retention in primary care' providing a clear basis for the project's activities.
2. For this project to be a success, workstreams under the Advancement of the Professions Committee must collaborate to communicate how their specific stream works to advance the professions through primary care.
3. It is proposed to establish a task and finish group to create a project charter and plan for the celebration and promotion of primary care careers. The group would determine the most valuable and appropriate ways to support and inspire primary care professionals.

Group Specification

4. It is proposed that this group would consist of around 6-8 individuals within the veterinary sector, who are passionate about promoting the role that primary care professionals play and understand the challenges they face.
5. There is the intention for this group to be established and begin discussions by the end of July 2021.

Workstream Leads – Current Projects

6. The workstreams for the Advancement of the Professions Committee were asked to provide details of the work that they were doing which affected and aided the support of primary care so that a full discussion can be had, and that when forming this new working group all the relevant college activities are up to date.
7. There is no expectation that all of these workstreams or activities will be reliant or responsible to this new group, more that by asking the question it has sparked internal discussion and it is hoped that they can aid the discussions in this meeting.

Vet Nurse Futures

8. The Veterinary Nurse (VN) Futures workstream noted that veterinary nurses enable a vet-led, holistic approach to patient and client care, and in all aspects of primary care; from first vaccination to euthanasia.

9. The VN Futures work aims to increase the VN population through highlighting veterinary nursing as a career and enhancing the role of the veterinary nurse to increase retention.
10. It is hoped that the provision of post-registration qualifications will include those aimed at primary care nurses, thus increasing their skill level and competence in these areas, and enabling them to have an even greater input to practice and patient care.
11. It was noted that further availability and options for the post registration qualifications (CertAVN) would provide nurses with a clearer pathway for progression.
12. Highlighting careers through case studies helps nurses to visualise alternative career options available to them, and many of these case studies demonstrate careers in primary care practice.

Global Strategy

13. The Global Strategy workstream noted that globalising the Practice Standards Scheme (PSS) would help to expand the assurance of standards of general practice internationally.

Leadership

14. The Leadership workstream noted that their Edward Jenner Leadership programme directly outlines the leadership challenges faced by primary care professionals in practice and provides the tools necessary to aid in overcoming these challenges.

Fellowship

15. The Fellowship are aiming to update their strategy, which would increase communication between themselves, as well as with the wider profession and public.
16. It was noted that the Fellows Science Advisory Panel's discussions and outputs would aid primary care by providing more information on issues facing that area of the profession. The Fellowship includes individuals who work in primary care and is enthusiastic about encouraging more general practitioners to engage with and join the Fellowship.

Mind Matters Initiative

17. The Mind Matters Initiative (MMI) recognises the significant strain that the veterinary teams are under, and that COVID has compounded this. The MMI is a resource for all veterinary professionals, and as such aids the support of primary care professionals.

Innovation

18. The ViVet project supports Primary Care by showcasing the developments in veterinary innovation and business model innovation that are emerging to augment the role and the services provided by the GP vet/practice.

19. By supporting the education and adoption of an innovative mindset and innovative practice, we aim to equip the general practitioners with the capabilities to adapt and thrive as they are faced with ever-growing pressure to deliver more, with fewer resources, and use innovation to improve efficiencies, minimise waste and ultimately deliver better patient care.
20. By encouraging veterinary professionals to foster innovation and use their natural problem solving skills to tackle challenges and frustrations within the profession, we hope that this seeks to put veterinary professionals at the centre of innovation in the animal health sector and therefore supporting the retention of staff.

Sustainability

21. Sustainability, and the environmental good practice is something that effects all members of society, and all members of the veterinary professions, owners, and animals. It is noted that the concepts of sustainability, and how to embed change within daily practice are increasingly important to the professions, and it has been raised that this could be both an opportunity to recruit and retain where there is a desire by a practice to become more sustainable, and a challenge where there is a negative perception.

Diversity and Inclusion Group

22. The Diversity and Inclusion Group (DIG) is committed to ensuring that all members of the veterinary team are recognised and respected. The work of the DIG, and other similar groups, will only aid workplaces in becoming more inclusive and diverse, which in turn will support the challenges around recruitment and retention.

RCVS Knowledge

23. It was noted that RCVS Knowledge supports the profession to better understand and use EBVM and QI in practice has been demonstrated to improve outcomes for animals and support the profession to address the domains of quality that make up quality veterinary care.
24. The domains of quality that support veterinary care (including General Practice) are - safety, timeliness, effectiveness, efficiency, equitability, patient/client-centeredness, and the quality of the experience of the care giver. The workstreams outlined seek to improve the professional/client and patient experience in at least one of these domains.
25. The workstream contributes towards recognised career progression in general practice by engaging in EBVM and quality improvement, which enables vets and vet nurses to acquire, assimilate and apply important professional capabilities such as managing complexity and training in human factors/ patient safety. For new graduates, it is a chance to improve care; develop leadership, presentation, and time management skills to help their career development; and build relationships with colleagues in organisations that they have recently joined. For more experienced vets and vet nurses, it is an opportunity to address longstanding concerns about the way in which care processes and systems are delivered, and to strengthen their leadership for improvement skills.

26. The benefits to patients, vets, vet nurses, and veterinary service providers of engaging in quality improvement are considerable, but there are many challenges involved in designing, delivering, and sustaining an improvement intervention. These range from persuading colleagues that there is a problem that needs to be tackled, through to keeping them engaged once the intervention is up and running as other priorities compete for their attention. Advocates are also likely to have competing priorities and will need support to make time for quality improvement. The organisational culture, such as the extent to which vets and nurses are able to question existing practice and try new ideas, also has an important bearing on the success of the intervention.ⁱ

ⁱ <https://www.bmj.com/content/364/bmj.k5437>