

The Royal College of Veterinary Surgeons Advancement of the Professions Committee

Meeting of the Advancement of the Professions Committee.

Microsoft Teams

10 May 2022 14:30 - 10 May 2022 16:30

AGENDA

#	Description	Owner	Time
1	Agenda [P] Agenda Page.docx 3	Ceri Chick	
2	Welcome [P] Minutes APC Feb.docx 5	Ceri Chick	
3	Matters Arising	Ceri Chick	
4	Update from APC Workstreams [P] Workstream Cover Page.docx 17 [P] APC Reporting Framework - DIG.docx 19 [P] APC Reporting Framework - Fellowship.docx 23 [P] APC Reporting Framework - Global Strategy.docx 27 [P] APC Reporting Framework - Innovation.docx 31 [P] APC Reporting Framework - Leadership.docx 35 [P] APC Reporting Framework - MMI.docx 39 [P] APC Reporting Framework - RCVS Knowledge.doc... 43 [P] APC Reporting Framework - Sustainability.docx 45 [P] APC Reporting Framework - VN Futures.docx 47	Various Workstream Leads	
5	Any Other Business	Ceri Chick	
6	Dates of the next meetings	Ceri Chick	



Advancement of the Professions Committee (APC)

10 May 2022, 14:30

The Royal College of Veterinary Surgeons, The Cursitor, London

Agenda

- 1. Apologies for absence, declarations of interest and minutes of the meeting held on 8 February 2022.**
- 2. Matters arising**
- 3. Updates from APC workstreams**
- 4. Any Other Business**
- 5. Dates of next meetings:**
 - 1) 13 September 2022 (14:30)
 - 2) 15 November 2022 (14:30)

Summary	
Meeting	Council
Date	17 March 2022
Title	Advancement of the Professions Committee Report 8 Feb 2022.
Summary	<p>To note the attached minutes of the meeting held on 8 Feb 2022.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> • The Committee were presented with the BAME Student Working Group Report. • The Committee approved the formation of a working party which would address Limited Licensure. • The Committee was presented with outcomes from the recent Workforce Summit.
Decisions required	None
Attachments	N/A
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 meeting held on Tuesday, 8 February 2022 at 2:30pm 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:

Mrs A Belcher	Director for Advancement of the Professions
Miss A Hanson	Mind Matters Initiative Officer
Mr B Myring	Policy and Public Affairs Manager
Ms C Chick	Senior Leadership Officer
Miss G Gill	Leadership and Inclusion Manager
Mr I Holloway	Director of Communications
Miss J Macdonald	Vet Nurse Futures Project Manager
Miss L Pitcher	MMI Outreach and Engagement Senior Officer
Ms L Thurman	Veterinary Medicine Student, RCVS EMS Placement
Miss R Greaves	Policy and Public Affairs Officer
Prof R Pettitt	Chair, RCVS Veterinary Schools Council BAME Working Group (for agenda item 6 only)
Miss S Rogers	ViVet Manager

Dr S-R Flicker

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:
 - a) Ms A Boag
 - b) Prof J Innes
 - c) Mr M Rendle.
 - d) Dr C Tufnell
 - e) Dr C Whiting

Declarations of Interest

3. Dr N Connell declared that he was applying for Fellowship this year.

Minutes of the last meeting held on 16 November 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 Chair of the Diversity and Inclusion Group (DIG) noted that the Group would be meeting at the end of February.
9. The Group would continue their work and possibly extend this to explore the topic of Reasonable Adjustments in the near future.
10. The Chair noted that it was encouraging to see their work coming through, such as the Chronic Illness survey.

Fellowship

11. It was noted that the Fellowship team was working towards releasing a new Fellowship Newsletter in the following weeks, which would highlight any upcoming events and key achievements to members of the Fellowship.
12. The Fellowship team was aiming to launch a discussion platform, Discourse, to the Fellowship towards the end of February. The Fellowship Board, along with members of the staff team, had begun populating the platform with discussion topics for Fellows to respond to once the platform had been officially launched and users were given access.

Global Strategy

13. Information around this workstream's activities were discussed at Agenda Item 6 (APC Feb22 AI06).

Innovation

14. Information around this workstream's activities were discussed at Agenda Item 7 (APC Feb22 AI07).

Leadership

15. Work continued around the re-launch of the Edward Jenner Veterinary Leadership Programme, awaiting responses from the NHS Leadership Academy. This was aimed for spring 2022.
16. It was noted that work around the Leadership Framework was still in the pipeline and remained a priority.

Mind Matters Initiative

17. The Chair of the Mind Matters Taskforce thanked the staff team for their continued hard work.
18. It was noted that the Mind Matters Initiative (MMI) Research Symposium at the end of 2021 had been well received and attended. Summaries were available on the MMI website for those who wish to read them.
19. It was also noted that applications for the Sarah Brown Mental Health Research Grant were being accepted. The Committee was encouraged to disseminate information around the grant to encourage applications.

RCVS Knowledge

20. Information around the release of the RCVS Knowledge Evidence-Based Veterinary Medicine (EBVM) Learning for the practising vet, which would include more relevant examples for in-practice use in comparison to the previous example which was more relevant to students, had been approved.

Sustainability

21. The Council representative for Sustainability thanked the Chair for her expert chairing of the Practice Standards Scheme (PSS) sub-group, whose work on sustainability in practice was moving along at pace.

VN Futures

22. It was noted that as the project moved into phase two, slight working practice changes had been agreed upon. Each organisation – RCVS and the British Veterinary Nursing Association (BVNA) - would address actions that sat firmly within their own remit moving forward. The RCVS portion of the project would also work on strengthening synergies with other internal workstreams.

BAME Student Working Group Report

23. Professor R Pettitt and Dr S-R Flicker were welcomed to the meeting to present the BAME Student Working Group report on behalf of the RCVS/Veterinary Schools Council (VSC) BAME Student Working Group.
24. Professor Pettitt thanked the Working Group, as well as the UK veterinary schools and students involved in this report.
25. It was noted that the report would be submitted to the VSC for comment and approval before being published. Students at Surrey Vet School had volunteered to be involved in providing photographs to complete the guidance on the wearing of religious clothing in clinical settings, which would also be circulated to the VSC for comment before publication.
26. Dr Flicker noted the report would not only benefit current members of the professions, but would also highlight to those thinking about entering the professions that this was a well-thought-out area, and would therefore bring confidence and comfort to those individuals beginning their veterinary journey.
27. The Chair thanked the members of the Working Group for their continued efforts towards this report.

Limited Licensure and Reasonable Adjustment

28. The Committee was presented with a paper that discussed the topic of Limited Licensure and Reasonable Adjustment.
29. It was noted that there was a desire within the College to improve access to the professions across the board, but in particular for those who have a disability or chronic health condition. The College was aware that there were significant barriers for some of those wishing to enter the professions who had a disability.
30. The Committee was reminded that currently those who met Day One Competences and registered with the RCVS essentially received a 'general licence'. If an individual was unable to meet those Competences - particularly the requisite practical assessments - due to a disability, they would not be accepted onto the veterinary degree course, and therefore could not qualify and go on or register as a member of the RCVS.
31. It was highlighted that this was a different treatment to those who develop a disability once they are on the Register, where they would be trusted, as part of their professional judgement, to only practice where they would be competent to do so.
32. The Limited Licensure proposal aimed to address these issues by providing a licence that would be limited to their competencies, allowing an individual to register and practice where they were physically able to do so.
33. Criticism was received during the Legislative Reform, stating that the College could and should do more via reasonable adjustment to address this issue, rather than using limited licensure. However, it is possible that one or both mechanisms may be appropriate, depending on the individual case.
34. A task-and-finish working party was proposed to research into detail the most appropriate way forward for this piece of work, concluding with a report outlining the issues and providing recommendations to be presented to the Committee in due course.
35. The Committee highlighted that this work should take a positive approach and consider changing the terminology to "Focussed Licensure", and to give focussed efforts into reasonable adjustments.
36. It was suggested that representatives from other regulators who had explored this area previously should be invited to various project meetings to offer their expertise and experiences.
37. The Committee approved both the formation of the working party and its terms of reference. This would then be presented to RCVS Finance and Resources Committee for final approval.
38. The Committee thanked Miss R Greaves and Mr B Myring for their efforts towards this work.

Global Membership

39. The Committee was presented with a paper that outlined ways in which the College could do more to engage with its overseas members.
40. The paper followed a survey sent to overseas members in 2019, which revealed that overseas members wanted more engagement from the College and that many were unaware of initiatives such as MMI that were available to them.
41. Research had been carried out to discover what initiatives other Royal Colleges had in place to engage with their global membership.
42. It was highlighted that increased efforts to engage with overseas members could encourage those who move abroad to retain their MRCVS status.
43. Work around the regulation of continuing professional development (CPD) requirements for overseas members was ongoing.
44. Work would continue around this topic and the Committee would be kept informed of any progress.

Post-Workforce Summit Update

45. Miss S Rogers presented an update on the outcomes from the recent Workforce Summit.
46. Prior to the event, Vivet held online Insight Sessions, which had been open for all members of the professions to apply to attend. A total of 516 individuals had registered to take part in the RCVS Insight Sessions, which allowed over 100 people to take part in lunchtime and evening sessions. These sessions were split into the following streams:
 - a) Those considering leaving the professions.
 - b) Those trying to return to work.
 - c) Those working in corporate/ independent practices.
 - d) Those not in full-time work and veterinary nurses.
47. Individuals who had been unable to attend the insight sessions had been invited to complete a survey or send a video recording to share their experiences. In total, 76 additional responses were received along with two video recordings. These data all contributed to a clear picture of the professions' personal experiences.
48. The ViVet team had also approached external veterinary organisations to provide data that could assist the project in attaining a clear picture of the challenges that members of the professions face. Disappointingly, response had been limited.
49. In addition, the Public Affairs team had produced two reports based on data available from the RCVS Register, one focusing on the VN profession and the other focusing on the veterinary profession, both had since been published on the RCVS website.

50. All of this information had fed into the Workforce Summit event by identifying six high-priority areas for improvement. These topics were:
- a) Readiness for Work
 - b) Work-Life Balance
 - c) Workplace Culture
 - d) Client Interaction
 - e) Career Development
 - f) Return to Work
51. A report of the day was in its final stages. This report, once published, would be sent to all stakeholders who were unable to attend on the day to encourage them to offer their feedback and expertise. This report would also be available on the College website and circulated to the media.
52. The Summit was attended by veterinary professionals from a variety of backgrounds, including practice (both independent and corporate), food hygiene/ production, government, academia and human resources/ people management, as well as delegates from professional associations and representative bodies. Covid did cause an impact on delegates attending, for example, a change in certain travel regulations meant that some individuals were unable to attend, despite intention to do so. There had also been a storm the previous day that restricted the ability of delegates from Scotland to attend.
53. The independent external facilitators were well received and help shape a successful event.
54. The event began with focusing on the empathy-building and design-thinking stage, as with the issues due to be discussed, it was important to ensure that delegates were on the same page and aware that all were there for the same purpose. This ensured a longer-term agreement approach around workflows and stakeholder engagement in the most positive way possible.
55. It was emphasised that the project would not exclude other stakeholders or groups who would like to contribute, and provide valuable expertise. This event was the starting point of this project and would continue to grow with the support of the professions.
56. Internally, a roadmap of the various potential projects to support the mitigation of challenges around Recruitment, Retention and Return had been drafted. This included a programme of time-sensitive priorities to give meaningful outputs as soon as possible. This would be refined in collaboration with stakeholders before publication.
57. To continue this work, various resource management processes were being considered, such as "Sprinting" project management and recruiting external consultants with specific skill sets.
58. The Committee highlighted the vast amount of time and effort that had been contributed by the RCVS staff towards this project and emphasised the importance of making this clear externally

to appreciate the efforts made to improve the professions. The Committee thanked Miss S Rogers for her efforts in driving this project forward while simultaneously working to advance the ViVet project.

Subcommittee Review

59. The Committee was presented with a paper that outlined the structure and terms of reference of its reporting groups. The purpose of this was to ensure that no surplus groups were standing which were no longer relevant or active.
60. It was noted that all standing reports continued to be relevant, with the Environment and Sustainability Working Party having finished its task and disbanded as per its original remit.

Any other business

61. No other business was discussed.

Date of next meeting

62. The Chair closed the meeting noting the next meeting would be in the afternoon of 10 May 2022.

Summary	
Meeting	Advancement of the Professions Committee
Date	10 May 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
----------	-----------------------------	-------------------------

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

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.

The DIG met on the 4th March and discussed the following topics:

1) BAME Student Support Working Group Report

The co-chair of the BAME Student Support Working Group presented the report to the group and acknowledged the efforts of all staff and students involved. The report was well received and the approved at the meeting. A further version of the report was circulated to DIG following feedback from the VSC EDI group. The report is now being prepared for publication.

2) Stonewall membership

The College was considering whether to renew its membership of Stonewall or consider alternative organisations. Concerns were raised over value for money and the negative press associated with Stonewall. Group members shared their thoughts on this. The general view was that the College should continue its relationship with Stonewall. Membership provided considerable benefits and sent a positive message to sector that RCVS was committed to supporting LGBT+ people.

The RCVS has since produced a statement on Stonewall membership. It recognises the contribution Stonewall has made to the College through the Diversity Champions Scheme and has renewed its membership for another year. However, it will explore the possibility of collaboration with other organisations that can work with the College to support its commitment to LGBTQ+ employees and allies.

3) Limited Licensure

The policy team provided an overview of research conducted into limited licensure and discussions with the GMC to explore what human medicine was doing in relation to reasonable adjustments and limited licensure. Currently, all doctors must meet all the 'Outcomes for Graduates' (the equivalent of our D1Cs) which means that in some cases, without limited licensure, the profession may not be accessible to people with disabilities. A new working party will be established to explore what limited/focussed licensure for disabled people in the veterinary profession could look like in practice and if there is scope to make more use of reasonable adjustments and ensure they are implemented in a way that does not discriminate against those with disabilities. This could potentially widen access to the profession.

The Working Party membership includes representatives from VN groups, the RCVS Education Team, vet and VN student groups, the RCVS Policy Team and the BVCIS.

Guidance on Religious Clothing and Belief document

The Guidance on Religious Clothing and Belief document, which is a key output of the BAME Student Support Working Group report, has been completed. A photoshoot was organised in early April with veterinary student volunteers at the University of Surrey. Clinic/lab based photographs were taken along with general photographs and portait shots. Some of these will be used for the document and the report and also for future projects where diverse imagery is needed.

PSS updates

As part of the PSS review and work on Social Sustainability, proposals have been developed with PSG to strengthen and expand EDI elements at the Core Level of the PSS. These are pending approval.

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.

Chronic Illness survey

DIG plans to launch a Chronic Illness survey later this year. The BVNA conducted a similar survey in late 2021 and agreed to share their raw data. This data has now been received and will be reviewed to ensure that where possible the DIG survey does not duplicate it. At the next DIG meeting there will be further discussion on the content, format and objectives of the survey.

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 are synergies with the Leadership workstream and Leadership Role Models project.

The MMI workstream were looking at the effects of menopause for many women in the profession 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.

The MMI workstream is also running a range of EDI and Inclusive Leadership training.

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

The Fellowship application deadline was on the 14 February. 32 applications were received, with a close gender split. The applications received were governed by the new application requirements, agreed by the Advancement of the Professions Committee in 2021. No issues with the new format were reported.

One new Credentials Panellist was recruited to assess Fellowship applications this year, and will be assessing through the Meritorious Contributions to Knowledge route. New and current Credentials Panellists, along with the Fellowship Board, received Equality, Diversity and Unconscious Bias training which was well received. Assessors and Board members have also received a training video detailing how to assess Fellowship applications appropriately and consistently.

As agreed in 2021, each application will be assessed by five assessors rather than three which aims to reduce the incidence of interobserver variance. The Committee will be informed of the results of this once all assessments have been completed at the end of the year.

Communications

Content is being collated in preparation for the next edition of the Fellowship Newsletter, which is due to be published in June. The newsletter is due to include information on the following topics:

- Updates to the Fellowship Strategy
- Board Elections
- Fellowship Day
- Any updates/ new publications/ awards from members of the Fellowship

Fellows Science Advisory Panel

Mary Fraser, Chair of the Fellowship Science Advisory Panel (FSAP), has stepped down as Chair of the FSAP and member of the Fellowship Board. The Panel is currently seeking an interim Chair prior to the Fellowship Board elections in June.

Three topic subgroups have formed from the main FSAP Panel:

The Economic Contributions of the veterinary professions

The panel decided to explore this topic based on suggestions during a meeting in late 2021. The panel studied a paper published by the Scottish Government in 2020 titled 'Veterinary professions' value to Scotland: preliminary economic assessment' and is currently discussing whether this would be useful to explore and expand upon or whether a slightly different angle could be taken to be of more benefit both to the public and the professions. There will be a roundtable discussion in the near future to further develop the idea and from there, a budget drafted for the completion of the project.

Quality of life/ Overtreatment

The FSAP members decided to examine the topic of Quality of Life and within this, overtreatment, pragmatic medicine, and similar areas when discussing the future direction of the group during a meeting in late 2021. The panel consists of both members of the FSAP, Fellowship and other stakeholders with an interest in the topic. It was decided that to engage with the target audience effectively, a series of webinars would be created with panellists from the charity sector, recent graduates, and those from both general and referral practices to provide opinions from all perspectives. These sessions will only be available to veterinary professionals, and not to the public to enable maximal discussion of these challenging areas. There will be short polls during the sessions to help provide insight, and following the group will then look at contributions to the Fellowship Day on this topic.

Is Behavioural Therapy an Act of Veterinary Surgery?

This was presented to FSAP by RCVS Council, as a formal request to help answer the specific question of 'is Behavioural Therapy an act of Veterinary Surgery?' The FSAP members did not feel that there was enough expertise specific to this question within the group, and so formed a subgroup to invite other, experienced and specialist individuals to join the group and share their opinions. The subgroup is currently still in the formation stage, with final members not yet decided. There is no strict time limit on this project.

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.

Terms of Reference

The Fellowship Board have been discussing a review of the Fellowship processes, governance, and terms of reference, to be collated and updated to be in line with the rest of the College. The Board have suggested some changes to the draft document, which are being reviewed by the College legal team to ensure that they are feasible and appropriate. Once this document has been finalised and approved, a Zoom call will be organised for the most recent cohort of Fellowship

recipients to present the new terms of reference to them. The final document will also be published on the RCVS website.

Fellowship Day

Work is underway to organise the 2022 Fellowship Day, which is due to take place at the Royal Institution, likely at the end of September (date to be confirmed). We are currently looking at a shortlist for a Keynote speaker. A further update will be given at the next Committee meeting.

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
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.

Overseas Member Communications Strategy

At the last meeting a paper was presented outlining potential future approaches to engagement with the College's overseas Members. It was agreed that including targeted features in our existing newsletters, plus inclusion on the RCVS website, would be a good first step.

In pursuit of that aim an 'International Member Spotlight' feature has been developed, with the first due to be published by the end of April in RCVS News, and in the 'blog' section of the RCVS website. This will be an interview with Chris Grey MRCVS, former RCVS Council Member and Chief Executive of the Veterinary Emergency and Critical Care Society (VECCS) in the United States.

The article will conclude with a call for other overseas-based F/MRCVS to volunteer to be featured in future editions.

VetGDP / 1CPD

A number of overseas organisations have approached the RCVS to express an interest in the RCVS VetGDP model and also 1CPD. Discussions will be held with these organisations to explore whether and how it could be adapted for their use.

Mind Matters International

A paper on the Mind Matters Initiative is included in the agenda for this meeting, which includes an update on Mind Matters International.

International Veterinary Regulators Network (IVRN)

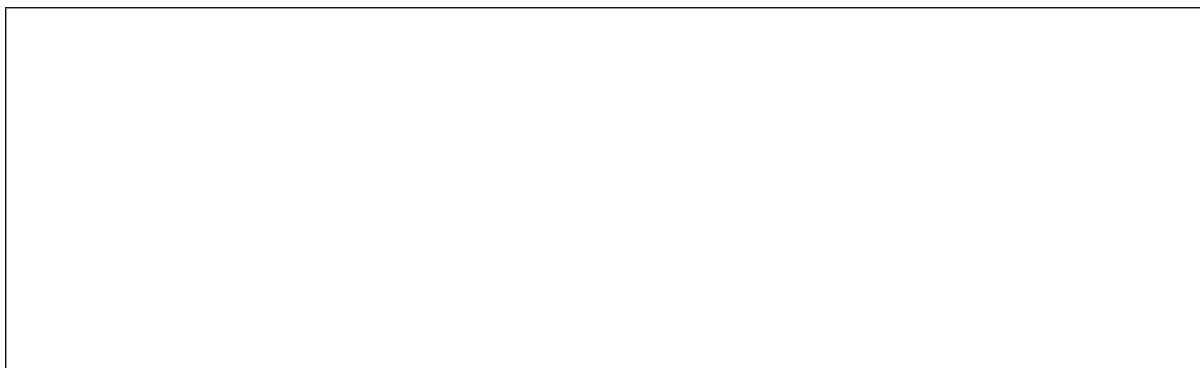
IVRN will be holding a number of educational sessions during summer 2022 - Lizzie Lockett represents RCVS on the steering group.

CLEAR Annual Education Conference

Lizzie will be presenting on the role of the regulator in mental health support at the Council on Licensure, Enforcement and Regulation (CLEAR) Education Conference in Louisville in September, alongside colleagues from the Veterinary Council of Ireland and the College of Veterinarians of Ontario.

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
Innovation
Key activities and issues managed in the last quarter that the APC should be aware of.
Preparing the Profession – Ongoing

Continue to scope out a framework for an Innovation MOOC/ online course that will be made available to the whole profession. We have received a proposal that is inline with our expectations and budget from an e-learning platform provider, we will continue to review how this course can fit in with the RCVS Academy developments.

Further research into format and delivery of content is being explored, this is in line with the ViVet project aim to ensure veterinary professionals are equipped with innovation capabilities.

ViVet Newsletter – A ViVet News was sent out on 24 March. The newsletter included the following topics:

- How innovation sparked ideas at the RCVS Workforce Summit
- Design Thinking webinars
- A call to action – Showcase your extraordinary examples
- Workforce Summit case study - Using Design Thinking to tackle issues of recruitment, retention and return in the profession
- Flex your creative muscles - How you can apply creativity in problem-solving to develop innovative thinking

Website – Content

- Blog - Creativity Techniques; How you can apply creativity in problem-solving to develop innovative thinking (67 views)
- Case Study RCVS Workforce Summit- Using design thinking to tackle issues in the profession (103 views)
- RCVS Workforce Summit Page

Report downloads:

- A report of the day (87 views)
- Veterinary profession preliminary report (69 views)
- Veterinary nursing profession preliminary report (28 views)

Page views:

- Reports (195 views)
- RCVS Workforce Summit (115 views)
- Video interviews (59 views)

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

Workforce Summit – Report and action plan

A report of the day was published on 29 February. The report gives a summary of the research and insight sessions held ahead of the day, the participants and of the presentations made by each of the groups to the rest of those attending the event.

Our next steps are to pull together an action plan that looks both at the themes we identified as priority ahead of the day and that was used on the summit day, but also the themes we see over a career of a veterinary professional.

We are at the stage of considering the feasibility of the suggested solutions that came from the day and integrate those that seem likely to deliver effective results into the action plan, alongside other activities that are already underway.

The action plan will be published later in the year, which will include commitment from a range of stakeholders. We are also considering the ways to provide further opportunities for members of the professions to engage with the process and this might cross over with ViVet activities. Delivery of the plan will be a fully collaborative approach across the professions as we understand that everyone has a part to play in finding and delivering solutions.

Design Thinking Webinar Series

The launch of a new series of hands-on webinars that are aimed at enabling veterinary professionals to use design thinking principles for tackling challenges and problems within their everyday practice.

The 75-min sessions are interactive, enabling attendees to experience some of the techniques first-hand and collaborate with others. We have chosen topic that relate to some of the biggest changes, that were highlighted in the Insight Sessions ahead of the workforce summit. We are also trying to showcase how Design Thinking can be used for client, practice and profession focused issues.

Webinar 1 – Design Thinking; Manage client expectations, Prototype session: 28 April **12.30pm**

Webinar 2 – Design Thinking; Innovating your client's veterinary experience, Empathy session: 8 June **12.30pm** and **7pm**

Webinar 3 – Design Thinking; Making client interaction skills seen as a valuable investment for both employee and employer alike: 21 September **12.30pm**

We have also recorded a short (14 minute) supporting video that introduces Design Thinking, this is sent out with any joining instructions for the sessions.

Website Content – a selection of short blogs created as an ‘Innovation Explained’ style document that educates the reader on a selection of topics. The blogs, will explain what the topic is, the benefits it brings to the user, how it might be already implemented in society, human health or the profession and how it could benefit the veterinary profession.

The first set of topics will include: Automation, Artificial Intelligence (AI), Machine Learning, Big Data, Genomic Sequencing and Business model Innovation.

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 task and actions being allocated to or supported by, AP workstreams and projects across the college.

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

N/A

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

N/A

Area of work

Leadership

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

Edward Jenner Leadership programme

Having agreed the course structure, delivery and certification, we had intended to relaunch the Edward Jenner Programme in the Spring and were waiting for the NHS to come back with a revised contract and confirmation of start dates.

In March it was confirmed that FutureLearn, the platform that hosts the programme, would be streamlining its' course provision, effectively reducing the number of course models available and increasing costs. The upshot of this means that the course delivery model proposed by the NHS in the contract is no longer being offered. FutureLearn have proposed alternative course models, which we are currently exploring but these will all entail a significant increase in the optional certification costs for learners.

Leadership Library

The Leadership Library launched in January with curated resources on three topics: Delegation Skills, Difficult Conversations and Inclusive Leadership. The content is free and available on the RCVS website in a variety of bite-sized and accessible learning formats and has been well received.

In March the Library was enhanced with the addition of two further topics, Quality Improvement and Leading and Working in a Team. Content was curated in partnership with colleagues in RCVS Knowledge and is designed to encourage learners to reflect on the importance of excellent team-working and communication to achieve high-quality outcomes. Learners can explore a range of approaches and techniques designed to help teams develop and embed good practice in quality improvement. The content also looks at the leadership skills required to build and sustain healthy workplace cultures.

Further content will be curated and developed on two further topics for release over the Summer:

- Leading through challenging times
- Coaching and mentoring

RCVS Academy Leadership courses

The Leadership team has collaborated with RCVS Academy colleagues to develop a new course on the 'Principles of Delegation'. The course is accessible from the RCVS Academy platform and will be ready for the launch of the Academy in June. Further Academy leadership courses are

planned for the coming year. Building on some of the Leadership Library content and themes, these will cover the difference between leading and managing, difficult conversations and inclusive leadership.

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

A plan has been developed to replace the current Inspiring Leadership role model showcase with the aim of depicting greater diversity through a campaign based approach. Rather than being accessed from a dedicated web page, mixed-media content will be released every 4-6 weeks in the form of short blogs, videos and podcasts. This will feature veterinary professionals from diverse, under-represented and less conventional backgrounds or routes into practice, sharing their experiences and views on leadership. The planning and delivery of content will take into consideration calendar and external events themed around leadership and diversity and inclusion. We will also ensure this work aligns with the DIG Strategy and Action Plan where possible.

The new showcase is planned to launch on Royal College Day on the 8th July 2022. It will initially run for a year, after which time there will be a review to determine next steps.

The existing leadership showcase is of a high quality, and it is hoped that with permission from those featured, it can be repurposed to support other leadership development activities.

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

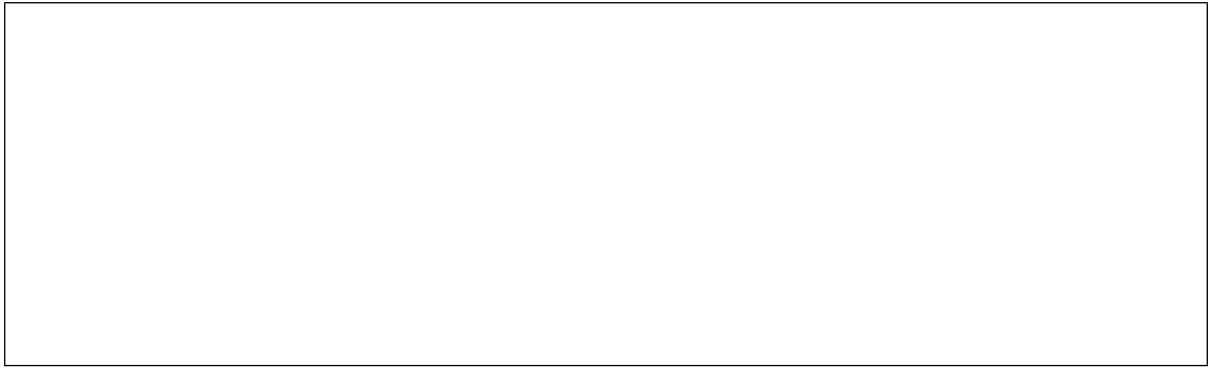
Possible costs associated with changes to course delivery of the Edward Jenner MOOC.

Synergies with other workstreams that your current activities may introduce?

Synergy with Diversity and Inclusion in the development of the new Leadership Showcase.

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 (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.

British Small Animal Veterinary Association (BSAVA) Congress

MMI took part at BSAVA Congress and put on a number of events. These included three live Campfire Chats, three MMI Kite App workshops, and a talk on neurodiversity.

MMI Kite App

The MMI Kite App has been transferred to a new platform, with new and improved features. All users have been informed that they need to download the new version of the app and can log on using their same username and password to access their account.

The Kite Workshops at BSAVA were used for the continued promotion of the app.

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

Mind Matters International

On 15 March in collaboration with American Veterinary Medical Association, MMI hosted the third MMI International Roundtable focused on the interrelationship between workforce shortages and mental health. There will be a short report available on the website in due course.

Lizzie Lockett also chaired a panel on Positivity in Practice for the online Virtual Veterinary Congress on 5 March.

Neurodiversity Celebration Week

Neurodiversity Celebration Week ran from 21-27 March. MMI marked the occasion with a range of new initiatives and events. These included:

- The launch of the Neurodiversity Resource Hub (283 views to date)
- The launch of a new Diverse Minds Kite on the MMI Kite App
- A talk on neurodiversity at BSAVA Congress
- The release of a blog piece 'Supporting Neurodiversity in the Workplace' by Dr Kirstie Pickles, who is heading up a Sarah Brown Mental Health Research Grant funded project investigating workplace stressors of autistic veterinary surgeons.

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.

Spring Campfire Chats

The latest series of Campfire Chats are now underway and are still proving very popular. Current series and delegate signups are listed below:

- 01/03/22 - Celebrating Diversity (58 signups – now complete)
- 21/03/22 - The Joy of Creativity (59 signups – now complete)
- 05/04/22 - Overcoming Self Doubt and Stressing Out (153 signups – now complete)
- 21/04/22 - Identity: Who am I away from work? (72 signups to date)
- 03/05/22 - Saying Goodbye...letting go and learning to grow (59 signups to date)
- 12/05/22 - Tackling Loneliness in a Hyperconnected World (40 signups to date)

We do not record the chats to keep them as relaxed and organic as possible but do create summary documents including key information and resources on each of the topics covered.

Training

The MMI training pilot has been successfully launched. Sessions are divided into four streams:

- Looking after yourself
- Looking after others
- Equity, Diversity, Inclusion and Civility
- Mental Health Awareness

Our first series of sessions ‘Sustaining Your Emotional Health’ were fully booked within 48 hours. Sessions are being delivered by a wide range of training providers and are being offered to all members of the professions for free in return for their feedback. All attendee feedback will be used to refine a finalised training programme, due to launch in the autumn.

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.

14 out of the 23 sessions currently on offer are now fully booked. We will be releasing more sessions imminently.

VetLed and British Veterinary Nursing Association (BVNA) Collaboration

MMI has collaborated with VetLed and the British Veterinary Nursing Association (BVNA), to lead a series of initiatives that aim to tackle incivility in the workplace and encourage work environments that make employee wellbeing a priority.

This comes off the back of a 2021 survey into student veterinary nurse wellbeing, which revealed that 96% of student and recently graduated veterinary nurses believed that incivility and bullying were serious problems in the profession.

The collaboration involves:

- 6 x Civility Training sessions

<ul style="list-style-type: none"> - 4 x Veterinary nurse Think Tanks <ul style="list-style-type: none"> • 5 May 2022, 7.30pm – 9.00pm – Values and Identity • 21 July 2022, 7.30pm – 9.00pm – Everyday Leadership • 20 October 2022, 7.30pm – 9.00pm – Innovation and Problem Solving • 19 January 2023, 7.30pm – 9.00pm – When things go wrong: The importance of a Just Culture - Safe to Speak Up campaign (a two-week social media campaign launching on 2 May which aims to empower all members of the veterinary team to talk openly about their mistakes, concerns and new ideas by raising awareness of the importance of psychological safety. This also includes a full day of workshops on 11 May.)
<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>
<p>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.</p> <p>Training More training sessions are due to launch in the next few months. Topics for these include:</p> <ul style="list-style-type: none"> - Championing Equality - Line Management - Mental Health and the Equality Act <p>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.</p>
<p>Details of any budgetary or risk related issues that should be brought to the Committee’s attention.</p>
<p>No</p>
<p>Synergies with other workstreams that your current activities may introduce?</p>
<p>No</p>

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.

New training course on EBVM for practitioners is released

RCVS Knowledge's new training course, EBVM for Practitioners, is now available to access, completely free of charge, and specifically aimed at practising veterinary professionals wishing to keep up-to-date with current evidence-based veterinary medicine and use them in their daily practice.

Written by an international team of practising veterinary professionals and academics, the course has been carefully designed to fit around busy schedules, for veterinary professionals to maximise their learning when works best for them. It is also an excellent reference resource, ideal for dipping into and address specific information needs. It doesn't need to be completed in a linear fashion.

The course provides a practical understanding of the step-by-step process involved, sometimes called the five As: Ask, Acquire, Appraise, Apply and Assess, and provides a framework to write answerable clinical questions, employ logical search strategies to find relevant research, evaluate the papers found, and then apply the findings in clinical practice.

The course is entirely free to access through [RCVS Knowledge's Learn](#) platform, through a login.

The third series of RCVS Knowledge's free educational QI Boxset has launched, covering benchmarking and how it can be used to help improve clinical outcomes and quality of care. The QI Boxset is a CPD multimedia toolbox, offering bite-sized content designed with the busy team in mind, for on-the-go and at home learning at the user's own time and pace.

AMR Hub

In our newly publishes AMR Hub, you will find freely accessible, evidence-based knowledge and resources about responsible antimicrobial use. With over 42 hours of CPD, teams can access this information and embed good antimicrobial stewardship in practice. It provides all the required resources, in one place, to support the professions improve their antimicrobial stewardship. Examples of the resources are below.

- [Responsible use of antibiotics in veterinary practice](#) - This RCVS Knowledge collection provides access to evidence and appropriate resources to support responsible antibiotic use.
- [Farm Vet Champions](#) has over 20 hours of free CPD covering species-specific antimicrobial use, communication skills, behaviour change and the legal use of medicines, policies and One Health.
- Research Focus - [STOP on Sunday \(SOS\) Urinary Tract Infection Trial](#) - In this RCVS Knowledge podcast, Fergus Allerton spoke to Sally Everitt about the SAMSoc 'STOP on Sunday (SOS) Urinary Tract Infection Trial', which is recruiting first opinion practice vets.

New benchmarking boxset released

Benchmarking is a Quality Improvement (QI) method that allows teams or individuals to compare their clinical audit results against other audit results (the benchmark). Through a repetitive cycle of 'measure, compare, change', benchmarking helps to explore trends over time and to achieve improvements in quality of care.

RCVS Knowledge hosts vetAUDIT, a hub of free-to-use national audit and benchmarking platforms, where teams or individuals can take part to share data anonymously, to contribute to establishing an evidence-base for profession-wide improvements. The benchmarking boxset features discussions with the Clinical Leads and Project Managers of these platforms, including RCVS Knowledge's Canine Cruciate Registry and National Audit for Small Animal Neutering and other national audits such as INCISE - the International Colic Surgery Audit.

The materials are entirely free to access through [RCVS Knowledge's Learn](#) platform, through a login.

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

The Veterinary Evidence Journal are launching a redesigned website in April 2022. The benefits will include:

- o A more intuitive pathway for users, and increase in measurable usage;
- o A more consistent look and feel;
- o An article redesign that incorporates all key fields and functionality;
- o The clear signposting of broader RCVS Knowledge content of relevance.

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.

The draft sustainability requirements for the PSS project have now been approved by PSG and will now be progressed to Standards Committee on 9 May. Once approved by Standards Committee, they will be progressed to Council. To maintain interest and engagement with the project the Centre for Sustainable Healthcare have been contacted about writing a blog about the process.

The UKHACC 'Net-zero Surgery Working Party' is due to meet on 3 May 2022. The RCVS has been invited and will be the only veterinary representative present.

The College Green Team passed the Investors in the Environment Audit in March and the College received Bronze accreditation. The Green Team are now looking how to implement further changes to receive the Silver award.

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 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>VN Futures Strategy and Action Plan</p> <ul style="list-style-type: none"> ○ RCVS has considered and drawn up an outline plan for areas of focus for the next phase of the project ○ This will be discussed in more detail, with an aim to finalise an action plan which outlines both RCVS and BVNA activities, at the next Board meeting. <p>School Ambassadors Scheme</p> <ul style="list-style-type: none"> ○ Launch of the School Ambassadors Scheme was planned for mid-February 2022, however, due to issues with some of the design elements of the resources, this has been delayed ○ Dedicated VNF website areas for ambassadors and for those seeking veterinary nursing careers information have been designed and prepared for launch. <p>Vet-Team-in-a-box</p> <ul style="list-style-type: none"> ○ Ongoing project ○ Pilot box should be ready to launch in the next few weeks ○ Storyboard and scripts for scenario and veterinary and veterinary nurse representatives is underway. <p>Diversity and inclusion</p> <ul style="list-style-type: none"> ○ Previously recruited role models now in process of developing case studies, blogs and interviews. <p>Mind Matters Initiative</p> <ul style="list-style-type: none"> ○ Following the SVN Wellbeing survey and Discussion Forum, MMI are offering a course: VetLed Civility Training. The course was informed by a survey conducted in 2021 with student veterinary nurses, recently-qualified RVNs, and clinical coaches which found that 96% of respondents felt bullying and incivility was a problem in the professions. The interactive training sessions will look at the importance of civility in practice, how to recognise incivility and understand its impacts, and identify the ways in incivility can successfully be addressed.
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"> ○ Proposal for project to support veterinary practices in highlighting the role of veterinary nurses through websites and social media to be presented to VNC in May. This action was part of the original VN Futures Report and Action Plan ○ Next VN Futures Board meeting scheduled for 19th May 2022 ○ Website review carried out and will be actioned over the next few weeks ○ Initial scoping meeting for Advanced Veterinary Nurse Practitioner role planned for July 2022 ○ Meeting to further discuss the VN mentoring project planned for July 2022.

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.