

















The Royal College of Veterinary Surgeons Advancement of the Professions Committee

Meeting of the Advancement of the Professions Committee

Microsoft Teams

16 November 2021 14:30 - 16 November 2021 16:30

AGENDA

#	Description	Owner	Time
1	Agenda  Agenda Page.docx		4
2	Welcome  Classified Appendix.docx  Minutes.docx		5 6
3	Matters Arising		
4	Update from APC Workstreams  Workstream Cover Page.docx  APC Reporting Framework - DIG.docx  APC Reporting Framework - Fellowship.docx  APC Reporting Framework - Global Strategy.docx  APC Reporting Framework - Innovation.docx  APC Reporting Framework - Leadership.docx  APC Reporting Framework - MMI.docx  APC Reporting Framework -RCVS Knowledge.docx  APC Reporting Framework - Sustainability.docx  Final report of the Environment and Sustainability...  Annex A RCVS Environmental Sustainability Policy....  APC Reporting Framework - VN Futures.docx		16 19 21 24 26 29 31 34 37 40 45 48
5	Oral Update: Primary Care Project		
6	Paper: Committee Review  Committee Review Chart.pdf		51
7	Oral Update: Outputs from BAME VSC Working Group		

#	Description	Owner	Time
8	Paper: 1CPD App 54		
9	Any Other Business		



Advancement of the Professions Committee (APC)

16 November 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 14 September 2021.**
- 2. Matters arising**
- 3. Updates from APC workstreams**
- 4. Oral Update: Primary Care Project**
- 5. Paper: Committee Review**
- 6. Oral Update: Outputs from BAME VSC Working Group**
- 7. Paper: 1CPD App**
- 8. Any Other Business**
- 9. Dates of next meetings:**
 - 1) 8 February 2022 (14:00)
 - 2) 10 May 2022 (14:00)
 - 3) 13 September 2022 (14:00)
 - 4) 15 November 2022 (14:00)

Summary	
Meeting	Advancement of the Professions Committee
Date	16 November 2021
Title	Advancement of the Professions Committee Report 14 Sept 2021
Summary	<p>To note the attached minutes of the meeting held on 14 Sept 2021.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> • The Committee agreed to fund a sixth and final meeting of the Environment and Sustainability Working Party to finish any outstanding work. • The Committee approved proposed updates and changes to the Fellowship application process.
Decisions required	None
Attachments	Classified Appendix
Author	Ceri Chick Secretary APC c.chick@rcvs.org.uk / 0207 856 1034

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

¹Classifications explained

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

²Classification rationales

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

Minutes of the Advancement of the Professions Committee meeting held on Tuesday, 14 September 2021 at 2pm via Microsoft Teams.

Members:

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

Dr M Fraser	Chair, Fellowship Science Advisory Panel (for agenda item 6 only)
Dr C Scudamore	Vice-Chair, RCVS Fellowship Board (acting in absence of Prof. J Innes)

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. It was noted that the Committee welcomed a new Chair, Dr Greene, and three new members; Dr Dyer, Dr Gardiner and Dr Whiting.
3. No apologies were received from the Committee.

Declarations of Interest

4. There were no new declarations of interest from the Committee.

Minutes of the last meeting, held on 11 May 2021

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

Matters Arising

6. No new matters were 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 September 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.

Diversity and Inclusion Working Group

9. British Veterinary Chronic Illness Support (BVCIS) had been invited to join the Diversity and Inclusion Group (DIG), with Claire Hodgeson as its representative.

10. The RCVS/Veterinary Schools Council's joint report on Black, Asian and Ethnic Minority student support, which included guidance on the wearing of religious clothing, was in its final stages and set to be presented to the Committee at its meeting in November 2021.
11. A chronic illness survey was to be discussed and progressed at the next DIG meeting, which would seek to gain valuable insight into student and practising professionals' experiences of chronic illness within the professions in order to catalyse positive change.

Environment and Sustainability

12. The Environment and Sustainability Working Group's activities were discussed at Agenda Item 4 (APC Sept21 AI04).

Fellowship

13. It was reported that a total of 38 new Fellows had been welcomed into the Fellowship in 2021. This was particularly significant as over half of all successful candidates were women for the first time in the Fellowship's history. It was noted that one of the Fellowship's main aims was to increase diversity within the professions, and the high number of female applicants was therefore encouraging to see.
14. The Fellowship Board had reviewed and agreed to changes to the Fellowship application process. These would be reviewed by the Committee at Agenda Item 5 (APC Sept21 AI05).
15. It was noted that a recruitment campaign for Credentials Panellists had been successful, with 17 new members being appointed, the majority being women. It was also noted that the Fellowship was aiming to take a mentorship approach to encourage and assist professionals to apply for Fellowship. Feedback was also offered to unsuccessful applicants.
16. The Fellowship Science Advisory Panel (FSAP) had met in July and was becoming more active. It was noted to be reviewing a number of topics to invigorate discussion. This would be further discussed in Agenda Item 6 (APC Sept21 AI06).
17. It was noted that there was an aim to increase discussion between Fellows, and options were being considered to facilitate this.
18. The annual Fellowship event had been organised and would take place online for a week spanning from 30 September to 7 October, with the content being released throughout the week. Among other activities, the event would include the student research competition, Fellows of the Future, which had received a large number of applications from veterinary students across the country. The Committee was encouraged to attend the event to support the Fellowship and to encourage attendance from the professions.
19. The Chair commented that the Fellowship seemed to be becoming a much more active society and thanked the Fellowship Board for its efforts.

Global Strategy

20. It was noted that efforts were being made to market the Practice Standards Scheme globally, with a formal proposal due to be taken to the next Committee meeting for this to be taken forward by the appropriate parties.
21. The Committee was reminded of research that had been carried out some time ago amongst overseas members to gain insight into how they engaged with the College. This would be analysed again to see if any fresh activities could be developed.
22. The CEO noted that she had attended a meeting of the International Veterinary Regulators Network over summer. Valuable discussion had taken place around the reaction to and support given to members during Covid, with ideas being shared on how the organisations could help each other.

Innovation

23. It was noted that the professions had adapted to novel ways of working during the pandemic. To support this, ViVet had organised a number of Innovation Reflection Sessions to assist professionals to identify what innovation had been developed, and how it could be used effectively again in the future.
24. ViVet's next key activity would be the Workforce Summit, exploring what a more sustainable future for the professions could look like. The Summit would explore the current challenges facing the professions in terms of recruitment, retention and return, and aim to develop solutions, utilising some of ViVet's innovation-led techniques. This event would likely take place in late autumn 2021.
25. The Innovation Workshop Series continued to support the ViVet project aim to ensure that veterinary professionals were equipped with innovation capabilities.

Leadership

26. It was noted that the Leadership team was still awaiting confirmed costs and contract from the NHS Leadership Academy. Those wishing to take the course were encouraged to sign up to a waiting list on the RCVS website.
27. As an added and interim provision, work was underway to create a Leadership knowledge bank on the RCVS website, named the RCVS Leadership Library. The resource would aim to provide useful resources for those looking to develop their leadership knowledge and skills before embarking on a formal training programme.
28. It was noted that a new Leadership and Inclusivity Manager had been employed within the Advancement of the Professions team who would be overseeing the Leadership initiative. The Committee welcomed Miss Gill to the College.

29. The Leadership section of the RCVS website would shortly be updated and existing material reviewed to ensure that it was up-to-date and accessible, and reflected a diverse veterinary community. Members of the Diversity and Inclusion Group would be consulted on this.

Mind Matters Initiative

30. The Mind Matters Initiative had launched a new app named MMI Kite, that encouraged wellbeing through microlearning. At the time of the meeting, around 300 people had registered to download and use the app in the first week. It was noted that some veterinary practitioners struggled with the microlearning aspect, however, the purpose of the app was to be able to learn wellbeing techniques in easy, quick sections so as not to add to a busy day.
31. It was reported that the Initiative had released a Wellbeing Survey for student veterinary nurses, newly-qualified nurses and Clinical Coaches, which had received around 670 responses, to help inform future work within the veterinary nursing profession. It was noted that the respondents had been very generous with their time, and were thanked for this.
32. It was noted that the Wellbeing Survey had shown a disappointing amount of bullying and discrimination amongst those surveyed, with 96% of respondents either agreeing or strongly agreeing that bullying was an issue. However, it was positive to note that there had been a large number of respondents noting that they had chosen the right job and had access to good support through Clinical Coaches and other means. It was noted that this survey would work to inform an MMI event for student veterinary nurses and Clinical Coaches in November. It was noted that this information could also feed into the Leadership initiative to form a synergy between MMI and Leadership, with managing anxiety as one focus of activity.
33. MMI was also working towards developing its strategic plan for the next five years, alongside an evaluation of the activities so far.
34. It was noted that a new MMI Officer had been employed to support the initiative under the supervision of the MMI Manager. The Committee welcomed Miss A Hanson to the College.

RCVS Knowledge

35. The Committee congratulated Amanda Boag, the Chair of the RCVS Knowledge Board of Trustees, on receiving Fellowship of the RCVS in 2021.
36. It was noted that RCVS Knowledge would be reviewing its online content and resources to determine how these would fit into the new RCVS Academy.
37. The Canine Cruciate Registry Launch had taken place in July 2021, and had been well attended.
38. The RCVS Knowledge Awards were open to nominations with the deadline being in December 2021. It was noted that there was the potential for a large number of nominations in this round,

as challenges faced through the pandemic had brought forth previously unforeseen opportunities for work and research.

VN Futures

39. It was noted that activities had been planned for the upcoming British Veterinary Nursing Association (BVNA) Congress.
40. The VNF Interim report had been drafted and was planned for publication at the end of September 2021.
41. Animations were being developed for the promotion of the veterinary nursing profession to school children and were being adapted to be suitable for various age groups.
42. It was noted that the synergy with the Mind Matters Initiative had been hugely successful with the development and release of the Wellbeing Survey.

Environment and Sustainability Working Group progress report

43. The Committee was presented with an update on the progress of the Environment and Sustainability Working Group.
44. The Committee was reminded of the Working Group's terms of reference, which included both internal and external (profession-facing) policy.
45. It was noted that for internal purposes, the College had enrolled on the Investors in the Environment (IiE) scheme. The Chair of the Working Group thanked the College's Green Team, which was hugely active in engaging with this initiative and progressing rapidly towards the Bronze Award.
46. A recommendation from the Working Group would be presented to the RCVS Finance and Resources Committee around divestment in fossil fuels, which had been presented to and agreed upon by the Committee at the previous meeting.
47. It was noted that the majority of the profession-facing initiatives were being channelled through the Practice Standards Scheme (PSS), which was believed to be the most effective way of showing leadership in this sector. Research had been undertaken to find a consultant to devise the most efficient way of incorporating these initiatives into PSS and possibly creating a Sustainability Award. A consultant had been selected out of a shortlist by representatives from PSS.
48. The Working Group continued to work with the UK Health Alliance on Climate Change (UKHACC) and had pledged to work together on a number of initiatives, namely their Net-Zero Surgery Group, which may include collaboration with the RCVS Fellowship. It was noted that veterinary-specific sustainability groups would also be included in conversations in the future.

49. The Working Group had submitted a proposal for funding for a final meeting, to complete any outstanding activities. It was clarified that the Group was a task and finish group and would end after the final proposed sixth meeting, however, there would still be a role for the Environment and Sustainability Council lead on the Committee. The Committee agreed to fund a final, sixth meeting of the Environment and Sustainability Working Group.

Fellowship Application process review

50. The Committee was presented with a paper that outlined proposed updates and changes to the RCVS Fellowship's application process. The Fellowship Board had reviewed and accepted these changes at its most recent meeting.
51. It was noted that, as the Fellowship's current main aim was to increase diversity and inclusion within the Fellowship, a review of the current materials, resources and requirements for the application process had been carried out.
52. It was proposed that the Fellowship make the following changes to the application process, to take effect from the 2021-2022 round of Fellowship applications and going forward;
 - a) Application bundle requirements
 - i. Fellowship applicants should only require two signed referee forms, rather than a formal reference.
 - ii. To agree a new form template presented.
 - b) Application allocation
 - i. Fellowship applications should be initially assessed by five Credentials Panellists instead of three.
 - c) To suggest and agree to any changes to the application forms for each Fellowship route.
53. It was noted that the question on the Fellowship application form of "How long have you been a member of the RCVS" should be removed from the updated form to ensure that there is no unconscious bias around age or length of service.

54. The Committee approved the proposed changes to the Fellowship application process.

Fellows Science Advisory Panel Update

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

Any other business

56. The Chair thanked the Committee for its continued efforts.

57. It was noted that there should be continued efforts to advance the Primary Care project, and the Committee would see to this going forward.

Date of next meeting

58. The Chair closed the meeting noting the next meeting would be in the afternoon of 16 November 2021, online.

Summary	
Meeting	Advancement of the Professions Committee
Date	16 November 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> <ul 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 <ul style="list-style-type: none"> a. Final Report of the E&SWP b. Annex A: RCVS Environmental Sustainability Policy ix. 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		
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

Area of work
Diversity & Inclusion
Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p>One DIG meeting has been held since the last APC meeting.</p> <p>The BVCIS (British Veterinary Chronic Illness Society) joined the DIG for the first time, with Claire Hodgson as the representative. Also welcomed to the group was the RCVS Leadership and Inclusion manager, Gurpreet Gill.</p> <p>The BAME VSC RCVS working group has hosted all its allocated meetings and the outputs of this are currently being written. The Religious Clothing Document is in the final phases, and currently images and an overall image bank are being worked on.</p>
Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p>For the next DIG meeting there will be the following items to be discussed;</p> <ol style="list-style-type: none"> 1) Refreshing the Leadership role Models – to widen the diversity of backgrounds, skills and roles. This will have a number of individuals with their biographies, experiences and aspirations. 2) A detailed Chronic Illness Survey to be progressed and launched in the New Year to prevent survey fatigue as two surveys have been issued by other organisations in the last few months on this topic, along with a number of RCVS surveys. It is hoped that this will have a good response rate 3) A number of other topics will be looked at in the coming months, from inclusive recruitment through to limited licensure. Many of these activities will be running in conjunction with internal College departments and external stakeholders as appropriate.
Details of any budgetary or risk related issues that should be brought to the Committee's attention.
Synergies with other workstreams that your current activities may introduce?

The MMI workstream were looking at the effects of menopause for many women in the profession and the support available to them. There is a likely synergy with DIG on this topic as this will be an issue discussed as part of the Chronic Health Survey to be launched in the New Year.

It is hoped that the Chronic Illness survey can build on the work already done on menopause and the recent Chronic Illness survey by BVNA, and that these stakeholders can be involved in these plans in order to not replicate, but to support and develop where possible. Many of these activities from DIG share a common theme with MMI, and there are upcoming plans for collaboration with MMI, BVEDS, BVCIS for example.

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 Week

The annual Fellowship event took place online from the 30 September to 7 October.

Online activities throughout the week included six Fellows of the Future student competition entries, and three Fellows in Focus presentations.

The week culminated with our virtual Fellowship Evening, where all new Fellows were formally admitted to the Fellowship. Keynote speaker, Professor Tim Spector, also delivered a talk titled: '*The Future of Personalised Nutrition*'.

A live stream of the evening ceremony is viewable on the website and is open to all RCVS members and associates.

Analytics (accurate at the time of writing)

Fellows in Focus (combined): 89 Views

Fellows of the Future (combined): 177 views

Fellowship Evening:

- Peak viewers on the night – 143
- 115 have watched at least some of the recording since the event

Application Process Review

After the Committee agreed the updates to the Fellowship application process, these changes were implemented and communicated to the Fellowship and profession. The changes are clearly marked on the "How to apply" webpage. In addition, reminders will be sent in any Fellowship communications.

Process Reviews

The Fellowship Board have discussed a review of their processes and governance to ensure that they are in line with the rest of the College. This work is ongoing, in conjunction with the College's legal team.

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 still underway to launch a two-way communication platform for Fellows. It is expected that this will be launched within the coming months. The Fellowship Board and Advancement of the Professions Committee will be kept informed of any progress.

A Fellowship Newsletter will be created by the end of the year 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 as part of the annual induction process for new members of panels, Board and so on

Synergies with other workstreams that your current activities may introduce?

The SAP are due to start work on;

- 1) Quality of Life (Overtreatment and undertreatment) This is an opportunity to engage with the professions in their widest sense to look at some of the current challenges and issues that are being raised. There is potential opportunity for collaboration with Standards / ProfCon. It is hoped that this project will showcase how the Fellowship can serve the community
- 2) Net Zero Surgery. There is currently collaboration with PSS and the ESWG in regards to supporting the work that is being started by UKHACC in January on carbon zero surgery within the human sphere, and that this work can be translated or adapted into veterinary.

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
<p>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> <p>The PSS team have postponed commencing work on the 'global PSS' project due to the immediate need to focus on some existing projects, including the sustainability work with the Centre for Sustainable Healthcare (CSH). It is intended that the project will now start in early 2022, with papers being brought to APC in 2022 ahead of the April Practice Standards Group meeting.</p> <p>The Policy & Public Affairs team have examined the results of research of the College's overseas membership carried out by Mo Gannon & Associates Ltd on behalf of the RCVS in 2019. Further desktop research work is now being carried out to examine how other regulators and Royal Colleges manage their overseas membership, with a view to developing policy proposals aiming to increase the value of overseas membership and better engage overseas members in RCVS projects, including the global agenda.</p> <p>Consideration is also being given to an international element to the College's workforce project. A small number of international guests will be invited to the November workforce summit (limited as it's an in-person meeting), and consideration is being given to a follow-up event with international regulators to share our conclusions and seek input on the international picture.</p>
<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>Details of any budgetary or risk related issues that should be brought to the Committee's attention.</p>

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.
<p>Preparing the Profession</p> <p>Continue to scope out a framework for an Innovation MOOC or online course that will be made available to the whole profession. We have had discussions with content and e-learning platform providers, as well as reviewing how this course can fit in with the RCVS Academy developments. Activities such as the creativity, design thinking sessions and our Innovation workshop series continue to support the ViVet project aim to ensure veterinary professionals are equipped with innovation capabilities.</p> <p>Innovation Workshop Series – Part 4</p> <p>The fourth session of the 'ViVet Innovation Workshop Series' focusing on the Testing and Validation stage of the Idea to Innovation journey.</p> <p>The handouts and presentation from the workshops will be made available on the ViVet website resources section.</p>
Proposed activities and issues to be managed in the next quarter that the APC should be aware of.
<p>Workforce Summit – Planning stage</p> <p>Responding to the growing questions, concerns and discussions being had across a variety of platforms and organisations, ViVet for 2021 will use this theme for its biennial event. With the support of the wider college, ViVet will host a summit that focuses on what a 'the future' could look like for the professions—tackling the challenges of Recruitment and Retention in, and Returning to the profession. This will be hosted on 30 November at the Royal College of Surgeons, London. Design Thinking principles will be applied to the workshop nature of this event, to explore the challenges, possible solutions and focus on collaboration between organisations. There will be around 80 delegates who represent various institutions, government bodies, employers, membership bodies and so on</p> <p>Before the event happens, two workstreams are underway which will help delegates prepare; data and insight gathering.</p> <p>A preliminary report is underway, using existing data from our Survey of the professions, the RCVS Register and retention surveys (RVC, BSAVA, BEVA) where appropriate. Once compiled, we aim to assess any gaps in the data, combined with outputs from the Summit and plan a profession-wide survey or engagement piece later in 2021 or early 2022.</p>

A number of insight sessions have been hosted by an external consultancy to explore the topics of recruitment, retention and return, looking at key demographic groups such as newly qualified, 5-10 years qualified, RVNs and so on. The outputs of these will also feed into the event. ViVet would like to thank everyone who participated in these, and all of those who expressed interest. Demand exceeded expectation, and we will ensure that all of those are kept updated, alongside the rest of the professions, with any developments or outputs from this workstream.

Design thinking is a human-centred approach to innovation that can integrate the needs of people, the possibilities of technology, and the requirements for business.

Following the Summit there is a desire to ensure that all ideas are captured, and that information can be shared, we are working closely with the Communications team on this

Design Thinking Workshop – Empathy – Hold

Following on from our successful Design Thinking workshop hosted in December 2019 which welcomed over 40 veterinary professionals online to work on the communication challenge of *Clients wanting a diagnosis without having tests done*.

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

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

Outcomes -

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

This workshop is on hold until after the Workforce Summit.

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

N/

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.

Edward Jenner Leadership programme

The updated Edward Jenner MOOC was launched to an internal NHS Academy user base in September by the NHS as planned. We are currently in discussion with the NHS Leadership Academy on the proposed updates to the course structure, delivery and certification options and the contract. It is hoped that there will be confirmation of the contract and start dates by the end of November. We continue to maintain a waiting list of those interested in participating,

Leadership Library

Initially envisaged as an interim measure, the Leadership Library is being developed as a permanent bank of curated resources. The Library will grow and evolve over time, with leadership topics that reflect current issues relevant to veterinary professionals. The free content will be available on the RCVS website, in a variety of learning formats, such as presentations, interviews, video clips, blogs, articles and webinars. The Library will also serve as a range of introductory resources for those looking to develop Leadership knowledge and skills, before embarking on formal learning programmes, as well a means of refreshing practice for those with more experience. We are currently in the process of developing material with leadership experts on a number of topics. It is anticipated that content will start to be released in the latter part of November.

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 review of the Leadership role models initiative is now underway. Rather than updating the existing profiles and presenting the role models in the same way, this is an opportunity to rethink and consider a different approach.

We are exploring how we can widen our reach and increase the diversity of perspectives and experiences represented. Our intention is to highlight relatable and engaging stories, and to ensure that under-represented groups see themselves reflected in the content. We are also keen to include representation from different occupational groups within Veterinary practice at all levels, as well students and recent graduates.

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

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

The Taskforce welcomed new RCVS Council Representative Dr Louise Allum.

MMI Mental Health Research Symposium

The MMI Manager, MMI Officer and Vetlife's Dr Rosie Allister have finalised the agenda for the third MMI Mental Health Research Symposium to be held on 24 November 2021. All speakers have been confirmed and registrations are now open.

MMI Kite App

The MMI Kite App was successfully launched at BEVA Congress on 6 September and now has over 1000 registered users. User feedback has been positive and the MMI team will continue to develop content which will be uploaded intermittently to ensure app content remains current and relevant.

Student Veterinary Nursing Survey/Discussion Forum

In June, MMI launched the SVN Wellbeing Survey to help inform its future work within the veterinary nursing profession. The findings from the survey, specifically aimed at student and newly-qualified veterinary nurses as well as clinical coaches, were presented at the SVN Discussion Forum which took place 3 November 2021 in collaboration with VN Futures. Key themes from the survey were used to select the most relevant topics to discuss at the forum. The forum included 5 short talks, each followed by open discussion.

In response to the survey findings, MMI are now working on a collaboration with the BVNA to address concerns surrounding incivility and bullying. MMI in collaboration with the BVNA are looking to run active bystander training throughout 2022, create resources and a targeted social media campaign to address bullying, incivility and discrimination across the veterinary professions.

Campfire Chats

The new round of campfires have now launched. Topics include Managing Mental Health and Menopause, Combatting Climate Change Anxiety, Men's Mental Health, and Working Through Winter. Managing Mental Health and Menopause has already taken place and registrations are still open for the remaining three topics.

Webinar Series

The MMI lunchtime webinar series has now drawn to a close. All sessions were run via The Webinar Vet. Sessions were well received with large numbers of attendees and the MMI Officer is currently looking into topics for the next series. MMI have not renewed their contract with The

Webinar Vet and will now be running all webinars internally, eventually via the new RCVS Academy platform.

Training

Emotional Resilience courses in collaboration with BSAVA are currently underway

Mind Matters International

RCVS and AVMA hosted a case study collection online event on 21 September, including presentations on MH initiatives or research from:

Australian Veterinary Association

Veterinary Council of New Zealand

Veterinary Council of Ireland

American Association of Veterinary Medical Colleges

American Association of Veterinary State Boards

Federation of Veterinarians of European

Federation of European Companion Animal Veterinary Associations

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.

Training

- The MMI Manager is currently developing a new programme of training for MMI and the tender for training applications are currently under review. This training is due to launch next year.
- MMI are collaborating with BVCIS, BVEDS and BVLGBTQ+ to launch a 'Championing Equality' training programme. This will be delivered throughout 2022 with each group representative contributing to the delivery and development of the course, including case studies from members of their communities. The course will form part of MMI's strategic focus on EDI.

New Graduate Boxes (Kite Boxes)

The new graduate boxes have been rebranded as Kite boxes and will be used to welcome new graduates to the profession and promote the MMI Kite App.

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

Not at this time

Synergies with other workstreams that your current activities may introduce?

- Climate Change Anxiety Campfire – overlap with Environmental and Sustainability Working Party
- Training plans for next year may include crossovers with the Leadership and Inclusivity (The Leadership Library) and the Academy.

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

None at this time but the MMI team would be happy to take questions on any area of current or future work.

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

None

Area of work

RCVS Knowledge

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

The Plowright Prize

RCVS Knowledge have launched the Plowright Prize which offers £75,000 to recognise an individual working in Europe or the Commonwealth who has made a significant impact on the control, management and eradication of infectious diseases of animals. Eligible activity must demonstrate animal, humanitarian or economic benefit. The prize money is intended to support the individual's ongoing work in the field.

Potential recipients of the prize include veterinary surgeons, veterinary nurses and research scientists. Awardees may be working in a research setting, in academia, in practice or in other related sectors. Individuals must be nominated for the award, and the prize is not open to organisations.

RCVS Knowledge is delighted to be working with an esteemed judging panel, which includes representatives from the Royal College of Veterinary Surgeons, the Food and Agriculture Organization of the United Nations, the World Organisation for Animal Health, Pirbright, The Royal Society and the Microbiology Society.

Individuals must be nominated for the Plowright Prize by 31 March 2022.

Neutering complication rates

RCVS Knowledge have published the data from its small animal neutering audit, which shows an increase in submissions of 45% compared to 2020.

Data on routine neutering procedures for small animals have increased again following a drop in 2020, as an effect of the COVID-19 pandemic. Records show that an increase of 45% has been registered for procedures on dogs, cats and rabbits, indicating a positive upturn in our accurate benchmarking information, but also and more importantly, for animal welfare.

The latest results, which can be viewed on RCVS Knowledge's [vetAUDIT](#) website, suggest positive results for rabbit benchmarks, which show that 78-86% of individuals are likely to have no abnormality present. There is an improvement particularly for rabbit spay outcomes, where the rate of 'no abnormality present' has increased from 68% in 2020 to 89% in 2021.

The higher numbers have however also determined an increase in the rate of patients lost to follow up, which has increased from 22% in 2020 to 28% in 2021. The most affected by this increase are cats, for whom 50% of all individuals lost to follow up are cat castrates.

Overall, the rate of 'no abnormality present' has remained similar since last year.

There is still insufficient data on laparoscopic spays to have an accurate benchmark, and so RCVS Knowledge is calling on practices to log their data so that continuous and accurate benchmarking can be provided to the benefit of patients and the care they receive.

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.

2022 Knowledge Awards open

We are pleased to open applications for the 2022 Knowledge Awards. In their fourth year, the prestigious awards celebrate the achievements of individuals and teams who are championing the use of Quality Improvement (QI) methodology in their work.

The awards welcome applications from anyone who works within the veterinary industry or veterinary education. This includes educators and learners from under- and post-graduate education, everyone working in a practice setting, including the administration team, veterinary nurses, practice managers or surgeons at all levels.

Individuals can nominate themselves, their team, or their colleagues.

The Knowledge Awards recognise individuals and teams focusing on driving continuous improvements for better outcomes for patients, better service provision to clients, an improved business or environmental case, or better working conditions for the team. In addition, applicants will be assessed on their passion for QI, and for encouraging and championing QI.

Winners will be crowned 'Knowledge Champions' or 'Champion Practices' and will receive a £250 prize, tickets to the awards ceremony and the opportunity to work with RCVS Knowledge to continue promoting their Quality Improvement work.

The winners of the 2021 Knowledge Awards were recognised for a wide range of QI initiatives:

- An outcome audit on peri-operative hypothermia.
- Implementation of a new course that teaches QI to veterinary nurses.
- Guidelines for performing cytology on patients presenting with ear pathology.

- Auditing small animal ear cytology on a national scale, resulting in an increase in diagnostic tests and a reduction in antibiotic use across practices.
- Embedding QI into the curriculum for undergraduate and postgraduate students.

The deadline for nominating colleagues is 18 October 2021, and the deadline for applications (whether you have applied directly or have been nominated) is 4 December 2021. Winners will be announced in early 2022.

Find out more about the Knowledge Awards and how to apply at: rcvsknowledge.org/KnowledgeAwards/

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 Environment and Sustainability Working Party (E&SWP) met for the final time on 7 October 2021. During this meeting, the Working Party were presented with a paper which outlined how each of the Terms of Reference had been met, and who within the RCVS would be continuing with this work.

The Working Party reviewed an internal document written by the RCVS Green Team outlining a draft Environmental Sustainability policy for the RCVS.

The Working Party were also given an oral update on the Practice Standards Scheme (PSS) sustainability project. All members of the E&SWP were invited to a workshop along with other stakeholders to discuss the project, which started at the beginning of October. To support this work and raise awareness of the project, which was a direct recommendation of the E&SWP, a press release went out on 21 October.

Since the last APC meeting, UKHACC have also published a blog on their website written by Dr Sue Paterson which details the work of the E&SWP and how veterinary professionals have a part to play in sustainability.

UKHACC are putting together a 'Net-zero Surgery Working Party' and the RCVS have committed to join to represent the veterinary sector, but to also take some key learnings away from current work being undertaken in the human health sector. It is set to meet in January 2022 for the first time.

Following the September Council meeting, there was a workshop for Council and the RCVS Senior Team which focused on different strands of sustainability, one of which was environmental sustainability. The workshop provided some useful feedback and common themes which came out of the sessions.

A paper has been submitted to this meeting outlining how the Terms of Reference of the E&SWP have been met.

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.

APC are asked to approve that the E&SWP have met all of the Terms of Reference as below:

- Creating an internal environment and sustainability policy for the RCVS.
- Creating a profession-facing environment and sustainability policy that can put into action via both regulatory mechanisms and Royal College influence, and to inform the College's work with the United Kingdom Health Alliance on Climate Change (UKHACC).
- To make recommendations concerning potential new College initiatives, and support for existing complementary projects led by other organisations.

The E&SWP further recommended that APC set aside some time once per year to discuss the Environment and Sustainability workstream in order to provide oversight of existing projects and discuss ideas for new ones

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?

Summary	
Meeting	Advancement of the Professions Committee
Date	16 November 2021
Title	Final Report of the Environment and Sustainability Working Party
Summary	This paper summarises the work of the Working Party, notes how the terms of Reference have been met, and gives recommendations on how sustainability can be embedded into the RCVS workstreams going forward.
Decisions required	<p>The committee is invited to decide the following:</p> <ol style="list-style-type: none"> 1) Approval of the internal sustainability policy; and to confirm that ToR 1 has been met through the Green Team taking forward this work. 2) To confirm that ToR 2 has been met through the PSS team taking forward external policy. 3) To confirm that ToR 2 and 3 has been met through pursuing the 'RCVS Academy' as a means to engage the professions about sustainability and for APC to dedicate time at least once per year to sustainability agenda.
Attachments	Annex A: Draft Environmental Sustainability policy
Author	<p>Rosie Greaves Policy and Public Affairs Officer r.greaves@rcvs.org.uk</p>

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A

Annex A	Unclassified	N/A
---------	---------------------	------------

Final Report of the Environment and Sustainability Working Party

Introduction

1. The RCVS set up the Environment and Sustainability Working Party (E&SWP) in November 2020 as a 'task and finish' group. The Working Party was set up to begin the conversation about green sustainability in a formal setting, and to determine ways in which the RCVS could foster a culture where green sustainability is considered within the veterinary professions through internal and external policies.
2. Reporting to the Advancement of the Professions (APC) Committee, the E&SWP includes RCVS Council members, RCVS Veterinary Nursing Council members, College staff and a Fellow of the RCVS who previously represented the College at United Kingdom Health Alliance on Climate Change (UKHACC) meetings. The Working Party agreed to work to the terms of reference (ToR) set out below, over five meetings. These ToR were agreed by the APC in November 2020:
 - 1) Creating an internal environment and sustainability policy for the RCVS.
 - 2) Creating a profession-facing environment and sustainability policy that can put into action via both regulatory mechanisms and Royal College influence, and to inform the College's work with the United Kingdom Health Alliance on Climate Change (UKHACC).
 - 3) To make recommendations concerning potential new College initiatives, and support for existing complementary projects led by other organisations.
3. This paper outlines how the Working Party has worked to meet the terms of reference and makes some recommendations on how to proceed with this work, once the Working Party disbands.

Internal College policy

4. The Working Party established that the RCVS was already implementing many environmentally-friendly practices in and around Belgravia House. However, it was clear that there was no formal policy directing this work, nor was it being mapped to an external standard. Therefore, the E&SWP made a recommendation following their May 2021 meeting that the College should sign up to an environmental accreditation scheme.
5. Following some desk-based analysis of several accreditation schemes available, it was agreed to take forward Investors in the Environment (iE) as the most suitable accreditation scheme for the RCVS. This work would be led by the staff Green Team, a voluntary group of RCVS staff from across the organisation. This work is already underway and the Green Team hope to receive 'Bronze' accreditation in 2022.
6. In September 2021, the Green Team wrote an environmental policy (see Annex A). The working party are asked to approve this policy which will be presented to the Senior Team in October. The Green Team have also communicated their work internally at the all staff

meeting in September 2021 and continue to communicate to staff with the College, keeping them well-informed of the journey to receiving accreditation.

7. The Working Party also made a recommendation to the Finance and Resource Committee (FRC) to look into the College's investment portfolio and divest from fossil fuels. The FRC voted to look at this as part of a wider review into the development of an ethical investment policy. The results of this review should be seen in the autumn.
8. A formal version of the RCVS internal policy document is included in Annex A. The E&SWP and the Senior Team at the RCVS have reviewed this document and have given feedback on it.
9. The finished policy will be published on the RCVS website.

External facing Policy

10. The Working Party decided that implementing an external policy aimed at the professions, as outlined in ToR 2, would be best achieved through the RCVS Practice Standards Scheme (PSS). In July 2021 the Working Party recommended that the Practice Standards Group (PSG) take forward a project to work with an external consultant on putting environment and sustainability requirements into the PSS.
11. In August 2021, PSG voted on which consultant to use, and contracts have now been signed between the RCVS and the Centre for Sustainable Healthcare (CSH) to undertake this work. Working Party members will be included in initial focus groups, and Dr Sue Paterson, as Environmental Lead for the RCVS, will be involved throughout the process. Delivery of this policy now lies with the Practice Standards team.
12. In addition to this, as part of the RCVS' membership of UKHACC, the RCVS will be participating in a net-zero surgery focus group led by UKHACC. This focus group has not yet been established, but through this project the College hopes to gain understanding from what human medical professionals are doing in this area and transfer knowledge and lessons to veterinary professionals. The group is expected to hold its first meeting in January 2022.

New College initiatives

13. The RCVS is currently developing the 'RCVS Academy' which will be an online platform that houses a range of online educational tools to help veterinary surgeons, veterinary nurses and other potential associates of the College understand what is expected of them in terms of meeting standards, and to support them acquiring relevant knowledge. We are currently considering whether this may be a route to engage professionals who are not part of the PSS in sustainability initiatives set out by the RCVS for the professions.

Future work in this area

14. The Policy and Public Affairs team will continue to work with UKHACC and various other ad hoc projects which relate to this workstream and endeavour to seek out opportunities where the RCVS can contribute to work and conversation around the environment and sustainability.
15. The Working Party recommends that APC should formally set aside time at one meeting per year to discuss the ongoing environment and sustainability work at the College, and to consider potential new initiatives in this area.

Environmental Sustainability Policy: The Royal College of Veterinary Surgeons

1. The Royal College of Veterinary Surgeons (RCVS) is the statutory regulator for veterinary surgeons, responsible for the registration of veterinary surgeons and veterinary nurses in the UK, and sets, upholds and advances their educational, ethical, and clinical standards. In doing this work, we have an impact on the environment so, as an organisation, we have made a commitment to improving our environmental performance.
2. Environmental sustainability features strongly in the current RCVS Strategy Plan and is a key consideration for the new headquarters. These factors are considered and overseen by the RCVS Senior Team, which is comprised of the Chief Executive Officer (CEO) and the Directors of each department. Additionally, the Senior Team supports the Officers Team, which includes the President of RCVS Council, the Junior and Senior Vice-Presidents of RCVS Council, Treasurer of RCVS Council, and the Chair of RCVS Veterinary Nurses Council.
3. Whilst this policy is mostly concerned with RCVS personnel, as a Royal College and a Regulator, RCVS is committed to not only supporting / demonstrating sustainability compliance within our own workforce, but also within the professions and veterinary practices. Whilst compliance demonstrates the minimum requirement, in time, RCVS will also be aiming for promotion of excellence within its environmental aims. The RCVS vision holds One Health at its core, promoting the interconnection between people, animals, flora & fauna and the global ecosystem. It is, therefore, essential that RCVS recognises its own environmental impact as an organisation and promotes the importance of this to those on our Registers and to practices through the RCVS Practice Standards Scheme (PSS).
4. We have partnered with Investors in the Environment on a voluntary basis and as of 2021 we are working towards Bronze level accreditation. We have implemented an environmental management system to maximise our environmental sustainability and minimise our environmental impact.
5. We have been adjusting to the challenges of working through a pandemic and the uncertainty that this brings. We acknowledge that there have been significant environmental benefits from our team working from home, such as a reduction of travel, a reduction in office energy use and less paper usage and overall waste. During this period, we have also reviewed staff working arrangements, with wellbeing and the environment in mind. Staff safety is paramount, therefore some of our working practices have included measures such as wearing PPE and returning to single-use items where necessary which are not always reusable or recyclable, and we are aware of the environmental impact this has.

6. We want to encourage ways of working that will continue the reduction of our environmental footprint and we remain committed to reducing our impact on the environment and we will do this by:

- Ensuring that the natural resources that we use within the office are sustainable / or comes from a renewable source.
- Following 'Reduce, Reuse, Recycle' principles where applicable.
- Reviewing our procurement of supplies and equipment used and encouraging a reduction of staple items such as paper and printing (including at activities such as events and other marketing opportunities), to ensure environmental impact is as low as possible.
- Aiming for sustainable waste management which, in time, will ensure none of our waste goes to landfill.
- Aiming for our catering services to utilise ethically and responsibly sourced products, packaging and delivery options. During the confines of the Covid-19 pandemic, it is accepted that health and safety of personnel is paramount and single-use packaging will be utilised where it is required to promote infection control.
- Liaising with the People Department to develop and implement an environmental induction for all new members of staff, which illustrates how we can be more sustainable at work in the office and when working at home.
- Implementing a flexible working policy and facilitating working from home including committee meetings where feasible, with business needs in mind, which will help reduce emissions resulting from travel.
- Developing and implementing a travel policy that encourages our team to think about their business travel requirements and make environmentally positive choices where possible.
- Ensuring the RCVS headquarters embodies the aims of an ongoing strategy towards more sustainable practices, including, where possible, the environmental impact of the building and the workforce.
- Promoting ongoing engagement with the RCVS workforce to continue to promote and embed sustainable practices.

7. We also ensure compliance with all relevant environmental legislation.

8. This policy will be reviewed by the RCVS Green Team on an annual basis, with regular reviews against the sustainability action plan and the IIE accreditation criteria. However, overall responsibility for upholding this policy lies with the Chief Executive Officer.

9. The members of the RCVS Green Team have the overall responsibility for achieving and upholding the accreditation standards, with support from other members of the RCVS as required.

Signed.....

Date.....

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.

VNF Interim Report

- Report completed and published in September 2021

Careers and workforce
School Ambassador Development Group (SADG)

- VN careers animated video at final stages of production (two animations – one aimed at primary school, and one aimed at secondary school-age children.)
- Plans commenced for rollout of School Ambassador Scheme.

Vet-in-a-box

- Collaborating with this initiative, led by Liverpool vet Hannah Hodgkiss-Geer, to create a careers resource box through Loughborough's 'subject in a box' project
- The aim is to develop two or three boxes and for them to promote working in the veterinary profession as a whole
- Ongoing

Presentations and events
BVNA Congress

Two Discussion sessions held at BVNA Congress. Attendance and engagement very encouraging.

Introductory talk delivered for MMI/VNF SVN Wellbeing discussion at Congress, which was also well attended and yielded some useful outcomes.

- VNF contributed one of the three webinars for the Diamond Jubilee celebrations
- A VN Futures inspired talk was given at the virtual VN Evening (21st Oct)
- VNF delivered talk at CAW Head Nurse Congress (Sept)

MMI/VNF SVN Wellbeing Discussion Forum Event

- To be held virtually on 3rd Nov 2021

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.

First meeting for the revised VNF Board and working within our new framework, to be scheduled and held before Christmas. A meeting had been planned during BVNA Congress but was postponed by the Chair.

Diversity and inclusion

- The focus group to address diversity and inclusion in the VN profession has been set up by BVNA and will include VNF/RCVS staff membership
- First meeting scheduled for 9th November

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

Synergies with other workstreams that your current activities may introduce.

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

The work on delegation, to be initiated at the upcoming VNC meeting, could potentially be carried forward through VNF.

ViVet and the workforce summit – input and outcomes.

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	16 November 2021
Title	Committee Review Chart
Summary	An organisational chart displaying the reporting Committees to the APC, for review.
Decisions required	None
Attachments	None
Author	Ceri Chick Secretary APC c.chick@rcvs.org.uk / 0207 856 1034

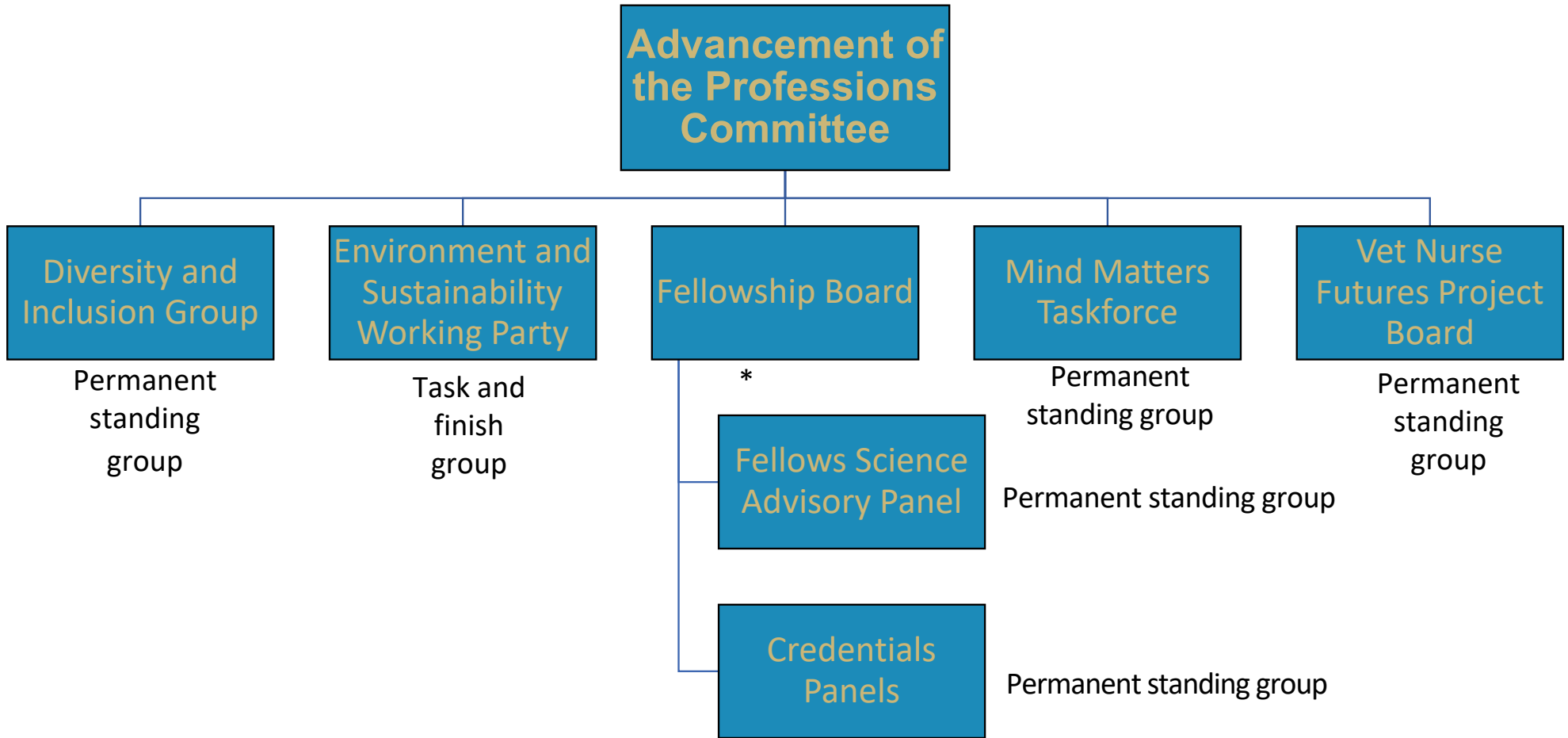
Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A

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



* Permanent standing group