

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














Meeting of the Advancement of the Professions Committee

Advancement of the Profession

To be held via Teleconference by Teams

8 September 2020 14:00 - 8 September 2020 16:00

AGENDA

#	Description	Owner	Time
1	Agenda  Agenda Page.docx	Ceri Chick	5
2	Welcome  Minutes APC May 20.docx	Ceri Chick	7
3	Matters Arrising	Ceri Chick	
4	Update from APC Workstreams  Workstream Cover Page.docx 17  DIG.docx 19  Fellowship.docx 23  Global Activities.docx 27  Innovation.docx 29  Leadership.docx 33  MMI.docx 35  RCVS Knowledge.docx 39  VN Futures.docx 43	Ceri Chick	
5	Oral Update: APC Resources within the RCVS	Ceri Chick	
6	Paper: The Primary Care Project – progress update  Primary Care Project Update.pdf 47	Ceri Chick	
7	Paper: Globalising our standards and services  Globalising our Standards and Services.docx 55	Ceri Chick	
8	Discussion: Developing an operational plan for the Advancement of the Professions Committee	Ceri Chick	
9	Any Other Business	Ceri Chick	

INDEX

Agenda Page.docx.....	5
Minutes APC May 20.docx.....	7
Workstream Cover Page.docx.....	17
DIG.docx.....	19
Fellowship.docx.....	23
Global Activities.docx.....	27
Innovation.docx.....	29
Leadership.docx.....	33
MMI.docx.....	35
RCVS Knowledge.docx.....	39
VN Futures.docx.....	43
Primary Care Project Update.pdf.....	47
Globalising our Standards and Services.docx.....	55

Advancement of the Professions Committee (APC)

8 Sept 2020, 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 5 May 2020.**
- 2. Matters arising**
- 3. Updates from APC workstreams**
- 4. Oral Update: APC Resources within the RCVS**
- 5. Paper: The Primary Care Project – progress update**
- 6. Paper: Globalising our standards and services**
- 7. Discussion: Developing an operational plan for the Advancement of the Professions Committee**
- 8. Any Other Business**
- 9. Dates of next meetings:**
 - 1) 10 November 2020 (14:00)
 - 2) 09 February 2021 (14:00)
 - 3) 11 May 2021 (14:00)
 - 4) 14 September 2021 (14:00)
 - 5) 16 November 2021 (14:00)

Summary	
Meeting	Council
Date	4 June 2020
Title	Advancement of the Professions Committee Report 5 May 2020
Summary	<p>To note the attached minutes of the meeting held on 5 May 2020.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> - Many workstream activities and events have been postponed or moved online due to the pandemic - The Committee agreed to pursue a workstream aimed at coordinating further efforts to increase the environmental sustainability of veterinary practice and reduce its contribution to climate change. - The Committee agreed that further discussion around the Primary Care project is required by the Chair, Secretariat and RCVS CEO to agree a revised direction for the project that reflects the inevitable changes the coronavirus pandemic has brought about.
Decisions required	None
Attachments	None
Author	<p>Ceri Chick Secretary APC c.chick@rcvs.org.uk / 0207 856 1034</p>

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A

¹Classifications explained	
Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.
Confidential	Temporarily available only to Council Members, non-Council members of the relevant committee, sub-committee, working party or Board and not for dissemination outside that group unless and until the relevant committee or Council has given approval for public discussion, consultation or publication.
Private	The paper includes personal data which should not be disclosed at any time or for any reason, unless the data subject has agreed otherwise. The Chair may, however, indicate after discussion that there are general issues which can be disclosed, for example in reports to committees and Council.

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

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

Members:

Dr C J Allen	Council Member
Professor D Argyle (Chair)	Council Member
Professor John Innes	Chair, RCVS Fellowship Board
Ms A Boag	Senior Vice-President and Leadership lead
Dr N Connell	President, and Chair, Diversity and Inclusion Group
Professor S Dawson	Chair, Mind Matters Initiative
Ms L Lockett	Chief Executive
Miss R Marshall	Chair, Veterinary Nurses Council
Mrs J Molyneux*	Chair, Board of Trustees for RCVS Knowledge
Dr C Tufnell	Innovation and Global lead
Mr T Walker	Lay Council Member

In attendance: Mr A Roberts	Director of Leadership and Innovation
Mr B Myring	Policy and Public Affairs Manager
Mr O Glackin	Leadership Initiatives Manager
Miss C Chick	Leadership Initiatives Officer
Dr G Wild	Policy and Public Affairs Officer
Mr I Holloway	Director of Communications
Mr C Gush	Executive Director, RCVS Knowledge
Ms N Philpott	Director, UKHACC – for agenda item 5 only
Dr R Smith, CBE	Chair, UKHACC – for agenda item 5 only
Mr J Walmsley	FRCVS, representative to UKHACC – for agenda item 5 only

*absent

Welcome and apologies for absence

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

Declarations of Interest

3. No new declarations of interest were received.

Minutes of the last meeting, held on 11 February 2020.

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

Matters Arising

5. The new Vice-Chair of the Committee was confirmed as Dr Christopher Tufnell.

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 May 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. It was noted that the coronavirus pandemic has put some planned activities on hold.
9. The Committee noted that in response to the coronavirus pandemic, some diversity-related issues will arise. This, alongside the widening participation theme, will need to be kept in mind to ensure their importance informs any short or long-term policy changes.

10. The Committee suggested that there could be merit in some data collection to capture the diversity impacts on individuals from the pandemic, however the Committee was aware that this would need to be balanced against the risk of overloading individuals during data collection exercises.

Fellowship

11. It was noted that there had been 65 applications received this year for Fellowship, with the results being announced by July. The Fellowship Chair stated that this was a testament to the Fellowship team raising awareness and encouraging applications.
12. It was noted that the Fellowship Board had undertaken a process review to ensure that the reviewing system for applications was as efficient as possible. As a result, clearer decision-making pathways have been created, which amongst other things, should allow for improved feedback to unsuccessful candidates.
13. In relation to other activities, it was noted that there was the intention to elect a new Vice-Chair of the Fellowship Board, however this has been postponed until later in the year due to the pandemic. The current Vice-Chair will step down in June, as planned. It was also stated that the duties of the Science Advisory Panel Chair will be subsumed into the role of current Fellowship Board member, Dr Mary Fraser. The Committee agreed this was a sensible way forward in the current context.
14. It was noted that the Fellowship Day event, set to take place in October 2020, has been merged with Royal College Day. There is an ongoing discussion to determine whether Fellowship Day will go ahead on the planned date of 2 October 2020 due to current uncertainties related to future government guidance on the staging of events. The Committee suggested that a Fellowship celebration could take place online instead, which could be used to showcase the work of the Fellows. The Committee Chair and Fellowship Board Chair agreed to discuss the potential for doing this outside of the meeting and feed back to the Committee appropriately.
15. The Chair suggested creating an online Fellowship Application Advice session to help potential applicants through the application process.
16. The Fellowship Chair welcomed any further suggestions from the Committee with regards to implementing an online Fellowship Day.

Global Strategy

17. It was explained that due to the pandemic, communication with representatives from Botswana had temporarily halted.

18. It was noted that the College's World Veterinary Association (WVA) Observer Status had been granted, allowing representatives from RCVS to attend their virtual AGM held last month.

Innovation

19. It was noted that plans for in-person events to drive innovation have been either postponed or cancelled, with efforts now focused on finding new ways to deliver the content.

20. Discussions have taken place with a number of innovation consultants and educators around building a Massive Open Online Course (MOOC) for innovation. It was suggested that this idea could be put forward to the Committee in a more detailed proposal at a later date.

21. It was highlighted that the three-year ViVet plan runs until the end of this year, and straddles two of the College's Strategic Plans. A new plan and reflection the programme to date will be presented to the Committee at a future meeting, with a view to this going to Council for discussion and approval.

Leadership

22. It was noted that a new run of the Edward Jenner Programme began on 27 April 2020, with around 300 active participants signing on to date. With the current pandemic climate and short-term loss of NHS support, extra care is being given to monitoring and mentoring those within the programme.

23. It was noted that the Edward Jenner Course had recently been shortlisted for an industry award run by Memcom. The result of the award is expected to be announced in June.

24. It was explained that a number of focus groups had been facilitated, before the lockdown, with students from the Royal Veterinary College to discover their ideas and prior knowledge around the Edward Jenner Programme, and veterinary leadership in general. It was noted that the feedback was very encouraging, as there seems to be a strong appetite from students to incorporate aspects of the programme into their learning. The outcomes of these focus groups are currently being reviewed to determine the best way to facilitate students' access to the resource.

25. It was highlighted that the Leadership strategy will conclude at the end of this year. The process of refreshing and updating the strategy will soon commence, and will be presented to the Committee at a later date.

26. It was noted that there was some discussion happening around providing Leadership resources, such as webinars, to the professions during the pandemic.

Mind Matters Initiative

27. It was noted that planned projects and events had been reviewed due to the pandemic. As most of the planned events focused on small group teaching, the majority had been postponed. Some content was able to be translated onto an online platform, but care was being taken as this was not always the safest way to carry out training on sensitive topics. It was stressed that safeguarding during these online events is key.
28. It was noted that joint resilience sessions with the British Small Animal Veterinary Association (BSAVA) had been postponed due to the pandemic.
29. It was noted that the deadline for the Sarah Brown Mental Health Research Grant had been extended, due to the changing priorities of potential applicants.
30. It was emphasised that the College was ensuring that any work being carried out during the pandemic is safe and appropriate.
31. It was noted that celebration plans for Mind Matters' fifth anniversary have been cancelled, but may be moved online, depending on the pandemic situation at the time. Meanwhile a document outlining the first five years' activity was still under development.

RCVS Knowledge

32. It was noted that RCVS Knowledge had provided the following resources and information to the professions and public around Coronavirus. These resources have been well received by the professions and general public.
- a) Webinars around infection control and biosecurity, along with FAQs on personal protective equipment and veterinary practice.
 - b) Resources around latest evidence linking animals and the Coronavirus, such as critical review and summary of research papers.
 - c) Key experts are being used to answer questions from the public and the professions.
33. It was stressed that RCVS Knowledge was providing a review of existing literature and evidence in a usable format, rather than providing guidance.

34. It was noted that the deadline for the Plowright Prize had been extended, due to the pandemic.
35. It was noted that the Editor-in-Chief of Veterinary Evidence had stepped down. The Committee was encouraged to identify potential applicants for the position.
36. The Committee thanked RCVS Knowledge for its rapid response and valuable work guiding the professions in the current crisis.

VN Futures - update

37. The Chair of the Veterinary Nurses Council provided an update noting that after a promising VN Futures Board meeting at the end of February, work had come to a halt due to the pandemic. The focus of current work is ending the project's five-year strategic plan.

Presentation by the UK Health Alliance on Climate Change (UKHACC)

38. Alongside the presentation by UKHACC, the Committee was invited to consider a paper put forward by Director of Leadership and Innovation, Anthony Roberts. The paper outlined the activities the RCVS has undertaken in relation to climate change and sustainability and made proposals to bring these together under a new APC workstream.
39. The Chair welcomed Dr Richard Smith CBE and Nicky Philpott the chair and CEO of UKHACC, respectively.
40. The representatives from UKHACC gave a presentation to the Committee explaining the work of the Alliance and how the RCVS can work collaboratively with it to achieve its goal of decreasing the UK's impact on climate change.
41. It was noted that there may be a greater appetite from the veterinary profession for action against climate change, as the pandemic highlights the fragile relationship between humankind and nature.
42. The representatives noted that they are well connected with their members' staff teams, which benefits the coordination and collaborations of policies and campaigns across the alliance.
43. It was noted that the Alliance does not have as much involvement with students and new graduates as they would like. It was noted that there is the opportunity to develop this line of work within the Alliance.

44. It was remarked that this line of work is now a critical part of the veterinary team, and reflecting this it was essential that effective governance structures were put in place. Accordingly, it was noted that there was merit in appointing both a staff lead and dedicated Council lead. APC would provide oversight and be the conduit to RCVS Council. The Committee agreed that this approach should be adopted and that it should be proposed to RCVS Council for decision. It was also agreed that a role specification should be drafted for the position of RCVS Council Sustainability and Climate Change lead.
45. It was noted that the College will have to exercise caution where there may be an impact on its regulatory work. There may be instances where the RCVS will differ from other Royal Colleges within the Alliance. It was therefore suggested that the RCVS would also continue to work with other environmental groups to ensure a good fit for the profession.
46. The Committee agreed that the processes outlined within the paper and UKHACC's presentation, should act as the initial roadmap for progressing this agenda. It was emphasised that membership of UKHACC would serve, most of all, to support our lobbying efforts on this important issue.
47. The current proposal is that this project will initially be resourced by the Leadership and Innovation team, looking to involve staff support from other departments as opportunities arise.

Discussion: The Primary Care project and the APC workstreams within the context of the coronavirus pandemic

48. The Chair noted that the aim and outcomes of the project will have to be updated in answer to the pandemic. In particular, the Chair emphasised how the project should be a means of initially supporting practices and helping them cope with the disruption that the coronavirus pandemic is already causing and then, in time, provide the resources and help that will enable an agile response to the new ways of working the pandemic will inevitably precipitate. The Committee expressed its broad agreement with this approach.
49. It was noted that support tools and resources for Primary Care practitioners could be collated into the RCVS Academy online learning environment. This has been supported by RCVS Council as part of the strategic plan. These resources could still be housed in this area after the pandemic.
50. It was remarked that it was important to look outside the profession to consider the affect this pandemic will have on clients.

51. It was noted that this will require further discussion by the Chair, Secretariat and RCVS CEO.

Any other business

52. The Chair thanked the Committee for its continued hard work throughout the pandemic.

53. The Chair thanked the Secretariat for ensuring the continued smooth running of the Committee in spite of current challenges.

Date of next meeting

54. The Chair closed the meeting noting the date of the next meeting was confirmed as the afternoon of 8 September 2020.

Meeting	Advancement of the Professions Committee
Date	8 Sept 2020
Title	Updates from APC workstreams
Classification	UNCLASSIFIED
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 activities iv. Innovation v. Leadership vi. Mind Matters Initiative vii. RCVS Knowledge viii. VN Futures
Decisions required	None
Attachments	None
Author	<p>Ceri Chick</p> <p>Leadership Initiatives Officer</p> <p>c.chick@rcvs.org.uk</p>

Area of work

Diversity and Inclusion Group (DIG)

Activities carried out since the last meeting of the APC (5 May 2020). N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.

In June, following the Black Lives Matters campaign, we issued an anti-racism statement via social media. We have also put in place a new Diversity and Inclusion programme for staff within the College, which kicked off with D&I training and will include a range of other activities, including a review of our recruitment process, support in having difficult conversations, an anti-racism bookgroup, career support for Black colleagues, greater visibility of diversity amongst staff imagery and a review of our policies, amongst other things.

The establishment of Mandisa Greene as new RCVS President on 10 July led to positive coverage that she is the first Black President. This historic landmark has been rightly celebrated by the profession.

The DIG met on 17 July to review activity against the plan – key updates include:

- The decision by RCVS Council to green-light the Legislation Working Party's report for consultation, as this includes options for limited licensure, which could allow a greater number of people to reach day-one competence
- A review of guidance on admission of students with disabilities

A decision was made to clarify the work of the DIG into three themed areas, as follows:

1. **Promote** – what we can do to promote better opportunities and experiences for those from minority groups – eg breaking down systemic barriers, offering proactive and positive support, developing inclusive policies, encouraging and celebrating the positive aspects of diversity – this is where we start to get a more level playing field
2. **Understand** – what we can do to help everyone understand how their behaviour can impact on other people's opportunities and experience – training, anti-racism activities, culture change etc – this is where we help those not in minority groups understand why this is so important and how they can be allies
3. **Support** – what we can put in place to support those who may be at the sharp end of poor behaviour, such as better reporting lines, safe spaces for conversation, strong lines and policies for organisations to take in the event of something going wrong, how to call out poor behaviour – and a visible commitment to doing this

The Senior Vice-President and President attended the Courageous Conversations conference on diversity held (remotely) by the British Veterinary Ethnicity and Diversity Society (BVEDS) and the University of Surrey on the weekend of 15-16 August.

Meanwhile, with regards to the pandemic, we have continued to keep diversity issues in mind when making short-term and temporary policy decisions, for example, around ensuring animal owners can continue to access veterinary services remotely, that those who are shielding can continue to contribute to the veterinary team, in extending the retention fee payment window for RVNs, and in considering the needs of widening participation students when it comes to earning during the holidays and carrying out delayed EMS.

We have also tried to remain as flexible as possible with our support for RCVS staff during this time to ensure that no group or individual is disadvantaged, recognising that everyone's needs are different.

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 unconscious bias training that was due to take place with Council on 16 April was rescheduled for the 3 September meeting and, at the time of writing, is due to take place remotely.

The joint roundtable with Veterinary Schools Council is due to take place on 30 September and will focus on supporting students.

We continue to work through the DIG action plan and aim to publish a summary of it shortly.

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

Work around diversity and inclusion can be controversial both internally and externally but, in line with the new strategic plan, we must continue with courage and confidence to ensure that historic imbalances are levelled.

Synergies with other workstreams that your current activities may introduce.

A representative of Veterinary Chronic Illness Group attended the Mind Matters Taskforce meeting on 25 June to explore potential synergies here. It is likely that there will be collaboration in the future.

Diversity issues are also explored in the Edward Jenner MOOC and this has recently been made available to students, which is positive.

The Mind Matters Initiative has awarded a £20K Sarah Brown Mental Health Research Grant (one of two this year, in light of Covid), to a project to investigate the mental health impact of discrimination amongst the BAME community, which will be carried out by BVEDS and the Royal Veterinary College.

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

The Black Lives Matter movement has thrown D&I issues into the spotlight and it is important that we grasp the opportunity and main momentum in this area.

<p>Any other matters arising from your work that you wish to bring to the Committee's attention.</p>
<p>Nothing specific.</p>

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.

New Fellows

This year a record number of 58 Fellows was admitted to the Fellowship. This is the largest number since the implementation of the new system in 2016. Candidates were notified by a letter from John Innes (Fellowship Chair), which was emailed to them. New Fellows will receive their certificates when Belgravia House has opened again.

Fellowship Day

Due to the Pandemic, the booking for the Royal Institution has been provisionally (Covid-dependent) re-booked for 1 October 2021. This year the event will go ahead online, in a revised format.

The programme is to be confirmed, but is planned to go ahead on the 1 October 2020 (timings to be confirmed). The Steering Group (comprised of Fellows and RCVS staff members) has decided that the event will feature the following aspects;

- Open introduction from Mandisa Greene and John Innes
- Announcement of new Vice-Chair
- Acknowledgment of new Fellows
- Pre-recorded Fellows in Focus – talks from Fellows on their work
- Keynote speaker with Q&A session
- Closing remarks from Mandisa and John and a toast to new Fellows

The Steering Group is working to recruit the keynote speaker. It has also agreed that there will be three Fellows in Focus presentations, one person from each Fellowship route, showing the breadth of knowledge and expertise within the Fellowship.

The Group has agreed to postpone some traditional aspects of Fellowship Day – namely the Fellows of the Future competition (where students outline their research) – to a later date.

The New Fellows will be recognised and celebrated at the event via a short PowerPoint presentation. As we realise this is no substitute for receiving their Fellowship in person, we hope to organise their ceremony for next year's Fellowship Day (again, Covid-19 depending).

Fellowship governance

We are currently in the process of running the elections for Vice-Chair of the Fellowship Board. We have three people standing for election. Results should be announced on 23 September.

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.

Fellowship governance

The results of the Vice-Chair election will be released on 23 September.

We plan to campaign to recruit new Credentials Panel members for each of the three Fellowship routes. This will be completed by February, in time for the next round of Fellowship assessments. We will facilitate training for current and new members of the credentials panels, including how consistently to assess the applications, and training on unconscious bias.

Fellowship Day

The event will be held virtually on the 1 October 2020. Please see details above.

Fellowship Science Advisory Panel

Work is ongoing. Fellowship Board member (projects and engagement officer) Mary Fraser is now overseeing this work.

There is the intention of creating a Fellowship Newsletter to engage more with the Fellowship.

Fellowship Mentoring Scheme

A project plan will be developed in the next few months to determine how this will be carried forward. Tim Greet is the Fellowship Board lead for this initiative.

2021 applications

We plan to review the process before the next round of applications, to help ensure consistency of approach, encourage a wider range of applicants and continue to keep the number of applications high. This will be agreed by the Fellowship Board before the end of the year.

The closing date for Fellowship applications will be confirmed in the next few weeks.

It is the Chair of the Meritorious Contributions to Clinical Practice (MCCP) Panel, Fred McKeating's last Fellowship round as Chair. There is the intention to ask either him or Tim Skerry (former Meritorious Contributions to Knowledge Panel Chair, who has just stepped down) to continue on the Board for the next year as an advisor to ensure the smooth running of Fellowship application assessment.

The RCVS website's "How to Apply for Fellowship" section will be updated in the next few weeks. This will include updating the guidance section and recording a new, more up-to-date webinar on how to apply.

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?

RCVS Knowledge – possible collaboration on Fellowship newsletter

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.
<p>Practice Standards Scheme (PSS)</p> <p>The Policy & Public Affairs Manager has begun working with the PSS team on developing a global dimension to the scheme. A paper is included in this meeting's agenda setting out several possible models and pilot schemes which could be pursued, with APC's approval.</p> <p>European survey</p> <p>A survey of European veterinary authorities is being prepared which will cast light on the way veterinary regulation works in other European countries, particularly in regard to registration from third countries and practise standards. This will help to inform both post-Mutual Recognition of Professional Qualifications (MRPQ) policy and the PSS's global dimension. The Federation of Veterinarians of Europe have kindly agreed to run the survey, which we hope will result in a good response rate.</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.
Work will continue on the above.
Details of any budgetary or risk related issues that should be brought to the Committee's attention.
The outline of potential risks and benefits of any global dimension to the PSS can be found in the relevant paper, and will be developed further if APC decides to pursue this.
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>Digital Veterinary Summit ViVet attended the Digital Veterinary Global Summit (Online) on the 25th, 26th & 27th August, where ViVet was an event partner.</p> <p>Lizzie Lockett, RCVS Chief Executive Officer took part in the first panel discussion of the conference called 'A Global Regulatory Perspective on the use of Telemedicine in Veterinary Practice' with Jan Robinson, The College of Veterinarians of Ontario and Jim Penrod, American Association of Veterinary State Boards.</p> <p>A write up of the sessions and panel discussions over the three-day conference will be uploaded to the ViVet website in the next few weeks.</p> <p>ViVet Website – Published online</p> <ul style="list-style-type: none"> • ViVet Bites – George Gunn RCVS, Guen Bradbury RCVS <p>Team Changes – Anthony Roberts, Director of Leadership and Innovation left the RCVS 6 August. Recruitment for a Director of Advancements of the Professions has started and brings together a range of projects including Innovation. In the interim, Sophie Rogers, Innovation Executive will be the staff contact for innovation and the ViVet project.</p>
Proposed activities and issues to be managed in the next quarter that the APC should be aware of.
<p>Innovation Mind-set Podcast Mini Series – As part of the innovation workshop series, we are recording six short podcasts focusing on innovation in the workplace, guiding listeners through skill development and self-reflection. Supporting resources and artwork will be hosted on the ViVet website.</p> <p>The topics for each podcast are provided below and are being presented by Harvey Wade, an innovation consultant and founder of Innovate21 creative agency –</p> <ol style="list-style-type: none"> 1. Innovation Mind-sets. How to collaborate and achieve better outcomes. 2. Innovation is an enabler. Set direction and desired innovation outcomes. 3. Ambidextrous focus. How to innovate for today and tomorrow. 4. Current environment. What currently stops or hinders innovation? 5. Recognition. What innovative outcomes and behaviours are desired? 6. What needs to change? Identifying both personal and corporate actions needed to create a successful, sustainable program. <p>ViVet Website Due to the Covid-19 guidance on events, the focus of the ViVet project changed to provide learnings as an education hub and library of resources, with lesser focus on opportunities to engage face-to-face with our audience.</p>

The resources section on the ViVet website is undergoing an update to improve the user journey and visibility. We plan to include all existing content, either as the same original documents (for example the Workshop resources and Symposium content) and some re-worked to fit into the below categories.

- Innovation Learning Opportunities & CPD
- Guidance and Tools for Start-ups
- Downloadable Templates
- Workplace Innovation
- ViVet Innovation Symposium
- Innovation Workshop Series Resources

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

N/A

Synergies with other workstreams that your current activities may introduce?

N/A

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

N/A

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

N/A

Area of work
Leadership

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

Jenner leadership programme

An extraordinary run of the Jenner programme was facilitated in July to cater in particular to students. This was done by liaising with university extra-mural studies (EMS) coordinators and promoted through these channels. The run has proved very popular so far, with 400 enrolments and 273 activated learners – those who have completed more than two steps of the course. Some of the course material was adapted to make it more relevant and engaging to students, without watering down any of the content. Completion rates are extremely high and feedback from weekly sentiment surveys has been positive. We have also received some positive anecdotal feedback from Royal Veterinary College (RVC) students who have taken the course, and found it very useful and engaging. This has effectively tested the programme's suitability for students and shown that it would be appropriate to aim it – particularly at certain times of the year – at students in future.

An evaluation of the Jenner programme has now been completed. The findings as well as recommendations will be shared shortly.

Leadership webinars in collaboration with the Tavistock Institute

A series of four weekly one-hour webinars heard from experts in the field of organisational development and change as they addressed themes pertinent to leading and working with colleagues and clients through the coronavirus pandemic.

Developed in collaboration with the Tavistock Institute for Human Relations, a not-for-profit organisation that applies social science methodologies to contemporary issues and problems, each webinar tackled a specific topic. When taken together these individual pieces were designed to form a coherent whole to enable a deeper and richer understanding and appreciation of the many factors, some of which may not be immediately apparent, that can influence our experience of work, including working both with, and for, others.

All of the presentations and the associated Q&A are available to download from the RCVS website. Up to 100 people attended each webinar live or subsequently listened to a recording. We are aware that some of the webinars have been incorporated into training material by vet practices.

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.

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

Area of work

Mind Matters Initiative (MMI)

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

Taskforce and Resourcing

The Mind Matters Initiative (MMI) Taskforce met on 25 June and a further meeting will be held on 24 September. Cheryl Scudamore, RCVS Council Member, has joined the Taskforce and replaces Lucie Goodwin. Daniella Dos Santos will be replaced by incoming British Veterinary Association (BVA) President James Russell.

Rachel Pascoe, MMI Officer, left the RCVS at the end of June. Future resourcing for MMI is being considered as part of the creation of the new Advancement of the Professions Directorate.

COVID-19

The Mind Matters team developed a number of resources in response to Covid-19, including:

- Producing a comprehensive web and PDF resource; 'An A-Z of maintaining mental health and wellbeing during the Covid-19 pandemic'.
- Posting wellbeing and mental health tips on social media.
- Publishing a series of blog posts from members of the veterinary community which addressed how they were looking after their wellbeing during the pandemic, along with steps they were taking to support their teams.
- The launch of 'Reflection Time', a series of online reflection sessions broadly aligned with Schwartz Rounds.
- An 'Innovation in Wellbeing' competition, where we awarded £300 to veterinary teams who had innovative ideas for addressing wellbeing during the pandemic. These will be showcased in an MMI e-news in September.

Sarah Brown Grant

The judging panel for the Sarah Brown Mental Health Research Grant met on 12 August and the decision was made to award two £20,000 grants this year. The first was for a collaboration between the Royal Veterinary College (RVC) and the British Veterinary Ethnicity and Diversity Society (BVEDS) and will look at experiences of racism in the veterinary profession. The second is being led by Professor Neil Greenberg and will explore experiences of moral injury and the impact this

has on mental health. These grants will be formally awarded at an Honours and Awards Evening on 10 September and the winners will be invited to present their findings at the MMI Mental Health Research Symposium in 2021. Sarah's family have expressed their delight at the decision to award two grants this year, and at the choice of recipients.

Webinars

Four webinars have been delivered over the last few months:

- 12 May – OCD: Rosie Allister, Vetlife Manager, alongside Alex Thomson, Liaison Psychiatrist
- 26 May - Managing mental health remotely; Looking after your team and yourself during the Covid-19 pandemic: delivered by Lisa Quigley, MMI Manager
- 8 June - Anxiety, Covid and you: delivered by Lisa Quigley, MMI Manager
- 24 August – Five Years of the RCVS Mind Matters Initiative: delivered by Lizzie Lockett, CEO and MMI Director, Susan Dawson, MMI Chair and Lisa Quigley, MMI Manager

National Office of Animal Health (NOAH) Virtual Member Session

On 22 July Lisa Quigley, attended a virtual session for NOAH members, where she delivered a presentation on MMI's response to COVID-19. Other speakers were Holly Beckett from Focussed Farmers, Peter Gorbng, CEO of Dogs for Good, and Jon Neal, CEO of MIND Suffolk.

Diversity and Inclusion

Lisa Quigley attended the Diversity and Inclusion Group meeting on 17 July and presented a paper on RCVS Disability Guidance for training practices and education providers. This will now be updated to reflect current best practice and legislation.

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

Veterinary Nursing Student Roundtable

Following the success of the veterinary student roundtable held on 23 September 2019, plans are underway for a similar event for student veterinary nurses. This will be held online due to the ongoing situation with the coronavirus pandemic.

Webinars

A webinar on mental health disclosure will be delivered by Lisa Quigley on 30 September. Further webinars are under development on topics including the menopause, men's mental health and the relationship between mental and physical health.

Lunch and Learns

Online 'Lunch and Learn' sessions have been developed with the intention of delivering one each month. These will give an overview of Mind Matters as well as some broad topics relating to mental health and wellbeing in a veterinary context.

Reflection Time with Mind Matters

Further sessions are being offered over the coming months, with both lunchtime and evening sessions being scheduled. These sessions are online opportunities to reflect on non-clinical topics relating to veterinary practice, for example, 'Support from my Team' and 'Juggling it all'.

British Small Animal Veterinary Association (BSAVA) Congress

The Mind Matters team will be attending BSAVA Congress in 2021. Plans are underway for a talk on the mental health impact of physical conditions, to be delivered by a representative of the British Veterinary Chronic Illness group, with input from health psychology researchers.

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

None at this time

Synergies with other workstreams that your current activities may introduce.

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

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

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

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

None

Area of work
RCVS Knowledge

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

COVID-19

RCVS Knowledge has had to react quickly, as have many other organisations, to deliver support to the veterinary profession. This has meant pausing and modifying some of the planned activities and delivering our charitable activities via different media.

We have published a [hub of COVID-19 resources](#) to help veterinary professionals access vital information and advice about the pandemic as easily and quickly as possible. This has been accessed ~20,000 times with an average time on the page of 00:05:12. The resources hub was press released and covered in several major industry outlets. It was also promoted by College.

Quality Improvement

- a) We have released an extensive programme of QI online learning sessions (webinars, podcasts, and online live events) in order to cater for colleagues who have been furloughed. Cumulatively this content has generated a reach of 17K, engagement of 2.2K and 1.7K downloads in the short space of 2 months.
- b) Antibiotic Stewardship Audit: [Angela Rayner](#), and [David Singleton](#) are leading the potential inclusion of small animals as part of the Antibiotic Stewardship Audit.
- c) Our ambition for the National Audit for Small Animal Neutering has been to create an automated system. This update provides an opportune time to expand the scope of the audit to encompass a more comprehensive level of post-operative outcomes, and to include equine patients. We are currently seeking a Clinical Lead to take the National Audit for Post-operative Outcomes forward.
- d) We have published the [case examples from the Knowledge Champions 2020](#).
- e) Pam Mosedale has been appointed to the post of Clinical Lead for the QI project.
- f) Our Infection Control Working Party ([Tim Nuttall](#), Liz Branscombe, [Sairead Wild](#) and Pam Mosedale) are producing a 5-part webinar series with supporting resources. We will be looking to produce a rigorous set of evidence-based guidelines in partnership the Department of Health's working party (made up of the Healthcare Infection Society and Infection Prevention Society). The output is expected to be an update on the currently available [EPIC3 guidelines](#) with the addition of veterinary relevant guidelines.

Plowright Prize

- g) A new biennial award, The Plowright Prize recognises individuals whose work has had a significant impact on the control, management and eradication of infectious diseases in animals, leading to animal, economic or humanitarian benefits. The Prize is awarded in memory of Walter and Dorothy Plowright. Walter Plowright was widely regarded as one of the world's most eminent veterinary virologists, whose development of a tissue culture vaccine represented a key milestone in efforts to eradicate rinderpest.

- h) Professor Ivan Morrison has been awarded the inaugural Plowright Proze. Professor Morrison's contribution to the field of infectious diseases is substantial and wide-ranging. Seminal studies conducted by Professor Morrison's laboratory into *Theileria parva* (*T. parva*) – the cause of East Coast Fever, a devastating disease affecting cattle in Africa – provided the scientific rationale and intellectual framework for the search for a T-cell inducing vaccine. This work provides critical understanding, acting as the foundation for the design and development of novel vaccines.
- i) Professor Morrison, who is based at The Roslin Institute, Royal (Dick) School of Veterinary Studies, at the University of Edinburgh, has collaborated with many researchers on a wide range of other pathogens that cause a broad spectrum of diseases. In the course of his research, he has generated a considerable body of data which have been of great value to the research community.
- j) Professor Morrison will use the Plowright Prize funding to advance his research into creating a cost-effective vaccine for East Coast Fever, which places a major economic burden on livestock farmers across Sub-Saharan Africa. Professor Morrison's career has brought significant animal, humanitarian and economic benefits, and his research plans promise to build on these achievements, making him a commendable recipient of the inaugural Plowright Prize.

Veterinary Evidence

- a) Dr Kit Sturgess FRCVS, has been appointed Editor-in-Chief of Veterinary Evidence
- b) The winners of the Veterinary Evidence Student awards have now been announced.
First place: Carla Husband, Abbie McMillan and Lauren Sweeney, all studying veterinary nursing at the University of Bristol. Their paper has now been published: [An assessment of the impact of educational interventions on hand hygiene compliance](#)

Second place Laura Pratley, University of Liverpool vet student, whose paper asked: "In horses with osteoarthritis, is mesenchymal stem cell therapy more effective at managing lameness than intra-articular corticosteroids?"

Third place Lesca Sofyan, a Veterinary Medicine student at the University of Sydney in Australia, took third place, for her paper investigating whether Meloxicam is superior to Carprofen for reducing discomfort in dogs diagnosed with osteoarthritis.

b) Common conditions

A project is underway to work with the Fellowship to create a systematic approach for generating Knowledge Summary questions – all of the communications plus supporting material have now been finalised and Knowledge and RCVS communication's team will send this to all of the Fellows. You can view the webpage here:

rcvsknowledge.org/donate-a-query

c) Strength of evidence

A consolidated annual list of Knowledge Summaries identifying weak or no evidence to sign post areas requiring future research is now [online](#). This list highlights where the evidence gaps are to funders and researchers applying for funding. [An Editorial](#) on this by the Editor in Chief has also now been published.

- c) Content was viewed 9638 times in June - the highest number of views to date. This is a 12% increase on May.
- d) As of July 17th we have received 46 submissions. We have already exceeded the total number of submissions we received in 2019.

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.

We are working with the Fellowship team in relation to the project compiling common conditions and the PICO questions in relation to these conditions.

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>Maximising the value of veterinary nurses</p> <ul style="list-style-type: none"> • Three webinars delivered this year (Feb, March, June) <p>Sustainable workforce</p> <ul style="list-style-type: none"> • School Ambassador Pilot put on hold due to COVID – re-review beginning of September. • Project manager continuing to develop resources with assistance from other members of the RCVS Team. <p>Website</p> <ul style="list-style-type: none"> • New dedicated website launched 29th May 2020 <p>Veterinary Nursing Journal</p> <ul style="list-style-type: none"> • Regular column offering views and updates from VN Futures has been organised between VNF Project Manager and VNJ editor
Proposed activities and issues to be managed before the next APC meeting. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p>VN Futures Board meeting, July.</p> <p>It was decided to push back the end-point for the first phase of the project until December 2021 (original end-point was July 2021).</p> <p>The Board discussed the future structure of the project, including RCVS and BVNA leading on different areas of the project, and re-consideration of how the working groups are structured and their aim and remit.</p> <p>There are ongoing projects that will continue over the next 12 months, including some new areas of work that were identified. (<i>This is a repeat of information in the previous report, included FYI as still relevant</i>).</p> <p>These include:</p> <ul style="list-style-type: none"> • Discussion regarding development of advanced practitioner status • The School Ambassador Pilot, and the work that will continue following the pilot • Research and development of the community veterinary nursing role • Development of flexible working case studies and guidelines • Development of career frameworks for veterinary nurses • Continuation of involvement with diversity and inclusion • Input to MMI projects relevant to veterinary nurses and SVNs

- Presence and presentations at events
- Resource-building, with focus on One Health resources
- Generation of a full VN Futures Report, plus an additional handout to summarise key points.

These will not all be completed by the next APC meeting, but have been included for your information.

BVNA This Is Us 2020

Following cancellation of BVNA Congress 2020, the organisation has developed an alternative online event, open free-of-charge to all BVNA members.

VN Futures is holding a series of five discussion sessions on key topics (still to be decided at the time of writing) which will be facilitated by VNF Board and Working Group members, RCVS VN Council and BVNA Council members, and BVNA regional representatives.

The aim of the sessions is to gain input from the profession on current issues and challenges, and provide steer for the future work of the VN Futures project.

E-news

Project Manager working with Luke in comms to develop regular (3-4 times yearly) e-newsletter for VN Futures.

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

From discussion at the Board meeting, it was decided that certain areas of the project work ongoing and in the future, should be managed by BVNA, and therefore this should assist with distribution of the budgetary commitments.

Synergies with other workstreams that your current activities may introduce.

- MMI - Input to development of potential student roundtable event
- Leadership – highlighting the EJ course to veterinary nurses and support staff
- Continue to work with the diversity and inclusion group. Julie Dugmore is the VNF/VN representative on this group.

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

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' initiative focus on veterinary nurses working in primary care including the career pathways available, and post-registration qualifications that support the work of nurses working in general practice.

The webinars produced in 2020 are highly applicable to primary care nurses in 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 is also relevant to primary care practice.

The output from the school ambassadors pilot will assist in highlighting veterinary nursing as a career and initially driving workforce into primary care practice.

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

Board member update

Racheal Marshall, outgoing VN Futures Board Chair and member.

Belinda Andrews-Jones (VNC) and Nikki Ruedisueli (BVNA) welcomed to the Board as Board member and executive group member.

Jo Oakden (BVNA) appointed as new Chair of the Board for the following 12 month period.

Summary	
Meeting	Advancement of the Professions Committee
Date	8 th September 2020
Title	The Primary Care Project – Actions Update
Summary	This paper provides an update of the actions discussed previously for the APC Primary Care Project
Decisions required	Discussion is welcome
Attachments	None
Author	Ceri Chick Leadership Initiatives Officer c.chick@rcvs.org.uk

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A

The Primary Care Project Update

Background

1. At the November 2019 APC meeting the Chair gave a presentation setting out how the Committee might be able to adopt a more systematic approach that further leveraged the knowledge and expertise held in its workstreams to deliver the RCVS's strategic goals.
2. This presentation was precipitated by a sense that the Committee was discharging its governance role effectively, but that it should be more than just a reporting body. The Chair challenged the Committee to think about how it might become greater than the sum of its parts, and collectively work to advance standards across the professions. To help achieve this vision, it was proposed that a long-term unifying programme could be developed, with each of the workstreams contributing to its delivery. Moreover it was proposed that 'advancing the professions through primary care practice' could provide the first such programme.
3. Following a meeting with the committee secretaries, an informal discussion was held with the Chair and he was in agreement that 'recruitment and retention in primary care' provided a clear and valuable focus for this programme and should form the basis for further discussion in the Committee at its meeting on 11 February 2020.

Outcomes of the meeting in February 2020

4. The Committee discussed a paper which built on discussions at the previous meeting about the development of a unifying programme that would focus on 'advancing the professions through primary care practice' and outlined proposals for what such a programme might look like and how the current workstreams reporting to APC could support its delivery.
5. The Committee agreed that recruitment and retention provided a meaningful focus and helped to ensure the scope was manageable. It was, however, suggested that the programme should focus on celebrating primary care and the value it provided, with recruitment and retention as a sub-text.
6. In discussion it was noted that:
 - a) Such a programme should not focus solely on veterinary professionals, but also consider primary care from an animal and client perspective, including issues such as the accessibility and affordability of veterinary services;
 - b) The programme should take a long-term view looking at the changing shape of veterinary primary care;
7. The Committee discussed what they wanted the programme to achieve, noting that the programme should aim to: raise the profile and understanding of the value of general practice;

make those working in general practice proud to be a veterinary professional and MRCVS;
improve understanding as to the contributory factors behind recruitment and retention issues;
improve satisfaction in the professions

8. The Committee agreed that the programme needed to be more than just a report, and that it should also provide a benchmark from where the profession can measure change and insights into critical issues such as why people are leaving the Register.

**ACTION: Secretariat and Chair to develop the programme plan and liaise with
workstream secretaries regarding their contributions to its delivery.**

Outcomes of the meeting in May 2020

9. The Chair noted that the aim and outcomes of the project will have to be updated in answer to the pandemic. In particular, the Chair emphasised how the project should be a means of initially supporting practices and helping them cope with the disruption that the coronavirus pandemic is already causing and then, in time, provide the resources and help that will enable an agile response to the new ways of working the pandemic will inevitably precipitate. The Committee expressed its broad agreement with this approach.
10. It was noted that support tools and resources for Primary Care practitioners could be collated into the RCVS Academy online learning environment. This has been supported by RCVS Council as part of the strategic plan. These resources could still be housed in this area after the pandemic.
11. It was remarked that it was important to look outside the profession to consider the affect this pandemic will have on clients.
12. It was noted that this will require further discussion by the Chair, Secretariat and RCVS CEO.

Activity Plan

1. Objectives

Overall objective: to celebrate primary care in veterinary clinical practice and its positive impact on animal health and welfare, and the human-animal bond.

Specific actions:

- Collate statistics that represent the state of primary care practice during the current rapidly-changing environment
- Develop a proposition that assists with recruitment, retention and return in primary care practice
- Help the public better understand the role and skills of those in primary care practice
- Better understand why people are leaving primary care practice

- Develop programmes to support those in primary care practice, particularly in the light of the pandemic – via a series of online tools
- Develop programmes to support those returning to primary care practice
- Develop programmes to support primary care practices, including in terms of environmental sustainability

2. Timeline

The initial timeline has been somewhat delayed due to Covid-19, but it is envisaged that this work will conclude by the end of 2022.

3. Links to the Strategic Plan

The programme links to the the following ambitions/actions (numbering comes from the 2020-2024 Strategic Plan www.rcvs.org.uk/strategy):

Clarity

5. Build a closer relationship between the College, the professions and the public by continuing our outreach programme. Review how we gain input from stakeholders at all levels, including the development of an improved process for seeking input from members of the public.

6. Establish clarity around a data-sharing commitment, and ensure that our views, our data & our insights are shared regularly in an easy-to-search way. For example, easy-to-find FAQ on key issues, insights gained from concerns & complaints data, and self-service facts and figures about the professions. Make available accessible & anonymised versions of the data we hold to all stakeholders to enable them to generate value and insights for the sector.

Compassion

4. Help our regulated professionals to meet the standards expected of them by their peers, the public and society by launching the RCVS Academy. This will house 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 and staying up to date in a creative, accessible and inspiring way.

5. Continue to support the mental health and wellbeing of members of the veterinary team, and our College staff, through the Mind Matters Initiative under its workstreams of 'prevent, protect and support' (see www.vetmindmatters.org), and also help veterinary professionals to take account of the mental health of those with whom they come into contact.

6. Continue to foster a reflective learning culture amongst members of the veterinary team, so that they can continue to grow and develop in a supportive, no-blame environment.

Courage

1. Continue to seek culture change within the wider professions around help-seeking behaviour to support both mental and physical health, learning culture, leadership, innovation, sustainability and diversity.
2. Celebrate the art as well as the science of veterinary medicine and ensure that wider professional skills are properly and credibly supported.
3. Work with other stakeholders to retain skills and talent within the professions, by developing return-to-work options that build confidence in those who have had a career break, for whatever reason.
4. Ensure a career progression pathway for vets and nurses via postgraduate/post-qualification accreditations and qualifications, to meet the needs of vets and nurses at all stages of their careers.

Confidence

4. Collate and review our member and service-user feedback on an ongoing basis, against key performance indicators, and work with RCVS Knowledge to employ a quality improvement and innovation methodology to ensure we are providing services that meet the needs of our audiences and society.

4. Activity table

The following table outlines key actions for the project. Due to the pandemic progress thus far has been limited. Those elements highlighted in yellow can form part of the initial post-Covid online resources as discussed in the May meeting of the APC.

Action	Details	Status	Next steps	Responsible
Current picture	<ul style="list-style-type: none"> Gather current data on those in primary care practice – using Survey of the Professions and other sources, identify gaps where more research is required 		Awaiting appointment of research officer	New research officer
The proposition	<ul style="list-style-type: none"> Develop a set of messages for campaign Interview range of Primary Care Practitioners (PCP) to understand positives/negatives and build some narratives 		Need to gather data first	AP/Comms/ research officer
Skills and competences	<ul style="list-style-type: none"> What do 'year-five competences' look like for general practitioners? Start a conversation about this within the profession Build on Graduate Outcomes framework 			Education/ Leadership
Capture the public	<ul style="list-style-type: none"> What does James Herriot look like now? While JH is current in the public's mind, put out comms on what James (or Jane) Herriot does now, what's changed – avoid value judgements about what is better/worse – it's different! Client-vet-animal bond – what positive work can be done on this? What does a good client relationship look like? What can we learn from the VCMS? Develop more guidance for clients (cf the poster and the 24/7 guidance) 		<p>We have a short window of opportunity to do this while the 'hook' is still relevant, need to gather some case studies</p> <p>Any research on benefits of pet-ownership during Covid-19?</p> <p>Discuss with VCMS</p> <p>Celebrate what vets and VNs have achieved during the pandemic</p>	Comms/ AP/ ProfCon/ Standards

Action	Details	Status	Next steps	Responsible
<p>Leaving and return</p>	<ul style="list-style-type: none"> • Better support for those in practice • Better understand motivations and push/pull factors (inc pandemic, mental health, family breaks, change in practice type, Brexit etc) • Better structure for those returning, network of practices • Use of VetGDP for those returning or moving to a new area of practice 		<p>Need some research in this area</p> <p>Need a risk analysis around the regulatory impact of network of supportive practices</p> <p>VetGDP pilot ready autumn 2021</p> <p>How to cope with Covid/post-Covid world – existing MMI, leadership and ViVet materials to be repurposed</p>	<p>ProfCon/ registration/ MMI/ Education</p>

Action	Details	Status	Next steps	Responsible
Technology	<ul style="list-style-type: none"> What is the impact of technology on primary care – move the focus away from purely remote prescribing Case studies and blogs for ViVet 		Gather new case studies or repurpose existing Some real-life experience of remote prescribing – pros and cons inevitable but other stories will be useful	ViVet
Psychological factors	<ul style="list-style-type: none"> What are the career expectations and aspirations of those graduating now and how can primary care support them? What has been the impact of Covid? Link to research from Graduate Outcomes project May need new research amongst new graduates 		See if any of the info from the vet oral history project may be useful here in starting conversations – could this be done online?	AP
Business factors	<ul style="list-style-type: none"> How can we ensure primary care continues to thrive? <ul style="list-style-type: none"> Post-Brexit Post-Covid With environmental sustainability 	Gathering data as part of covid surveys Appointing Council 'green' rep for APC Working with SPVS, VMG and MEG to understand the issues	Sign post to resources that already exist under a coping with Covid/post-Covid recovery page	AP
Over-arching	<ul style="list-style-type: none"> Host a conference end of 2021 to bring some of these themes together 			