

The Royal College of Veterinary Surgeons Advancement of the Professions Committee

Meeting of the Advancement of the Professions Committee

Hybrid meeting

In-person at the Royal College of Nursing and online via Microsoft Teams

13 September 2022 14:30 - 13 September 2022 16:30

AGENDA

#	Description	Owner	Time
1	Agenda  Agenda Page.docx		
2	Welcome  Minutes.docx		
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  APC Reporting Framework - VN Futures.docx		
5	Oral Update: Net zero surgery / UK HACCC Update		
6	Discussion: Quality of Life - what next?		
7	Discussion: Antibiotic Amnesty Week		

#	Description	Owner	Time
8	Discussion: Fellowship Day – interactive session topics		
9	Any Other Business		



Advancement of the Professions Committee (APC)

13 September 2022, 14:30 – 16:30

The Royal College of Nursing, London

Agenda

- 1. Apologies for absence, declarations of interest and minutes of the meeting held on 10 May 2022.**
- 2. Matters arising**
- 3. Updates from APC workstreams including ToR reminder**
- 4. Net zero surgery / UK HACCC Update**
- 5. Quality of Life – what next?**
- 6. Antibiotic Amnesty Week**
- 7. Fellowship Day – interactive session topics**
- 8. Any Other Business**
- 9. Dates of next meetings:**
 - 1) 15 November 2022 (14:30) Virtual**

Summary	
Meeting	Council
Date	9 June 2022
Title	Advancement of the Professions Committee Report 10 May 2022.
Summary	<p>To note the attached minutes of the meeting held on 10 May 2022.</p> <p>In particular, to note the following:</p> <ul style="list-style-type: none"> The Committee thanked Dr Mandisa Greene, Dr Christopher Tufnell and Prof Susan Dawson for their time and dedication to the Advancement of the Professions Committee, as they retire from their roles this summer.
Decisions required	None
Attachments	N/A
Author	Ceri Chick Secretary APC c.chick@rcvs.org.uk / 0207 856 1034

Classifications		
Document	Classification¹	Rationales²
Paper	Unclassified	N/A

¹Classifications explained

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

²Classification rationales

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

Minutes of the Advancement of the Professions Committee meeting held on Tuesday, 10 May 2022 at 2:30pm via Microsoft Teams.

Members:

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

Welcome and apologies for absence

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

Declarations of Interest

3. No new declarations of interest were received.

Minutes of the last meeting held on 8 February 2022

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

Matters Arising

5. No new matters were discussed.

Updates from APC workstreams

6. The responsible Committee members or the relevant staff lead provided an update on each of the eight workstreams within the scope of the APC; this reflected the contents of the paper (APC May 22 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 BAME Student Support Working Group had presented their report to the Diversity and Inclusion Group (DIG), which subsequently had been sent for publication. The Religious Clothing and Belief document had been completed. The Group thanked the University of Surrey and their students who volunteered to assist in a photoshoot, and to Mr J Cook for taking the photos, to complete the document.
9. The DIG had discussed the College's membership to Stonewall and had favoured extending the membership for another year.
10. An initial discussion around the forthcoming work on Focused Licensure / Limited Licensure and Reasonable Adjustment had taken place. A new working party, chaired by Dr S Paterson, was set to be established to explore these topics.

11. It was noted that work was underway to review the Sustainability recommendations for the Practice Standards Scheme (PSS) and work on Social Sustainability had also begun. It was also noted that the Chronic Illness survey was due to be launched later in the year.

Fellowship

12. The Fellowship application deadline had passed, with 32 applications received. The applications conformed new requirements agreed by the Committee in 2021. No issues had been reported with the new format. The applications saw a good gender balance between men and women, which was encouraging.
13. The Committee discussed the number of applications and agreed that, although a higher number of applications received in 2019 was an outlier, it would be a useful exercise to revisit the communication strategies for that year, to determine if there would be a method of driving up applications in future years.
14. A new Credentials Panel member had been recruited to assess through the Meritorious Contributions to Knowledge route. All Credentials Panel assessors, and members of the the Fellowship Board, had been offered Equality, Diversity and Unconscious Bias training, which had been well received. The Chief Executive Officer noted that this training had also been offered to all new Council and Committee members. Assessors were also provided with a training video detailing how to assess Fellowship applications to ensure applications were assessed appropriately and consistently. As the Committee agreed in 2021, each Fellowship application would be assessed by five assessors rather than three to reduce interobserver variance.
15. Content was being collated in preparation for the next edition of the Fellowship newsletter, due to be published in June.
16. The Committee was informed that Dr Mary Fraser had stepped down as Chair of the Fellowship Science Advisory Panel (FSAP). The Panel was seeking an interim Chair prior to the Fellowship Board elections in June. The Committee thanked Dr Fraser for her work as FSAP Chair and Fellowship Board member.
17. It was noted that three topic subgroups had formed from the main FSAP Panel, and were beginning work. These topics were:
 - a) The economic contributions of the veterinary professions
 - b) Quality of life
 - c) Is behavioural therapy an Act of Veterinary Surgery?
18. It was noted that the Fellowship Board had been discussing a review of the Fellowship Terms of Reference. A draft document was being reviewed by the College legal team, after feedback

from the last document and would be presented to the Fellowship Board for final approval before the summer.

19. Work was underway to organise the 2022 Fellowship Day, which was due to take place in person at the Royal Institution on 29 September. This would be the first in-person Fellowship Day since September 2019.
20. Fellowship Board elections were due to take place in June 2022. The roles up for election were the Fellowship Board Chair, and two Projects and Engagement Officer roles. The Committee was given an outline of the proposed election dates, which would begin in June. The proposed dates were;
 - a) w/c 20 June = Posts advertised
 - b) w/c 18 July = Deadline for applications
 - c) w/c 25 July = Elections open, manifestos published
 - d) w/c 29 August = Poll shuts, winners announced
21. It was noted that the Discourse platform continued to run. The Committee was asked to encourage Fellows to engage with the forum and add their own topics to it to drive interest.

Global Strategy

22. It was noted that preparations for the Federation of Veterinarians Europe (FVE) General Assembly, due to be held in June, were underway.
23. Work was also underway to create an Overseas Member communications strategy. An interview with Chris Grey MRCVS, former RCVS Council Member and Chief Executive of the Veterinary Emergency and Critical Care Society (VECCS) in the United States, had been published, and a call for volunteers for additional individuals to feature on this had been released.
24. Dr Tufnell thanked the Policy and Public Affairs team for their hard work and suggested that some of these workstreams should be revisited at Council.

Innovation

25. A series of design thinking webinars had been launched, with the first one rescheduled due to low numbers on the day. Emphasis was placed during the advertisement that these initiatives could count as CPD.
26. The ViVet website had been updated to include content such as a blog on creative thinking and a case study on how design thinking was used for the workforce summit. A dedicated page was created to house all resources from the day. Content continued to be added to show the ongoing work and positive outcomes from the Summit.

27. Blogs focussing on automation, Artificial Intelligence, Big Data, genomic sequencing etc. had been produced and were awaiting approval. The initiative was exploring ways of signposting to resources without endorsing particular companies.
28. A report of the day of the Workforce Summit had been released in February and had since received 2,677 views (at the time of writing). An action plan that would pull together ideas and a list of actions from the day was underway. This would also include themes and challenges regularly faced across the career of veterinary professionals. Information was being received from key stakeholders detailing activities they currently have in place that support positive outcomes in recruitment, retention and return.
29. For all of those who come off the practising and non-practising categories of the Register, there will be an exit survey, which would help develop an understanding of why people were leaving in greater detail. It was suggested that signposting to mental health resources should be added to the end of the survey, and this was to be actioned.
30. It was suggested that ViVet could collaborate with RCVS Education to support the work on Extra-Mural Studies (EMS).

Leadership

31. The committee was informed that the Edward Jenner Veterinary Leadership Programme had been updated by the NHS Academy, and thus discussions had taken longer to ensure that the new programme would be suitable for the new delegated. This new version will be on-demand with facilitated elements. It is hoped that this new version can be launched in the autumn.
32. There will be a meeting with the NHS Edward Jenner Course Lead to discuss the updates to the programme and assessment options. The new version of the course was aimed to be launched in September 2022, subject to a revised contract.
33. The Leadership Library had added two further topics; Quality Improvement and Leading and Working in a Team. More content was planned which would tackle Leading through Challenging Times and Mentoring/Coaching. This could all count as CPD, if it met individuals' learning needs.
34. A Principles of Delegation Course was being produced for the RCVS Academy. Further Leadership courses were being planned.
35. The Leadership Role Models showcase, released in 2019, was being relaunched as "Leadership Stories". This would take a mixed media content approach, with the content being released every four-six weeks. The initiative would feature people from diverse, underrepresented and more unconventional backgrounds. It was suggested that this work could also correlate with the Reasonable Adjustment workstream.

Mind Matters Initiative

36. The Mind Matters Initiative (MMI) had attended the British Small Animal Veterinary Association (BSAVA) Congress in March 2022, which saw various opportunities for the initiative to showcase their work, present on EDI, and host workshops on the MMI Kite app and activities for Neurodiversity Celebration Week were also launched on the MMI website.
37. The Kite app had changed platform and continued to be promoted. Plans for a student version of the app were underway in conjunction with one of the vet schools, as part of research into whether this type of app would be well received by students.
38. An MMI International Roundtable had been hosted in March, which received good feedback, and a further event was planned for the autumn..
39. During Neurodiversity Celebration Week, along with other resources, a blog had been produced that detailed how to support neurodiversity in the workplace. This was written by a professional who had previously been supported through the Sarah Brown Research Grant.
40. The Sarah Brown Research Grant was accepting applications until 20 May 2022. A Panel meeting had been organised to review applications in June.
41. The spring Campfire Chat season was coming to an end. The sessions were described as a success and had reached a wide audience. Work had begun to plan this autumn's series.
42. Work continued concerning the new MMI training program. The shortlisted training providers were currently running sessions as part of a pilot scheme. Delegates could attend for free, with a request for detailed feedback. This data was being collected from pilot sessions, to collate this into a final programme to be launched in the autumn and run for at least two years.
43. Work was underway to tackle themes around incivility in the workplace following a survey in conjunction with Vetled and the British Veterinary Nursing Association (BVNA).

RCVS Knowledge

44. RCVS Knowledge had been extending its offering to the professions around Evidence-Based Veterinary Medicine. A smaller, more accessible course that could be used in practice had been released and well-received.
45. Support for the farming community around antimicrobial research continued, with the website providing 42 hours of continued professional development on Antimicrobial Resistance and responsible use of antibiotics in vet practice. This also included links to the most recent and accurate guidance.

46. Work continued to support the professions in how to record data and review audits.
47. The RCVS Knowledge Journal was to be reviewed, making it more intuitive and accessible.

Sustainability

48. Draft sustainability requirements for the PSS update had been approved by the Practice Standards Group (PSG) and awaiting approval from the RCVS Standards Committee, and then from Council.
49. It was noted that collaboration with the UK Health Alliance on Climate Change (UKHACC) project on Net-zero surgery was underway.
50. The RCVS was proud to have achieved the Investors in the Environment (IIE) Bronze award and was beginning further work to be able to achieve the Silver award.
51. The Committee thanked Mrs G Gill for her support and hard work in introducing Social Sustainability content to the PSS review.
52. RCVS Knowledge noted that they would be available to assist with any Quality Improvement work in reducing carbon footprint.

VN Futures

53. Collaborative work with the BVNA was being reviewed to ensure that all parties were appropriately supported and able to work effectively.
54. It was noted that the Vet Nurses School Ambassadors scheme was going well, with plenty of applications.

Any other business

55. It was noted that this was the final APC meeting for Dr C Tufnell, Prof S Dawson and Chair, Dr Mandisa Greene.
56. Dr Tufnell and Prof Dawson were thanked for their dedication and tireless efforts in supporting the professions through the work of the Committee. They were commended for their expert guidance and the Committee wished them the best in their future endeavours.
57. The Committee thanked its Chair, Dr M Greene, for her dedication and inspiring leadership. Dr Greene was commended for her steadfast support and valued her efforts in leading the Committee.

Date of next meeting

58. The Chair closed the meeting noting the next meeting would be in the afternoon of 13 September 202, in person.

Summary	
Meeting	Advancement of the Professions Committee
Date	13 September 2022
Title	Updates from APC Workstreams
Summary	<p>Provided below is an update on the outputs and outcomes of APC workstreams since the last Committee meeting and planned work for the next period.</p> <p>Where relevant, matters arising as a result of these activities that would benefit from further APC scrutiny presently or in due course, are highlighted</p> <p>The Summary is ordered as follows.</p> <ol style="list-style-type: none"> i. Diversity and Inclusion Working Group ii. Fellowship of the RCVS iii. Global Strategy iv. Innovation v. Leadership vi. Mind Matters Initiative vii. RCVS Knowledge viii. Sustainability ix. VN Futures
Decisions required	None
Attachments	None
Author	<p>Jill Macdonald</p> <p>VN Futures Lead</p> <p>j.macdonald@rcvs.org.uk</p> <p>07867 301723</p>

Classifications		
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Area of work
Diversity & Inclusion
Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
<p>BAME Student Support Working Group Report</p> <p>The BAME Student Support Working Group Report and Guidance on Religious Clothing and Belief documents have been published on the RCVS website.</p> <p>Chronic illness survey</p> <p>A draft Chronic illness survey has been designed with BVCIS. The survey will go out to veterinary professionals and students. However, the size and scope of the survey along with ethical and GDPR considerations means we are looking to outsource the work to an external CRO, which is likely to be the Institute of Employment Studies due to their understanding of the veterinary landscape. A proposal is currently being developed.</p> <p>Inclusive recruitment toolkit</p> <p>As part of the DIG action plan, we will be creating a toolkit of resources and case studies to encourage inclusive approaches to recruitment and advertising practices. We have started researching examples of good practice from within the veterinary profession. We're also looking externally at what we can learn from other sectors. The toolkit will be published in Spring 2023.</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>Black History Month</p> <p>The theme for Black History Month this year is 'Time for change, action not words'. To celebrate BHM, we will be hosting a panel discussion on the BAME Student Support Working Group Report in collaboration with MMI, as part of their Campfire series. The panel will be chaired by the new DIG Chair Tshidi Gardiner and will involve student members of the BAME Student Support Working Group. To fit with the theme of action not words, we're planning a social media series on the theme of active allyship. We are also updating the RCVS profile page and banner on https://www.blackhistorymonth.org.uk/ with new content and images.</p> <p>Advance HE EDI conference</p> <p>There is an opportunity to share and promote the BAME Student Support Working Group Report at the Advance HE Conference Equality, Diversity and Inclusion Conference 2023: The Shoulders of Giants: Listening, Learning and Improving our Practice Advance HE (advance-he.ac.uk) in March 2023. A submission is being developed under the theme 'Learning from students':</p>

Details of any budgetary or risk related issues that should be brought to the Committee's attention.
Outsourcing of the Chronic illness survey will incur costs
Synergies with other workstreams that your current activities may introduce?
There are synergies with the Leadership workstream and Leadership Stories project.
Areas of your work that you would like to highlight for discussion by the Committee?
Suggestions of leaders for the new Leadership Showcase
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.

31 new Fellows will be admitted to the Fellowship this year, with a fair balance of gender amongst the applications. These applicants went through the updated application process, such as not having to submit a photo. The next stage is to review the assessors' feedback in a session this autumn, in time to be updated for the 2023 applications.

Elections for a new Fellowship Chair, FSAP Chair and Project Officer are underway. Over 200 Fellows have voted so far. Due to the royal mail strikes, we are extending the deadline, but it is hoped that an announcement can happen w/c 20 September. These new roles will formally be taken up at Fellowship Day in November. Our thanks to those who have served on the Fellowship Board for the last three years and will be leaving.

Fellowship Day

This will be held at the Royal Institution on 11 November, and will see the admission of the new 2022 Fellows, celebrating the 2020/21 Fellows. It will also feature the Fellows of the Future competition finalists, a keynote speaker and interactive sessions, one on quality of life. More information will be published shortly, and it is hoped that Fellows will be keen to attend the first in-person event in over three years.

The Science Advisory Panel has been mostly focussed on Quality of Life, but has also started to look at a question posed by council on whether 'behaviourism' is an act of veterinary surgery, and contributing to the UK HACCC project on Net Zero Surgery.

The FSAP held three online discussions on the theme of Quality of Life. The titles were:

1. Does, or should, insurance impact on care?
2. The welfare and emotional impact of clinical decisions
3. What is 'Gold Standard' care?

The Panel had agreed to make these events closed to anyone outside of the veterinary profession, which meant that manual checks had to be done on all those booking tickets for the event. However it was felt that due to the nature of the conversations, especially the Q&A, that for this series it was the best method of managing risk. All three events sold out and had waiting lists. Positive feedback was received about the events. Therefore, it is important to consider what next with regards to this topic. The sub-group will be convening in September to discuss both Fellowship

Day, and then consider what type of guidance or further resources could be created by the Fellowship around these 'hot topics'

The Fellows on Tour restarted in the summer term, and it is hoped that these will continue after the next Board meeting.

The Board have also been in the final stages of confirming terms of reference, and these will be published on the website in due course.

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.

- New round of online discussions on the theme of Quality of Life
- FSAP have been formally requested to form a sub-group to look at the question of whether animal behaviourism is an act of veterinary care. Once an FSAP Chair has been appointed, this group will be formed of both Fellows and external people and begin to answer the question over the next 12 months.

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

- A budget will need to be created for the Animal Behaviourism subgroup as external researchers may need to be used.

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
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>Federation of Veterinarians of Europe (FVE) The RCVS and BVA jointly hosted the FVE General Assembly in June. The primary venue was Church House, Westminster, with social events being held in the House of Lords and the Institute of Directors, Pall Mall. An opening address was delivered by Chief Veterinary Officer Christine Middlemiss, and Lizzie Lockett gave a talk on workforce issues in the UK. The event was a great success, and we have received numerous notes of thanks from FVE member delegations.</p> <p>Overseas Member Communications Strategy We have continued to publish interviews with overseas-based MsRCVS in RCVS News and in the 'blog' section of the RCVS website, and these have led to further volunteers coming forward for future issues.</p> <p>International Veterinary Regulators Network The College participated in the summer CPD sessions of the IVRN, for which Lizzie sits on the steering group.</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>CLEAR Annual Education Conference Lizzie will be presenting on the role of the regulator in mental health support at the Council on Licensure, Enforcement and Regulation (CLEAR) Education Conference in Louisville in September, alongside colleagues from the Veterinary Council of Ireland and the College of Veterinarians of Ontario.</p> <p>Mind Matters International Discussions are underway with the American Veterinary Medical Association for an autumn meeting of the Mind Matters International group.</p>
Details of any budgetary or risk related issues that should be brought to the Committee's attention.
Synergies with other workstreams that your current activities may introduce?

Areas of your work that you would like to highlight for discussion by the Committee?
Any other matters arising from your work that you wish to bring to the Committee's attention?

Area of work
Innovation
Key activities and issues managed in the last quarter that the APC should be aware of.
<p>Preparing the Profession – Ongoing</p> <p>Continue to scope out a framework for an Innovation MOOC/ online course that will be made available to the whole profession. A proposal has been received that is in line with expectations and budget from an e-learning platform provider, this will be reviewed as to how this course can fit in with the RCVS Academy developments.</p> <p>Further research into format and delivery of content is being explored, this is in line with the ViVet project aim to ensure veterinary professionals are equipped with innovation capabilities, and have the opportunities to learn at their own pace</p> <p>Project Lead – We welcomed RCVS VN Council Member Belinda Andrews-Jones RVN, as the new innovation lead for the ViVet programme.</p> <p>Workforce Summit – Report and action plan</p> <p>The action plan draft has been circulated among AP committee subject leads and shortly all AP members will be asked to review and feedback on a lightly art worked mock-up of the plan.</p> <p>The action plan focuses on six ambitions identified as focus areas for the profession, these were the also identified as ‘pain points’ during the insight session and later, a review of the ideas that came from the summit presentations –</p> <ul style="list-style-type: none"> • Leadership • General Practice • Working Smarter • Culture • Client Interaction • Returning to the profession <p>The creation of this plan has been a fully collaborative approach across the college as well as contributions from stakeholders in the professions.</p>

- Leadership
- General Practice
- Working Smarter
- Culture
- Client Interaction
- Returning to the profession

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

Workforce Summit – Ambition explored resources

To help provide clarity, create collaborations, and support the delivery of the action plan. There will be a series of pre-recorded and live webinars that explore the insights, progress and commitment that has been established or identified when producing the action plan/ambitions.

Design Thinking Webinar Series and Resources

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

This autumn will be the last 75-min session in the series that looks to show how Design Thinking can be used for profession focused issues.

The session enables attendees to experience some of the techniques first-hand and collaborate with others. We have chosen topic that relate to some of the biggest changes, that were highlighted in the Insight Sessions ahead of the workforce summit and the actions that sit under the ambition focused on improved client interactions.

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

Innovation Assessment

Proposal received for a dynamic self-assessment form that all types of practices can complete to learn what they can do to become more innovative / productive / generate more business / exceed customer expectations etc.

The assessment will identify, along with a number of prioritised recommendations, the focus areas and offer additional reading that is automatically generated so that owners and directors can immediately begin to take action.

This work would be tailored for the veterinary profession.

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?

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

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

N/A

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

N/A

Area of work
Leadership

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

Edward Jenner Leadership programme

At the end of June we met with the NHS leadership lead. Minor changes to the course content were discussed and it was agreed that the programme would be offered as two short courses on the FutureLearn platform with the option to pay an upgrade fee for assessment and certification. Assessment would in future take place via the NHS on-line platform, Moodle, rather than within FutureLearn. However we are concurrently investigating whether the RCVS Academy could host the Leadership MOOC, aligning with our strategic plans, and putting all content in one place. The NHS is agreeable to this but moving the course will require additional resource and input from the academy team.

We are currently awaiting confirmation from the NHS so that we can commence planning, but it is likely that the programme will not be ready to launch until the new year, and we may take a phased approach, initially launching on FutureLearn with assessment done via the RCVS Academy, and full migration to the Academy taking place at a later stage. A new MOU will reflect this change.

Leadership Library

'Leading through challenging times' is currently being curated for release later in the Autumn, as part of the next phase of activity. A video with Stephanie-Rae Flicker MRCVS, the co-chair of the BAME Student Support Working Group has been produced for the Inclusive Leadership section.

A blog on the Leadership Library appeared in RCVS News and in the 'blog' section of the RCVS website.

RCVS Academy Leadership courses

The 'Principles of Delegation' course launched at the end of June on the RCVS Academy platform. The next leadership course planned for the Academy will cover Leadership vs Management and will be ready for launch in the new year.

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 Stories

A list of potential contributors has been compiled and we are in the process of working out a schedule for the series, taking into consideration calendar and external events themed around leadership and diversity and inclusion. The intention is to coincide the launch of the initiative with Black History Month, and we are working with our first contributor who is from a minority ethnic background.

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

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

Synergies with other workstreams that your current activities may introduce?

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

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

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

Area of work

Mind Matters Initiative

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

New Appointments

MMI welcomes Kate Richards as the new Chair of MMI Taskforce, taking over from Susan Dawson. The Taskforce also welcomes Anna Judson as the new British Veterinary Association representative, taking over from James Russell. Alexandra Taylor, current British Veterinary Nursing Association Representative, will also be stepping down in October.

Campfire Chats

The spring series of Campfire Chats came to an end with a Mental Health Awareness Week special on Tackling Loneliness in a Hyperconnected World on 12 May. There were five Campfire Chats in this series with a total of 433 sign ups across the events.

Our autumn series is due to launch in September and will cover the following:

- Navigating Change
- Social Media and Mental Health
- Maintaining Balance
- Letting Go of Perfect
- Diversity

University Outreach

MMI are going to be attending the majority of Welcome Weeks at the various vet schools. Each visit will be different depending on the request of the vet school. This includes giving talks and having stands where students can come and learn about MMI activities. This is important to build this from the start of the veterinary career, and to showcase many of the opportunities for training or engagement with MMI that will contribute towards their overall learning.

MMI App

The Kite App has been a useful tool in understanding how veterinary professionals engage with this type of platform, however it does mean that our one year contract with Kite is not being renewed. All of the content that MMI has created is being transferred to instantly accessible content hubs on the website, so that all will still benefit as and when it is needed.

Sarah Brown Research Grant

The fifth Sarah Brown Mental Health Research Grant has been awarded to Dr Katherine Wakelin and her team at The University of Surrey School of Psychology. There were a record breaking 21 applications for this year's grant.

Dr Wakelin will be using the funding to investigate the effectiveness of online compassionate imagery intervention in improving the psychological wellbeing of those working within the veterinary professions.

Training

1) Pilot

The MMI Training pilot has now come to an end. There were 23 sessions in total, which all took place online.

The sessions were divided into four streams:

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

These sessions were free for delegates to attend, in exchange for their feedback in the form of a pre-training questionnaire and post-training questionnaire. The results of these questionnaires have been used to devise the new official MMI training programme, due to launch this autumn.

The majority of sessions were fully booked, but attendance on the day was sometimes low due to dropouts. Feedback from all sessions has been unanimously positive.

2) Mental Health First Aid

MMI has successfully run six cohorts of fully funded Mental Health First Aid training. Two of these were for rural vets, and four for student and new grad vets and nurses. This comes with a recognised MHFA certificate.

Rural Training:

Held fully remotely, with 22 people gaining their mental health first aid qualification. The attendees were allocated all over the UK and from different areas of veterinary practice.

Student Training:

Held part in person, part remotely across four different cities:

- Brighton
- Glasgow
- Cardiff
- Leeds

At the time of writing, these sessions have not yet been completed. Once completed there will be a minimum of 40 qualified student/newly qualified first aiders.

3) Mental Health in the Workplace for Veterinary Leaders and Managers

MMI launched a joint training initiative with the Veterinary Management Group (VMG) to educate veterinary leaders and managers on mental health in the workplace. The collaboration was delivered via VMGs online learning platform and could either be taken as a stand-alone module, or

as a module for those already undertaking VMG's ILM-accredited veterinary leadership and management qualifications.

The first session focussed on the Equality Act and Mental Health. The second session, running in September, will focus on Return to Work After Illness.

This programme will be repeated next in the Autumn.

VetLed and British Veterinary Nursing Association (BVNA) Collaboration

1) Think Tanks

The second Veterinary Nurse Think Tank, run by VetLed, supported by the BVNA, sponsored by MMI, has now taken place on the topic of Everyday Leadership. There will be a total of four Think Tanks. The latest Think Tank was fully booked (90) and very well received.

2) Safe to Speak Up Campaign

Successfully completed the Safe to Speak Up campaign, a two-week social media campaign launched on 2 May which aimed to empower all members of the veterinary team to talk openly about their mistakes, concerns, and new ideas by raising awareness of the importance of psychological safety. This also included a full day of workshops which were sponsored by MMI and took place on 11 May – there were a total of 83 delegates who signed up to the sessions.

3) The VetLed Civility sessions were also completed as part of the wider training pilot. These will be continuing these sessions as part of our new training programme.

Website

As MMI has grown and expanded across a broad variety of themes and styles of communication, it's important to audit and review the current website. The audit has been completed, and the next phase will be considering how best to present the website going forward.

The resource section of the site, will be transformed into a hub based on various themes i.e. leadership, neurodiversity, looking after yourself . This will make all information more accessible and will also serve as a place to house any resources created by MMI, or from across the sector as appropriate.

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MMI International

Planning is underway for an MMI International event in the autumn.

New Training Programme

The new MMI Training Programme will be published and starting this autumn. This will be delivered by a range of providers who have been selected from the recent training pilot. Each element of training can either be taken independently by delegates, or as part of a wider 'MMI Award'. The Award is currently being designed, there will be more shared shortly.

The sessions will be run both in person and online and will be subsidised by MMI. The sessions will not be completely free to attend in order to reduce dropout rates.

VN Futures Training Collaboration

As part of the new training programme, MMI will collaborate with VN Futures on two streams of training. These will be open to all veterinary professionals.

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

None

Synergies with other workstreams that your current activities may introduce?

Diversity Campfire Chat – MMI will be collaborating with Gurpreet Gill, Leadership and Inclusion Manager, to run this particular session. Dr Tshidi Gardiner (Chair of Diversity and Inclusion Group) has agreed to chair the session.

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

No

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

No

Area of work

RCVS Knowledge

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

Veterinary Evidence welcomes Dr Louise Buckley as Deputy Editor-in-Chief

Dr Louise Buckley PhD FHEA RVN has been appointed as Deputy Editor-in-Chief of the Veterinary Evidence journal. In this newly created role, Dr Buckley's main duties will be to manage the clinical query (PICO) submissions, as well as working alongside the Editor-in-Chief, Dr Kit Sturgess, to help with the strategic development of the journal.

Dr Buckley joined the Editorial Board of the Veterinary Evidence journal when it launched in 2016, becoming an Associate Editor in 2021. She has previously contributed to the journal in numerous ways, both as a reviewer and as an author of nine of her own Knowledge Summaries, two of which feature in the top five Altmetric Attention Scores for the journal.

Outside of her work with the journal, Dr Buckley is the Course Lead of the post-graduate course Evidence-based Medicine in Clinical Practice (Clinical Animal Behaviour) and the Deputy Programme Director for the ChM in Urology post-graduate programme at the University of Edinburgh. Dr Buckley is also a Registered Veterinary Nurse, and is committed to ensuring continued veterinary nursing and behaviour paraprofessional representation within the journal.

Veterinary Evidence is the only free, open access, peer-reviewed journal for veterinary professionals that publishes evidence based on clinically relevant questions that respond to specific information needs. The journal is aimed at veterinary surgeons, veterinary nurses, paraprofessionals, and allied professions in the international veterinary community.

The journal publishes Knowledge Summaries, Audio Summaries, original research and editorials. It also publishes clinical audits, practice-based case studies, guidelines and systematic reviews, to give readers practical tools as well as evidence to use in their everyday practice.

Celebrating five years of our journal watch inFOCUS

In 2017, in response to the growing need for practitioners to keep up-to-date with the latest evidence, RCVS Knowledge launched inFOCUS, an innovative veterinary journal watch. Five years on, inFOCUS has grown from strength to strength, with 30 published issues, 8,500 subscribers and

nearly 120,000 page views, reaching veterinary professionals across the world – including the UK, USA, Indonesia, Australia, and China.

Produced bi-monthly by RCVS Knowledge's Library and Information Service, the content of over 100 veterinary journals and other key sources are watched to compile a shortlist of the most important articles with the potential to positively impact patient care, across a broad range of disciplines.

As well as the journal watch, inFOCUS has expanded to include a range of 'In the Spotlight' features, journal club resources and 'Research Focus' podcasts, all created to help busy practitioners apply an evidence-based approach in practice.

Articles featured in inFOCUS are assessed by a Clinical Review Team, made up of 25 veterinary surgeons and veterinary nurses with a range of experience and expertise, and scored against set criteria relating to their relevance, quality, and interest to the veterinary practitioner. The top-scoring articles are then reviewed and summarised with helpful commentary to help practitioners improve the quality of care they deliver. The summaries are structured to breakdown the key aspects of the paper, keeping the busy practitioner in mind:

- What is the aim of the study or paper? (E.g., what question is being asked or answered?)
- How was the study or review carried out? (E.g., the study methodology, the literature search strategy and who was involved in developing guidelines.)
- What were the findings? (Including the results or recommendations)
- What are the limitations?
- What is the take-home message? (Including the bottom line for implementation in practice.)

Take a look at the latest edition - <https://www.infocusvj.org/>

Edmund Gabriel's 1821 lecture notes

The meticulous deciphering by our transcription volunteers has meant five more of Edward Coleman's veterinary lectures from 1821-1822 (noted down by the first Secretary of the College, Edmund Gabriel) are now easier to read in our Digital Collections. Read [Lectures 4, 7, 10, 12](#) and 21 for Coleman's wisdom on subjects including 'the absorbents', as he called the lymphatic system – www.rcvsvethistory.org

Canine Cruciate Registry turns one

It has been one whole year since we launched the Canine Cruciate Registry (CCR)

It has been a busy first year, which has included capturing data for:

- 291 surgeries
- 47 Labradors (with the odd cross included)
- 167 TPLOs
- 97 patients with ideal body condition scores

To mark the occasion, we released a podcast with the CCR Clinical Lead, Mark Morton, who chatted about the progress made in the past year. A further detailed report will be issued later in the year. <https://rcvsknowledge.podbean.com/e/update-on-the-canine-cruciate-registry-%e2%80%93-one-year-on>

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RCVS Knowledge are in the process of developing the new 5-year strategy for the Charity as the current strategic plan draws to a close.

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 WP
Activities carried out since the last meeting of the APC. N.B. Information explaining how these activities contribute to the delivery of the workstream's agreed plan must be clearly stated.
The draft sustainability requirements for the PSS project have now been approved by PSG, Standards Committee and RCVS Council. The new Environmental Sustainability Module and Award were published in July 2022 (v3.2 of the PSS standards) and are therefore available for the profession to view. The new Award is open to applications and available for assessment from January 2023, and the mandatory requirements will come into effect for all PSS practices from June 2023.
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.
In order to support the role out of the new PSS standards on sustainability, a number of meetings have been held with representative groups to alert them to these changes, PSS assessors are due to be trained and a full marketing plan is being created by PSS. To maintain interest and engagement with the project, the Centre for Sustainable Healthcare have been contacted about writing a blog and speaking at an event for RCVS about the process and the new standards to give their perspective on this as our partner.
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 RCVS have been meeting with members of the MEG to feed into a sub working group complementing the UKHACC 'Net-zero Surgery Working Party.
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.

VN Futures Strategy and Action Plan

- Action plan discussed and agreed at VNF Board meeting, 19 May 22
- Discussions and plans underway to create animated video depicting the work of VN Futures and potential future initiatives

School Ambassadors Scheme (SAS)

- SAS launched 5th May 22
- To date there are 234 registrants to the scheme
- Wide geographical spread and range of experience

Website

- Website review performed and updates applied, including a section for the SAS
- E-news published June 22

Vet-Team-in-a-box

- Pilot box reaching final stages for launch

Diversity and inclusion

- Role model campaign (led by BVNA) ran over June and continues to induct role models
- Nicola Ruedisueli appointed as VN Futures DIWP representative on RCVS DIG

Mind Matters Initiative

- Vetled Civility Training (follow on from SVN Wellbeing work) dates and locations currently being finalised

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

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