

## Lantra Awards Virtual Accreditation Visit

21 & 22 April 2021

Report to the Veterinary Nurses Council of the Royal College of Veterinary Surgeons (RCVS)

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## List of Panel Members

Julie Dugmore RVN – RCVS Director of Veterinary Nursing (Chair)

Denise Chambers RVN – RCVS Qualifications Assessor

Victoria Hedges RVN – RCVS Examinations Manager

Caroline McCormick-Clarke RVN – Student Representative

Alison Heywood RVN – Industry Representative

Emily Prejac RVN – Employer Representative

## Key Staff met

Marcus Potter, Chief Executive Officer

Robert Tabor, Chief Operating Officer

Kris Swainston – Assessment and Regulatory Manager

Jo-Anne Bryan – Head of Standards, Apprenticeship and End Point Assessment

Stephanie Harold – Head of Product Development

Eddie Lanteri – Product Developer (Lead for Veterinary Nursing)

Dawn Platten RVN – Consultant for Development of the Veterinary Nursing Qualification

Emma Farrow-Bartlett RVN – Lantra Veterinary Nursing Equine Consultant

Tony Page – Lantra EQA, Head of Learning and Development at HEA

Nikki Jackson – Product Quality Manager

Sharon Sewell – Product Manager

Alec Hands – Business Development Manager

Richard Tricker – Instructor Network Manager

Karen Turnock-Rogers – Customer Service Manager

Sean Duffy - Head of Industry Partnerships

Rachel Campbell - Head of Human Resources

Kate Brennan - Finance Manager

## Summary of the Panel's findings

Lantra Awards submitted an application for accreditation of the following qualifications:

Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Small Animal

Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine

Due to the ongoing health and safety risks of the pandemic, a virtual accreditation event took place on 21 & 22 April 2021 between the RCVS panel and representatives of Lantra Awards which was well facilitated.

The Visitors received a warm welcome from the staff and are grateful to all those who were responsible for preparing the event, arranging the schedule, liaising with the necessary staff and students, and providing supplementary information when requested.

The visiting panel found the following:

- Lantra Awards is to be **commended** for the innovative and well thought out structure of the proposed programmes which the panel believe to be a unique selling point. There is a clear commitment to the development of this veterinary nursing provision and the enthusiasm, dedication, and pride of all staff in what they do was clearly evident.
- Lantra Awards is to be **commended** for its commitment to ensuring that the proposed programmes have sufficient staff to enable adequate delivery and assessment. Further, the recruitment of a Veterinary Nurse Manager within the Awarding Organisation will ensure Providers can access appropriate support when required.
- Lantra Awards is to be **commended** for the development of OSCE stations that contain clear scenarios, examiner instructions and equipment lists.

Areas for further review included....

- Finalising policies, procedures and instructions in relation to the design, delivery and quality assurance of the OSCE and MCQ examination. Many of the documents submitted were in draft format and need to be finalised, while other documents were not followed by the development team.
- A review of the work-based tutorial requirement. There appears to be a significant emphasis placed on the work-based tutorials for evidencing learner reflection, progression and professional accountability. In view of the busy nature of training practices, Lantra is urged to review this requirement and utilise the Nursing Progress Log (NPL), as clinical supervisors and providers are already familiar with this recording tool.

- The findings in this report are based on the RCVS panel's review. The panel are not the decision makers and their commendations, suggestions and actions may be subject to amendment during the committee process.

## Programme details

Requirements	Details
<b>Name of organisation awarding the licence to practise qualification</b>	Lantra Awards
<b>Main address and contact details for the above organisation</b>	Lantra Awards Lantra House, Stoneleigh Park, Near Coventry, Warwickshire CV8 2LG
<b>Name of Principal or Chief Executive Officer</b>	Marcus Potter
<b>Name of Programme Lead</b>	Eddie Lanteri Stephanie Harold
<b>Proposed programme(s) title:</b>	Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Small Animal  Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine
<b>Address and contact details of proposed site/s for delivery of licence to practise qualification</b>	To be confirmed
<b>Pattern of delivery</b>	Face-to-face  Face-to-face with some on-line content  Blended Learning
<b>Intakes and student numbers</b>	To be confirmed

## Standard 1 – Learning culture

The learning culture prioritises the safety of people, including clients, students and educators, and animals enabling the values of the Code of Professional Conduct to be upheld.

Education and training is valued and promoted in all learning environments, with diversity and inclusion at the forefront.

Standard met		
Accredited Education Institutions, together with Centres and Training Practices, must:		
Requirements	Met	Not Met
<p>Demonstrate that the safety of people and animals is a primary consideration in all learning environments.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Quality Assurance Audit Report</i></p> <p><i>Health and Safety at Work Policy</i></p> <p><i>Animal Welfare Policy</i></p> <p><i>Safeguarding Policy</i></p> <p><i>New Starter Induction/Probation Process Flowchart</i></p> <p><i>Health and Safety Policy Statement</i></p> <p><i>Senior Examiner Briefing to Learners for Veterinary Nursing OSCE Assessment</i></p> <p><i>Lantra Generic Risk Assessment for Providers, Training Practices and OSCE Centres</i></p> <p><i>OSCE station risk assessments</i></p> <p><i>OSCE Examiner Guide for Veterinary Nursing</i></p> <p><i>OSCE Lantra Staff Handbook for Veterinary Nursing</i></p> <p><i>OSCE Learner Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>It is clear from the documentation that examination personnel will be provided with health and safety processes in relation to the OSCE. Other supporting</p>	✓	

documentation clearly evidences that Lantra will be checking H&S as part of their approval and on-going auditing processes.		
<p>Prioritise the wellbeing of people.</p> <p><i>Evidence reviewed:</i></p> <p><i>Safeguarding Policy Statement</i></p> <p><i>Lantra Policies and Procedures</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider QA Approval Form</i></p> <p><i>Lantra Provider QA Audit Report For Training Practices</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The documentation provided clearly evidences Lantra's commitment to ensuring that the students' teaching and learning environment is one that is mindful of both physical and mental health.</p>	✓	
<p>Ensure that facilities and physical resources, including those used for clinical learning, comply with all relevant legislation including UK animal care and welfare standards.</p> <p><i>Evidence reviewed:</i></p> <p><i>OSCE Examiner Guide</i></p> <p><i>Lantra Generic Risk Assessment for Providers, Training Practices and OSCE Centres</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>There is a statement in the OSCE Examiner Guide that POM-V products will not be used in the OSCE due to the legislative requirements. This may mean that where a suitable substitute cannot be provided a small number of the DOS will not be sampled within the OSCE. The Panel therefore suggest that Lantra ensures all</p>	✓	



OSCE Centres they contract with are on the Statutory Register of Veterinary Practice premises for the purpose of storage of medicines.		
<p>Ensure clients have the opportunity to give, and if required withdraw, their informed consent to students being involved in the care of their animals.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The Guidance for Training Practices clearly demonstrates that Lantra is compliant with this requirement.</p>	✓	
<p>Promote client, public and animal safety and welfare and maintaining confidentiality.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Animal Welfare Policy</i></p> <p><i>Data Breach Policy</i></p> <p><i>Data Protection and UK GDPR AND DPA 2018 Policy</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Quality Assurance Audit Report For Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The evidence reviewed clearly demonstrates compliance with this requirement.</p>	✓	
<p>Ensure students and educators understand how to raise concerns or complaints and are encouraged and supported to do so in line with local and national policies without fear of adverse consequences.</p> <p><i>Evidence reviewed:</i></p> <p><i>Complaints Policy and Procedure (including Compliments and Feedback)</i></p> <p><i>Whistleblowing Policy</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p>	✓	

<p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The complaints policy contains information, advice and guidance regarding whistle blowing and it is clearly stated that a learner can get in touch with Lantra if they are unhappy with aspects of their training.</p>		
<p>Ensure any concerns or complaints are investigated and dealt with effectively, ensuring the wellbeing of people and animals is prioritised.</p> <p><i>Evidence reviewed:</i>  <i>Complaints Policy and Procedure (including Compliments and Feedback)</i>  <i>Customer Service and Feedback Policy</i>  <i>Health and Safety at Work Policy</i>  <i>Wellbeing Team with 12 Lantra Support Buddies and dedicated email address</i>  <a href="mailto:wellbeing@lantra.co.uk">wellbeing@lantra.co.uk</a>  <i>Safeguarding Policy</i>  <i>Animal Welfare Policy</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The comments regarding the need for a Provider to have their own fitness to practise policy have been clearly stated, as is the need for Lantra to check this. However, as detailed in Standard 2 (2.9 and 2.11) Lantra should equip Providers with details of what must be included in a Fitness to Practise/Fitness to Study Policy.</p>	✓	
<p>Ensure mistakes and incidents are fully investigated and learning reflections and actions are recorded and disseminated.</p> <p><i>Evidence reviewed:</i>  <i>Complaints Policy and Procedure (including Compliments and Feedback)</i>  <i>Customer Service and Feedback Policy</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Disciplinary Policy</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Guidance for Training Practices</i></p>	✓	

<p><i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report.</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The evidence submitted clearly demonstrates the need for mistakes to be fully investigated, however, students could be provided with further guidance as to how they could reflect on this as part of their holistic nursing process.</p>		
<p>Ensure students are supported and supervised in being open and honest in accordance with the RCVS Codes of Professional Conduct.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The evidence submitted supports this point and clarifies that those involved with veterinary nursing training must act as role models and model behaviour as one would expect from a professional on a professional register.</p>	✓	
<p>Ensure the learning culture is fair, impartial, transparent, fosters good relations between individuals and diverse groups, and is compliant with equalities and human rights legislation.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Clarity is given to the need for Equality, Diversity and Inclusion policies from both the Provider and the Training Practice. Whilst the learners need to be trained in</p>	✓	

ED&I, there is no comment regarding the fact that assessors, tutors and OSCE examiners also need to be trained.		
<p>Advance equality of opportunity through effective use of information and data.</p> <p><i>Evidence reviewed:</i></p> <p><i>Equality and Diversity Policy</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>See above comments.</p>	✓	
<p>Work to promote inter-professional education and inter-professional practice and support opportunities for research collaboration.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Guidance should be included in the Provider handbook with regards to encouraging inter-professional education and inter-professional practice and supporting research opportunities and that this will be checked during the external quality assurances processes. It also needs to be made clear that the Providers should be checking this at the Training Practice.</p>		✓
<p>Promote evidenced-based improvement in education and veterinary nursing practice.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p>	✓	

*Lantra Provider Guidance for Training Practices*  
*Lantra Training Practice Quality Assurance Approval Form*  
*Lantra Training Practice Quality Assurance Audit Report*  
*Lantra Provider Handbook for Veterinary Nursing v0.3*  
*Training Practice Handbook for Veterinary Nursing v0.5*  
*Learner Handbook for Veterinary Nursing v0.8*

Lantra has used current veterinary nursing textbooks whilst developing this qualification so it is clear that there is an understanding of the need to use an evidence-based approach to education. The panel suggest widening the list of suggested reading literature so that a range of evidence can be reviewed.

### **Conclusion:**

Lantra Awards has a clear commitment to providing a supportive learning environment for the learners, clinical supervisors, providers, and those involved with quality assurance. Many of the policies and processes provided for the accreditation event showed that thought had gone into this aspect. Lantra has a golden opportunity at the beginning of this new qualification and has provided documents to reflect the processes that it will expect of both the Provider and the Training Practice. There are a few suggestions and an action which will further strengthen this.

### **Suggestions:**

- a. Add a requirement to the OSCE venue Memorandum of Understanding that they must be registered on the Statutory Register of Veterinary Practice premises for the purpose of storage of medicines.
- b. Consider reviewing and providing a wider range of texts for the reading list.
- c. Consider providing guidance on how learners can use reflective practice when dealing with mistakes and incidents.

### **Actions:**

- a. Equip Providers with advice and guidance on inter-professional education and practice.
- b. Ensure all personnel involved with the delivery and assessment of the programmes receive training in Equality, Diversity and Inclusion.

## Standard 2 – Governance and quality

There are effective governance systems that ensure compliance with all legal, regulatory, professional and educational requirements and clear lines of responsibility and accountability for meeting those requirements.

All learning environments optimise safety and quality, taking account of the diverse needs of, and working in partnership with, students and all other stakeholders.

Standard met		
Accredited Education Institutions, together with Centres and Training Practices, must:		
Requirements	Met	Not Met
<p>Comply with all relevant legal, regulatory, professional and educational requirements.</p> <p><i>Evidence reviewed:</i></p> <p><i>Ofqual, SQA and Qualifications Wales websites</i></p> <p><i>Quality Policy</i></p> <p><i>Adverse Effects Policy</i></p> <p><i>Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Provider Guidance Handbook for Veterinary Nursing -</i></p> <p><i>Provider Quality Assurance Approval Form –</i></p> <p><i>Generic Risk Assessment for Providers, Training Practices and OSCE Centres</i></p> <p><i>Provider Guidance for Training Practices –</i></p> <p><i>Training Practice Quality Assurance Approval Form</i></p> <p><i>Training Practice Quality Assurance Audit Report</i></p> <p><i>Ofqual Audit Report</i></p> <p>Lantra Awards is an awarding organisation with over 45 years' experience and is recognised by Ofqual, SQA and Qualifications Wales. Lantra Awards is compliant with this requirement.</p>	✓	
<p>Provide all information and evidence required by regulators in a timely manner i.e. within published timescales.</p> <p><i>Evidence reviewed:</i></p> <p><i>Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Provider Guidance for Training Practices</i></p> <p><i>Ofqual Report 2017</i></p> <p><i>Ofqual Questionnaire and follow up letters</i></p>	✓	

<p>The application and supporting evidence were submitted within the required timescales, although some evidence was missing or incorrectly referenced. The submitted documents clearly demonstrate set timescales for Providers along with the need for Providers to comply with regulatory requirements.</p>		
<p>Ensure programmes are designed to meet RCVS Day One Competences and Skills for Veterinary Nurses, QAA Veterinary Nursing Benchmarks and outcomes relevant to the programme.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance.</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p>The programme is fully mapped to the RCVS Day One Competences and Skills for Veterinary Nurses (DOC/DOS) and all outcomes are relevant. It was noted that, although DOS 10.3 has been mapped correctly, it is also mapped to a learning outcome that is not relevant and Lantra Awards should review the mapping and remove this reference.</p>	✓	
<p>Comply with the RCVS Code of Professional Conduct for Veterinary Nurses.</p> <p><i>Evidence reviewed:</i></p> <p><i>Level 3 Work Based Diploma in Veterinary Nursing – Small Animal Qualification Specification</i></p> <p><i>Level 3 Work Based Diploma in Veterinary Nursing – Small Animal Assessment Guidance</i></p> <p>The RCVS Code of Professional Conduct is well embedded throughout the programme as evidenced within the qualification specifications.</p>	✓	
<p>Comply with the RCVS Veterinary Nursing Registration Rules.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p>	✓	



<p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The programme documentation clearly articulates the need for learners to have knowledge and understanding of the RCVS Registration Rules. The panel suggested that the need for learners to evidence compliance with the Registration Rules prior to application to register could be strengthened within the provider, learner and training practice handbooks.</p>		
<p>Adopt a partnership approach, with shared responsibility, evidenced by a Memorandum of Understanding between the Accredited Education Institution and the delivery site and between the delivery site and the Training Practice. This must be regularly reviewed and clearly stipulate the roles, responsibilities, and regulatory requirements.</p> <p><i>Evidence reviewed:</i>  <i>Quality Policy</i>  <i>Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Generic Risk Assessment for Providers, Training Practices and OSCE Centres</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p>Lantra Provider Agreement for Veterinary Nurse Qualifications is very thorough and fit for purpose. Although no example Training Practice/Centre MoU was submitted, the Provider and Training Practice Handbooks clearly set out the need for the MoU and provides details of its contents. Development of a similar MoU with the venues where the OSCE will be delivered, was suggested by the panel.</p>	✓	
<p>Ensure that recruitment, selection and retention of students is open, fair and transparent and includes measures to understand and address underrepresentation.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i>  <i>Recognition of Prior Learning (RPL) Policy</i>  <i>Equality and Diversity Policy</i>  <i>Recruitment and Selection Process</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i></p>		✓



<p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p>The Qualification Specifications outline the minimum entry requirements and Lantra Awards clearly requires Providers to have an admissions policy and process that actively targets recruitment of under-represented applicants and be compliant with legislative requirements. However, there is no guidance on what should be included within the Admissions Policy.</p>		
<p>Have entry criteria for the programme that includes evidence that the student has capability in numeracy, literacy and science, written and spoken English and mathematics to meet the programme outcomes.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p>The entry criteria are relevant and fit for purpose, however, Lantra may also want to consider including the requirement for some form of work experience prior to entry. The Qualification Specification indicates that equivalences will be recognised, however, Lantra provides no guidance on what would be acceptable.</p>	✓	
<p>Provide students with the information and support to enable them to demonstrate fitness to practise including the disclosure of any criminal convictions that may affect registration with the RCVS as qualified veterinary nurses.</p> <p><i>Evidence reviewed:</i></p> <p><i>Recruitment and Selection Process</i></p> <p><i>Induction Form</i></p> <p><i>End of Month Probationary Review Form</i></p> <p><i>End of Probationary Review Period Form</i></p> <p><i>New Starter Induction Programme</i></p> <p><i>New Starter Induction/Probation Process Flowchart</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Learner Handbook- Small Animal</i></p> <p><i>Lantra Learner Handbook- Equine</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p>		✓

Whilst the Provider documentation clearly requires Providers to have a Fitness to Practise Policy and that Learners and Training Practice Staff should be familiar with this policy, there is no detail on what should be included.		
<p>Demonstrate a robust process for recognition of prior learning (RPL).</p> <p><i>Evidence reviewed:</i></p> <p><i>Learner Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing – Equine Qualification Specification</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra’s Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form.</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The evidence submitted clearly demonstrates compliance with this requirement.</p>	✓	
<p>Provide students with the information and support they require in all learning environments to enable them to understand and comply with the relevant governance processes and policies.</p> <p><i>Evidence reviewed:</i></p> <p><i>Induction Form</i></p> <p><i>New Starter Induction Programme</i></p> <p><i>New Starter Induction/Probation Process Flowchart</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing – Equine Qualification Specification</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra’s Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Learner Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p>	✓	

<p>The panel commended Lantra Awards on the development of its Learner Handbook which clearly complies with this requirement.</p>		
<p>Have robust, effective, fair, impartial and lawful fitness to practise procedures to swiftly address concerns, and where appropriate notify the RCVS, as Regulator, about the conduct of students that might compromise public and animal safety and protection.</p> <p><i>Evidence reviewed:</i></p> <p><i>Health and Safety at Work Policy</i></p> <p><i>Animal Welfare Policy</i></p> <p><i>Substance Misuse (Drugs and Alcohol) Policy</i></p> <p><i>Corporate Whistleblowing Policy</i></p> <p><i>Disciplinary Policy</i></p> <p><i>Malpractice and Maladministration Policy</i></p> <p><i>Appeals Policy</i></p> <p><i>Behaviours Framework</i></p> <p><i>Our Values and Behaviours</i></p> <p><i>Values Champions</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>As identified in 2.9, Lantra Awards clearly requires Providers to have a Fitness to Practise Policy however, there is no detail on what should be included.</p>		✓
<p>Confirm that students meet the required programme outcomes in full and are eligible for academic and professional award.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing – Equine Assessment Guidance.</i></p> <p><i>Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Multiple-choice Question Paper 5</i></p> <p><i>Level 3 Work Based Diploma in Veterinary Nursing- Equine Multiple-choice Question Paper 2</i></p> <p><i>Nursing Progress Log</i></p> <p><i>Assignment Preparing for Professional Registration- Small Animal</i></p> <p><i>Assignment Preparing for Professional Registration- Equine</i></p>	✓	

<p>12 Objective Structured Clinical Examinations (OSCE) – Small Animal (folder)</p> <p>12 Objective Structured Clinical Examinations (OSCE) – Equine (folder)</p> <p>Lantra Provider Application Form for Veterinary Nursing Qualifications</p> <p>Lantra's Provider Agreement for Veterinary Nursing Qualifications</p> <p>Lantra Provider Guidance Handbook for Veterinary Nursing</p> <p>Lantra Provider Quality Assurance Approval Form</p> <p>Lantra Provider Guidance for Training Practices</p> <p>Lantra Training Practice Quality Assurance Approval Form</p> <p>Lantra Training Practice Quality Assurance Audit Report</p> <p>Lantra Provider Handbook for Veterinary Nursing v0.3</p> <p>Training Practice Handbook for Veterinary Nursing v0.5</p> <p>Learner Handbook for Veterinary Nursing v0.8</p> <p>Lantra Awards is clearly compliant with this requirement.</p>		
<p>Regularly review all learning environments and provide assurance that they are safe, effective and fit for purpose.</p> <p><i>Evidence reviewed:</i></p> <p><i>Health and Safety at Work Policy</i></p> <p><i>Health &amp; Safety and Fire Induction Checklist</i></p> <p><i>Health &amp; Safety Committee Terms of Reference</i></p> <p><i>Health &amp; Safety Committee meeting minutes 26 February 2020</i></p> <p><i>Lantra Generic Risk Assessment for Providers, Training Practices and OSCE Centres</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Generic Risk Assessment for Providers, Training Practices and OSCE Centres</i></p> <p><i>Lantra OSCE Task Risk Assessments</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Email, Internet and Social Media Acceptable Use Policy</i></p> <p>Comprehensive policies are evidenced, and Lantra Awards is clearly compliant with this requirement.</p>	✓	
<p>Appoint appropriately qualified and experienced people for programme development and delivery.</p> <p><i>Evidence reviewed:</i></p> <p><i>Job Descriptions</i></p> <p><i>Job Requisition Form</i></p> <p><i>Role Profile Form</i></p> <p><i>Recruitment and Selection Process</i></p>		✓

<p><i>Induction Form</i>  <i>End of Month Probationary Review Form</i>  <i>End of Probationary Review Period Form</i>  <i>New Starter Induction Programme</i>  <i>New Starter Induction/Probation Process Flowchart</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report.</i></p> <p>Whilst the panel commended Lantra on the importance it has placed on the need for providers to employ sufficient centre staff for the successful running of its proposed programmes, it is unclear who will undertake the role of External Examiner. The Chief Examiner roles described for both the OSCE and theory examination appear to indicate that the Theory Chief Examiner will be independent of the examiner team and in a position to impartially verify that the academic standards have been met within the assessments.</p> <p>The recruitment of a Veterinary Nursing Manager at Lantra Awards is likely to enable the smooth running of the department and therefore offer Providers a good level of support. The panel recommends that the person employed into this role has assessment experience.</p>		
<p>Where an Accredited Education Institution is not yet fully accredited, or at the discretion of Veterinary Nurse Education Committee, facilitate the attendance of the RCVS at the trial/mock OSCE/practical assessment at least one year in advance of the final summative assessment taking place for the relevant cohort of students.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing – Equine Assessment Guidance.</i>  <i>12 Objective Structured Clinical Examinations (OSCE) – Small Animal</i>  <i>12 Objective Structured Clinical Examinations (OSCE) – Equine</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i></p> <p>The panel provided feedback on the timescale initially indicated by Lantra for RCVS attendance at the mock OSCE and suggested that Lantra move this date</p>	✓	

forwards by nine months to enable the RCVS to supply a full report and to allow the implementation of any actions before the final summative OSCE.		
<p>Where an Accredited Education Institution plans to make any changes to its provision, including assessment, the RCVS must approve all changes prior to implementation.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing – Equine Assessment Guidance</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form.</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p>The panel discussed this requirement with Lantra and are satisfied that Lantra has a full understanding of this requirement.</p>	✓	
<p>Provide evidence that adequate market demand and finances are in place and are sufficient to sustain and develop the programme and have been approved by the Higher Education Institution or Awarding Organisation.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report.</i></p> <p><i>Letters of Support</i></p> <p>Recent discussion with current Centres, along with the submitted letters of support, indicate a need for this provision to be available.</p> <p>The panel were provided with a financial summary statement and are assured that Lantra is a financially robust and well-established Awarding Organisation which is meeting Ofqual regulatory conditions in relation to its financial commitments.</p>	✓	
<p><b>Conclusion:</b></p> <p>Lantra Awards is an awarding organisation with over 45 years' experience and, as such, has well defined and robust policies and procedures.</p>		

The panel were pleased to note the importance placed on the recruitment of sufficient centre staff for the adequate delivery of the proposed programmes. The recruitment of a Veterinary Nursing Manager within Lantra Awards will ensure Providers receive a good level of support.

**Suggestions:**

- a. Strengthen the need for learners to complete and evidence compliance with the Registration Rules prior to application to register within the Provider, Learner and TP Handbooks.
- b. Consider providing guidance on what equivalences would be acceptable and how providers will check that qualifications achieved outside the UK are equivalent.
- c. Consider including the requirement for some form of work experience prior to entry.
- d. Develop an MoU with Centres where the OSCE will be delivered.
- e. Consider recruiting a Veterinary Nurse Manager with assessment experience.

**Actions:**

- a. Equip Providers with details of what must be included in the Admissions Policy.
- b. Equip Providers with details of what must be included in a Fitness to Practise/Fitness to Study Policy.
- c. Remove inaccurate mapping references to the RCVS Day One Skills for Veterinary Nurses.
- d. Move the proposed OSCE mock date to allow implementation of identified actions prior to the final summative OSCE.
- e. Confirm the appointment of an External Examiner (or equivalent) and provide details of their job role.



## Standard 3 – Student empowerment

Students are provided with a variety of learning opportunities and appropriate resources which enable them to achieve the RCVS Day One Competences and Skills for Veterinary Nurses and programme outcomes and be capable of demonstrating the professional behaviours in the RCVS Code of Professional Conduct for Veterinary Nurses.

Students are empowered and supported to become resilient, caring, reflective and lifelong learners who are capable of working in inter-professional teams.

Standard met		
Accredited Education Institutions, together with Centres and Training Practices, must ensure that all students:		
Requirements	Met	Not Met
<p>Are well prepared for learning in theory and practice having received relevant inductions.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra HESA Student Interview 22/04/21(Zoom)</i></p> <p><i>Induction Form</i></p> <p><i>End of Month Probationary Review Form</i></p> <p><i>End of Probationary Review Period Form</i></p> <p><i>New Starter Induction/Probation Process Flowchart</i></p> <p><i>New Starter Induction Programme</i></p> <p><i>Lantra Learner Handbook- Small Animal</i></p> <p><i>Lantra Learner Handbook- Equine</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>From the evidence submitted, it is clear that Lantra Awards is compliant with this requirement, however, the panel suggests that Providers would benefit from further details of how the key areas of Learner Inductions are met.</p>	✓	
Have access to the resources they need to achieve the RCVS Day One Competences and Skills for Veterinary Nurses, QAA HE Benchmarks, and programme outcomes required for their professional role.	✓	



<p><i>Evidence reviewed:</i>  <i>Lantra Provider handbook for Veterinary Nursing</i>  <i>Lantra Learner Handbook for Veterinary Nursing</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>From the evidence provided, it is clear that Lantra Awards is compliant with this requirement.</p>		
<p>Are provided with timely and accurate information about curriculum, teaching, supervision, assessment, practice placements and other information relevant to the programme.</p> <p><i>Evidence reviewed:</i>  <i>OSCE Learner Handbook for Veterinary Nursing</i>  <i>Level 3 Work Based Diploma in Veterinary Nursing - Small Animal Assessment Guidance</i>  <i>Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The panel commended Lantra Awards on the development of comprehensive Provider, Learner and Training Practice handbooks, however, the OSCE Learner Handbook was provided in a draft format and needs to be finalised before this requirement can be met.</p> <p>Within the assessment guidance there is a section detailing the assessment methods for each unit. This section only details the MCQ, NPL and assignment. There is no information about which sections will be assessed via the OSCE.</p>		✓
<p>To work with and learn from a range of people in practice placements, preparing them to provide care to a range of animals with diverse needs.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report.</i>  <i>Lantra External Quality Assurer Handbook</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p>	✓	

<p>Guidance to Providers, Learners and Training Practices demonstrates that this requirement is met. Time allocation for completing the RCVS Day One Skills for Veterinary Nursing, 1:1 tutorials with clinical supervisors and how these will be audited is clear and concise.</p>		
<p>Are enabled to learn and are assessed using a range of methods, including technology enhanced and stimulation-based learning appropriate for their programme as necessary for safe and effective practice.</p> <p><i>Evidence reviewed:</i></p> <p><i>Remote Delivery Learner Product Flowchart</i><sup>49</sup></p> <p><i>Remote Delivery Provider and Instructor Product Flowchart</i></p> <p><i>Remote Delivery Learner Guide - How to complete a proctored exam</i></p> <p><i>Remote Delivery Learner Guide -How to complete an online exam through XAMS</i></p> <p><i>Remote Delivery Learner Guide - How to join a Zoom meeting</i></p> <p><i>Remote Delivery Learner Guide - How to use Zoom for live streaming on your phone</i></p> <p><i>Remote Delivery Provider Guide - How to set up a Zoom meeting</i></p> <p><i>Remote Delivery Provider &amp; Instructor Guide - How to start and run a Zoom meeting</i></p> <p><i>Remote Delivery Provider &amp; Instructor Guide - Remote course delivery overview</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i></p> <p><i>Lantra Administration Guide for Veterinary Nursing Providers</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form.</i></p> <p><i>Lantra Learner Handbook- Small Animal</i></p> <p><i>Lantra Learner Handbook- Equine</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Nursing Progress Log</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Lantra has produced commendable guides to running online delivery and assessment. These are especially useful during the current pandemic or in an individual case where a student is unable to physically attend college.</p> <p>The Lantra Small Animal Assessment Guidance provides details of appropriate use of simulation and the expectation that final assessment of the RCVS day One Skills for Veterinary Nurses will take the form of non-simulated assessment.</p> <p>The panel had some suggestions with regard to more detailed simulation guidance and the use of learning platforms – please see the suggestion section related to Standard 3.</p>	✓	

<p>Are supervised and supported in clinical placement learning in accordance with RCVS Standards Framework for Veterinary Nurse Education and Training.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>From the evidence provided, it is clear that Lantra Awards is compliant with this requirement.</p> <p>Documents indicate that learners will be entitled to one hour of tutorial per week plus two days per week working alongside the Clinical Supervisor and that this entitlement will be monitored by both the Internal and External Quality Assurance processes. The importance of the RCVS Standards is embedded in Provider, Training Practice and Learner Handbooks</p>	✓	
<p>Are supervised according to their individual learning needs, proficiency and confidence.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>From the evidence provided, it is clear that Lantra is compliant with this requirement. The Reasonable Adjustments policy is detailed and the importance of Fitness to Practise is embedded in the Provider, Training Practice and Learner Handbooks. However, as detailed in Standard 2 (2.9 and 2.12), Lantra needs to equip Providers with details of what must be included in a Fitness to Practise/Fitness to Study Policy</p>	✓	
<p>Are allocated and can make use of supported learning time including blended learning and recording completion of RCVS Day One Skills for Veterinary Nursing when in practice.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>From the evidence provided, it is clear that Lantra Awards is compliant with this requirement.</p>	✓	
<p>Are assigned and have access to a nominated academic tutor/lead for each part of the education programme.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i></p>		✓

<p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The documentation submitted made no reference to the need for learners to be allocated an academic tutor.</p>		
<p>Have the necessary support and information to manage any interruptions to the study of programmes for any reason.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Whilst there is information within the Lantra Provider Handbook for Veterinary Nursing relating to the reasons why withdrawal of learners from qualifications may be necessary, there does not appear to be any information relating to the required support for these learners and there is no reference to a support policy to signpost the range of services available to a student who needs to interrupt their studies.</p> <p>The Lantra Learner handbook for Veterinary Nursing does not refer to interruption to studies or associated support.</p>		✓
<p>Have their diverse needs respected and considered across all learning environments.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p>Lantra is to be commended for its comprehensive Equality, Diversity &amp; Inclusion policy.</p>	✓	
<p>Are provided with support and adjustments in accordance with equalities and human rights legislation and good practice.</p> <p><i>Evidence reviewed:</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Learners are provided with details about how to apply for reasonable adjustment.</p>	✓	
<p>Are protected from discrimination, harassment and other behaviour that undermines their performance or confidence.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p>	✓	

Lantra Awards clearly meets this requirement. However, the panel suggested that a definition/description of the three characteristics of bullying should be included within the Provider, Training Practice and Learner handbooks Anti- Bullying Policy.		
<p>Are provided with information and support which encourages them to take responsibility for their own mental and physical health and wellbeing.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>From the evidence provided, it is clear that Lantra Awards is compliant with this requirement.</p>	✓	
<p>Are provided with the learning and pastoral support necessary to empower them to prepare for independent, reflective professional practice.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>As detailed in 3.9, there is no evidence to demonstrate that learners are allocated an academic tutor, therefore there is no auditing of academic tutorials via the External Quality Assurance processes.</p> <p>The panel are concerned that there is an over reliance on the use of work place tutorials to demonstrate reflection and suggest that this may be better captured through completion of the Nursing Progress Log. The use of a Reflective Journal is optional and therefore may not be utilised.</p>		✓
<p>Have opportunities throughout their programme to collaborate and learn with and from other professionals, to learn with and from peers, and to develop supervision and leadership skills.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>It was not evident from the evidence submitted that Providers are required to ensure learners have the opportunity to collaborate and learn with and from other professionals, to learn with and from peers, and to develop supervision and leadership skills.</p>		✓
<p>Receive constructive feedback throughout the programme to promote and encourage reflective learning.</p> <p><i>Evidence reviewed:</i></p>	✓	

<p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i>  <i>Letters of Support</i></p> <p>Lantra Awards has consulted a number of veterinary nursing professionals, educationalists and practice staff in the development of both the small animal and equine programmes.</p>		
<p>Have opportunities throughout their programme to give feedback on the quality of all aspects of their support and supervision in both theory and practice.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>From the evidence provided, it is clear that Lantra Awards is compliant with his requirement.</p>	✓	
<p>Are empowered to develop their professional behaviours in line with the RCVS Professional Behaviour Evaluation.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Utilisation of the Nursing Progress Log will evidence learner progression and completion of the RCVS Professional Behaviours throughout completion of the programmes.</p>	✓	
<p><b>Conclusion:</b></p> <p>It is clear that Lantra Awards has invested significant time in developing its Learner, Provider and Training Practice Handbooks.</p> <p>The majority of Standard 3 has been met, which should enable learners to achieve the RCVS Day One Competences and Skills for Veterinary Nurses, with the provision of a planned variety of learning opportunities and appropriate resources.</p> <p>The actions and suggestions below will empower learners to become reflective and accountable veterinary nursing professionals.</p>		
<p><b>Suggestions:</b></p> <p>a. Equip Providers with details of how the key areas of learner inductions can be met.</p>		

- b. Provide standardised guidance to Providers and Training Practices on the use of simulation.
- c. Provide a definition/description of the three characteristics of bullying in the Provider, Training Practice and Learner handbooks Anti- Bullying Policy.
- d. Ensure that the Provider is offering learners an effective online learning platform (useful for learning video clips, lesson powerpoints, policy sharing, recording academic tutorials, student feedback questionnaires and when SVN learner is unable to attend college for example).
- e. Consider utilising the Nursing Progress Log to enable learners to demonstrate development in the RCVS Day One Skills for Veterinary Nurses across a range of species, age and medical conditions, AND to demonstrate the ability to reflect on their own professional practice, including mistakes and incidents, thus developing professional accountability.

**Actions:**

- a. Provide the finalised OSCE Learner Handbook.
- b. Update the module assessment mapping to include reference to the OSCE where appropriate.
- c. Update the Learner Handbook with respect to the withdrawal from studies and request that Providers clearly signpost to the range of support services available to a learner who needs to interrupt their studies.
- d. Ensure learners are assigned and have access to a nominated academic tutor/lead for each part of the education programme and that tutorials and learning targets are monitored and reviewed via both Internal and External Quality Assurance processes.
- e. Ensure Providers plan, develop, implement and evaluate opportunities for learners to collaborate and learn with and from other professionals, to learn with and from peers, and to develop supervision and leadership skills.

## Standard 4 – Educators and assessors

Theory and clinical learning, and assessment are facilitated effectively and objectively by appropriately qualified and experienced professionals with necessary expertise for their educational and assessor roles.

Standard met		
Accredited Education Institutions, together with Centres and Training Practices, must ensure that all educators and assessors:		
Requirements	Met	Not Met
<p>Are appropriately qualified and experienced and always act as professional role models.</p> <p><i>Evidence reviewed:</i></p> <p><i>Our Values and Behaviours</i></p> <p><i>Values Champions</i></p> <p><i>Behaviours Framework</i></p> <p><i>Performance Development Review (PDR) Process including:</i></p> <p><i>PDR Process</i> ○ <i>PDR Preparation Form</i> ○ <i>PDR Form</i></p> <p><i>Monthly 121 Reviews with each product team member For Providers:</i></p> <p><i>Handbook for Veterinary Nursing Delivery Assessment and QA Staff Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Provider Agreement for Veterinary Nursing Qualifications 2021-22 Administration Guide for Veterinary Nursing Providers</i></p> <p><i>Provider Guidance Handbook for Veterinary Nursing Provider Quality Assurance Approval Form</i> <i>Provider Quality Assurance Audit Report Form</i></p> <p><i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i></p> <p><i>Lantra Guide to Clinical Supervisor Training for Veterinary Nursing</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report Form</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The evidence submitted adequately demonstrates the need for students to be taught by appropriately qualified and experienced staff who can act as a role model.</p>	✓	
<p>Receive relevant induction, ongoing support, education and training which includes training in equality and diversity.</p> <p><i>Evidence reviewed:</i></p>		✓



<p>OSCE Lantra staff handbook for Veterinary Nursing  OSCE Lantra examiner handbook for Veterinary Nursing  Training and Development Policy  Equality and Diversity Policy  Health and Safety at Work Policy  Wellbeing Team with 12 Lantra Support Buddies and dedicated email address  <a href="mailto:wellbeing@lantra.co.uk">wellbeing@lantra.co.uk</a>  Induction Form  New Starter Induction/Probation Process Flowchart  New Starter Induction Programme  Our Values and Behaviours  Values Champions  Behaviours Framework  Performance Development Review (PDR) Process including:  PDR Process    o    PDR Preparation Form    o    PDR Form  Monthly 121 Reviews with each product team member For Providers:  Lantra Handbook for Veterinary Nursing Delivery Assessment and QA Staff  Lantra Provider Application Form for Veterinary Nursing Qualification  Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22  Lantra Administration Guide for Veterinary Nursing Providers  Lantra Provider Guidance Handbook for Veterinary Nursing  Lantra Provider Quality Assurance Approval Form  Lantra Provider Quality Assurance Audit Report Form    For Training Practices:  Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff  Lantra Guide to Clinical Supervisor Training for Veterinary Nursing  Lantra Provider Guidance for Training Practices  Lantra Training Practice Quality Assurance Approval Form  Lantra Provider Handbook for Veterinary Nursing v0.3  Training Practice Handbook for Veterinary Nursing v0.5  Learner Handbook for Veterinary Nursing v0.8</p> <p>There is an indication that experienced OSCE examiners will not receive specific Lantra training. Lantra will need to provide some form of training/induction to examiners to ensure that they are suitably trained for their role with Lantra.</p> <p>As mentioned in Standard 1 (1.10 and 1.11) all those involved with assessment must undertake ED&amp;I training.</p> <p>As mentioned in Standard 6 (6.6) Clinical Supervisors should receive standardisation, particularly those who were initially trained elsewhere.</p>		
<p>Have their diverse needs respected and considered and are provided with support and adjustments in accordance with equalities and human rights legislation and good practice.</p> <p>Evidence reviewed:  Equality and Diversity Policy  Reasonable Adjustments Policy</p>	✓	

<p> <i>Special Consideration Policy</i>  <i>Health and Safety at Work Policy</i>  <i>Wellbeing Team with 12 Lantra Support Buddies and dedicated email address</i>  <a href="mailto:wellbeing@lantra.co.uk">wellbeing@lantra.co.uk</a>  <i>Induction Form</i>  <i>New Starter Induction/Probation Process Flowchart</i>  <i>New Starter Induction Programme</i>  <i>Our Values and Behaviours</i>  <i>Values Champions</i>  <i>Behaviours Framework For Providers:</i>  <i>Lantra Handbook for Veterinary Nursing Delivery Assessment and QA Staff</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form For Training Practices:</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i> </p> <p>The evidence submitted clearly demonstrates that Lantra Awards is compliant with this requirement.</p>		
<p>             Have supported time and resources to enable them to fulfil their roles in addition to their other professional responsibilities.  <i>Evidence reviewed:</i>  <i>Job descriptions</i>  <i>Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Provider Agreement for Veterinary Nursing Qualifications 2021-22 Administration Guide for Veterinary Nursing Providers</i>  <i>Provider Guidance Handbook for Veterinary Nursing</i>  <i>Provider Quality Assurance Approval Form</i>  <i>Provider Quality Assurance Audit Report Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i> </p>	✓	

<p>The job descriptions clearly set out the expectations for OSCE examiners and EQAs. The Veterinary Nursing Manager job description indicates that this would appear to be a large role requiring support from relevant departments within Lantra.</p>		
<p>Respond effectively to the learning needs of individuals.</p> <p><i>Evidence reviewed:</i></p> <p><i>Reasonable Adjustments Policy</i></p> <p><i>Special Consideration Policy For Providers</i></p> <p><i>Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Provider Agreement for Veterinary Nursing Qualifications 2021-22 Administration Guide for Veterinary Nursing Providers</i></p> <p><i>Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Provider Quality Assurance Approval Form Provider Quality Assurance Audit Report Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report Form</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Lantra is keen to support learner's needs in line with their diagnostic assessment, by following the advice set out in the screening, this stops a blanket approach to reasonable adjustment being used. However, with much emphasis being placed on the tutorial process for the student further guidance needs to be developed to ensure conversations regarding the individual's needs are captured appropriately by all those involved with assessment of the learner.</p>		✓
<p>Are supportive and objective in their approach to student supervision, assessment and progression and appropriately share and use evidence to make decisions on student assessment and progression.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance</i></p> <p><i>Angoff standardisation method and borderline regression for grading</i></p> <p><i>Global Scoring Descriptors</i></p> <p><i>Preparing for professional registration assignment grading criteria and marking scheme</i></p> <p><i>Nursing Progress Log</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i></p> <p><i>Lantra Administration Guide for Veterinary Nursing Providers</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p>	✓	

<p> <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form For Training Practices:</i>  <i>Nursing Progress Log</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i> </p> <p>The evidence submitted clearly demonstrates that Lantra Awards is compliant with this requirement.</p>		
<p> Liaise, collaborate and action constructive feedback generated by colleagues, students and stakeholders to enhance their teaching assessment and to share effective practice.  <i>Evidence reviewed:</i>  <i>Our Values and Behaviours</i>  <i>Values Champions</i>  <i>Behaviours Framework</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance</i>  <i>Angoff standardisation method and borderline regression for grading</i>  <i>Global Scoring Descriptors</i>  <i>Preparing for professional registration assignment grading criteria and marking</i>  <i>Nursing Progress Log</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form Nursing Progress Log</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i> </p>	✓	

Both the Provider and Training Practice Handbooks indicate that Training Practices will be approached for feedback on at least two occasions per year and that the qualification will be reviewed in consultation with learners.		
<p>Are expected to respond effectively to concerns and complaints about public protection, animal welfare and student performance in learning environments and are supported in doing so.</p> <p><i>Evidence reviewed:</i></p> <p><i>Complaints Policy and Procedure (including Compliments and Feedback)</i></p> <p><i>Health and Safety at Work Policy</i></p> <p><i>Animal Welfare Policy</i></p> <p><i>Reasonable Adjustments Policy</i></p> <p><i>Special Consideration Policy For Providers:</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i></p> <p><i>Lantra Administration Guide for Veterinary Nursing Providers</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report Form</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The evidence submitted demonstrates compliance with this requirement, however, as detailed in Standard 2 (2.9 and 2.12), there is no detail on what should be included in the Fitness to Practise Policy.</p>	✓	
<p>Ensure the programme lead is a Registered Veterinary Nurse (RVN) who has substantial experience of veterinary nurse education and training at a suitable level for the qualification(s) being delivered and holds a recognised teaching qualification.</p> <p><i>Evidence reviewed:</i></p> <p><i>Job Descriptions</i></p> <p><i>Job Requisition Form</i></p> <p><i>Role Profile Form</i></p> <p><i>Recruitment and Selection Process</i></p> <p><i>Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Provider Agreement for Veterinary Nursing Qualifications 2021-22 Administration Guide for Veterinary Nursing Providers</i></p> <p><i>Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Provider Quality Assurance Approval Form</i></p> <p><i>Provider Quality Assurance Audit Report Form</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p>	✓	

<p> <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i> </p> <p>The evidence submitted clearly demonstrates that Lantra is compliant with this requirement.</p>		
<p><b>Conclusion:</b></p> <p>It is clear that Lantra Awards has spent time on developing information for the provider and the training practice. It should be commended for developing a structure for clinical supervisor training that will allow better standardisation than we have had previously.</p> <p>Completing the actions below will further strengthen the requirements.</p>		
<p><b>Suggestions:</b></p> <p>None</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>Ensure that all those involved in delivery and assessment of the proposed programmes receive appropriate training for their role at Lantra regardless of training they have previously received.</li> <li>Ensure Providers and Clinical Supervisors are aware of the importance placed on tutorials for evidencing learner reflection, progression and professional accountability.</li> </ol>		

## Standard 5 – Curricula and assessment

Curricula and assessments are designed, developed, delivered, evaluated and validated to ensure that students achieve the RCVS Day One Competences and Skills for Veterinary Nurses, QAA HE Benchmarks for Veterinary Nurses (for HE) and outcomes for their approved programme.

Standard met		
Accredited Education Institutions, together with Centres and Training Practices, must ensure:		
Requirements	Met	Not Met
<p>Curricula are mapped and fulfil the RCVS Day One Competences and Skills for Veterinary Nurses, QAA HE Benchmarks for Veterinary Nurses and programme outcomes.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance.</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p>The programme is fully mapped to the RCVS Day One Competences and Skills for Veterinary Nurses (DOC/DOS) and all outcomes are relevant.</p>	✓	
<p>Programmes are designed, developed, delivered, evaluated and improved based upon stakeholder feedback.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p>	✓	



<p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance.</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Lantra Awards has consulted a number of veterinary nursing professionals, educationalists and practice staff in the development of both the small animal and equine programmes. The evidence submitted clearly indicates the need for feedback in order to further develop/improve future programmes.</p>		
<p>Curricula remain relevant in respect of contemporary veterinary nursing practice.  <i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance.</i></p> <p>The panel were pleased to see an innovative and well thought out structure for both proposed programmes, threading anatomy and physiology throughout and combining associated nursing practices where appropriate.</p>	✓	
<p>Curricula and assessments weigh theory and practice learning appropriately to the programme.  <i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance.</i></p> <p>The evidence submitted clearly demonstrates compliance with this requirement.</p>	✓	
<p>Curricula provide appropriate structure and sequencing that integrates theory and practice at increasing levels of complexity.  <i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p>	✓	



<p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance.</i></p> <p>The programmes are well structured and evidence clearly demonstrates compliance with this requirement.</p>		
<p>Curricula and assessments are structured and sequenced to enable students to manage their theory and practice learning experience effectively, with progression determined at appropriate points.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance.</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The programmes are well thought out, threading anatomy and physiology throughout and combining associated nursing practices where appropriate. There are a variety of assessment methods utilised, appropriate to the learning outcomes.</p>	✓	
<p>A range of appropriate assessments are delivered, within the educational setting, to accurately measure the knowledge, skills and understanding outlined in the programme. At least one summative assessment must be in the form of an Objective Structured Clinical Examination (OSCE) or similarly robust, objective and evidenced-based form of practical examination to test the safe and effective acquisition of a broad range of skills and competences outlined in the RCVS Day One Competences and Skills for Veterinary Nurses.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance</i>  <i>Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Multiple-choice Question Paper 5</i></p>	✓	

<p><i>Level 3 Work Based Diploma in Veterinary Nursing- Equine Multiple-choice Question Paper 2</i></p> <p><i>Lantra Learner Handbook- Small Animal</i></p> <p><i>Lantra Learner Handbook- Equine</i></p> <p><i>OSCE stations examples</i></p> <p>There will be three assessment methods used to assess learners. There will be five MCQ examinations, an assignment and an Objective Structured Clinical Examination (OSCE).</p>		
<p>Students are assessed practically across clinical placement settings and learning environments as required by their programme.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance.</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Learners will be assessed against the RCVS Day One Skills for Veterinary Nurses in practice via the Nursing Progress Log (NPL). Lantra has given Providers guidance on the use of simulation. An Objective Structured Clinical Examination is delivered as a summative assessment to consolidate the learning and experience.</p>	✓	
<p>Processes are in place to establish a high degree of validity and robustness to support the decisions made based on the results of the assessment.</p> <p><i>Evidence reviewed:</i></p> <p><i>Remote Delivery Learner Guide – How to complete a proctored Examination</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Qualification Specification</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance</i></p> <p><i>Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Multiple-choice Question Paper 5</i></p> <p><i>Level 3 Work Based Diploma in Veterinary Nursing- Equine Multiple-choice Question Paper 2</i></p>		✓

<p><i>Angoff standardisation method and borderline regression for grading</i></p> <p><i>Global Scoring Descriptors</i></p> <p><i>OSCE Examiner Handbook for Veterinary Nursing</i></p> <p><i>OSCE Lantra Staff Handbook for Veterinary Nursing</i></p> <p><i>OSCE Learner Handbook for Veterinary Nursing</i></p> <p><i>Lantra XAMS Online Assessment Provider Guide</i></p> <p><i>MCQ Guidance</i></p> <p><i>OSCE Stations</i></p> <p>The processes outlined by Lantra partially meet this requirement. The OSCE handbooks are in draft format and need to be finalised.</p> <p>The consultants involved with the development of the MCQ question bank were unaware of Lantra Awards MCQ Guidance. Over 10% of the questions presented do not met the style outlined in this guidance. The question bank must be checked to ensure that the style described in the guide has been followed.</p> <p>The process of setting the pass mark for examinations is poorly described and requires further exploration and explanation. In particular the Angoff method of standard setting is normally carried out after the questions/OSCE stations have been finalised and not as part of the process.</p> <p>Statistical analysis of the MCQs was poorly evidenced as is the rationale for the number of questions per examination paper.</p> <p>The invigilation requirements for students sitting examinations at their Centre are clear. There is no requirement for the student to scan the room to evidence that they have no supporting materials present. It is also unclear how Lantra Awards is alerted to a potential irregularity in the proctored examinations and what they do about this.</p> <p>Information in relation to standard setting is detailed in the provider handbook. It is suggested that this is too detailed for providers and should be simplified.</p> <p>Please also see separate document with specific feedback on the OSCE stations.</p>		
<p>Moderation processes are in place and demonstrate that assessment is fair, reliable and valid.</p> <p><i>Evidence reviewed:</i></p> <p><i>OSCE Examiner Handbook for Veterinary Nursing</i></p> <p><i>OSCE Lantra Staff Handbook for Veterinary Nursing</i></p> <p><i>OSCE Learner Handbook for Veterinary Nursing</i></p> <p>The moderation processes described for the OSCE involve looking at completed marksheets only and not the examination material or the practical performance of learners.</p>		✓

<p>Mechanisms are in place to minimise bias in all assessments.</p> <p><i>Evidence reviewed:</i></p> <p><i>OSCE Examiner Handbook for Veterinary Nursing</i></p> <p><i>OSCE Lantra Staff Handbook for Veterinary Nursing</i></p> <p><i>OSCE Learner Handbook for Veterinary Nursing</i></p> <p>Lantra Awards is compliant with this requirement.</p>	✓	
<p>Adjustments are provided in accordance with relevant equalities and human rights legislation for assessments in theory and practice.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Reasonable Adjustments Policy</i></p> <p><i>Special Consideration Policy</i></p> <p>The Lantra Awards standard reasonable adjustment policy allows providers to make adjustments for certain circumstances outlined in the policy. Whilst it is implied that reasonable adjustments must be considered in line with evidence from a professional, this is not explicit and therefore the panel suggest that the process is strengthened to include wording to make sure that the reasonable adjustment applied matches that documented by the professional providing the evidence.</p>	✓	
<p>Clinical placement assessment is facilitated and evidenced by observations and other appropriate methods.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The role of the Clinical Supervisor encompasses planning, demonstrating and observing practical skills along with delivering weekly tutorials and encouraging reflective practice.</p>	✓	
<p>Students' self-reflections contribute to, and are evidenced in, assessments.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Whilst there is a significant reliance on the work-based tutorials to evidence self-reflection and progression of the learner, the panel could not determine whether learners are actively encouraged to reflect on marked assessments and/or completion of the RCVS Day One Skills for Veterinary Nurses.</p>		✓

<p>There is no compensation between assessments that address the RCVS Day One Competences and Skills for Veterinary Nurses.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance</i></p> <p>The evidence submitted clearly demonstrates that Lantra Awards is compliant with this requirement.</p>	✓	
<p>Ensure modules/units that address the RCVS Day One Competences for Veterinary Nurses include unseen examination as an element of the assessment strategy.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i>  <i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing - Equine Assessment Guidance</i></p> <p>There is an unseen examination within all five modules.  Lantra Awards is compliant with this requirement.</p>	✓	
<p><b>Conclusion:</b></p> <p>Lantra Awards is to be commended on the structure of the qualification, which is innovative and well thought out, threading anatomy and physiology throughout and combining associated nursing practices.</p> <p>Lantra Awards is experienced in delivering assessment and therefore has standardised processes in place. In some cases, these have not been used by the qualification development team. The process of standard setting (setting the pass mark) is confusing and does not follow a standard process; further work is needed in this area. Lantra Awards intends to offer the opportunity for learners to complete their MCQ examinations using online proctoring software. The guides provided lack detail on how Lantra awards will ensure that learners do not have access to material and resources which will give them an advantage in the examination.</p> <p>The OSCE stations examples provided are well structured these have been commented on in a separate document.</p> <p>The reasonable adjustment policy outlines the responsibility of Lantra and the provider. In some cases, the provider may apply reasonable adjustment without prior permission from Lantra. There is some concern that providers will not ensure that the recommendations from the professional</p>		

reports (medical records, educational statements etc) are followed and it is therefore suggested that further guidance is provided to providers in this area.

**Suggestions:**

- a. Remove or simplify sections 10.5 and 10.6 of the Lantra Provider Handbook to ensure that it only relates to the information that providers need to know.
- b. Consider the advice provided for OSCE stations and apply similar strategies to the entire question bank.

**Actions:**

- a. Review the MCQ bank to ensure that it meets Lantra Awards style as detailed in the MCQ Guide.
- b. Arrange to meet with RCVS to further discuss the process of standard setting in assessment and amend documents as required.
- c. Provide information to evidence statistical analysis of the OSCE and MCQ examinations.
- d. Update the Remote Delivery Learner Guides in relation to the online proctored examinations to ensure students do not have access to learning resources during the examination.
- e. Provide information in relation to the Lantra process of reviewing examination footage where an irregularity has been flagged.
- f. Review the moderation process to ensure that it includes sampling the entire assessment.

## Standard 6 – Effective clinical learning

All students are provided with safe, effective and inclusive clinical learning experiences. Each clinical learning environment has the governance and resources needed to deliver education and training. Students actively participate in their own education, learning from a range of people across a variety of settings.

Standard met		
Accredited Education Institutions, together with Centres and Training Practices, must:		
Requirements	Met	Not Met
<p>Ensure clinical learning facilities are adequate to support and deliver the RCVS Day One Skills for Veterinary Nurses.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing- Small Animal Assessment Guidance</i></p> <p><i>Lantra Awards Level 3 Work Based Diploma in Veterinary Nursing – Equine Assessment Guidance</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i></p> <p><i>Lantra Administration Guide for Veterinary Nursing Providers</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Quality Assurance Audit Report Form</i></p> <p><i>Training Practice Handbook for Veterinary Nursing</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report Form</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p><i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>There is clear guidance on the approval process for the Training Practice (TP) in the relevant handbooks. TP quality assurance approval and audit report forms are supplied for the Provider, thus ensuring a standardised approach.</p>	✓	
<p>Ensure students are enrolled with the RCVS prior to undertaking clinical placement (in order to comply with legislation).</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i></p> <p><i>Lantra Administration Guide for Veterinary Nursing Providers</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p>	✓	

<p><i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The need for RCVS enrolment is clear across all the handbooks and it is clearly stated that the SVN cannot undertake any Schedule 3 tasks or work towards their work-based assessment until this is in place. The sentence that states the SVN can only carry out Schedule 3 procedures in their own training practice may cause confusion where a secondment practice is being used, therefore the panel suggests that this is amended to include secondment practices where necessary.</p>		
<p>Ensure students are actively learning and adequately supervised in all clinical learning environments.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing114</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Lantra Guide to Clinical Supervisor Training for Veterinary Nursing for Veterinary Nursing</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>There are details in the provider handbook stating that providers must obtain feedback from students. The TP approval and audit forms will monitor the suitability of the TP and Clinical Supervisor. The use of online forums for the learner to give feedback is mentioned briefly, and it is suggested that more information is given around this. There is a clear complaints procedure in place.</p>	✓	
<p>Ensure clinical learning environments are provided for every student, within a RCVS listed training practice or auxiliary training practice, for a minimum duration of hours as stipulated in the RCVS Veterinary Nurse Registration Rules.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p>	✓	



<p><i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The evidence submitted clearly demonstrates compliance with this requirement.</p>		
<p>All students must have sufficient time within the programme to achieve the Veterinary Nurse Registration Rules hours requirement.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The evidence submitted clearly demonstrates compliance with this requirement.</p>	✓	
<p>Ensure all students are allocated a clinical supervisor responsible for confirming competency of RCVS Day One Skills for Veterinary Nurses. All clinical supervisors must be RVN or MRCVS (UK practising), be experienced and able to demonstrate an experienced level of clinical skills and ongoing professional development.</p> <p><i>Evidence reviewed:</i>  <i>Job Descriptions</i>  <i>Job Requisition Form</i>  <i>Role Profile Form</i>  <i>Recruitment and Selection Process</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i></p>	✓	

<p><i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Lantra Guide to Clinical Supervisor Training for Veterinary Nursing</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Although the evidence provided demonstrates that this requirement is met, the panel suggests that provision of more guidance on clinical supervisor standardisation, especially for those supervisors who have trained elsewhere, will ensure that all supervisors are given some training specific to the Lantra Awards programmes.</p>		
<p>Maintain accurate records of student clinical learning environment attendance and provide these to RCVS upon request.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>This is clearly detailed in the learner handbook. The panel suggests that this is also included in the provider and TP handbooks.</p>	✓	
<p>There must be sufficient TP support available for all recruited students.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p>The evidence submitted clearly demonstrates compliance with this requirement.</p>	✓	

<p>Ensure that training practices either hold a primary affiliation with the Accredited Education Institution itself or its delivery site, or, where the training practice is to hold a secondary affiliation, that the training practice also holds a primary affiliation elsewhere and is an RCVS listed practice.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p>The Provider and the TP handbooks clearly detail the need for a primary affiliation and that this must be an RCVS listed training practice.</p>	✓	
<p>Ensure that where a secondary affiliated training practice is used there is a Memorandum of Understanding and robust communication between the Centre responsible for the secondary affiliated training practice and the Accredited Education Institution.</p> <p><i>Evidence reviewed:</i></p> <p><i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i></p> <p><i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i></p> <p><i>Lantra Provider Guidance Handbook for Veterinary Nursing</i></p> <p><i>Lantra Provider Quality Assurance Approval Form</i></p> <p><i>Lantra Provider Guidance for Training Practices</i></p> <p><i>Lantra Training Practice Quality Assurance Approval Form</i></p> <p><i>Lantra Training Practice Quality Assurance Audit Report</i></p> <p><i>Lantra Provider Handbook for Veterinary Nursing v0.3</i></p> <p><i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p>There is guidance within the provider and TP handbook explaining primary and secondary affiliation and the need for the provider to have a Memorandum of Understanding (MoU) with the TP. It makes it clear that where the TP holds a primary affiliation with another provider, the provider will need to set out a MoU with the TP. However, it does not make it clear that there should be robust communication between the centre responsible for the TP and the Accredited Education Institution.</p>		✓
<p>Be compliant with the RCVS standards framework for veterinary nursing education, including clinical requirements for all periods of learning undertaken outside the UK and comply with all relevant legislation and UK animal care and</p>	✓	

<p>welfare standards (including the Veterinary Surgeons Act 1966).</p> <p><i>Evidence reviewed:</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra's Provider Agreement for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i></p> <p>The Provider handbook clearly sets out the requirement for Providers to contact Lantra should approval of a TP outside the UK be considered.</p> <p>This is not currently relevant.</p>		
<p>Ensure clinical learning experiences are tailored to the student's stage of learning, competences and programme outcomes.</p> <p><i>Evidence reviewed:</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Nursing Progress Log</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Lantra Guide to Clinical Supervisor Training for Veterinary Nursing</i>  <i>Nursing Progress Log</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form.</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>The TP handbook clearly demonstrates that workplace learning should be tailored to support the provider's delivery, and that schemes of work should be reviewed and used to identify suitable areas of the RCVS Day One Skills for Veterinary Nursing to work towards. Further details of the qualification and scheme of work here would support this further. Clinical supervisor training and standardisation will also strengthen this.</p>	✓	

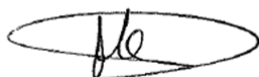
<p>The veterinary team contribute to learning in the clinical environment in accordance with the RCVS Codes of Professional Conduct.</p> <p><i>Evidence reviewed:</i>  <i>Training and Development Policy</i>  <i>Behaviours Framework</i>  <i>Our Values and Behaviours</i>  <i>Values Champions</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Lantra Provider Application Form for Veterinary Nursing Qualifications</i>  <i>Lantra Provider Agreement for Veterinary Nursing Qualifications 2021-22</i>  <i>Lantra Administration Guide for Veterinary Nursing Providers</i>  <i>Lantra Provider Guidance Handbook for Veterinary Nursing</i>  <i>Lantra Provider Quality Assurance Approval Form</i>  <i>Lantra Provider Quality Assurance Audit Report Form</i>  <i>Nursing Progress Log</i>  <i>Expert Witness Statement Form</i>  <i>Lantra Handbook for Veterinary Nursing Delivery, Assessment and QA Staff</i>  <i>Lantra Guide to Clinical Supervisor Training for Veterinary Nursing</i>  <i>Lantra Provider Guidance for Training Practices</i>  <i>Lantra Training Practice Quality Assurance Approval Form</i>  <i>Lantra Training Practice Quality Assurance Audit Report Form</i>  <i>Lantra Provider Handbook for Veterinary Nursing v0.3</i>  <i>Training Practice Handbook for Veterinary Nursing v0.5</i>  <i>Learner Handbook for Veterinary Nursing v0.8</i></p> <p>Both the Provider and TP handbooks include the need for the whole veterinary team to play a role in the learner's training and that the team should be made aware that they should all participate in the training. The panel suggests adding the need for internal and external quality assurers to monitor that this is happening.</p>	✓	
<p><b>Conclusion:</b></p> <p>Lantra Awards has provided good, detailed evidence that supports the requirements of this standard. The handbooks are very detailed and well-structured, they are easy to follow making finding the relevant information straightforward.</p> <p>The use of the Lantra TP approval and audit forms will provide a standard approach to the monitoring of the clinical learning environment.</p> <p>Some amendments and further details would strengthen these further, as listed in the suggestions below.</p>		
<p><b>Suggestions:</b></p> <ul style="list-style-type: none"> <li>a. Amend the handbooks to include undertaking schedule 3 procedures in secondment practices where necessary.</li> <li>b. Further information and guidance around the use of online learner forums to gain feedback would be beneficial.</li> <li>c. Consider providing more guidance on clinical supervisor standardisation training.</li> </ul>		

- d. Include details of the requirement to record clinical training attendance and absence, as detailed in the Learner Handbook, within the Provider and TP Handbooks.
- e. Consider adding further detail to the TP Handbook regarding utilisation of course structure/schemes of work to tailor the practical learning and include information from the assessment guidance here.
- f. Consider adding a section to the TP approval/audit forms for the IQA to check the compliance of the whole veterinary team contributing to learning in the clinical environment in accordance with the RCVS Codes of Professional Conduct.

**Actions:**

- a. Include the need for Providers using TPs affiliated to another Provider, to have in place a Memorandum of Understanding with both the Provider and Accredited Education Institution for that secondary affiliated TP.

Signed on behalf of Lantra:  
Marcus Potter, Chief Executive



Date: 17<sup>th</sup> June 2021