



## Advancement of the Professions Committee Meeting

07 October 2025 @ 10am

Virtual Microsoft Teams

## **Advancement of the Professions Committee (APC)**

**07 Oct 2025, 10:00-13:00 Remote via Microsoft Teams**

### **Agenda**

- 1. Apologies for absence, declarations of interest and welcome (5 mins)**
- 2. Matters arising and minutes of the meeting held on 07 May 2025 (5 mins)**
- 3. Workstream Updates (15 mins)**
- 4. Oral Update: RCVS Knowledge (5 mins)**
- 5. Oral Update: Vital transitions MMI International (5 min)**
- 6. Oral Update: VN Futures (10 mins)**
- 7. Tea Break (10 mins)**
- 8. Discussion: UKHACC Paper (45mins) – Confidential Annex A**
- 9. AOB**
- 10. Date of next meeting 04 February 2026 (in-person)**

<b>Summary</b>	
Meeting	APC
Date	7 May 2025
Title	Advancement of the Professions Committee Report 07 May 2025
Summary	To note the attached minutes of the meeting held on 07 May 2025
Decisions required	None
Attachments	Classified appendix ( <b>confidential</b> )
Author	Stephanie Taylor  Advancement of the Professions Administrator s.taylor@rcvs.org.uk

<b>Classifications</b>		
<b>Document</b>	<b>Classification<sup>1</sup></b>	<b>Rationales<sup>2</sup></b>
Paper	Unclassified	
Classified appendix	<b>Confidential</b>	<b>1, 2, 3, 4</b>

**<sup>1</sup>Classifications explained**

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

**<sup>2</sup>Classification rationales**

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

## Minutes of the Advancement of the Professions Committee Meeting Held In-Person at 10:00

### Members:

Dr S Paterson (Chair)	RCVS President, Council Lead for Environment and Sustainability, Lead for Leadership & Chair of the Advancement of the Professions Committee
Dr L Allum*	Chair of Mind Matters Initiative and RCVS Council Member
Mrs B Andrews-Jones *	VN Council Chair, Chair of Innovation
Ms A Boag (Observer) *	Chair of Board of Trustees for RCVS Knowledge
Mr J M Castle	RCVS Lay Council Member
Dr T Gardiner	Diversity and Inclusion Working Group Chair, and Lead for Global Development
Ms L Lockett	RCVS CEO and Vet Futures Project Board
Mr Simon Williams	VN Futures Project Board
Dr Niall Connell	Chair of the Fellowship Board

### In attendance:

Mrs A Belcher	Director for Advancement of the Professions
Mrs G Gill	Leadership and Inclusion Manager
Mrs Rapinder Newton	Mind Matters Initiative Lead
Mr S Hurley	Mind Matters Initiative Senior Officer
Mr L Emeka *	Diversity and Inclusion Senior Officer
Ms A Youngs	Fellowship and Leadership Senior Officer
Mrs Tash Goodwin Roberts	Projects Implementation Manager
Miss S Taylor	AP Administrator

Mrs J Dugmore *	Director of Veterinary Nursing
Miss J Macdonald	VN Futures Project Lead
Ms Katie Mantell	RCVS Knowledge CEO
Mr I Holloway	Director of Communications
Mr L Bishop	Media and Publications Manager
Mrs Abi Hanson	Media and Publications Officer
Mr B Myring	Policy and Public Affairs Manager
Mr M Sundhu	Policy and Public Affairs Officer
Dr Vicki Bolton	Research Manager
Ms Cheryl Walmsley	Head of Media and Content
Ms Emma Hawkins	Facilities Co-Ordinator and Chair of RCVS Green Team
Ms Clare Paget	Registrar and Director of Legal Services

**External:**

Dr Jackie Hargreaves	Senior Lecturer in Sport and Exercise Psychology at Leeds Beckett University
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\* apologies

**Welcome and Apologies for Absence**

1. The chair welcomed all present to the meeting and introduced Clare Paget as RCVS Registrar, Cheryl Walmsley as RCVS Head of Media and Content and Emma Hawkins as RCVS Facilities Co-Ordinator and Chair of RCVS Green Team.
2. Apologies were received from Louise Allum, Belinda Andrews-Jones, Amanda Boag, Lloyd Emeka, and Julie Dugmore.
3. No new declarations of interest were received.

**Discussion: Implementing the Strategic Plan (Annex A) Confidential**

4. This information is available in the classified appendix.

**Workshop: UKHACC Eleven Commitments (Annex B) Confidential**

5. This information is available in the classified appendix.

**Presentation: MMI Funded Research Project (Annex C) Confidential**

6. This information is available in the classified appendix.

**Matters arising and minutes of the meeting held on 05 February 2025**

7. Minutes from 05 February 2025 meeting were approved.

**Workstream Updates**

8. Discussions to decide the themes for Fellowship Day 2025 are currently underway.
9. Reflected on the alignments between the RCVS Knowledge strategy and the RCVS strategy including RCVSK's work on contextualised care, quality improvement, human factors and veterinary evidence. Also touched on the possibility of collaborating with individual vet schools to create historical education pieces.
10. It was noted that the MMI and RCVS Communications Teams are collaborating to build a framework for using analytics to measure impact.
11. The Reasonable Adjustments Campaign has been well-received via social media, with a high uptake of volunteers for the second campaign phase which will include case studies, blogs and interviews.
12. The first Workforce Ambitions Revisited Webinar has garnered a large amount of interest with over two hundred attendee sign-ups.
13. A presentation was given by the RCVS research manager at the Royal (Dick) Edinburgh Vet School on the theme of myth busting. The key workforce myth is that nearly half of vets leave the profession in their first 5 years; this myth is based on a misunderstanding. The presentation was received well, and plans are underway to improve the reporting of myth busting outputs on the new RCVS website.

**AOB**

14. No AOB was raised.
15. The date of the next meeting is 07 October, and it will be a virtual meeting. Times will be confirmed as soon as possible.

<b>Summary</b>	
Meeting	Advancement of the Professions Committee
Date	07.10.25
Title	Updates from APC Workstreams
Summary	<p>Provided below is an update on the outputs and outcomes of APC workstreams since the last Committee meeting in addition to looking forward to planned work for the next. Where relevant, also highlighted are matters arising as a result of these activities that would benefit from further APC scrutiny presently or in due course. The Summary is ordered as follows.</p> <ol style="list-style-type: none"> <li>i. Diversity &amp; Inclusion</li> <li>ii. Environment &amp; Sustainability</li> <li>iii. Fellowship of the RCVS</li> <li>iv. Global Development</li> <li>v. Leadership</li> <li>vi. Mind Matters Initiative</li> <li>vii. Workforce</li> <li>viii. RCVS Knowledge</li> </ol>
Decisions required	None
Attachments	None
Author	Charlie Coaker AP Officer / Secretary to APC c.coaker@rcvs.org.uk 020 8148 2577

<b>Classifications</b>		
<b>Document</b>	<b>Classification<sup>1</sup></b>	<b>Rationales<sup>2</sup></b>
Paper	Unclassified	N/A

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## Diversity and Inclusion Workstream Update

### Events, Outreach and Engagement

#### **D & I Networking Event**

1. A diversity and inclusion networking event will be held at Hardwick Street on 6 November for DIG members, wider affinity group members and others in the sector involved in Diversity and Inclusion work. Attendees will be given a tour of the building and there will be an opportunity to hear from speakers as well as networking activities.

#### **MMI symposium presentation**

2. The Diversity & Inclusion Senior Officer will present work on the reasonable adjustments 'Let's Talk Adjustments' campaign at the MMI Symposium on 10<sup>th</sup> October.

#### **CAW presentation**

3. The Leadership & Inclusion Manager will discuss the reasonable adjustments 'Let's Talk Adjustments' campaign and health passports at an MMI themed online session for College of Animal Welfare (CAW) on 19<sup>th</sup> November.

### Research

#### **Disability and chronic illness: student and early career report**

4. This additional report from Institute of Employment Studies (IES) includes further analysis undertaken by IES on experiences of students and early career veterinary professionals. This will be released with the health passport toolkit.

### Campaigns and Activities

#### **Let's Talk Adjustments Campaign**

5. Launched in February, the joint RCVS/MMI reasonable adjustments campaign 'Let's Talk Adjustments' closed at the end of August.

The campaign was set up in light of findings from the joint RCVS and British Veterinary Chronic Illness Support (BCVIS) [Disability and Chronic Illness in Veterinary Work and Education Survey](#) published in July 2024. Findings indicated a need to increase awareness about reasonable adjustments, promote wider discourse, and equip individuals and organisations with the knowledge to ensure they are effectively implemented in the working environment.

Over the course of the campaign, the resources and activities produced included:

- I. [Real stories and insights](#) – a case study series with inspiring stories from vets and vet nurses who have navigated health challenges and benefited from reasonable adjustments in the workplace, alongside manager insights.
- II. Key resources – information on [Disability inclusion](#), its benefits and why it's important, [Equality Act guidance](#) covering legislation and employer's obligations, and information on [Reasonable adjustments](#), what they are and different types of adjustments, including a comprehensive resource list.

- III. [Let's Talk Adjustments webinar](#) - a panel discussion with experts from the fields of workplace and clinical psychology and veterinary professionals with lived experience. The webinar explored reasonable adjustments in veterinary workplaces. 169 people attended, the majority of whom were managers. Of those who completed the evaluation, over 70% rated the webinar as excellent or good and 75% said they had a better understanding of reasonable adjustments in veterinary workplace environments as a result of attending.
- IV. For individuals with disabilities and chronic conditions, [Understanding occupational therapy in the workplace](#) – occupational therapy tips to boost workplace wellbeing, and occupational therapy guidance on fatigue self-management and achieving occupational balance.
- V. [Let's Talks Adjustments: a guide to discussing reasonable adjustments at work](#) – a short guide considering adjustments to enable disabled people to work well and have fulfilling careers. The aim of the guide is to support effective discussion of work adjustments between line managers and employees needing adjustments.

The campaign also promoted the new RCVS best practice guidance on reasonable adjustments for veterinary students ([vets](#) and [nurses](#)).

Engagement and feedback suggested the campaign has been very well received. We are now in the process of evaluating campaign impact, starting with social media polling on LinkedIn and Instagram.

### **Social media stats**

The social media campaign for 'Let's Talk Adjustments' launched in late February across three social media platforms (LinkedIn, Facebook and Instagram) and concluded in Mid-July. Social media posts were focussed on promoting equality act, legislation and disability inclusion content, real stories and insights with veterinary professionals and promotion for the webinar panel discussion event.

Engagement rates were consistently higher on LinkedIn in comparison to the other social media platforms and ranged from 7% - 28%. The highest engagement rate (28%) was for a LinkedIn post about the real stories and insights content in mid-July.

The social media posts were most frequently shared on Instagram with real stories and insights content generating the highest number of shares. A particular highlight was the Instagram post about the real stories and insights content in early July which received 46 shares.

The campaign has performed extremely well on social media with higher engagement rates than previous D & I campaigns such as Black History Month and Disability History Month. The breadth of content developed for the campaign has enabled a relatively consistent social media presence. The pertinence of the subject area and regular introduction of new content on social media are two factors that have contributed to the campaign's overall success.

The web page statistics from the campaign are provided below. At the time of writing, the sections on 'Reasonable Adjustments: a legal duty' and the 'Real Stories and insights series' have received the highest number of visits.

**Web page stats (27 February-12 September 2025)**

<b>Web page</b>	<b>Publication date</b>	<b>Views/ downloads</b>
<a href="#">Reasonable Adjustments campaign - Professionals</a>	Feb 2025	9,105
<a href="#">Reasonable adjustments: a legal duty - Professionals</a>	Feb 2025	2,506
<a href="#">Disability inclusion - Professionals</a>	Feb 2025	634
<a href="#">Equality Act guidance - Professionals</a>	Feb 2025	626
<a href="#">Real stories and insights - Professionals</a>	May-Aug 2025	1,914
<a href="#">Understanding occupational therapy in the workplace - Professionals</a>	July 2025	431
<a href="#">Let's Talks Adjustments: a guide to discussing reasonable adjustments at work</a>	Aug 2025	281/533

**Black History Month**

6. Planning for the 2025 Black History Month campaign is currently underway. This year's theme is "Standing Firm in Power and Pride" which is a tribute to the resilience, strength, and unwavering commitment to progress that defines the Black community across the globe.

A social media campaign will be launched in October with the objective of raising awareness of Black veterinary professionals and students excelling in their field and increasing awareness and knowledge of Black History within the veterinary profession.

**Courses, Content and Publications****Health passport project**

7. This project is currently in progress. A task and finish group was formed in the Summer with members of the VN and Education teams, and experienced external educators from the Universities of Bristol and Surrey.

A toolkit approach is being developed and the task and finish group agreed that there should be one set of documentation that can be used and adapted by individuals, workplaces and educational institutions. This includes a simple health passport template, information and guidance sections for individuals and organisations, examples and links to resources, and an FAQs section. The toolkit draft is currently undergoing review and amendments and should be ready for publication in late October/early November.

**Inclusive language guide**

8. The inclusive language guide is currently in progress and will be released later this year. The guide will explain some of the key terminologies across race and ethnicity, age, gender diversity and sexual orientation, disability, neurodiversity and mental health, and showcase language that is widely considered as inclusive. It is intended that the guide will be a resource that can help improve knowledge and inform daily interactions within veterinary workplaces.

### **EDI Fundamentals**

9. Due to the Let's Talk Adjustments campaign and other D & I projects, work on module development has been paused and will resume after Christmas with a view to the course now launching in Spring 2026.

### **Understanding Unconscious Bias**

10. This course was updated over the Summer. Minor changes were made to make the content easier to navigate. Some of the more text heavy sections were reduced and additional interactive exercises were incorporated. SRUC have requested use of the course as a basis for student lectures they are developing on Unconscious Bias. It has been agreed that the lectures can be designed using the same structure, paraphrase key information from the course, and use it as inspiration for scenario development, provided the RCVS Academy is attributed.

## Environment & Sustainability Update

1. The agenda for the September 2025 meeting includes a paper further developing the plan to meet the commitments of the UK Health Alliance for Climate Change (UKHACC). This has the potential to become a formal Environment & Sustainability plan for the College. Among other considerations the paper sets out how the RCVS might itself reach net zero (including working with Investors in the Environment towards the Silver level of accreditation), the possibility of the College declaring a climate emergency, the potential for revised staff travel and catering policies, and other measures.
2. In October the RCVS will host a 'Veterinary Sustainability Roundtable' on behalf of Vet Sustain, which will explore activities aimed at catalysing sustainability action in the veterinary professions and the wider animal sectors.

## Fellowship Update

### Events, Outreach and Engagement

#### Fellowship Day

1. The over-arching theme for Fellowship Day is 'One Health' and the Keynote speaker has been confirmed as Prof Matthew Baylis whose keynote speech is titled '*Future threats: how vector-borne diseases of animals are responding to a rapidly changing world*'.
2. Following the feedback from the previous event, two workshop sessions have been designed to compliment the theme of the event with the aim of engaging the audience and providing a springboard for projects the Fellowship can take forward.
3. Workshop Session One will be chaired by Dr Christianne Glossop and is titled 'Contagion and Control: the veterinary role in surveillance and disease response'. The audience will be separated into groups, each table with a question related to the title of the session. There will be opportunity for feedback and discussion and clear options on the next steps for Fellowship, whilst encouraging participation for the TAFG that will form from this.
4. Workshop Session Two has been titled 'Immediate Care, Lasting Legacy - Fellows shaping the frontline of animal emergency response' and will be chaired by Dr Adam Mugford FRCVS who will deliver an introduction to Fellowship's collaboration with British Animal Rescue and Trauma Association (BARTA), where the Large Animal Emergency Responder Guide was translated to suit small animals, and the increasing issues faced by the Fire Services and other Blue Light responders when dealing with animals in domestic settings. In this session, the audience will have the concept kit for the Fire Services Immediate Emergency Care Kit for Animals (additional equipment) showcased. The audience will then be separated into small groups and will be asked to discuss ideas based on emergency flashcards, with time for a discussion to gauge where there is appetite for the Fellowship to take some next steps.

### Campaigns and Activities

#### Disasters and Emergency Response Task and Finish Group

5. The Fellowship is finalising the collaborative work with BARTA on translating the Large Animal Emergency Responder Guide (aimed at large animals) to suit small animals. Current issues are that many of the blue light services do not know how to cater for animals in emergencies/disasters and some people caught up in these events will not leave a scene until their animal is safe. These situations are incredibly distressing for both the animal(s) and humans. We anticipate this should be ready by early October, with further projects following this.

#### Collaborations RCVS Knowledge

6. RCVS Knowledge had asked for contributions to the Veterinary Evidence journal, and the Fellowship team reached out to Fellows for contributors to encourage and promote collaboration between Fellowship and Knowledge. Knowledge had confirmed that they had received several positive responses.

**Other**

7. The Fellowship team are happy to announce that 51 of the 57 Fellowship applications this year were successful. All applicants have been informed, and we are expecting almost all of the awardees to be able to attend the ceremony.

## Global Development Update

### **Federation of Veterinarians of Europe**

The General Assembly of the Federation of Veterinarians of Europe was held in Leuven, Belgium between 25-28 June 2025. The FVE Board, including UK delegate Jane Clarke as Vice President, were re-elected for a second two-year term. The GA included an interactive session focused on the draft FVE strategy for 2026-2030.

Ben Myring attended the FVE Statutory Bodies Working Group in Brussels in September as a stand-in for Dr Sue Paterson. The EG agreed to focus on updating the template Code of Conduct, and mapping exercises comparing the regulatory regime for paraprofessionals, corporate ownership, and emergency care and out-of-hours service across Europe.

### **World Veterinary Association/American Veterinary Medical Association Congress 2025**

The RCVS attended the WVA/AVMA Congress in Washington DC in July. The International Accreditors Working Group also met during the Congress. Present were Lizzie Lockett, Ben Myring, Linda Prescott-Clements, and President Tim Parkin.

### **Ghana**

The RCVS has been approached by the Veterinary Council of Ghana about the possibility of the College assisting them to develop their regulatory functions, particularly in the area of Continued Professional Development. An initial meeting is scheduled for 24 September.

### **American Association of Veterinary State Boards Conference**

The CEO attended the AAVSB Conference in Cincinnati in September to learn more about current issues facing regulatory bodies in the US and Canada, and regulatory challenges on the horizon.

### **International Veterinary Regulators Network**

The IVRN hosts a biennial in-person meeting, usually to coincide with the Council on Licensure, Enforcement and Regulation (CLEAR) international meeting. This will take place in Wellington, New Zealand, in December. There will be RCVS attendance, and the CEO is organising two interactive sessions at the event.

### **Mind Matters International**

Work is ongoing with AVMA as part of the Mind Matters International project to organise a conference in 2026.

## Leadership Workstream Update

### Research

#### **Veterinary Leadership Development Project**

1. The Leadership & Inclusion Manager is working with the RCVS research team on a research project aimed at understanding the leadership competencies and development needs of veterinary professionals at different stages of their careers. The objective is to gather information that can be used to design a leadership development framework and evaluate the current and future leadership development needs of veterinary professionals. The project has cross workstream input from MMI and the VN team.

The project will involve two phases:

- i. Phase 1: Focus groups to gather views from vets and vet nurses on the leadership competencies (skills, experience, knowledge and behaviours) required at different career stages, learning preferences, current provision, and the impact of leadership on culture and well-being. This information will be used to inform the leadership framework.
- ii. Phase 2: Drawing on the leadership framework and data from phase one, a leadership survey will baseline the current level of skills and knowledge within the professions to guide future leadership development provision.

The project has been delayed due to difficulties recruiting participants to the focus groups for phase 1. At the time of writing recruitment is again taking place, using a different approach which is hoped will bolster responses and sign-ups. The focus groups will run in October, and the second phase of the project will commence in early 2026.

## Mind Matters Initiative Update

### Events, Outreach and Engagement

#### **CAW Clinical Supervisor Congress 2025**

1. Amy Martin RVN represented MMI at the College of Animal Welfare (CAW), Clinical Supervisor Congress 2025 on 16 July, and delivered a presentation on 'Supporting Veterinary Nurses to Thrive'.

#### **VetSupport Webinar**

2. MMI delivered a webinar to Vet Support volunteers on 9 July 2025, providing an update on MMI activity, promoting the symposium, RCVS Academy courses and other college activities.

#### **Vetnet Conference 2025**

3. Following success in 2024, Helen Silver-MacMahon RVN represented MMI at the 28<sup>th</sup> Vetnet Conference 2025 in Deventer, Netherlands, on 18 September, and delivered a presentation on 'How to thrive – building resilience for sustainable futures'..

#### **MMI Research Symposium 2025**

4. The fifth Mental Health Research Symposium, which will coincide with MMI's 10<sup>th</sup> anniversary celebrations takes place on Friday 10 October 2025 at The Eastside Rooms in Birmingham. Early Bird tickets all sold out and the team are making final preparations for the day.

#### **BVNA Congress VNJ Live 2025**

5. On Saturday 11 October 2025, grant recipients from 2023, Dr Jackie Hargreaves and Dr Faye Didymus at Leeds Beckett University will be presenting their SVN research at VNJ Live, part of the British Veterinary Nursing Congress 2025.

#### **MMI International Early Career 'Vital Transitions' Event**

6. A verbal update will be provided at APC on the MMI International workstream.

#### **MMI Taskforce**

7. A MMI Taskforce meeting took place on Monday 8 September, and included updates from the MMI team on recent activity, an overview from Vetlife on Helpline, as well as updates from Taskforce members.

### Research

#### **MMI Research Grants**

8. The second round of the new research grants programme saw a 100% increase in applications, with the assessment period taking place June - August 2025. Following assessment of proposals, MMI have awarded 1 x £5,000 Discovery Grant and 1x £15,000 Impact grant, which are subject to acceptance by the recipients. The recipients are due to be announced at the MMI Symposium on Friday 10 October 2025.

### **Campaigns and Activities**

9. MMI recognised PTSD Awareness Month in June, with a blog and launch of the 'Let's talk PTSD guide', developed in collaboration with Dr Aimee McKinnon, Clinical Psychologist.

### **Courses, Content and Publications**

#### **Applied Mental Health Science series**

10. In May 2025, MMI launched the Applied Mental Health Science series, which aims to raise awareness, and build knowledge and practical understanding of mental health and illness with a view to ensuring that everyone in the veterinary community has access to free, high-quality, inclusive, and evidence-based information relating to mental health that they can utilise. Our new 'Let's Talk' guides include topics on depression, anxiety, PTSD, OCD and perinatal anxiety and depression. Further guides are being planned for 2026. The guides are designed for individuals, and managers and leaders to learn about how they can better support their teams.

#### **RCVS Academy courses**

11. The Civility fundamentals course was launched in October last year. To date, 184 learners have completed the course in full, receiving an above average net promoter score of 39.
12. Two new courses have now been designed and developed between the MMI/Academy teams and external experts. Managing mental health in the workplace, and Suicide awareness fundamentals will be launched on World Mental Health Day 2025.

#### **Mental Health First Aid courses**

13. 8 x 2-day MHFA courses have so far been facilitated this year (including 1 in-person course in Scotland), with 1 further course due to take place in November 2025. Excellent feedback has been received from delegates. Further courses are being planned in 2026.

### **Other**

14. The MMI team has also been supporting work that is happening on the brand identity and website migration.

## Workforce Update

### Events, Outreach and Engagement

#### **BVA Live, The Foundations of Workplace Culture: Building a Thriving Workforce, 13 June 2025**

1. Following the previous APC meeting, the Director for Advancement of the Professions, Projects Implementation Manager and RCVS President ran a session exploring workplace culture in the veterinary professions. 34 delegates joined the session, engaging in discussion and sharing insights into the positive and negative elements of workplace culture they had experienced. Some key themes were drawn out around non-clinical CPD, flexible working and supporting mental health, which align with the ongoing work of the Advancement of the Professions team.

### Campaigns and Activities

#### **'Workforce Ambitions Revisited' webinar series**

2. The first six Workforce Ambitions Revisited webinars ran across May, June, and September 2025. These covered the following topics:
  - i. Where are we now? An overview of the Workforce Modelling.
  - ii. An attractive career for everyone, including those who have left
  - iii. General practice – a chosen pathway
  - iv. Improving client interaction and engagement
  - v. Welcoming a modern way of working
  - vi. Greater responsibility for veterinary nurses
3. These sessions saw strong delegate engagement and received consistently positive feedback. Recordings and resources are available on the RCVS website.
4. Delegate numbers and a sample of feedback can be found in Appendix A below.
5. The two remaining sessions are set to run through the autumn with topics and dates below:
  - i. Confidence, culture and recognition – 17 Oct, 11.45am
  - ii. Shape leaders at all levels – 07 Nov, 11.45am
6. Once the series has concluded, feedback and reflections will be collected and used to guide and support future developments and projects in the coming months.

### Courses, Content and Publications

#### **'Vet Return' Academy Course**

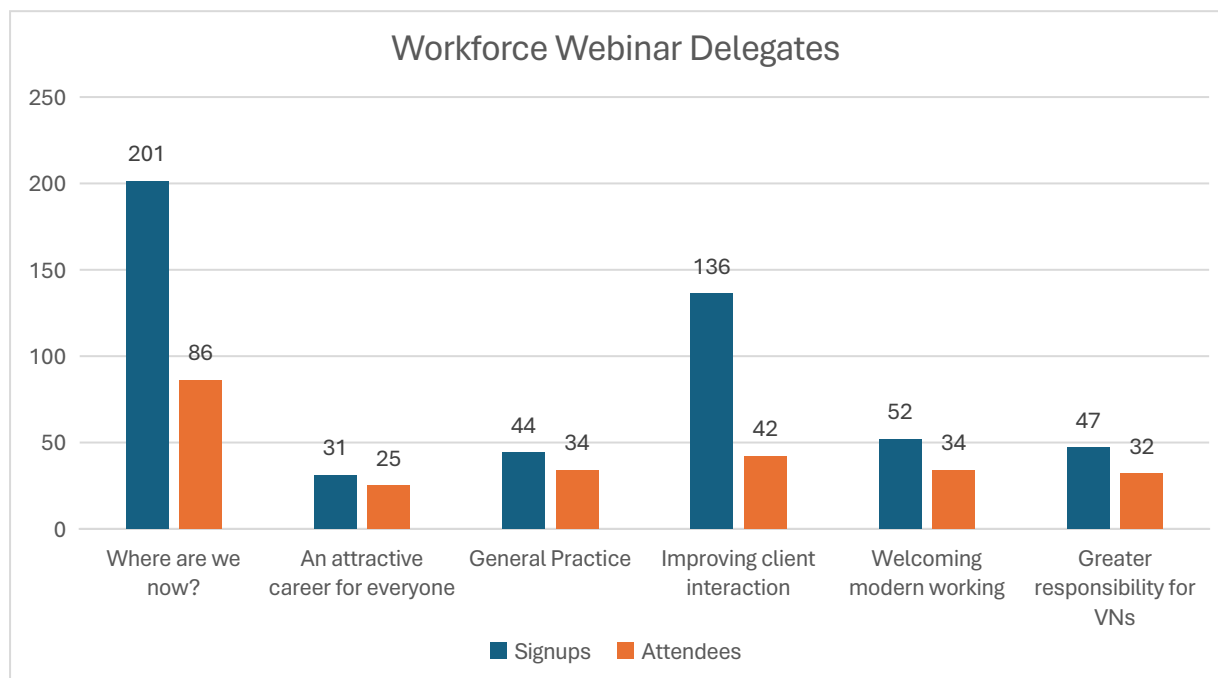
7. The 'Vet Return' Academy course launched on 5 June after a successful pilot and quality assurance checks. This course is designed to support veterinary surgeons returning to clinical practice following a break and aligns with the existing Vet Nurse Return course.
8. There are plans to run an Academy Live session on this during the Autumn, enabling delegates to work through some of the course content in a live setting. RCVS Academy Live sessions are

designed to be short, interactive, and highly engaging, offering plenty of opportunities for questions and lively discussions.

**Podcast content**

9. Working in collaboration with the Communications Team, the Director for Advancement of the Professions and Projects Implementation Manager are planning to release a series of podcast content focusing on the upstream regulation of the RCVS and how this supports the workforce.
10. The content will form the main feature for several episodes of the newly re-launched RCVS Podcast.
11. Topics and guests are still being finalised, but initial plans are to discuss:
  - i. Research
  - ii. Leadership
  - iii. Fellowship
  - iv. Mental Health
  - v. EDI
  - vi. Return to work
12. Each episode can be logged as CPD, and links/QR codes for 1CPD will be created to make this process as straightforward as possible.
13. Episodes are initially scheduled to be released monthly, starting in October 2025.

**Appendix A: Delegate numbers for Workforce Ambitions Revisited Webinars**



**Sample of feedback received**

'Points were well illustrated, informative and good to stimulate thoughts for future sessions'

'I truly valued the clear answers to the questions and the fact that the solutions offered were both sincere and practical. I gained insights that I will certainly apply in my clinical practice.'

'A positive approach to encouraging vets back into the profession with some structure added for the first time. Real life honest examples from the panel.'

'Well organised, good speakers, clear content'

'Great speakers in the panel, well chaired and kept things informative and on track.'

## RCVS Knowledge Update

### Developments and activities since May 2025:

#### Contextualised care research

1. Work is continuing on our mixed-methods research to identify the barriers and enablers for the delivery of contextualised care. The work aims to bring together insights from across the veterinary sector and from pet owners to create an evidence base for a roadmap of support for contextualised care.
2. Data collection was completed at the end of May, with more than 700 pet owners taking part in our survey and more than 400 completions of our survey of veterinary surgeons and veterinary nurses. In addition, 15 semi-structured interviews with people from across the veterinary sector (including veterinary educators, receptionists and practice managers) and two focus groups with pet owners were carried out by our research partner Kaleidoscope Health & Care. The research is being supported by a research grant from Battersea Dogs and Cats Home.
3. More than 60 people from across the veterinary sector, together with pet owners, came together in London in July for our second contextualised care event of the year: the National Summit on Contextualised Care. Participants heard initial findings from the data analysis and contributed to table discussions on what needs to be done, and by whom, to facilitate contextualised care, to feed into the development of the roadmap.
4. The report and roadmap will be published later this year.

#### Awards and events

5. At RCVS Day in July, we celebrated the winners of the [2025 RCVS Knowledge Awards](#):
  - i. QI to Lead Organisational Change (new category for 2025) champion: Linnaeus Medical Quality Team supported their practices to embed a culture of psychological safety through the reporting of safety incidents and near misses by practice teams.
  - ii. QI in Practice champion: Paragon Veterinary Referrals adapted the HUSH Huddles concept to their own local practice dispensary processes to reduce medication errors in ward patients.
  - iii. Antimicrobial stewardship champion: Animal Trust Dewsbury CIC, who aimed to reduce their use of highest-priority, critically important antibiotics (HPClAs) and ensure that any use followed the principles of good antimicrobial stewardship.
6. We continued delivery of our programme of Quality Improvement training and support, with an online Quality Improvement in a Day event in June, and a sold-out in-person Quality Improvement in a Day event for 60 people in Manchester in September.

### National Audit for Small Animal Neutering (NASAN)

7. The [NASAN report](#) was published in June, during Clinical Audit Awareness Week. The report provides a benchmark for complication rates for neutering of dogs, cats and rabbits. The report provides data from 72,256 neutering procedures carried out across the UK.
8. We continue to receive positive stories from users of the NASAN, for example, *“Having submitted data to NASAN now for a number of years on behalf of our large first opinion hospital, The NASAN has been a really useful insight into our surgical routines as well as the care we provide to our patients once they leave the building.”*

### Plowright Prize now open for submissions

9. We have opened a call for nominations for the [Plowright Prize](#), which recognises an individual who has made a significant contribution to the control, management or eradication of infectious diseases of animals.
10. The biennial £100,000 prize is made in memory of the eminent veterinary virologist Walter Plowright and is made possible due to a generous legacy donation given to the charity.
11. The winner of the 2025/26 Prize will be announced in summer 2026 ahead of RCVS Day.
12. We have released a new [podcast with the winner](#) of the 2023/24 Plowright Award, the microbiologist and poultry expert Professor Fiona Tomley, who shares how she is using the Prize fund to set up an international mentoring network for early-stage OneHealth researchers.

### Move of archives and historical book collection to Hardwick Street

13. The RCVS historical book collection and archival material was moved in June from Westminster Archive Centre into Hardwick Street.
14. Having access to this material on-site, with enhanced space to explore more of the archives, will enable more opportunity to showcase the materials to those visiting the building.

### Veterinary Evidence

15. Our diamond open-access journal *Veterinary Evidence* has passed the final, technical review stage for its inclusion in PubMed Central. This is a significant milestone for the journal and will enhance its impact and discoverability for veterinary professionals worldwide.
16. We are working with the RCVS Fellowship to encourage their involvement with the journal as peer reviewers and editors.

### InFOCUS journal watch

17. This summer we exceeded 10,000 subscribers to [InFOCUS](#), our journal watch that scans over 100 veterinary journals for newly published evidence relevant to the general practitioner, including all the major peer-reviewed journals, as well as specialist sources and other outlets.
18. A new [evidence collection](#) created this summer as part of the journal watch brings together key references from the published evidence related to anti-nerve growth factor monoclonal antibodies.

### Upcoming activities

19. Contextualised care research report to be published.
20. Sessions at London Vet Show on contextualised care (RCVS Knowledge clinical leads Sally Everitt and Julie Gibson), at British Cattle Veterinary Association and SPVS on ruminant antibiotic stewardship and Quality Improvement (by RCVS Knowledge clinical lead Fiona Lovatt and Julie Gibson, respectively).
21. Canine Cruciate Registry benchmarking report to be published
22. Launch of RCVS Knowledge website

<b>Summary</b>	
Meeting	Advancement of the Professions Committee (APC) Meeting
Date	7 October 2025
Title	The UK Health Alliance on Climate Change (UKHACC) commitments <b>Confidential</b>
Summary	This paper sets out an approach to meeting the UKHACC commitments on climate change, as the core of an RCVS Environment & Sustainability Plan.
Decisions required	APC is asked to approve the approach set out in the paper.
Attachments	
Author	Mark Sundhu Policy and Public Affairs Officer <a href="mailto:m.sundhu@rcvs.org.uk">m.sundhu@rcvs.org.uk</a>

<b>Classifications</b>		
<b>Document</b>	<b>Classification<sup>1</sup></b>	<b>Rationales<sup>2</sup></b>
Paper	<b>Confidential</b>	2