

Veterinary Nurses Council

Tuesday 8 September 2026 at 10.00am at the Royal College of Veterinary Surgeons, 1 Hardwick Street, London EC1R 4RB

Agenda

	Classification ¹	Rationale ²
1. Welcome to new members and introductions	Oral report Unclassified	n/a
2. Apologies for absence	Oral report Unclassified	n/a
3. Declarations of interest	Oral report Unclassified	n/a
4. Obituaries	Oral report Unclassified	n/a
5. Minutes of meeting held on 13 May 2026		
i. Unclassified minutes	Unclassified	n/a
ii. Classified appendix	Confidential	2,3,4
6. Matters arising Any matters arising	Oral report Unclassified	n/a
7. CEO update	Unclassified	n/a

Matters for decision by VN Council and reports from Committees (unclassified items)

8. VN Education Committee		
8.01 Minutes of meeting held on 25 June 2026	Unclassified	n/a
8.02 Minutes of meeting held on 19 August 2026	Unclassified	n/a
9. Reports from RCVS Committees		
9.01 VN Preliminary Investigation Committee	Unclassified	n/a
9.02 VN Disciplinary Committee		

Please note: details of disciplinary cases are found on the website,
see: <https://www.rcvs.org.uk/veterinary-professionals/conduct-and->

[guidance/concerns-about-veterinary-professionals/disciplinary-committee-hearings](#) and navigate to the individual cases from there.

9.03	Standards Committee	Oral report	
9.04	Advancement of the Professions Committee -	Oral report	
9.05	Registration Committee	Oral report	
10.	Communications report	Oral report Unclassified	
11.	Any other business (unclassified)	Oral report Unclassified	
12.	Date of next meeting Wednesday 18 November 2026		
Confidential and private items (closed session)			
13.	Minutes of meeting held on 13 May 2026 Matters arising		
14.	Draft budget for 2027	Confidential	1,4
15.	Policy, Innovation and Public Affairs update	Oral report	
	15.01 Competition and Markets Authority (CMA)		
	15.02 Department for the Environment, Food and Rural Affairs (Defra)		
	15.03 Nurse prescribers		
16.	VN Education Committee confidential items		
	16.01 Confidential items from meeting of 25 June 2026	Confidential	2,3,4
	16.02 Confidential items from meeting of 19 August 2026	Confidential	2,3,4
17.	Risk Register		
	17.01 Update on changes since the previous meeting	Oral report	
	17.02 Items identified from the meeting to add to Risk Register	Oral report	

18. **Any other business (confidential items)**

Oral report

Annette Amato
Secretary, VN Council
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¹Classifications explained

Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.
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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.

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Private	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

Summary

Meeting	Veterinary Nurses Council
Date	8 September 2026
Title	VN Council Minutes 13 May 2026
Summary	Minutes of meeting held on Wednesday 13 May 2026
Decisions required	To approve the unclassified minutes and classified appendix
Attachments	Classified appendix (confidential)
Author	Annette Amato Committee Secretary a.amato@rcvs.org.uk / 020 7202 0713

Classifications

Document	Classification ¹	Rationales ²
Paper	Unclassified	n/a
Classified appendix	Confidential	2,3,4

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Veterinary Nurses Council

Minutes of the meeting held at the Royal College of Veterinary Surgeons, 1 Hardwick Street, London EC1R 4RB on Wednesday 13 May 2026

Members:

Mrs Belinda Andrews-Jones	Chair
Mrs Anita Bickerdike	
Ms Jessica Franklin	
^Ms Lisa Grainger	
Mrs Susan Howarth	
Mr Tim Hutchinson	
Dr Zara Kennedy	
*Mrs Katherine Kissick	
^Mrs Bethan Pinhey	
Mr Matthew Rendle	
Ms Stephanie Richardson	
Miss Hannah Welsman	
*Mr Simon Williams	
Mrs Kirsty Young	Vice-Chair

*Denotes absent

^Denotes remote

In attendance:

Mrs Annette Amato	Committee Secretary
Mr Luke Bishop	Media and Publications Manager (<i>open session</i>)
Dr Vicki Bolton	Research Manager (<i>confidential session</i>)
^Mrs Julie Dugmore	Director of Veterinary Nursing
Miss Shirley Gibbins	VN Qualifications Lead
Mrs Victoria Hedges	VN Examinations Quality Lead
Ms Gemma Kingswell	Head of Legal Services (Standards) (<i>confidential session</i>)
Ms Lizzie Lockett	Chief Executive
Ms Clare Paget	Registrar
Mr Simon Wiklund	Head of Legal Services/Assistant Registrar (<i>confidential session</i>)

Guests:

Miss Sarah Holliday	British Veterinary Nursing Association (BVNA) resident (<i>open session</i>)
Mr Chris Simpson	Vet Times (<i>open session</i>)

Chair's introduction

1. The Chair welcomed Council and guests and outlined the order of the meeting. Council was reminded not to use unsupported and unauthorised artificial intelligence (AI) software when attending College meetings, including to summarise Private and Confidential papers.

Apologies for absence

2. Apologies for absence were received from Kathy Kissick and Simon Williams.

Declarations of interest

3. There were no new declarations of interest to report.

Obituaries

4. No written obituaries had been received. Council, staff and guests stood to observe a minute's silence for all members of the professions who had passed away since the last meeting.

Minutes of meeting held on 25 February 2026

5. The minutes of the meeting held on 25 February 2026 were approved as a correct record.

Matters arising

6. There were no matters arising on the previous minutes.

CEO update

7. The CEO gave a brief oral update on recent activities and would provide further updates in the confidential session.
8. Work was still ongoing with the new Customer Relationship Management (CRM) system – the College's database. This had been a very long project, with over 60,000 vets and vet nurses, plus the practice information, as well as a huge number of changes being made on a regular basis. The last significant update of the system had been thirteen years ago. Work was on track for a launch in mid-June.
9. The new website had been launched earlier in the year, and the new Find a Vet section, which was contingent on the database, was also due to be launched in the same time-frame as the database. Communications to the professions had started and there would be further to come as the launch progressed.

10. The membership of RCVS committees and subcommittees for the next presidential year was being reviewed with the incoming President, taking into account feedback from the Chair and the Director of Veterinary Nursing (DoVN). The membership would be confirmed in the next month or so. Other preparation work was taking place for RCVS Day in July.
11. There had been a Team Together Day for all the RCVS staff two weeks previously, the theme being building bridges and bringing the outside in, which was a core part of the theme for the Strategic Plan. There had been two panel sessions, one of which had been attended by the VNC Chair alongside three College Council members, and another panel session with regulated professionals including a veterinary surgeon, a veterinary nurse, and two of the staff team who are regulated accountants and lawyers. There had also been other inspirational speakers including a deaf veterinary nursing assistant who spoke through an interpreter, which raised awareness of the challenges for veterinary professionals and animal owners with disabilities, and how the College could better gear its services to support them, and to help veterinary professionals to do that.
12. The annual staff survey would be taking place soon, looking at staff satisfaction across a range of areas, and this would feed into action plans for the coming year.

Veterinary Nurse Education Committee (VNEC)

12. Susan Howarth, Chair of the VNEC, presented the unclassified minutes of the two meetings of the VNEC that had taken place since the last meeting of Council, and highlighted a few points that had been discussed.
13. **Meeting held on 19 February 2026.** The Committee had approved a programme change request from the University of Greenwich and had considered a number of reports covering ongoing quality monitoring activities, both for the accredited licence to practise and post-registration qualifications.
14. **Meeting held on 21 April 2026.** The Committee had welcomed a new Further Education (FE) student representative. The *VN Education* newsletter had been published in April on the RCVS website. The link had been sent to all VN Council members. The Committee had been updated about the VN Educators Conference that was due to take place on 17 June. VNEC had also been updated on the venue for the pre-registration Objective Structured Clinical Examination (OSCE). With effect from 2027, this examination would be delivered at the RCVS premises in Hardwick Street. The facilities were very suitable and would allow different floors to be used for the examiners and candidates. The equipment would be stored at the RCVS. Although there were likely to be only two examinations each year, it would be easier to plan additional sessions if required.
15. The Committee had also considered the usual quality monitoring reports on the Accredited Education Institutions (AEIs) and had been presented with an annual summary of the analysis of the annual self-assessment reports from the various providers, with their risk ratings.

16. The Committee had noted a paper setting out the enrolments for the Certificate in Advanced Veterinary Nursing (CertAVN) in each academic year since the initiation of the qualification, as well as the number of certificates completed, and had been pleased to hear from the DoVN that feedback from CertAVN holders at various VN Vision events over the past two years had indicated that they felt valued both in terms of their skills and financially. It was hoped that with changes in legislation, specific skills could be attached to the different CertAVN qualifications and would also tie into the advanced practitioner and prescriber roles that were being developed.
17. Council ratified the unclassified sections of the VNEC minutes from 19 February 2026 and 21 April 2026.

Report on registration of veterinary nurses educated outside the UK

18. The VN Examinations Quality Lead (VNEQL) presented the annual summary of applications for registration and assessment of qualifications from nurses educated outside the UK, covering the period between 1 April 2025 and 31 March 2026, with figures for the previous year shown for comparison. Details of the application process were provided, as well as a list of the common qualifications submitted; those qualifications that were accepted for direct registration; those where holders were required to sit the pre-registration examination but were not required to submit the full application as the qualification details were known to the RCVS and those who needed to submit a full application with syllabus. The different categories were explained in detail.
19. Council's attention was drawn to trends in the current reporting year. There had been a steady decline in applications since the UK left the EU, with 63 completed applications, 10 fewer than in the previous year. A total of 40 applicants educated outside the UK had joined the Register in the reporting period. These would not necessarily be those who had applied during the year but could include some who had applied in previous years and had now passed the examinations.
20. The overall number of overseas-educated nurses on the Register remained unchanged, with 590 on the register on 31 March 2025 and the same number on 31 March 2026. Analysis of the data showed that there had been movement both ways, with some nurses restoring to the Register after an absence away, and others leaving who had been practising for a number of years. The detailed information was provided in the paper.
21. A member commented that there had been an increased interest and appetite for veterinary nursing within Asia recently, which might result in more applicants in the future. The VNEQL added that there were 40 veterinary nurses on the Register who had been educated in Hong Kong, and these had all remained on the Register since they joined, although were likely to be working in Hong Kong.

Report on temporary student enrolments

22. Council noted a paper setting out information on the number of temporary enrolments from students on a veterinary nursing course outside the UK. A maximum of twelve weeks of work experience was allowed, which could be undertaken in one block, or several shorter blocks provided the application had been supported by the education provider and the practice. There had been an increase in applications during the reporting period.

Reports from RCVS Committees

Registered Veterinary Nurse Preliminary Investigation Committee (RVN PIC) Annual Report

23. The Chair of the RVN PIC sent his apologies that he was unable to attend the meeting to introduce the Annual Report and would be very happy to answer any questions outside of the meeting, or to attend another VNC meeting if required. Council noted the report that had been circulated with the agenda, and there were no questions or comments.

Advancement of the Professions Committee (APC)

24. The Chair of the APC, Zara Kennedy, provided an update on three main areas that had been covered at the APC meeting the previous week.
25. **Mind Matters Initiative (MMI).** Collaboration had continued between the MMI and the Practice Standards Group on the work they had been carrying out on Mental Health First Aid training and towards the development of new suicide prevention resources, linked to the updated Practice Standards Scheme (PSS) suicide prevention requirements. A huge amount of effort had been put into this work, and the resources were very clear and concise, with end users very much in mind. Links could be accessed through the Mind Matters and Practice Standards sections of the website. MMI had also developed some newer management-focused CPD sessions.
26. **Health passport (Tailored Adjustment Passport – TAP).** The RCVS TAP toolkit and passport project that had been reported at the last meeting was progressing well. There had been a slight delay to the planned launch, due to some additional guidance being developed based on external feedback. The launch was now planned to take place in June.
27. **Sustainability.** The Committee had held a discussion around the sustainability work with the RCVS, the plan being to include work towards Investors in the Environment re-accreditation and exploring sector-wide net zero approaches. This would be discussed in detail at the next APC meeting in October, focusing on sustainable policies, carbon offsetting and how the RCVS could support environmental leadership.

Standards Committee

28. Matthew Rendle reported on the unclassified items from the April meeting of the Standards Committee. Chapter 13 of the Supporting Guidance to the Code of Professional Conduct regarding clinical and client records had been discussed again and ultimately approved for

publication. The Committee had discussed in detail the wording around time limits for retaining clinical records, including factors such as limits set by insurers and medicines regulations.

Registration Committee

29. There were no VN-related matters to report from the Registration Committee.

RVN Disciplinary Committee

30. The reports of the VN disciplinary hearings that had taken place since the previous meeting of the Committee had been uploaded into the library areas of the VN Council BoardEffect platform, for information.

Communications report

31. The Media and Publications Manager provided an overview of recent VN-related activities in the Comms Department.
32. **Honours and Awards.** The recipients of the RCVS Honours and Awards had been announced at the end of April. The Golden Jubilee Award recipient would be Samantha Fontaine RVN, a senior lecturer in veterinary science and education at the University of Glasgow, recognising her contribution to postgraduate veterinary nurse education and clinical practice. Helen Silver MacMahon RVN would receive the Inspiration Award, for leadership and development, particularly around practice culture. Both would be formally presented with their awards at Royal College Day in July.
33. **Mental Health Awareness week.** Work was being carried out to coincide with Mental Health Awareness week, to including promotion of current research projects and looking at how to integrate mental health into the curricula.
34. **RCVS Academy.** The Academy had recently launched a new course for student veterinary nurses on stepping into clinical practice, which had been promoted by newsletters and social media.
35. **Events.** Veterinary Nurses Day held at the Edinburgh Assembly Rooms on 6 May had been a very successful event, with 450 attendees, including 147 newly registered VNs, three recipients of the Certificate in Advanced Veterinary Nursing, and one RVN who had returned to the Register having completed a period of supervised practice. The Chair added that this had been her last VN Day as Chair, having attended six in total, and said what special and memorable occasions these always were. She had chatted after the ceremony to RVNs who had attended from all over the UK.
36. Other recent and upcoming events included a VN Vision RCVS Academy Live session held on 12 May, a series of VN Academy lunchtime webinars and the VN Educators conference

on 17 June. The next Regional Question Time would be held in Edinburgh, in a week's time.

VN Council membership

37. **Confirmation of membership.** The Chair confirmed that Anita Bickerdike and Stephanie Richardson had both been re-appointed for further three-year terms as lay members of Council.
38. **Thanks to retiring members.** The Chair reported that this would be the last VN Council meeting for Simon Williams and Matthew Rendle, although unfortunately Simon Williams was unable to attend today's meeting.
39. Simon Williams had been elected to VN Council three years previously and had since sat on the Diversity and Inclusion Group, the Legislative Change Working Party and the Advancement of the Professions Committee, and had chaired the VN Post-registration Framework Working Party. The Chair put on record her thanks to Simon for his enthusiasm in all these roles and for being a great role model for the diversity of careers that can come with a veterinary nursing qualification, having worked in clinical practice, in animal welfare governance in the British Army and in industry.
40. Matthew Rendle had been an elected member of VN Council since 2016 and was Chair from 2020 to 2023. During his time chairing VN Council there had been some major developments in the profession, including VNs earning the right to become Practice Standards Scheme Assessors, the 20,000th veterinary nurse joining the Register and the 60th anniversary of veterinary nursing, which had been celebrated at a special event hosted by Matthew at the Oxford Museum of Natural History. Matthew had been a fantastic ambassador for VN Council, the profession and male veterinary nurses in particular, representing VN Council on the CPD Review Group, the Advancement of the Professions Committee, Standards Committee and the VN Futures Board, among others. The Chair thanked Matthew personally for his wonderful support and mentorship.
41. Council expressed their appreciation and thanks to Simon and Matthew and hoped to see them both at the AGM in July to formally thank them again.

Any other business (unclassified)

42. The Chair of VN Education Committee noted that Shirley Gibbins, the VN Qualifications Lead, would be leaving the College at the end of May, and thanked her for her contributions to VNEC. Council wished her well for the future.

Election of Chair and Vice-Chair for 2026/2027

43. Council had been provided with the details of the nominations for the Chair and Vice-Chair for 2026 -2027, in accordance with the election procedures, and the Registrar confirmed the rules. Council unanimously agreed the following, for the coming year:

- Kirsty Young elected as Chair
- Belinda Andrews-Jones elected as Vice-Chair.

Date of next meeting

44. The next meeting would be held on Tuesday 8 September 2026. This would be an in-person meeting at the RCVS, Hardwick Street, starting at 10.00am.

Summary

Meeting	Council Veterinary Nurses Council
Date	3 September 2026 8 September 2026
Title	CEO operational update
Classification	Unclassified
Decisions required	None
Attachments	Annex A – activity against operational plan 2025-27
Author	Lizzie Lockett, CEO

Classifications

Document	Classification ¹	Rationales ²
Paper	Unclassified	n/a

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CEO update

Format of this update

1. This update falls into two parts:
 - a. A summary of recent activities that have been publicised by the College (section below, NB this excludes Disciplinary Hearings)
 - b. A summary of more 'behind-the-scenes' activity against the Operational Plan 2025-2027 that was approved by Council in October 2025. This Operational Plan works to meet the ambitions of the RCVS Strategic Plan for 2025-2029: 'Stronger together' (annex one)
2. The table at annex one is only a summary of the ongoing workstreams. Detailed plans are in place, or under development, for any that require such detail. These are overseen by the relevant committee or working party (or Senior Team, if appropriate). If they reach the project threshold, boards will be put in place to oversee them. In some cases, budget has already been allocated, in others, the Discretionary Fund will be used once scoping has taken place.
3. Although this plan appears in the annex as a PDF, it has been moved from Word into Excel and reformatted so it can be sorted by department, to make it easier for relevant committees to see what work falls under their purview. As with previous strategy plan updates, Council receives a report three times a year, in the January, June and September meetings.

Summary of recent activities

6. Since the June 2026 Council meeting, we have:
 - a. Responded to the Environment, Food and Rural Affairs Select Committee's report into the future of the veterinary professions
 - b. Gathered feedback on the Veterinary AI Transparency Alliance's draft responsible AI use framework
 - c. Published a report from our first International Postgraduate Veterinary Education Symposium
 - d. Published podcasts on supporting suicide prevention and shaping the future of the veterinary nursing profession, and an interview with new President, Tim Hutchinson
 - e. Published our annual report and held our AGM and Awards Day (RCVS Day)
 - f. Launched a new Academy course to support witnesses in disciplinary hearings, and one for practices welcoming overseas-qualified VNs
 - g. Held a parliamentary event to garner support for an updated Veterinary Surgeons Act, jointly with the British Veterinary Association and the British Veterinary Nursing Association
 - h. Attended the Royal Norfolk Show, to communicate the role of the College to the public and promote veterinary careers
 - i. Welcomed Defra's White Paper on the reform of veterinary regulation
 - j. Held elections for two places on the RCVS Fellowship Board – with Professor Anna Meredith and Dr Emma Milne being re-elected to the posts of Chair of the Fellowship Science Advisory Panel, and Projects and Engagement Officer, respectively.
 - k. Supported the publication of a Mind-Matters-funded study into alcohol use in UK veterinary practice, and announced funding of a new study into mental health and trauma support after severe occupational injury

- l. Hosted a VN Educators Conference at Hardwick Street
- m. Launched our new customer relationship management system and an enhanced Find a Vet service
- n. Published new research on a future vet nurse prescriber role
- o. Welcomed 39 new Fellows to the College
- p. Carried out a series of workshops on the proposed specialism in general practice

Decisions required

- 4. No decisions are required, but feedback is always welcomed, both on content and format of this report.

Annex A – activity against agreed Operational Plan 2025-2027

[illegible]

Targeted research of non-clinical staff to better understand the issues they face	Develop a programme of support, resources and/or training to enhance knowledge, skills and/or behaviours	To be determined	MMI	Advancement of the Professions	2027 Q3	In progress	Research questions have been added to the British Veterinary Receptionists Association annual survey, to understand areas of concern, where MMI may be able to develop resources/training in 2027/28. Results will be made available in autumn.
Publish anonymised UK VetGDP survey data (graduate outcomes)	Demonstrate to the profession (and public) the quality of graduates from RCVS-accredited programmes	Longitudinal survey data from 2020 onwards	Dir Ed	Education	2027 Q1	Ongoing	No additional budget needed
Review the effectiveness of the outcomes-based CPD policy through the analysis of 1CPD and VetGDP portfolio data on reflection	Vets and nurses are supported to be competent, reflective practitioners	Data analysis of CPD reflections using a quality framework	Dir Ed/Postgrad Lead	Education	2027 Q1	Aug 26 update: Quality criteria going to EC in Sept	CPD / VetGDP compliance also monitored – see 'BAU' below.
Review and enhance information and data provided to public on Practice Standards Scheme (PSS)	Public and practices are better informed about practices and what is good practice	Information is provided regularly Feedback suggests public are better informed	Registrar/Head of PSS	Legal	2025 Q4	Not started	Put on hold pending outcome of PSS review which has been delayed due to CMA/VSA
Review the way data is used to enhance effectiveness to identify themes that emerge from concerns and complaints	RCVS work is better targeted to address areas of concern	Effective process for data collection, cascading information and policy measures introduced	Registrar/DoLS	Legal	2026 Q2	Policy and framework is complete. Implementation by end Sept 26	IT assistance may be required; also working with Research Team (PP&I)
Implementing user journeys and task-based communications across MyRCVS and other RCVS digital platforms, eg 1CPD, VetGDP etc once integrated into CRM (Phase 2)	Comprehensive oversight of all additional direct communications to vets/VNs. Targeting vets/VNs with information that is relevant/useful to them at any given moment, to help drive compliance with professional obligations	Evaluation through metrics available via new CRM.	Marketing Campaigns Manager	Comms	2026 Q4	To start, as part of CRM Phase 2	
3. Reviewing the Codes of Professional Conduct and supporting guidance, and how they are understood, complied with and enforced							
Schedule 3 and delegation resource pack	To ensure all vet professionals have a clear / shared understanding of what can be legally / safely delegated and how to apply it consistently in team-based practice	Pre/post surveys, feedback forms, focus groups. Quick reference guides, decision flowcharts, case studies and scenarios, training pack, checklists and templates along with FAQs.	VNC/VN Team (& Standards and Advice team)	Veterinary Nursing	2026 Q3	Early stages	Research performed to gain input from the wider profession on the cultural, practical and resource elements of implementation. The timeline has expanded due to the complexity of the project. See line 28.

Continue the review of "Under Care"	Finalised code/guidance for "Under Care"	Production of final guidance/code	Registrar/Head of S&A	Legal	2026 Q3		Research is ongoing by Vet Compass which is delayed. S&A team are preparing a survey for the profession.
Finalised Code and guidance following review	Production of final guidance/code, including website functionality and/or other comms platforms	Feedback in consultation. Website metrics, user feedback, online language tools, AI tools Improved content, content design and functionality to increased accessibility and discoverability for users.	Registrar/Head of S&A Comms Director	Legal	2027 Q4	Not started	
Full review of the Charter Case Committee	Finalised CCC review and any updated guidance documents (if req)	Production of final review paper for Council and updated documents etc	Head of ProfCon/Registrar	Legal	2025 Q4	Completed	Absorbed by legal team
Vets and VNs are CPD (or VetGDP) compliant	Increase CPD (and VetGDP) compliance to ensure that vets and VNs on the practising category of the Register are up to date & able to provide the best service and care possible.	Increased CPD and VetGDP compliance of the profession	Dir of Ed with input from Dir of VN	Education	2026 Q4	Ongoing - data for 2025 shows an increase	Aim to increase within the constraints of current Act (see also Aim 1 above for new legislation). Current KPI 80% - not yet met for vets.
Establishing strategy for VS and VNs who are non-CPD-compliant	CPD requirements are adhered to by professionals (as far as possible)	Fewer breaches of CPD	Registrar/Head of Legal – Ed and Reg	Education	2026 Q3	Education Cttee reviewed the draft policy, now with Practice Standards Team.	
Review of VN Registration Rules	To ensure the rules remain fit for purpose and align with education, regulation, and clinical practice requirements	Registration data and trends	VNC/ Dir of VN	Veterinary Nursing	2026 Q4	Early stages	Amended draft due to be considered at the November 2026 VNC meeting.
4. Working through Mind Matters and other initiatives, to achieve a veterinary workforce that meets demand, and an inclusive culture in which professionals can thrive, without fear of discrimination or harassment							
Develop a revised definition of veterinary nursing	Elevate the profession's status, clarify the unique and critical role and foster a stronger professional identity. Aid employers and policy makers in making informed decisions around responsibilities.	Various team surveys, pre/post implementation focus groups, exit interviews and turnover/retention rates. Better retention, job satisfaction and workforce planning.	VNC/Dir of VN	Veterinary Nursing	2026 Q4	Early stages	Task and finish group in the process of being set-up
Strengthening the role of RVNs in team-based veterinary healthcare	Improved patient outcomes, increased job satisfaction and retention along with better team collaboration and efficiency of workflows.	Logic model to guide measurement. Surveys and focus groups. Better use of nursing skills, clearer delegation and improved team collaboration.	VNC/Dir of VN	Veterinary Nursing	2027 Q4	Ongoing	This work is aligned with the Schedule 3 and delegation resource pack - see line 19. Thematic analysis of data and development of a Theory of Change is underway.
Publish guide on creating safe events and congresses	Develop guidance for event organisers on how to create events that keep people psychologically safe.	Feedback, surveys	MMI	Advancement of the Professions	2026 Q4	Final stages (delayed)	Collaborative effort with MMI Taskforce members. Guide has been delayed due to competing priorities for Taskforce members as well as the MMI team. Drafting is now complete and is currently with the design team. The next stage will be developing the evaluation and impact with Taskforce members' event organisers.

Tailored Adjustment Passport (TAP) Toolkit (previously Health Passport toolkit) and template for use by employees, students and organisations (workplaces/placement providers and educational institutions)	Better individualised support for people with disabilities and chronic conditions in the workplace or in education and training	Adoption of TAPs by organisations, feedback from VSC and employers, and DCIS survey respondents	D&I in collaboration with Ed & VN teams, & external educators	Advancement of the Professions	2026 Q4	Final stages (delayed)	Delayed due to further changes resulting from feedback, but it has been decided that the toolkit will be piloted before it is available to the sector. Pilot will launch Q4 2026 / Q1 2027. Allocated budget in 2026, will need further budget for promotion in 2027 when released to the wider professions following the pilot.
Development of EDI Fundamentals course on RCVS Academy	Increased knowledge and awareness of equality legislation, key concepts and good practice	RCVS Academy data – NP scores, evaluation survey feedback etc.	D&I	Advancement of the Professions	2027 Q1	on-going	Stakeholder input and legal checks needed to ensure appropriate risk management, therefore launch is delayed to Q1 2027. This course consists of three modules. Module one is complete, two and three are in progress.
Development of inclusive language document	Updated knowledge of EDI language & terminology (to complement the above)	Number of downloads (baseline) but will be more specific once the document is finalised.	D&I	Advancement of the Professions	2026 Q4	Final stages	Revisions delayed release. Now being prepared for publication in September 2026 subject to legal check. Included in 2026 resourcing and budget. May require further promotion or support during 2027 depending on uptake, feedback and understanding.
Inclusive recruitment toolkit	Greater awareness of inclusive Recruitment practices to increase diversity within the vet workforce	Social media & web stats. Implementation of guidance by organisations, stakeholder feedback	D&I	Advancement of the Professions	2027 Q2	Delayed til Q2 2027	This project has been rescheduled due to prioritisation of work on TAP toolkit, EDI Fundamentals, and Inclusive language guide. Will be included 2027 budget
Guidance for supporting neurodivergent students on placements	Improved experience and better support in place for neurodivergent students on placements/work-based learning	Implementation of guidance & feedback from VSC, employers & DCIS survey student respondents. Survey of attendees & DCIS to look at impact/use	D&I	Advancement of the Professions	2027 Q3	Delayed - now Q4	Delayed to Q3 2027 to accommodate tender process, guidance development and building the dedicated web pages. Project requirements and invitation to tender currently being developed ready for autumn publication. Included in 2026 budget. Will be done in collaboration with the VN and Education Teams but research and writing of the resources will be outsourced to external expert due to other priorities across Leadership and EDI.

Veterinary Leadership Development project: Leadership Framework and research project	Support building leadership capacity & healthy organisational cultures by ensuring leaders at all levels are equipped with necessary skills and competencies. Suggested change to: "Informing College's leadership development provision and supporting leadership capacity within the professions."	Adoption of framework. Other measures will depend on what emerges from the research to allow us to measure impact	Leadership	Advancement of the Professions	2027 Q2	Delayed - now Q2 2027	Phase 1 focus groups have now been completed. Development of framework will commence in autumn 2026 based on focus group feedback. Phase 2 leadership survey design will commence in Q1 and launch Q2 2027. Included in budget 2026 and budget plan for 2027.
5. Supporting veterinary professionals' appropriate use of artificial intelligence and other new technologies, to optimise positive impact, support growth and mitigate any risks							
Consideration of how tech can be better utilised in practice eg, through provision of kennel feeds, updates via WhatsApp or portal etc	Developing animal-owner-vet relationship, increasing trust between vet practices/profession and animal-owning public	To be developed once project more advanced	VN Futures	Veterinary Nursing	TBC		Idea came out of VN Vision project. Was decided to not progress this any further. No further reporting. Keeping on this table for completeness.
Development of a set of standards by the AI industry that vet professionals can use to help inform decision making	Enabling intelligence-led, risk-based judgements to be made, reducing risk to animal health and welfare (AH&W)	Number of developers to engage	CEO/Head of S&A/ CDO	Executive	Timetable will be developed once sense of likely update and funding routes established	Draft framework developed and plan under development	Framework has been out for feedback, largely positive. Oral update coming to Standards Sept and proposal to November meeting.
RCVS guidance on how veterinary professionals should engage with AI and other new tech	Enabling intelligence-led, risk-based judgements to be made, reducing risk to AH&W	Engagement with AI and low levels of complaints/ concerns about veterinary professional judgement	Head of S&A	Legal	Completed	Completed	Guidance published Q1 2026, likely to be updated following outcome of project above.
Development of an Academy Course to upskill veterinary professionals to understand AI principles and what to look for in a service they may look to use	Enabling intelligence-led, risk-based judgements to be made, reducing risk to AH&W	Engagement with course, engagement with AI and low levels of complaints/ concerns about veterinary professional judgement	Academy	Academy	Due date will be part of timetable described above	Not yet started	May be able to use some ViVet funding for any external contributions required
6. Ensuring our educational standards and career pathways meet the diverse needs of society and the professions							
Set and maintain robust standards of vet education (accreditation standards and 'day one competences')	Vets entering the profession are equipped with the knowledge and skills to practise safely and effectively from day one	VetGDP surveys (graduate outcomes data) Vet programmes meet accred stds / longer accreditation periods.	Dir of Ed and U/G Ed Lead	Education	2026 Q4	Updated D1C planned for Ed Cttee in Sept or November	

Review scope of practice for veterinary nurses	Veterinary nurses entering the profession are equipped with the relevant knowledge and skills to practise safely from day one.	Curriculum reviews and self-evaluation report analysis. Quality monitoring reports.	VNEC/Dir of VN	Veterinary Nursing	2027 Q4	Early stages	The first interactive workshop was successfully delivered on 17 June 2026 and marked the beginning of engagement on the Scope of Practice Review. The workshop deliberately focused on designing the engagement process rather than the review outcomes, inviting participants to consider who should be involved, what questions need to be explored, the most appropriate methods for collecting evidence and perspectives, potential barriers to participation, and how to ensure the review is credible, inclusive and future-focused.
Review Specialist application policy from EU/US	To ensure all specialists on the register meet the standard required of UK specialists	Review report to demonstrate level 8 FHEQ criteria met	Dir of Ed	Education	2026 Q3	Proposal approved by EC May 2026, and approved by Council June 26. Initial discussions held with European Board of Veterinary Specialists (EBVS) August 26.	
Implement a framework for the QA of postgraduate certificate modules delivered both through RCVS (CertAVP) and other providers	Ensure all routes to RCVS Advanced Practitioner status are equitable and set at the appropriate standard	QA outcomes of modules and certificates	Dir of Ed and P/G Ed Lead	Education	2026 Q1	Complete - implemented by the Advanced Practitioner Qualifications subcommittee. First external programme approved at EC May 26	
Development of clear guidance for all roles and statuses both for the profession and the public	Increase understanding of the clinical career pathways and the roles within the veterinary team	Research data, following implementation (with profession and public)	Dir of Ed and P/G Ed Lead	Education	2026 Q4	Proposal approved by EC May 2026, to be considered by Council June 26. May now need to be revisited as a new AVP acronym has appeared in the Defra White Paper - going to EC in Sept for discussion.	In budget
Development of a new specialty training programme in Veterinary Primary Care/General Practice	Improve engagement, retention and job satisfaction within veterinary General Practice Improve dissemination of best practice through primary care clinical research	Proposal to RCVS Council Consultation with the profession	Dir of Ed	Education	2026 Q4	Proposal approved by EC May 2026, and by Council June 26. Phase 1 consultation complete mid-August. Full consultation planned Oct.	In budget for 2025
Develop and improve accessible routes to specialist training	To support a wider demographic to enter the profession at this level, in particular those with caring responsibilities or financial limitations. Increase accessibility of specially training while maintaining high quality outcomes	Proposal to RCVS Council Consultation with the profession	Dir of Ed and P/G Ed Lead	Education	2026 Q4	Proposal approved by EC May 2026, and by Council June 26. Initial discussions held with EBVS August - ongoing.	In budget for 2025 - carried forward

Review the Statutory Membership Exam to ensure it remains reliable and sustainable in light of increasing candidate numbers	To maintain a valid, reliable and fair approach that is accessible to increasing numbers of overseas vets.	Psychometric evaluation of the exam components. Accommodation of increasing candidate numbers	Dir of Ed	Education	2026 Q3	Ongoing - awaiting timeline for analysis by psychometrician	Implementation required one-year lead-in time. Awaiting timeline for analysis from psychometrician
Development of a veterinary nursing advanced practitioner role/status and prescriber role	To raise clinical standards, enhance career progression, contribute to improved workforce sustainability, and ultimately improve patient outcomes and client experience.	Consultation with the profession	Dir of VN	Veterinary Nursing	2027 Q4	Ongoing	The June workshop explored the key questions that should inform future consideration of enhanced and advanced veterinary nursing practice within the Scope of Practice Review. Discussions focused on the evidence needed, stakeholder engagement and how best to develop a robust, future-focused approach. Alongside this work, published research exploring the feasibility of a future veterinary nurse prescriber role is informing the Scope of Practice Review and contributing to the evidence base for future legislative reform.
A valid, reliable and authentic practical assessment method for the RCVS Day One Skills in Veterinary Nursing which predicts future performance	Improved confidence of newly registered veterinary nurses in clinical settings. Potential reduction in stress amongst students and educators. Confidence in the outcome of assessments.	Outcome of quality monitoring reports. Stakeholder feedback. Qualification success and retention rates.	VNEC, VN Exam team	Veterinary Nursing	2029 Q4	Early stages	The first PAVE stakeholder workshop was successfully delivered at the VN Educator conference in June 2026. The workshop introduced the project and explored the sustainability and future relevance of current mandatory practical assessment methods. Through facilitated group discussions, delegates considered which aspects of practical assessment work well, where change may be needed, and a range of potential future approaches, including simulated examinations, workplace-based assessment, and frameworks for recording and evidencing assessment outcomes. The workshop forms part of a wider programme of stakeholder engagement events, which are currently being planned.
7. Supporting and engaging with veterinary and veterinary nursing students to help them better understand the role of the College and their responsibilities as future veterinary professionals							
The provision of a National EMS booking database to support students to secure appropriate placements	UK vet students able to find, book and communicate with EMS placement providers relevant to their personal needs (including WP students)	All students registered and using the EMS database	U/G Ed Lead	Education	2026	Discontinued	Update November 2025, Education Committee agreed to disband the database due to lack of engagement from vet schools. No further reporting. Will stay on plan for completeness.

Foster a positive relationship between vet and VN students and the RCVS	Links a name with a physical presence, strengthening the RCVS/ student relationship, reducing fear factor, increasing engagement	TBC	Outreach & Engagement Manager	Comms	Ongoing	Ongoing	Will involve many depts
Raise awareness of, and engagement with, VetGDP	Ensure that graduates are aware of VetGDP when they join the register and start their first role	Engagement data	Dir of Ed and P/G Ed Lead	Education	2026 Q4	Data being collected to present to Education Committee in September	Data going to EC September 26
Reviewing the Registration Service Standards	Improved service to registrants and clearer information	Reduction in queries timeframes	Head of Reg & Head of Customer Services	Operations	2026 Q3	Not started	May be delayed due to workload (new CRM, CMA etc)
B: Stronger together with animal owners and keepers							
Ambition: we will support animal health and welfare and public health by enabling access to veterinary care that is informed by the needs of consumers and service users.							
1. Achieving new legislation that enables us to better meet the needs of users of veterinary services							
Mini review of PSS – taking into account Competition and Markets Authority (CMA) preliminary findings	Introduce some targeted standards for practices to enhance transparency for animal owners to protect animal health and welfare	Standards are amended to introduce targeted measures	Registrar/Head of PSS	Legal	2026 Q1/Q2	Completed	
Full review of PSS	PSS reviewed to ensure it is effective and proportionate	Reviewed standards consulted on and implemented	Registrar/Head of PSS	Legal	2027 Q3	On target to present revised standards to Council in November	Absorbed by legal team
Development of Quality Improvement Model in PSS	Ensure practices can demonstrate high quality in key areas & animal owners understand framework	Development and finalisation of model	Registrar/ Head of PSS	Legal	2027 Q2	Not started	Budget for external consultant may be required
Review/introduction of processes in ProfCon that provide support to witnesses/registrants pre Preliminary Investigation Committee (PIC) including sexual misconduct guidance	Witnesses are supported to provide their best evidence. Registrants are appropriately supported through the DC process.	Output – relevant guidance and information available. Feedback from witnesses and registrants	Registrar/Head of ProfCon	Legal	2026 Q3	Academy course available for registrants. Support on website for witnesses is delayed.	Comms assistance required
Review of materials and processes in Disciplinary Committee (DC) to ensure witnesses/registrants are supported.	Witnesses are supported to provide their best evidence. Registrants are appropriately supported through the DC process	Output – relevant guidance and information available. Feedback from witnesses and registrants	Registrar/Head of Legal – Ed &Reg	Legal	2026 Q3	Not started	Comms assistance required

Working towards potential RCVS involvement with any CMA remedies	RCVS interests are represented, and RCVS legal obligations and limitations are clearly understood	RCVS support CMA in a proportionate way that does not adversely impact other objectives.	Registrar/Head of Legal – legal support/Head of Legal PSS	Legal	Orders to be published Sept 2026 latest	Funding Order and Undertakings published; substantive Order to be published by 23 September	Funding Order provides for us to invoice for levy
2. Forging trust between the veterinary professions, the College and animal owners and keepers, and supporting their needs							
Ensure members of the public understand the role of veterinary nurses.	The public see veterinary nurses as trusted, skilled professionals who play a crucial role in animal health and welfare, leading to stronger collaboration, better care, and improved patient outcomes	Surveys and questionnaires, client feedback and recognition levels.	VNC/Dir of VN/Dir Comms	Veterinary Nursing	2027 Q4	Early stages	This is aligned with strengthening the role of RVNs in team-based healthcare. Need to develop clear, consistent communication strategies and key messaging. Visible campaigns and real-life stories. A session is being held with the RCVS Public Advisory Group in September 2026.
Modern D1C & accreditation standards that ensure undergrad vet programmes are informed by stakeholder feedback & best pedagogical practice	Graduates are equipped with the relevant skills to practise and meet clients' needs	Accreditation data Stakeholder Feedback	Dir of Ed and U/G Ed Lead	Education	2026 Q4	Ongoing	Plan to bring to Education Committee September 26 [may be November if September focus is training]
Ensure that postgraduate education supports vets in developing professional skills, meeting clients' needs	Addresses CMA report Updates VetGDP framework, CertAVP modules and CPD	Stakeholder feedback Updated educational content	Dir of Ed	Education	2026 Q4	Complete - VetGDP framework updated and contextualised care embedded within proposed GP specialty training	To include transparency & pricing, contextualised care etc. Plans are for updated proposals around each area to go to EC in September
3. Supporting and informing service users in order to get the best from veterinary professionals, with increased transparency, agency and choice							
Development of clear guidance for all roles and statuses (GP vet, Advanced Practitioner, Specialist) both for the profession and the public	Increase understanding of the clinical career pathways and the roles within the veterinary team	Research data, following implementation (with profession and public)	Dir of Ed and PG Ed Lead	Education	2026 Q4	Ongoing - approved by Council in June but may need to be revisited in light of AVP acronym in White Paper	Proposal to be approved by Council June 26
Enhanced Find a Vet Service	Greater transparency for consumers	User satisfaction with website, completeness of data	IT/Digital, Comms, Registration	IT	2026 Q1 - first phase now June 2026 to align with CRM launch	Ongoing	Further new functionality is expected to be delivered as part of the CMA requirements. Joint project with Marketing and Communications
Review and update animal owner help and advice, to include that for equine and livestock owners.	Enable more users of veterinary services to understand mutual responsibilities and to what to expect from their practice teams.	Website traffic metrics, user feedback, SEO and GEO rankings	Head of Media and Content	Comms	2026 Q3	To start building on current content	

4. Considering ways in which those accessing veterinary care could be better supported, by better understanding the human-animal bond and the role of animals in society, for example, exploring the role of pet bereavement counselling as part of our complaint resolution process, or the veterinary social work concept							
Pilot pet bereavement counselling service	Offer greater support to animal owners during the complaint resolution process	Satisfaction data at end of process – will need to establish baseline too	Registrar/ProfCon/Mind Matters/ CEO	Advancement of the Professions	2026 Q4	Not started - pushed back as not key priority given CMA etc	Will require specialist input, baseline research – discretionary funding to pilot thereafter in budget.
Pilot animal owner complaints process navigation service to help them better understand the process and their options from the start	Improve animal owner satisfaction with an understanding of the process, reduce number of out-of-scope concerns logged	Satisfaction data; number of out-of-scope complaints	Registrar/Head of ProfCon	Legal	2026 Q4	Not started	Discretionary fund request
5. Taking regular feedback and working to improve our services and communications to animal owners and keepers							
A well-functioning Public Advisory Group that includes a good spread of different types of animal owners	Meaningful insight that can inform policy and help improve services offered	Engagement and usable insight	CEO	Executive	Ongoing	Ongoing	Recruitment for new members completed and onboarding taken place.
Improved public consultation process that seeks input in a more proactive way	Better client and public engagement with activities and improved output	Amount of engagement – numbers TBC	Head of PI&PA	Comms	Ongoing	Not started	New plan needs to be developed.
Adding standard to PSS to ensure practices gather client feedback and close the loop by communicating changes	Improved trust, reduced complaints on matters that should have been resolved at practice level	Positive feedback in future surveys	Head of PSS/Registrar	Legal	TBC	TBC	This may be addressed via PSS review or may be via CMA Order, TBC
C: Stronger together with society at large							
Ambition: we will champion the role that veterinary professionals play in One Health and public health, take a leadership role on environmental sustainability and biodiversity, and continue to look beyond our domestic horizons to have a positive impact upon the world around us.							
1. Collaborating and holding space for conversation on challenging issues, such as the role of animals in society, the responsibilities of animal owners/keepers, and the cost of veterinary care							

Collaborating with Veterinary Medicines Directorate (VMD) regarding Pharmaceuticals in the Environment (PIE)	Ensure that the outcome of the VMD work takes into account RCVS insight and data	At this stage – constructive collaboration	Registrar/ Head of S&A	Legal	TBC	Started Q3 2025	VMD scoping the work presently; recent House of Lords report has shone a light on the issues.
Seeking to address current knowledge gaps within the professions	Being a trusted source of information to the profession and wider healthcare professions	Number of visits to page, its practical use and referencing	Fellowship	Advancement of the Professions	2026 Q4	In progress	Project is progressing
Series of RCVS debates at Hardwick Street – using Fellowship where appropriate	An opportunity for the professions to have a space to discuss and debate issues that matter to them	Attendance and output of any resources (and their utilisation)	Fellowship, Exec and Policy	Advancement of the Professions	2026 Q2	In progress	Wide variety of topics being looked at from role of the professionals, to specific welfare issues across the species, sustainability and environment. May need DF application depending on uptake. First in-person debates will take place on Fellowship Day, allowing us to test the format and refine before online debates are held.
2. Articulating the contribution of veterinary professionals, and interrogating the evolving rights and responsibilities of professionals in today's society							
Disaster Response resources	Highlighting how blue light services, human health etc need to work together for animal welfare	Acceptance and use of guidelines by blue light services and vet professionals where appropriate. Ideally official endorsement by professional bodies	Fellowship in collab with BARTA	Advancement of the Professions	2026 Q4	Completed	Pain relief guide (translation of BARTA Large Animal into SA) launched Q4 2025, new T&F group established and started work Q1 2026 with final resources due Q3. Meeting to take place at Hardwick Street Oct 2026.
3. Championing the veterinary role in One Health, by ensuring the veterinary voice is heard and that the next generation of veterinary professionals are equipped to contribute							
Development of Environment and Sustainability plan to include sustainability plan for the professions, educational resources, alongside internal policies and processes eg new travel plan, food procurement policy etc	College has confidence that it is doing all that it can to reduce environmental footprint and support veterinary professionals to do the same	Metrics to be developed out of new plan	E&S team (across AP and PIPA)	Advancement of the Professions / PIPA	2027 Q4	Early stage	Details of internal plan (including iIE accreditation) and external plan (in line with UKHACC commitments) to be brought to October 2026 APC for comment and approval.

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[illegible]

Engaging with the local community around Hardwick Street eg open day, school visits, supporting local charities, understanding local issues	Build relationships with our neighbours and improve environmental sustainability in the area	Positive communication with our neighbours and introducing environmental improvement	Facilities Team/ Student Engagement Manager	Operations	Ongoing	Have engaged with most local practice and invited them to attend staff away day in April to meet the team.	Relationships take time to build up, this is not a start and finish deliverable, but a longer-term objective. Plan needs development.
D: Stronger together with our staff team and governance							
Ambition: we will attract and retain the diversity of talent and skills to deliver what's needed now and anticipate what might be next, building a culture that allows people to thrive, whether staff, Council or other contributors to our purpose.							
1. Achieving new legislation that allows for the right skills and structure for effective governance							
New legislation that allows for best practice in regulatory governance	Trust, effectiveness, good decision making	Board effectiveness review; public and professional trust (surveys)	Head of PIPA	PIPA	TBC	Ongoing	Working with Registrar and CEO
2. Developing an infrastructure for success, including our new headquarters, and underpinning structures for finance, communications and digital							
Continuous improvement of customer relationship management system (CRM)	Streamlined and enhanced process for portal and CRM users	User satisfaction/Self-service/fewer enquiries	CDO and Project Office	IT	2026 end Q2	Final stages	CRM went live in summer, ongoing teething issues being addressed. Phase 2 of related development to focus on CMA requirements.
Design, build and implementation of new RCVS website, with improved CRM integration for MyRCVS.	Online content that is discoverable, accessible, relevant, useful and informative. Good practice information architecture, functionality and integrations	Website traffic metrics, user feedback, online polls	Head of Marcoms	IT	2026 Q4	Currently on track and on budget	Updated FAV launched over summer. Ongoing development will now relate to CMA requirements
Roll-out of new brand and visual identity	To help make the RCVS more understandable and recognisable for all stakeholders across all activities and communications channels, and to provide flexibility for the future	Measurement of stakeholder awareness through surveys, polls, feedback etc	Head of Marcoms	IT	2026 Q1	Launched Q3 2025	Some ongoing work in terms of Hardwick Street visuals
Developing and implementing our next communication strategy to align with the new Strategic Plan	To support greater stakeholder understanding of our role and remit, greater awareness of our services and activities, and to build on levels of engagement and trust in what we do	Specific evaluation methods to be included in strategy as appropriate, but may include direct feedback, surveys, focus groups, media monitoring, digital metrics etc	Coms Director	Comms	2026 Q2	Delayed	Draft to go to Officers in September

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[illegible]

Implementing Employment Rights Bill and continuing to ensure the College is up to date with legislation which impacts employees and protects both the College and its workforce	All managers are competent in all new areas. New policies and procedures in place to align with legal changes	No legal challenges and limited employee relations issues	People Manager with People Director in support	People	2026 Q4	Ongoing	
All teams have an action plan from the Gallup survey and new performance documentation in place. Policies and procedures in good order with clarity for all about how and when to use. Fair and transparent opportunities for learning and progressing within the organisation should be clear	Improved Gallup feedback and positive conversations about the way employees work and feedback on policies and procedures	Low attrition and absence rates and evidence of positive conversations between manager and employee about performance. Minimal questions to People team.	People Director / People Manager with support from ST	People	2026 Q2	Ongoing	Positive response to 2026 survey completion. Teams are working through action plans, meeting planned with employees early September to review organisational areas for focus.
Addressing emerging themes such as the role of the middle manager, hybrid working, employee rights, the role of the employer, the use of technology and conflicting opinions	A satisfied workforce who can deliver on organisational objectives	Employee survey. Low ER cases	People Director and People team	People	2026 Q4	Not started	This work is linked to the organisational design work.
6. Providing a working environment that is inclusive, supportive and respectful, to develop everyone's unique strengths, and with zero tolerance for harassment and abuse							
All employees can use Hardwick Street and have clear information to navigate the building. Updated hybrid 'where we work' policy to be written	Good building use and feedback about positive interactions with colleagues whilst using the building	Building usage and improve Gallup scores especially around 'best friend' question (misunderstood)	People and Operations Director with support from CEO	People	2026 Q4	Ongoing	To coincide with 12 months in the new building an employee survey has been carried out. Feedback will be reviewed and actions developed. The 'how we work at Hardwick Street' document continues to be updated.
To provide an inclusive and accessible workspace	No staff or visitors feel excluded from accessing H Street	Very few complaints	Facilities Team	Operations	Ongoing		Consideration continues to be given to accessibility if any new work is planned. Any feedback from the survey in relation to accessibility will be actioned as appropriate.

Internal design and branding of Hardwick Street in line with our new visual identity	To illustrate our role, our impact in society and our heritage; to reflect and include those with and for whom we work; and, to make the office an engaging, inspiring and rewarding place to work	Completion of each floor, followed by feedback from visitors and staff team		Operations	2026 Q2	Ongoing and on track	Final phase of internal design to be completed shortly.
7. Horizon scanning, and bringing the outside in, via research, collaboration and experience							
Publication of education proposals, developments and impact data	Showcase the work carried out by the department	Relevant reports, academic papers	Dir of Ed	Education	2027 Q4	Early stages	
Monitoring for external risks that may have an impact on RCVS and considering how to mitigate them	Minimise surprises	Being prepared in the event of an external risk occurring	Governance Manager	Operations	Ongoing	Ongoing	Annual risk session took place with Council in June and Risk Registers being updated accordingly.
Ongoing research projects including longitudinal study	Gather data to inform policy making	Response rates to data, usable data	Head of PP&I & Research Manager	Executive	Ongoing	Ongoing	Detailed research plan now in place for 2026-2029 following planning meeting in January 2026
Review and enhance process for legal horizon scanning / cascading	Ensure no surprises ref new legal requirements	Process is implemented	Registrar/DoLS	Legal	2026 Q2	Starting	
8. Taking regular feedback across all our areas of work to ensure ongoing quality improvement							
Taking feedback across all areas of work	Improvement in processes and delivery of services	Regular review of feedback and action plan prepared	Head of Cust Services (& Research Manager)	Operations	2025 Q4	To be started	This has been delayed although some specific feedback is taken and reviewed eg at ProfCon Liaison Committee
Feedback protocol in place for all ST members along with standardised formats for colleagues giving feedback both internally and in recruitment activity New My Progress process rolled out to give quicker feedback	ST understand impact in teams and have plan to address development. Employees feel comfortable to provide feedback, unsuccessful candidates tell positive stories	Reduced developmental areas for ST Reduced internal conflict between employees Positive feedback through external sites such as Glassdoor	People Director and Talent Acquisition Manager	People	2026 Q4	Early stages	Paper going to Senior Team in September about feedback model. October Leaders Lounge feedback model will be rolled out, in preparation for My Progress in 2027. Managers will be expected to cascade the model/s to their team, People team to support where required.

Summary

Meeting	Veterinary Nurses Council
Date	8 September 2026
Title	Minutes of meeting of VN Education Committee held on 25 June 2026
Summary	Minutes of the meeting of Veterinary Nurse Education Committee held on 25 June 2026
Decisions required	To approve
Attachments	Classified appendix
Author	Annette Amato Committee Secretary a.amato@rcvs.org.uk / 020 7202 0713

Classifications

Document	Classification ¹	Rationales ²
Paper	Unclassified	n/a
Appendix	Confidential	2,3,4

¹Classifications explained

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

²Classification rationales

Confidential	1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others 2. To maintain the confidence of another organisation 3. To protect commercially sensitive information 4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS
Private	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

Veterinary Nurse Education Committee

Minutes of the meeting held on 25 June 2026 remotely via Teams

Members:	Mrs Sally Betterton	Employer representative
	Mrs Sarah Batt-Williams	HE veterinary nursing provider
	Mrs Donna Cotton	Employer representative
*	Ms Lisa Grainger	VN Council lay member
	Miss Alison Heywood	FE veterinary nursing provider
	Mrs Susan Howarth	VN Council veterinary nurse (Chair)
	Ms Helen King	FE Independent regulatory expert
	Mrs Sarah Reynolds-Golding	HE independent regulatory expert (Deputy Chair)
*	Miss Marie Rippingale	FE veterinary nursing provider
*	Miss Gemma Thirkettle	Student representative – HE sector
	Mr Christopher Riddington	Student representative – FE sector
	Mrs Perdi Welsh	Post-registration veterinary nurse provider
*	Mrs Bethan Pinhey	VN Council non-voting observer
In attendance:	Mrs Annette Amato	Committee Secretary
	Mrs Julie Dugmore	Director of Veterinary Nursing
	Mrs Sophie Geake	Qualifications Assessor
	Miss Abigayle Gomez	Qualifications Manager
	Mrs Victoria Hedges	Head of Veterinary Nursing
	Mrs Georgina Winston	Examinations Assessor

*denotes absent

Before the start of the meeting, members were reminded that they should not use unsupported and unauthorised AI software when attending College meetings or, in particular, to summarise Private and Confidential papers.

Apologies for absence and welcome to new member

1. Apologies for absence were received from Lisa Grainger, Marie Rippingale, Gemma Thirkettle, and Bethan Pinhey.

Declarations of interest

2. Sarah Reynolds-Golding declared a conflict of interest in relation to the University of Chester accreditation report and would leave the meeting for the discussion of this agenda item. There were no other conflicts of interest relevant to matters for decision.

Minutes of the meeting of the Education Committee (VNEC) 21 April 2026

3. The Committee approved the minutes of the meeting held on 21 April 2026 as an accurate record.

Matters arising

4. There were no matters arising that did not appear later in the agenda.

Operational update

5. The Director of Veterinary Nursing (DoVN) updated the Committee on recent activities and issues of note.
6. **Veterinary nursing team changes.** Following the departure of the VN Qualifications Lead at the end of May, there had been a review of the VN team as a whole, with the following changes and new appointments. There had also been a few changes in the line management structure. The DoVN shared a diagram setting out the organisation of the team and their roles.
 - Victoria Hedges had been promoted to the role of Head of Veterinary Nursing (HoVN), with strategic and operational leadership for the delivery and continuous development of accreditation, quality monitoring and assessment, overseeing both the examinations and qualifications teams.
 - Abigayle Gomez had been promoted to the role of Qualifications Manager, responsible for the end to end accreditation life cycle, ensuring that the activities were delivered to the high standards aligned with the College's regulatory requirements, and co-ordinated effectively.
 - Tori Thornton had been promoted into the Senior Qualifications Assessor role, delivering standardisation and ensuring best practices, and would support the HoVN with continuous improvement across all activities.
 - Leigh Hinsley would join the team in mid July, as Project Officer supporting the VN Progression and Development Lead (Jill Macdonald) with the VN Vision work and other VN related projects.
 - Madeline Glover would start as VN Administrator at the end of June, providing support across the whole team, specifically examinations, qualifications and the ACOVENE (Accreditation Committee for Veterinary Nurse Education in Europe) secretariat role.
7. The team were also conducting a review of all the policies and procedures from an accreditation point of view to ensure these remained fit for purpose and that the

auditing strategy was appropriate, after which the recruitment for the third (currently vacant) Qualifications Assessor role would take place.

8. The Chair commented that the information on job roles within the team was very useful. This would be uploaded into the BoardEffect platform documents for reference and would be updated once the new Qualifications Assessor had been appointed.
9. **Nursing Progress Log (NPL).** The most commonly reported issues with the new NPL had now been resolved by the development team, and the more recent issues, which were generally unique to the user, were being resolved as they were reported.
10. **Apprenticeship.** The College continued to work with Skills England on the proposals and the requirements for the RCVS to undertake the external quality assurance role for the new Standard, and Ofqual (Office of Qualifications and Examinations Regulation) would continue to quality assure the current Standard. This had met with approval from the providers, and more information would be provided in due course, with a paper setting out the details.
11. **Database.** The new Customer Relationship Management (CRM) database was due to be launched in mid-July and would bring some improvements with the enrolment processes. The VN team was working with the communications team who would be proving specific comms, and the Qualifications Officer was working with the IT team to put together a handbook with screenshots, to make the transition easier for the providers. Other processes in terms of interaction with the colleges would follow.
12. The DoVN confirmed that the enrolment process for the Certificate in Advanced Veterinary Nursing (CertAVN) was also being developed and should be streamlined in the new database. When this had been finalised and tested, a meeting could be held with the CertAVN providers and programme leads to run through the process, including the different roles and responsibilities.
13. **VN educator conference.** The VN educator conference held on 17 June been very successful and well attended, with a great deal of networking taking place. Feedback on social media had been very positive.
14. **Veterinary Nurses Day.** The Veterinary Nurses Day was held in Edinburgh in May, the Edinburgh Assembly rooms being an excellent venue, with morning and afternoon sessions both very well attended. The keynote speaker was Dot Green, a previous Golden Jubilee Award winner, who spoke about the human animal bond and the role played by veterinary professionals. The next event would be in London on 4 December, with Dot Green again being the keynote speaker.

15. **VN Vision.** The VN Progression and Development Lead would be updating the committee on the VN Vision project at its afternoon session.

Report from RCVS Education Committee

16. There were no items to report from the RCVS Education Committee.

VN Pre-registration Examination

17. The Head of Veterinary Nursing (HoVN) presented the minutes of the Pre-registration Examination Board that had met on 13 April 2026 to discuss the results of the Pre-registration theory examination delivered on 23 March and 26 March 2026.

See confidential appendix para 1.

Practical Assessment in Veterinary Nurse Education (PAVE) Project update

18. The HoVN provided a brief oral update on the PAVE project. The working group had met for the first time in May and agreed the approach, with some changes and additions being made to the stakeholder discussion prompts. The first stakeholder event had been held at the VN Educators conference the previous week and was very successful, with enthusiastic participation. Future events would be organised, hopefully both online and in person, and would allow for a longer discussion time. The next meeting of the PAVE project group was set for September, with a another in late November or early December, to report into the December VNEC meeting.

Matters for decision

University of Chester – accreditation

19. The Committee reviewed the accreditation report and action plan and agreed full accreditation for the following programme:

University of Chester – BSc(Hons) Veterinary Nursing

See confidential appendix paras 2 – 6.

Licence to practise qualifications – Further Education

Central Qualifications

20. The Qualifications Assessor reported on a minor programme change that had been approved by the qualifications team, and a committee decision was not required.



Licence to practise qualifications – Higher Education

21. Members of the qualifications and examinations teams introduced papers and oral updates for each of the following Higher Education Institutions, with updates on the ongoing monitoring activities and action plans.

- Aberystwyth University
- Middlesex University
- University of Bristol
- University of Greenwich
- University of London (Royal Veterinary College)
- University of Portsmouth
- Wrexham University

See confidential appendix paras 7 – 14

Post-registration qualifications

University of Glasgow

22. The committee noted quality monitoring activity for the University of Glasgow (UoG) Postgraduate Certificate – Advanced Practice in Veterinary Nursing.

See confidential appendix para 15.

23. The Chair said that she had held discussions with other providers of post-registration qualifications on future provision and how this tied in with other initiatives and professional development. It would be very useful for providers to meet, including potential providers and the RCVS, to discuss matters of mutual interest including engagement with the professions. The DoVN agreed that this was a good idea and that the RCVS would be able to support such an event, which could include discussion of the potential opportunities around scope of practice offered by the new Veterinary Surgeons Act. Members of the committee who were involved with the provision of post-registration qualifications were asked to suggest possible agenda items, as well as suitable dates, in consultation with the other current providers.

Items for publication

24. No specific items for publication were identified from the meeting.

Any other business

25. The Committee Secretary flagged that she would be sending out declaration of interest forms to all committee members in the next month, in order to keep the register of interests up to date.



26. A request had been made at a previous meeting made that a summary of themes and patterns arising from the quality monitoring activity might be circulated or provided for the committee. The HoVN said that she was currently conducting a root and branch review of the quality monitoring activity carried out by the team, and whether this was appropriate and being reported appropriately. Once this had been carried out, then work on themes could follow. The HoVN would report back to the next meeting.
27. The Chair requested that the organisational chart of the VN team structure and roles that was shared with the committee at the start of the meeting could be included in the *VN Education* newsletter. This would also be uploaded into the Board Effect (Diligent) platform useful information documents for the committee to access.

Meeting dates 2026

- 28.
- The remaining meeting dates for 2026 were confirmed as follows:
 - Wednesday 19 August
 - Wednesday 21 October (full day, in person)
 - Tuesday 15 December

Summary

Meeting	Veterinary Nurses Council
Date	8 September 2026
Title	Minutes of meeting of VN Education Committee held on 19 August 2026
Summary	Minutes of the meeting of Veterinary Nurse Education Committee held on 19 August 2026
Decisions required	To approve
Attachments	Classified appendix
Author	Annette Amato Committee Secretary a.amato@rcvs.org.uk / 020 7202 0713

Classifications

Document	Classification ¹	Rationales ²
Paper	Unclassified	n/a
Appendix	Confidential	2,3,4

¹Classifications explained

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

²Classification rationales

Confidential	1. To allow the Committee or Council to come to a view itself, before presenting to and/or consulting with others 2. To maintain the confidence of another organisation 3. To protect commercially sensitive information 4. To maintain public confidence in and/or uphold the reputation of the veterinary professions and/or the RCVS
Private	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

Veterinary Nurse Education Committee

Minutes of the meeting held on 19 August 2026 remotely via Teams

Members:	Mrs Sally Betterton	Employer representative
	Mrs Sarah Batt-Williams	HE veterinary nursing provider
	Mrs Donna Cotton	Employer representative
	Ms Lisa Grainger	VN Council lay member
	Miss Alison Heywood	FE veterinary nursing provider
	Mrs Susan Howarth	VN Council veterinary nurse (Chair)
	Ms Helen King	FE Independent regulatory expert
	Mrs Sarah Reynolds-Golding	HE independent regulatory expert (Deputy Chair)
	Miss Marie Rippingale	FE veterinary nursing provider
	Miss Gemma Thirkettle	Student representative – HE sector
	* Mr Christopher Riddington	Student representative – FE sector
	* Mrs Perdi Welsh	Post-registration veterinary nurse provider
	Mrs Bethan Pinhey	VN Council non-voting observer

In attendance:	Mrs Annette Amato	Committee Secretary
	Mrs Julie Dugmore	Director of Veterinary Nursing
	Mrs Sophie Geake	Qualifications Assessor
	Miss Madeline Glover	Veterinary Nursing Administrator
	Miss Abigayle Gomez	Qualifications Manager
	Mrs Victoria Hedges	Head of Veterinary Nursing
	Mrs Kirsty Williams	Education Quality Improvement Manager
	Mrs Georgina Winston	Examinations Assessor

*denotes absent

Before the start of the meeting, members were reminded that they should not use unsupported and unauthorised artificial intelligence (AI) software when attending College meetings including to summarise Private and Confidential papers.

Apologies for absence and welcome to new member

1. Apologies for absence were received from Christopher Riddington and Perdi Welsh.

Declarations of interest

2. The following members declared conflict of interest in relation to agenda items and would leave the meeting for the relevant item:
Sarah Reynolds-Golding – Askham Bryan College

Alison Heywood – Lantra Awards
Sarah Batt-Williams – Royal Veterinary College

Minutes of the meeting of the Education Committee (VNEC) 25 June 2026

3. The Committee approved the minutes of the meeting held on 25 June 2026 as an accurate record.

Matters arising

4. Review of policies and procedures. The Director of Veterinary Nursing reported that the full review of policies and procedures relating to accreditations and auditing strategy referred to in the previous meeting was ongoing and would be reported back to the October or December meeting of the committee.
5. **VNEC Guidance.** As requested at the previous meeting, the organisational chart for the VN team had been uploaded into BoardEffect, as well as several other useful documents to form a VNEC handbook. This currently included detailed reference information on the following:
 - Programme delivery decisions
 - Pre-registration examinations
 - Understanding accreditation and quality monitoring reports
 - Veterinary and VN acronyms
 - VN department organisational chart

All committee members had been sent information on accessing the documents. Additional documents would be uploaded as they were updated as part of the policy and procedures review, and committee members would be notified.

Operational update

6. The Director of Veterinary Nursing (DoVN) updated the Committee on recent activities and issues of note.
7. **Database.** The new Customer Relationship Management (CRM) database had been launched in mid-July. The team had been working hard to ensure that the new enrolment process ran smoothly, and enrolments for the licence to practise qualifications had now started through the new system. Each of the educators had been invited to a meeting with team members to run through the process for their institution individually, to ensure that all went well. Feedback so far had been very positive. The enrolment process for the Certificate in Advanced Veterinary Nursing (CertAVN) would be reviewed shortly, and the providers would soon be invited to a meeting to ensure that a suitable process was developed.
8. **VN Education newsletter.** The next *VN Education* newsletter would be published in October and would include a follow-up article from the VN Educators conference in

June, the VN team organisational chart with information on the roles of individual team members, the new enrolment process and any new information on policies and procedures, a VN Vision project update and a piece from RCVS Knowledge on relevant items for veterinary nurses and educators. Committee members were asked to notify the DoVN of any other items that they felt should be included.

9. **VN Vision.** The VN Progression and Development Lead was currently building the Theory of Change model that she had spoken about in the presentation to the committee at its June meeting, with assistance from an advisory panel. The DoVN was currently completing an ethics application for submission to the **RCVS Ethics Advisory Panel**, seeking approval for a research project exploring the scope of veterinary nursing practice from Day One through to enhanced and advanced practitioner roles. The DoVN would provide the Committee with a proposed project timeline and opportunities for Committee input as the project developed. stay
10. **Mind Matters Initiative (MMI).** MMI International were running a deconstructed symposium, which would be a series of events focusing on the vital transition from education or training into the workplace, and how new graduates and those recently qualified could be better supported for success. The symposium would focus on final year veterinary and veterinary nursing students as well as those in the first two years of their role. The initial (virtual) plenary event would take place on 30 September followed by a series of in-person regional events around Europe. Committee members who were interested, or knew others who might be interested, were asked to contact the DoVN for further details.

Report from RCVS Education Committee

11. There had not been a meeting of the RCVS Education Committee since the VNEC's previous meeting, and there was nothing to report.

VN Pre-registration Examination

12. The Head of Veterinary Nursing (HoVN) presented the minutes of the Pre-registration Examination Board that had met on 7 July 2026 to ratify the results of the Objective Structured Clinical Examination (OSCE) that was held in June. The Board had agreed the examination dates for 2027 and as noted previously, the OSCE would be held at the RCVS headquarters in Hardwick Street, with two sessions a year. There would be three theory examinations, and the dates had been adjusted to allow for the two OSCE sessions to be six months apart. The HoVN answered questions about the logistics of the examinations.

See confidential appendix para. 1



University of London (Royal Veterinary College) – Certificate in Advanced Veterinary Nursing

13. The Committee considered the accreditation report and action plan and conferred full accreditation status for the following programmes:

- Graduate Certificate in Advanced Veterinary Nursing Medical Nursing- University of London - 8188cert/6/2627/K
- Postgraduate Certificate in Advanced Veterinary Nursing Medical Nursing- University of London - 8188cert/7/2627/K
- Graduate Certificate in Advanced Veterinary Nursing Emergency and Critical Care- University of London - 8188cert/6/2627/J
- Postgraduate Certificate in Advanced Veterinary Nursing Emergency and Critical Care- University of London - 8188cert/7/2627/J
- Graduate Certificate in Advanced Veterinary Nursing Anaesthesia and Analgesia - University of London - 8188cert/6/2627/S
- Postgraduate Certificate in Advanced Veterinary Nursing Anaesthesia and Analgesia - University of London - 8188cert/7/2627/S

See confidential appendix paras 2 – 12

University of Glasgow

The Committee considered and approved the transfer of the qualifications listed below from University of Glasgow to Scotland's Rural College (SRUC):

- BSc (Hons) Veterinary Nursing - University of Glasgow - 8166/6h/2324/SA
- BSc Veterinary Nursing - University of Glasgow - 8166/6/2324/SA

VNEC also confirmed the accreditation status to be full accreditation for the remainder of the accreditation period.

Wrexham University

The Committee awarded full accreditation for five years for the following programme:
FdSc Veterinary Nursing - Wrexham University - 8064/5/2627/SA

See confidential appendix paras 13 - 15

Askham Bryan College

The Committee awarded full accreditation to Askham Bryan College for the following programme:

FdSc Veterinary Nursing - Askham Bryan College - 8062/5/2324/SA

See confidential appendix paras. 16 - 19

Licence to practise qualifications – Further Education

Lantra Awards

The Qualifications Assessor presented the report covering ongoing monitoring activities and action plan for Lantra Awards.

See confidential appendix para. 20

Licence to practise qualifications – Higher Education

Members of the qualifications and examinations teams introduced papers and for each of the following Higher Education Institutions, with updates on the ongoing monitoring activities and action plans.

- Middlesex University
- University of Greenwich
- University of Portsmouth

Annual External Examiner update

The Committee noted the annual update paper showing the current external examiner appointments for licence to practise and post-registration qualifications.

Items for publication

No specific items for publication were identified from the meeting.

Any other business

There were no items raised.

Meeting dates 2026

The remaining meeting dates for 2026 were confirmed as follows:

- Wednesday 21 October (full day, in person)
- Tuesday 15 December

Meeting dates 2027

The dates for 2027 were confirmed as follows:

- Monday 8 February
- Tuesday 13 April
- Thursday 17 June
- Tuesday 10 August
- Thursday 14 October
- Tuesday 14 December



It was likely that one meeting would be a full day, in person, but the date would be decided later in the year. The remaining meetings would be held online.

Summary	
Meeting	VN Council
Date	8 September 2026
Title	RVN Preliminary Investigation Committee Report to VN Council
Summary	This report sets out the work of the Registered Veterinary Nurse (RVN) Preliminary Investigation Committee (PIC)
Decisions required	None
Attachments	None
Authors	Sandra Neary Senior Professional Conduct Officer / Secretary to the RVN PIC s.neary@rcvs.org.uk / 020 7202 0730 Gemma Crossley Head of Professional Conduct g.crossley@rcvs.org.uk / 020 7202 0740

Classifications		
Document	Classification ¹	Rationales ²
Paper	Unclassified	N/A

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Registered Veterinary Nurses Preliminary Investigation Committee

Report to VN Council

Introduction

1. Since the last Report to Veterinary Nurses Council, there have been three meetings of the Stage 2 VNPIC which took place on 4 June, 21 July and 25 August 2026. The next meeting is scheduled to take place on 6 October 2026.

RVN Concerns received / registered.

2. Between 29 April 2026 and 26 August 2026, there were 31 new concerns relating to RVNs. Of these 31 new concerns:
 - 4 cases closed at Stage 1 VNPIC
 - 23 cases are currently under investigation by a Case Manager, Veterinary Nurse, Veterinary surgeon, and a lay member (Stage 1 VNPIC)
 - 4 cases have been adjourned for consideration by the Stage 2 VNPIC.

RVN Preliminary Investigation Committee

3. Three new cases have been considered by the Stage 2 VNPIC between 29 April and 26 August 2026. One case was referred to the RVN Disciplinary Committee. One case was adjourned for further investigation, and one case was referred to external solicitors for formal statements to be taken. At the meeting on 4 June 2026, one ongoing case was considered and referred to the RVN Disciplinary Committee. At the meeting on 25 August 2026, one ongoing case was considered and referred to the RVN Disciplinary Committee.

Ongoing Investigations

4. Five concerns are currently under investigation, and these will be returned to the RVN PIC for a decision in due course.

Health Concerns

5. There are currently no RVNs being managed in the context of the RCVS Health Protocol.

Performance Concerns

6. There are currently no RVNs being managed in the context of the RCVS Performance Protocol.

Referral to Charter Case Committee

7. Since the last report, no cases have been referred to the Charter Case Committee.

Referral to Disciplinary Committee

8. Since the last report, three cases (involving three RVNs) have been referred to the RVN Disciplinary Committee. The hearing dates will be confirmed in due course.

Disciplinary Hearings

9. Since the last report, two disciplinary hearings have taken place. The first hearing took place on 11 and 12 May 2026 and related to the respondent's conviction for burglary. The Committee concluded that the nature and seriousness of the respondent's behaviour which led to the conviction, was fundamentally incompatible with being registered as a veterinary nurse. The Committee decided that the only appropriate and proportionate sanction in this case was removal from the Register.

The second hearing took place on 3 and 4 June 2026 which related to 15 charges against the RVN, all of which concerned previous criminal convictions dating between 2008 and 2020. The convictions comprised theft and public order offences, all of which were spent and none of which resulted in an immediate custodial sentence.

While the Committee recognised that the offending had taken place before the RVN joined the Register of Veterinary Nurses, it found that the crimes she had committed constituted serious professional misconduct and undermined public confidence in the profession.

In considering the most appropriate sanction for the RVN, the Committee took into account a number of additional mitigating factors, including: the fact she demonstrated insight and remorse into her offending; the difficult personal circumstances at the time of offending; efforts to avoid repeating the offending; her frank personal statement to the RCVS prior to registration; significant lapse of time since the last offence; and positive character testimonials.

In all the circumstances, the Committee was not satisfied that the public interest required a sanction to protect it. The Committee decided that the demands of the public interest were adequately marked and served by the findings already made that the convictions rendered the respondent unfit to practise and that she had been guilty of disgraceful conduct in a professional respect. As a result, the Committee decided that it would be appropriate and proportionate to impose no further action in this case.