Veterinary Nurses Council

Wednesday 18 November 2026 at 10.00am at the Royal College of Veterinary Surgeons, 1 Hardwick Street, London EC1R 4RB

Agenda		Classification[1]	Rationale[2]
1.	**Apologies for absence**	Oral report Unclassified	n/a
2.	**Declarations of interest**	Oral report Unclassified	n/a
3.	**Obituaries**	Oral report Unclassified	n/a
4.	**Minutes of meeting held on 8 September 2026**		
	i. Unclassified minutes	Unclassified	n/a
	ii. Classified appendix	**Confidential**	**2,3,4**
5.	**Matters arising** Any matters arising	Oral report Unclassified	n/a
6.	**CEO update**	Unclassified	n/a
Matters for decision by VN Council and reports from Committees (unclassified items)			
7.	**VN Education Committee**		
	Minutes of meeting held on 21 October 2026		
	i. Unclassified minutes	Unclassified	n/a
	ii. Classified appendix	**Confidential**	**2,3,4**
8.	**Reports from RCVS Committees**		
	8.01 VN Preliminary Investigation Committee	Unclassified	n/a

	8.02 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.	Oral report Unclassified	n/a
	8.03 Standards Committee	Oral report Unclassified	n/a
	8.04 Advancement of the Professions Committee	Oral report Unclassified	n/a
	8.05 Registration Committee	Oral report Unclassified	n/a
9.	**Communications report**	Oral report Unclassified	n/a
10	**Any other business (unclassified)**	Oral report Unclassified	n/a
11.	**Date of next meeting** Thursday 25 February 2027 at 10.00am	Oral report Unclassified	n/a
Confidential and private items (closed session)			
12.	**Minutes of meeting held on 8 September 2026** Any matters arising **(confidential items)**	Oral report	
13.	**Vet GDP and CPD Compliance Subcommittee**	**Confidential**	**1,2**
14.	**Policy, Innovation and Public Affairs update**		
	14.01 Competition and Markets Authority (CMA)	Oral report **Confidential**	
	14.02 Department for the Environment, Food and Rural Affairs (Defra)	Oral report **Confidential**	
	14.03 Nurse prescribers	Oral report **Confidential**	
15.	**VN Education Committee confidential items**		
	Confidential items from meeting of 21 October 2026	**Confidential**	**2,3.4**
16.	**Any other business (confidential items)**	Oral report **Confidential**	

Annette Amato
Secretary, VN Council
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[1]Classifications explained	
Unclassified	Papers will be published on the internet and recipients may share them and discuss them freely with anyone. This may include papers marked 'Draft'.
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[2]Classification rationales	
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Veterinary Nurses' Council

Membership and Terms of Reference

1. The Veterinary Nurses' Council shall consist of the following members:

    a. Six veterinary nurses practising or living wholly or mainly in the United Kingdom, elected by ballot of all veterinary nurses, conducted substantially in accordance with the Royal College of Veterinary Surgeons Council Election Scheme 1967 (as amended), with the necessary adaptations;

    b. Two veterinary nurses to be appointed by the Veterinary Nurses' Council;

    c. Two veterinary surgeons, to be appointed by the Veterinary Nurses' Council in consultation with RCVS Council;

    d. Four lay members to be appointed by the Veterinary Nurses' Council.

2. The term of office of elected and appointed members of the Veterinary Nurses' Council shall be three years in each case, and one-third of the elected members shall retire in rotation each year, being eligible for re-election if still qualified to serve. A member elected or appointed to fill a casual vacancy shall serve the unexpired portion of the predecessor's term of office.

3. Members of the Veterinary Nurses' Council shall serve a maximum of three successive terms and after which they will be eligible to re-stand for election or be re-appointed after a gap of two years.

4. The quorum for meetings of the Veterinary Nurses' Council shall be seven members, which must include four veterinary nurse members, one veterinary surgeon member, and one lay member.

5. The Chair and up to two Vice-Chairs of the Veterinary Nurses' Council shall be elected by the Veterinary Nurses' Council, by secret ballot. The Chair will be either an elected or appointed veterinary nurse. The election of the Chair shall be confirmed by the RCVS Council.

6. The term of office of the Chair shall usually be three years and Vice-Chair(s) shall serve for either one or three years, with the outgoing Chair normally serving one year as Vice-Chair.

7. The Veterinary Nurses' Council was established in 2002 and the Supplementary Royal Charter confirms its functions shall encompass the regulation of the profession of veterinary nurses.

8. The Veterinary Nurses' Council shall, in addition to those functions specified in the Supplemental Royal Charter:

    a. Set standards for the training and education of persons wishing to be entered into the Register

    b. Set requirements in relation to the registration of veterinary nurses

    c. Set standards for the conduct of veterinary nurses

    d. Maintain the register of veterinary nurses;

    e. Recommend to the Finance and Resources Committee a budget and levels of fees to be charged; and

    f. Recommend to the Council amendments to the rules relating to the registration, conduct and discipline of veterinary nurses.

9. In exercising its functions, the Veterinary Nurses' Council may delegate responsibility for matters related to veterinary nurse education, both licence to practise and post registration awards, to the Veterinary Nurse Education Committee.

10. The Veterinary Nurses' Council shall ensure that the welfare of animals and good veterinary practice are central to its work.

Summary	
Meeting	Veterinary Nurses Council
Date	18 November 2026
Title	VN Council Minutes 8 September 2026
Summary	Minutes of meeting held on 8 September 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]**
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Classified appendix	**Confidential**	2,3,4

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Veterinary Nurses Council
Minutes of the meeting held on Tuesday 8 September 2026 at the Royal College of Veterinary Surgeons, 1 Hardwick Street, London EC1R 4RB

Members:

Mrs Belinda Andrews-Jones	Vice-Chair
^Professor David Barrett	Officer observer (non-voting)
Mrs Anita Bickerdike	
Miss Meghan Conroy	
^Ms Jessica Franklin	
Ms Lisa Grainger	
Miss Lauren Hargrave	
Mrs Susan Howarth	
Dr Zara Kennedy	
*Mrs Katherine Kissick	
Mrs Bethan Pinhey	
*Ms Stephanie Richardson	
Miss Hannah Welsman	
Dr Lara Wilson	
Mrs Kirsty Young	Chair

*Denotes absent
^Denotes remote

In attendance:

Mrs Annette Amato	Committee Secretary
^Mr Luke Bishop	Media and Publications Manager (open session)
Mrs Julie Dugmore	Director of Veterinary Nursing
Mrs Victoria Hedges	Head of Veterinary Nursing
Ms Lizzie Lockett	Chief Executive
Mr Dan Simpson	Senior Policy, Innovation and Public Affairs Officer (confidential session)
Mrs Sandra Tetsola	Head of Finance (confidential session)
Ms Georgina Winston	VN Examinations Assessor

Guests:

Mr Chris Simpson	*Vet Times (open session)*

Chair's introduction

1. The Chair welcomed all those present 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.

2. The Chair then welcomed each new member, providing a summary on each, and the other members of Council and staff introduced themselves.

Apologies for absence

3. Apologies for absence had been received Katherine Kissick and Stephanie Richardson.

Declarations of interest

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

Obituaries

5. No written obituaries had been received. Council 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 13 May 2026

6. **Minutes of meeting held on 13 May 2026.** The minutes of the meeting held on 13 May 2026. were approved as a correct record. Comments on the classified appendix would be held over until the closed session.

Matters arising

7. There were no matters arising on the previous minutes that were not due to be covered later in the agenda.

CEO update

8. The CEO introduced her update paper setting out a summary of recent activities since June 2026 that had been publicised by the College, and a summary of activity against the Operational Plan 2025-2027 that had been approved by RCVS Council in October 2025. The Strategic Plan for 2025-2029, 'Stronger together' included four ambitions in specific areas:
    - Stronger together with veterinary professionals
    - Stronger together with animal owners and keepers
    - Stronger together with society at large

- Stronger together with our staff team and governance

9. The Operational Plan set out the actions required to meet the ambitions of the Strategic Plan in granular detail, these being overseen by the relevant committee, working party or the Senior Team. The document was currently updated three times a year, but RCVS Council at its recent meeting had recommended a change, with the full plan to be reviewed once a year and a plan with the actions relevant to individual committees or VN Council being provided at each meeting as appropriate. This would mean that regular updates could be provided on items specifically impacting the work of VN Council, although members would be welcome to have access to updates on other areas of College work if they wished.

10. The CEO commented that a few of the actions had fallen a little behind for a variety of reasons including ongoing work around the Competition and Markets Authority (CMA) investigation and on legislative reform, where tight external deadlines had to be met. The College team had been working very hard to meet these deadlines and to ensure business as usual. The workload issues were being addressed.

11. The CEO responded to two queries relating to the plan. Regarding the effect on the budget caused by delays to specific projects, it was confirmed that any ring-fenced funds for a specific project could be rolled forward, although some projects did not have a specific budget attached to them. There was also a discretionary fund that could be applied to in the case of unexpected items.

12. In relation to work around artificial intelligence (AI), the College had worked with other regulators to put out a joint statement on AI in education, and a section on the use of AI had been added into the Supporting Guidance to the Code of Professional Conduct. A roundtable had been held two years previously to gather views from veterinary professionals, that had highlighted the need for AI developers to provide veterinary professionals with the right information so that they could exercise their professional judgement. The RCVS and the Veterinary Medicines Directorate could not regulate AI developers, but they could support them in delivering the right information. There was currently a piece of work being carried out with the RCVS-led AI Transparency Alliance, working with industry to develop a framework against which developers could provide information in a standardised form. Educational activities would also be developed, such as an Academy course, to support responsible use of AI. There was due to be a paper on this subject submitted to the Standards Committee in November.

Veterinary Nurse Education Committee (VNEC)

13. Susan Howarth, Chair of the Veterinary Nurse Education Committee (VNEC), presented the unclassified sections of the minutes of two meetings of the VNEC that had taken place since the previous meeting of Council, which were included in the agenda papers, and summarised the main points covered.

Meeting held on 26 June 2026

14. The Committee had been updated on the pre-registration examinations for overseas-educated veterinary nurses, and on the Practical Assessment in Veterinary Nurse Education (PAVE) project.

15. The Committee had reviewed the accreditation report and action plan for the University of Chester's BSc (Hons) Veterinary Nursing programme - 8211/6h/2526/SA - and had agreed to award full accreditation status to this programme.

16. The Committee had noted a minor programme change from Central Qualifications, and quality monitoring reports and action plans for a number of Accredited Education Institutions (AEIs) and delivery sites.

17. Following receipt of a quality monitoring report for a post-registration qualification, there had been a general discussion around post-registration provision, including how to encourage new providers to become involved. The Director of Veterinary Nursing (DoVN) had agreed to facilitate a meeting to include potential providers and the RCVS, to discuss matters of mutual interest, including engagement with the professions.

18. The Committee had been updated on a number of staffing changes within the VN team and had been provided with a very useful organisational chart showing the team structure and roles. This had been uploaded into the VNEC's BoardEffect library area and would also be published in the *VN Education newsletter*. It would also be uploaded into the VN Council BoardEffect library.

19. Council ratified these minutes.

Meeting held on 19 August 2026

20. The following accreditation decisions had been taken:

21. University of London (Royal Veterinary College) – Certificate in Advanced Veterinary Nursing - full accreditation 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

22. Wrexham University - full accreditation for the following programme:
FdSc Veterinary Nursing - Wrexham University - 8064/5/2627/SA

23. Askham Bryan College – full accreditation for the following programme:
FdSc Veterinary Nursing - Askham Bryan College - 8062/5/2324/SA

24. The Committee had approved the transfer of the following qualifications from the 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

with full accreditation status continuing for the remainder of the accreditation period.

25. The Committee had noted a number of quality monitoring reports and the annual update on External Examiners for the accredited licence to practise and post-registration programmes.

26. In response to a question on how the RCVS was engaging with practices in respect of the Apprenticeship, it was confirmed that the RCVS remit included review of the Standards and the Day One Skills, to ensure that the required skills remained relevant to everyday practice, but funding was not a matter for the RCVS. The scope of the RCVS quality monitoring activity of Awarding Organisations (AO) included review of the support provided by the AO to the colleges, and in turn the colleges provided support to the clinical coaches in practice. There were many factors that affected nurse training.

27. The DoVN added that the RCVS had been working closely with Skills England and the Apprenticeship Trailblazer Group on revising and updating the new Apprenticeship Standard, and the RCVS was also looking at carrying out the external quality assurance for the apprenticeship. At present the RCVS did not collect data on the apprenticeship, only the information on the programme that a student was registered on. Moving forward, apprenticeship data would be collected, and this would be closely monitored to look at trends. It was acknowledged that there was a variety of different training routes and the funding issues could be complex.

28. The Chair recalled that there had been discussion in the past about the workforce requirements and the barriers that might prevent these from being met. The CEO clarified that there were two strands to this work, one looking at the cultural barriers that may prevent people from returning to the profession, and also the

research team were looking at the metrics. Both these aspects were being revisited. There had recently been some anecdotal reports about fewer students entering training, and those who had trained finding difficulties in obtaining work once qualified, however, the last workforce modelling piece had shown a predicted oversupply of veterinary nurses by 2035. This work was due to be re-run as there had been various changes including the introduction of veterinary workforce placements and EU related changes. A member commented that their practice had trained three veterinary nurses who had recently qualified, one had been employed in the practice, but the others were still looking for work.

29. Council ratified the VNEC minutes of 19 August.

Reports from RCVS Committees

Registered Veterinary Nurse Preliminary Investigation Committee (RVN PIC)

30. Council noted the report of the RVN PIC Committee that had been circulated with the agenda.

RVN Disciplinary Committee

31. Details of disciplinary cases could be found on the website: https://www.rcvs.org.uk/veterinary-professionals/conduct-and-guidance/concerns-about-veterinary-professionals/disciplinary-committee-hearings and a brief outline was also saved in the workroom library in the BoardEffect platform.

32. A member raised a query relating to one of the disciplinary cases that had been summarised briefly in the RVN PIC Committee report and noted that the issues that had been covered in the hearing had taken place before the individual had registered. It was queried whether this raised the need for further education and awareness raising around counselling for students around fitness to practise, as part of the licence to practise qualifications.

33. The DoVN confirmed that fitness to practise policies were always reviewed at all accreditation events to ensure that the policies were robust and being fully implemented, and this was also addressed as part of the quality monitoring activities carried out by the VN team. The accreditation standards were applicable to all Accredited Education Institutions and their delivery sites.

34. Some members expressed a wish to understand more about the health protocol and how this tied in with the disciplinary process, and the CEO suggested that this might best be covered by a presentation in the confidential section of the next VN Council meeting.

Standards Committee

35. There were no unclassified items to report from the June meeting of the Standards Committee.

Advancement of the Professions Committee (APC)

36. There had been no meetings of the APC since the last meeting of VN Council. The next meeting was due to take place in October.

Registration Committee

37. There had been no meetings of the Registration Committee since the last meeting of VN Council.

Communications report

38. The Media and Publications Manager provided an overview of recent VN-related activities in the Comms Department.

39. **Media and content**
Later in the day, the next edition of the RCVS podcast would be recorded, including an item about the recently published VN prescriber research. This would take the form of a conversation between the Chair and Vicki Bolton, the RCVS Research Manager. All previous episodes of the podcast were available on the website.

40. The team would shortly be conducting a communications survey with a randomised sample of the professions including 4,250 VNs. This would be a broad survey asking them about their thoughts on current RCVS communications and their preferences. It was hoped this would provide some crucial insights and inform the overall communications strategy.

41. The candidate information packs were being developed for the next set of VN Council and RCVS Council elections, for launch later in the autumn. These would be online only, using the new webform functionality on the website. There would be an online video with a former VN Council member talking about the work of VN Council. The Council Effectiveness Group was also working on providing suitable information.

42. There was a general discussion about the need to promote and inform about VN Council and its work, to encourage application from a diversity of RVNs. It was suggested that there was possibly a perception that the RCVS was disciplinarian, which was a hard view to break and may be a reason for the low voting figures in VN Council elections. A member commented also that VN Vision work had

positively changed their perception of the RCVS. The Chair pointed out that the RCVS Academy had many very informative courses for students and RVNs.

43. Over the next few months, the team would be working with Leigh Hinsley, VN Project Officer, to keep engagement up around the VN Vision project, with a social media plan to keep people engaged with the project and its aims between now and the consultation early next year.

44. **Events**
The British Equine Veterinary Association (BEVA) Congress later in the week would be attended by the DoVN and Leigh Hinsley, with a VN vision project update in one of the sessions. There would also be RCVS attendance at the British Veterinary Nursing Association (BVNA) Congress and the London Vet Show (LVS) this autumn, and any Council member who might be interested in chairing one or more of the Royal Veterinary College clinical stream sessions was asked to notify the Events Manager.

45. The next Regional Question Time would take place in York on 14 October, and a few VN related questions had been submitted. There were still some places available if any member was interested in attending.

46. The next Veterinary Nurses' Day would be held at Central Hall, Westminster on 3 December, with Dot Green RVN again being the keynote speaker.

47. VN Academy Live online webinars would take place on 9 September: Progressing your VN career with the RCVS Academy, and on 17 September: Returning to Practice.

Any other business (unclassified)

48. There was no other business.

Date of next meeting

49. The next meeting would be on Wednesday 18 November.

Summary	
Meeting	Veterinary Nurses Council
Date	18 November 2026
Title	Minutes of meeting of VN Education Committee held on 21 October 2026
Summary	Minutes of the meeting of Veterinary Nurse Education Committee held on 21 October 2026
Decisions required	To approve
Attachments	Classified appendix **(confidential)**
Author	Annette Amato Committee Secretary a.amato@rcvs.org.uk / 020 7202 0713

Classifications

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Appendix	Confidential	2,3,4

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Veterinary Nurse Education Committee

Minutes of the meeting held on 21 October 2026 held at the Royal College of Veterinary Surgeons, 1 Hardwick Street, London EC1R 4RB

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)
	*	Mr Christopher Riddington	Student representative – FE sector
		Miss Marie Rippingale	FE veterinary nursing provider
		Miss Gemma Thirkettle	Student representative – HE sector
		Mrs Perdi Welsh	Post-registration veterinary nurse provider
		Mrs Bethan Pinhey	VN Council non-voting observer

*absent

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

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

1. Apologies for absence were received from Donna Cotton, Lisa Grainger and Christopher Riddington. It was confirmed that the meeting was quorate.

Declarations of interest

2. Alison Heywood, Perdi Welsh and Sarah Batt-Williams identified conflict of interest in relation to specific agenda items and would leave the meeting for the relevant item.

Minutes of the meeting of the Education Committee (VNEC) 19 August 2026

3. The Committee approved the minutes of the meeting held on 19 August 2026 as a correct record.

Operational update

4. The Director of Veterinary Nursing (DoVN) provided an update on recent activities and issues of note since the previous meeting.

5. **Enrolment process.** Following the launch of the new Customer Relationship Management (CRM) database in mid-July, student enrolments had been put on hold for a short period while the new process was developed. Enrolments had now been resumed, with ongoing refinements to the process taking place as issues arose. Although these had been challenging for the team members, the issues did not seem to be adversely affecting the training providers. Training provider members of the Committee commented that their enrolments had been processed very quickly and passed on their thanks to the Qualifications Officer who had been very responsive and helpful when issues were reported.

6. **British Veterinary Nursing Association (BVNA) Congress**. The DoVN and several VN team members had attended the BVNA Congress earlier in the month, with over 480 people visiting the RCVS stand, and some good discussions taking place with delegates around various current projects, including strengthening the role of veterinary nurses, the scope of practice and the Practical Assessment for Veterinary Nursing Education (PAVE) Project. The DoVN had also met with the officer team of the BVNA to provide mutual updates and had discussed areas where the RCVS and BVNA could work collaboratively, now that the VN Futures project had come to an end.

7. **Apprenticeship.** The new Apprenticeship Standard had now been published and was due to come into effect on 25 March 2027, with details on the government website. The RCVS was named as the External Quality Assurance (EQA) body for the apprenticeship. Following the DoVN's upate, there was a general discussion on the importance of the role of clinical supervisors, the need to raise awareness of the role, and suggestions as to how this might be achieved.

8. **Memcom Excellence Awards**. The RCVS had won an award for the Best Inclusion Initiative (highly commended) – for the College's 'Let's talk adjustments campaign', which aimed to raise awareness of the need for reasonable adjustments, address common myths and misconceptions surrounding them, and highlight the legal obligations of leaders and managers around implementation. This also included the publishing of guidance for veterinary and veterinary nurse education providers, students and staff, which the committee had contributed towards.

9. **Staffing.** Recruitment was now underway for a Qualifications Assessor to complete the VN team, with first interviews taking place later in the week.

10. **VN Education newsletter.** The publication of the *VN Education* newsletter had been put on hold until early December, due to the other workload priorities. This would include a follow-up from the VN Educators conference in June, an article around standards and diverse needs, an update on the PAVE project, the VN Vision project on strengthening the role of veterinary nurses, and the VN team organogram with information on the roles of individual team members.

Report from RCVS Education Committee

11. Bethan Pinhey reported that she had been unable to attend the recent Education Committee meeting and would forward a report to the Committee Secretary for circulation, covering any items of relevance to VNEC.

VN Pre-Registration Examination Board

12. The Committee noted the report of the Pre-registration Examination Board that had met on 10 August 2026 to consider the results of the multiple choice question (MCQ) examinations held in July.

VN Pre-Registration Examination Board members

Alison Heywood left the meeting for this item.

13. The Head of Veterinary Nursing (HoVN) presented a paper outlining proposed changes to the membership of the RCVS Veterinary Nursing Pre-registration Examination Board, required as a result of a number of current members reaching the end of their terms of appointment. Full details of the two proposed examiners and two proposed educator representatives were provided. The HoVN explained the rationale for each of the proposals and confirmed that the aim was to ensure that as well as the required skills match for each member, there should be no conflicts of interest and also that there would be a spread of representation from different providers.

14. The Committee voted on and agreed the proposed appointments.

15. The Chair asked that the thanks of the Committee be passed on to the outgoing members of the Board, Trish Scorer, Julia Cox, Julie Ouston and Rachel Russell for their hard work over the last 6 years.

Alison Heywood re-joined the meeting.

PAVE Project update

16. The HoVN provided a brief oral update on the Practical Assessment for Veterinary Nursing Education (PAVE) Project. The project was now at the stage of holding stakeholder meetings, the first of which had taken place at the VN Educators conference at the RCVS in June. There were due to be at least 20 events, each for a maximum of eight people, all online as no stakeholders had chosen to attend the proposed in-person events. Educators had been asked to notify their training practices of the events as it was hoped to encourage as many clinical supervisors as possible to take part. The first event had taken place the previous day.

17. The HoVN confirmed that all Further Education and Higher Education providers had been notified, and it was hoped to ensure wide ranging discussions and a balance of opinions, enabled by the small group format for each meeting.

Matters for decision

Accreditation panel members

18. The Committee considered the completed person specification, CV and CPD for a proposed RCVS panel member at accreditation events, and agreed the appointment.

Matters for report

Licence to practise qualifications – Further Education

19. **Lantra Awards.** A brief oral update was provided on staffing changes.

20. **VetSkill Limited.** The Committee noted details of a minor programme change request for VetSkill VTEC Level 3 Diploma in Veterinary Nursing (Companion Animal) 610/6071/9

Licence to practise qualifications – Higher Education

21. **Quality monitoring**. The Qualifications Assessors introduced a paper for each of the following Higher Education Institutions, setting out the ongoing monitoring activities and responses to action plans, as well as any changes to risk ratings. There were no items for decision.

- **Aberystwyth University**
- **Middlesex University**
- **Nottingham Trent University**
- **University of Glasgow**
- **University of Chester**

- **University of Greenwich**
- **Wrexham University**

22. **Programme changes.** Details of minor programme changes to the following were noted:

- **Scotland's Rural College (SRUC)**
  BSc (Hons) Veterinary Nursing - SRUC - 8244/6h/2627/SA
  BSc Veterinary Nursing - SRUC - 8244/6/2627/SA

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

- **University of Lancashire (ULAN**). Some minor changes to the wording of the module descriptors for the FdSc Veterinary Nursing - 8155/5/2526/SA

Accredited Education Institution and Delivery Site updates

23. The Qualifications Manager presented a paper detailing changes in course delivery. Two changes were noted:

24. **Hopwood Hall College.** Hopwood Hall had been approved to deliver the Central Qualifications Level 3 Diploma in the current academic year and would no longer be enrolling students on the VetSkill qualification. The remaining VetSkill students would continue to be supported by Hopwood Hall and Vetskill as they continued their learning on that qualification.

25. **Hartpury University.** Hartpury University had confirmed that its postgraduate programmes had been suspended and were closed to new applicants. Current students on these programmes would continue to be supported until their studies had been completed.

26. The Committee expressed regret that this meant the only equine post-registration qualification was no longer available to new applicants, although it was confirmed that the British Equine Veterinary Association (BEVA) were aware and hopefully could consider possible options for the future. The DoVN confirmed that as agreed at the June meeting, the RCVS would be happy to facilitate a meeting between current and prospective post-registration providers which could also include discussion of the potential opportunities around scope of practice offered by the new Veterinary Surgeons Act.

27. The various issues and concerns could be discussed fully at the meeting with the providers and reported back to the Committee at a future meeting.

Items for publication

28. There were no items for publication identified from the meeting.

Any other business

29. There were no items raised.

Date of next meeting

30. The next meeting would take place on Tuesday 15 December, and would be a remote meeting starting at 9.30am.

Meeting dates 2027

31.

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

The decision as to which of the 2027 meetings should be in-person would be confirmed at the next meeting.

Summary

Meeting	Veterinary Nurses Council
Date	18 November 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

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

[2]Classification 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

Registered Veterinary Nurses Preliminary Investigation Committee

Report to VN Council

Introduction

1. Since the last Report to Veterinary Nurses Council, there has been one meeting of the Stage 1 VNPIC which took place on 6 October 2026. The next meeting is scheduled to take place on 10 November 2026.

RVN Concerns received / registered.

2. Between 27 August 2026 and 6 November 2026, there were 16 new concerns relating to RVNs. Of these 16 new concerns:

    - One case closed at Stage 1 VNPIC as the Complainant withdrew their concerns.

    - 15 cases are currently under investigation by a Case Manager, Veterinary Nurse, Veterinary surgeon, and a lay member (Stage 1 VNPIC)

RVN Preliminary Investigation Committee

3. Three new cases have been considered by the Stage 2 VNPIC between 27 August and 6 November 2026. All three cases closed with no further action. At the meeting on 6 October, a decision was made on one ongoing case. The Committee decided to close the case with formal advice issued to the Respondent.

Ongoing Investigations

4. Six 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, no cases have been referred to the RVN Disciplinary Committee.

Disciplinary Hearings

9. Since the last report one disciplinary hearing took place from 21st to 23rd September 2026. There were three charges against the Respondent which related to dishonesty during an internal grievance process, and dishonesty in what she communicated to the College.

   In determining the facts of the case, the Committee found all three charges proved. The Committee was of the view that the dishonest and misleading accounts given by the Respondent to her employer and the College had breached the fundamental principles of honesty and integrity expected of the profession. This conduct also risked bringing the profession into disrepute with the public and eroding public confidence in the veterinary profession. Having found serious professional misconduct, the Committee decided that the most appropriate decision was to remove the Respondent's name from the Register.