

Good Veterinary Workplaces: Taking action

Taking Action: Summary Pack

We're pleased to share the Good Veterinary Workplaces: Taking Action sessions in their entirety. You can also find additional content to help you refresh your knowledge from previous talks, or if this is your first foray into GVW Taking Action, give you access to the whole collection of resources.

Between January – September 2023 we ran eight webinars in a 'Ted-talk' style, given by inspiring and impressive individuals. Each session starts with a 10-minute talk followed by a reflective period and questions. From this, we hope that viewers will be able to get tangible, beneficial takeaways to use in their own workplaces.

You can find all the sessions [here](#) and the correlating summary sheets below.

Good Veterinary Workplaces: Taking Action Webinars

January: [The Power Of 'ish' and Not Being Put Off By Perfection](#)

February: [Shaping Practice Culture As A Team](#)

March: [Speaking Up and Listening Up: Creating Psychological Safety In Practice](#)

April: [Compassionate Complaint Handling](#)

May: [Unleashing Success: The Power of 1:2:1s In Veterinary Workplaces](#)

June: [Make Returning To Work, Work!](#)

July: [That's Not OK – Handling Racism, Discrimination, and Unacceptable Behaviour](#)

September: [Finding, Nurturing, and Keeping A Great Team](#)

Resources

Below, we have curated a list of resources that either relate to one of the Taking Action sessions or can offer advice around workplace culture in some way, so do check these out too.

[Flexible Working](#)

[Pay Transparency](#)

[GVW voluntary code and workbook](#)

[Microaggression support](#)

VDS Training Culture Survey

How would you describe the culture of your veterinary team? Do you know what's working and what not? Maybe you feel the culture and team feel is not quite right but don't know where to start. The VDS Training Culture survey tool can point you in the right direction. How does it work? A survey is shared with all your team, VDS Training collate and organise the results and you receive an online debrief with an experienced trainer to walk

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through the results, what they mean and plan next steps. In 2022, VDS Training supported veterinary practices through 47 culture surveys, helping them to measure, review and discuss the culture of their team, and implement changes to help manage workplace stress and improve wellbeing. Could your practice be the next to benefit?

- The benefits of a culture survey for your team and practice:
- Identifies the factors within your practice affecting team morale, wellbeing and culture
- Allows team members to give anonymous feedback handled by a trusted external partner
- Gives you a framework which takes you from reviewing the evidence to implementing change
- Promotes active discussion and conversations between different teams, management and employees
- Demonstrates good practice through a step-by-step risk assessment
- Helps implement sustainable change as a team and with guidance from VDS Training

Find out more [here](#).

A final thought from Elly Russell, Training Consultant VDS

This series has been a brilliant opportunity to connect practice teams, sharing challenges and successes to collectively gather the energy and inspiration to make a positive impact in our veterinary workplaces. There are so many people across the country working hard to put people at the centre of veterinary practice, building thriving careers, practices, and businesses. We hope the tips, techniques, stories, ideas and resources shared in this series will help #TeamVet on their journey to create and sustain Good Veterinary Workplaces. Finally, remember, you are not alone. The team at VDS Training have a wealth of experience and support available, so reach out if you need a helping hand!

A final thought from Malcolm, BVA Senior Vice President

When BVA and VDS first launched this series, I said we'd shine a light on people who are bringing about the workplace changes that are needed to support retention. I really hope we've achieved that, and that this collective pack gives every member of #TeamVet the tools and confidence to make the changes they need in their workplaces. BVA will always be here to support the vet profession, but we need the people on the front line to champion the initiatives and help spread the value and impact that being part of a Good Veterinary Workplace can have on everyone. So, if you have been part of this journey, or are about to undertake it, thank you and keep going.