

Best New Workplace Approach to Mental Wellbeing

AWARDS

THIS CAN HAPPEN GLOBAL.

in association with

A&O SHEARMAN

Winner //

ROYAL COLLEGE OF VETERINARY SURGEONS

This award is given to a workplace that has recognised the importance of mental wellbeing, and within the past 18 months has taken steps to change the culture via a holistic and focused approach.

This initiative is embedding suicide prevention into everyday practice across the UK veterinary profession – combining regulation, training, practical tools and expert support to drive lasting change.

In 2026, the Royal College of Veterinary Surgeons (RCVS) introduced a new Practice Standards Scheme (PSS) requirement for veterinary practices to have a practice-specific suicide prevention plan (SPP) in place. The change followed the College's response to two Prevention of Future Death reports and forms part of the Core accreditation level, currently met by 64% of UK veterinary practices.

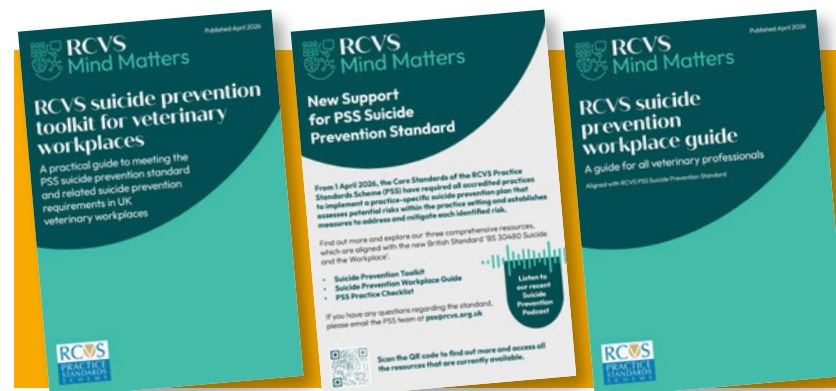
Rather than treating this as a compliance exercise, the RCVS Mind

Matters Initiative (MMI) took a holistic approach, using its 2023–2028 Prevent, Protect and Support strategy to build suicide prevention capability across the profession.

From Regulation to Practical Action

Working with suicide prevention experts Peter Kelly and Sarah Ambrose, MMI and PSS developed three resources aligned with the new British Standard for suicide prevention in the workplace, BS 30480: a Suicide Prevention Guide, a practical SPP Checklist and a comprehensive Suicide Prevention Toolkit.

These were supported by free training, webinars, podcasts, workshops and expert support for



RCVS resources help veterinary workplaces embed suicide prevention into everyday practice

PSS assessors. Two new courses launched in October 2025 – *Managing Mental Health at Work* and *Suicide Awareness Fundamentals* – giving managers and veterinary professionals practical knowledge to identify risks and respond with greater confidence.

Results & Impact

The initiative is already generating strong engagement. 108 delegates have completed *Managing Mental Health at Work* and 189 have completed *Suicide Awareness Fundamentals*, while 544 managers have been trained through wider activity and 248 Mental Health First Aiders have been trained since 2024.

Between April and June 2026, the new suicide prevention resources generated 601 downloads, including 261 Toolkit downloads from 210 unique users. A LinkedIn campaign reached 1.3k people with an 18% engagement rate, extending awareness beyond direct participants.

With PSS assessing approximately 1,000 practices each year, the initiative has the potential to embed suicide prevention across the profession at scale. A comprehensive evaluation programme will track how practices use the resources, identify barriers and capture learning to continually improve support. ■

Judges' comments

+ A clear and considered response to a recognised sector risk, with strong evidence of action and encouraging early engagement metrics.

+ I was particularly impressed by the way suicide prevention has been embedded into professional standards.

Highly commended

→ Ubiquitous

Shortlisted

→ Bradford College

→ GRS Group