

	70	Completed.
	71	Completed.
	72	Ongoing. ACTION: AT will take this on and ask DP to prepare a summary of liabilities.
	79	Ongoing. JT not present at the meeting.
	80	Ongoing. JT not present at the meeting.
	81	Completed.
	82	Ongoing.
	83	Completed.
	84	Completed.
	85	Ongoing.
	86	Completed.
	87	Completed.
	88	Ongoing.
	89	Completed.
	90	Completed. Carried forward to the next agenda.
	91	Completed.
	92	Completed. Planning consultant advised that GRW will have three weeks to lodge objections if a planning application is made by Valley, and that would be the time to engage his services.
	93	Completed. Overtaken by events.
	94	Completed. Overtaken by events.
	95	Completed. Online event to make it affordable and accessible for members.
	96	Completed. Overtaken by events.
	97	Completed. TDoyle to prepare action plan for periodic review by the officers group.
	98	Completed.
	99	Completed.
	100	Completed.
5.	Updates and actions from Officers meetings	
	<p>The officers group hadn't met since the last trustee meeting.</p> <ul style="list-style-type: none"> CG's request to the officers group was discussed at this meeting instead: <ul style="list-style-type: none"> • Engaging KJ, the Hillcrest development architect, to produce final stage drawings to estimate the cost of the project, had increased from approximately £17,500 to £24,500. This increase relates to two items: <ul style="list-style-type: none"> • a higher level of liability insurance for KJ (£4,200 for £1,000,000 cover for a twelve year period) should there be any significant issues with the design in the future. • The stage 4 CDM role fee (£2,800) <p>Trustees agreed unanimously to approve the appointment of KJ at the higher cost.</p>	

v)	<p>Visual and Aural Media Policy DA researched and prepared the policy, the CEO is the policy lead. Following discussion, DA will change the wording of point 8. regarding copyright of material taken by staff and volunteers, adding an additional point stating that the copyright is automatically GRW's if the material is captured on GRW hardware (for example phones, cameras), whether during working hours or not. In 18. it was agreed to add dogs to that point, regarding requests to remove people from media. The policy was approved subject to the changes to 8. and 18. above. DA was thanked for her work writing the policy.</p>
b)	<p>Welsh language policy and establishment of a working group Deferred to the next meeting as EH not present. ACTION: CL to add the welsh language policy and establishment of a working group to the next agenda.</p>
c)	<p>CIO proposal/consultation update The first draft of the CIO constitution is not ready yet. Another trustee meeting will be held before the AGM to deal with this. It was unanimously agreed in principle that trustees support the move to a CIO constitution, and this will be the board's recommendation to members at the AGM.</p>
d)	<p>Winter Cost of Living Support Payment Some charities are supporting their staff with extra payments to help with the high cost of energy bills this winter. TDoyle plans to follow suit for GRW staff earning less than £35,000 per annum. Those staff will receive two payments of £400 (pro rata for part-time staff). The first payment will be made in the October 2022 payroll and the second in the January 2023 payroll. The cost is within the CEO's delegated powers but trustees agreed it was important it received their approval too. Trustees unanimously agreed to the two cost of living support payments. TDoyle will inform staff of the cost of living support payments, giving them the opportunity to opt out, XX XXX ACTION: TDoyle to provide a cost estimate of the winter cost of living support payments to staff. ACTION: TDoyle to provide a cost estimate of increasing travel expenses from 30p to 45p per mile.</p> <p>TDoyle asked for a pay review to be put in place for staff. Trustees were unable to commit to this now as DP is unavailable and the financial position isn't clear enough. Trustees would like to follow best practice, and reward staff subject to affordability. No final decisions were made regarding the terms of reference of a pay review, including whether any resulting increase would be backdated, or the question of setting an annual date for reviews, until TD is available for the discussion. It was agreed that TDoyle inform staff that trustees are committed to the living wage, and to holding a pay review as a priority after the AGM. A pay review should also include full benchmarking of roles because GRW should not be paying over the industry norm for roles, as that is not a good use of charity funds. XX XX XX It was unanimously agreed that AT, DA and TDoyle be authorised to appoint an accountant/bookkeeper to do the necessary financial work up to the AGM. DA will share information about the role of treasurer with her colleagues at Audit Wales.</p>
e)	<p>Valley Track developments To date there hasn't been a response to the planning complaint so TDoyle will chase it up.</p> <p>On 19th October RSPCA, Dogs Trust and Blue Cross are launching a campaign to ban greyhound racing in Wales. These lead organisations have invited GRW and Hope to join them as partners in Wales to highlight what has been happening at the Valley track, and work with them on the campaign. GRW can provide historical data about the cost of treatment for Last Hope dogs and provide case studies about individual dogs. If GRW's logo is included in the material, there would be wording to make it clear that GRW is not leading the campaign, only lending support. Trustees agreed that TDoyle and AT can proceed with this. GRW will ask its supporters to back the campaign, and with the other four organisations involved, there should be good reach across Wales.</p>
f)	<p>AGM updates Calling notice on Google Drive The template is based on the document for the last EGM, with some changes and additions.</p> <ul style="list-style-type: none"> AT, CL, TD, CG, DA and JT are not required to re-stand at this AGM. The number of vacancies will be limited to three. If GRW moves a CIO an EGM may be needed, and new elections held. Best practice for a CIO is nine trustees and up to three co-opted trustees if needed. The two longest serving trustees standing down are CG-B and MG. DP wishes to stand down at the next AGM, so trustees agreed he be regarded as the third longest serving trustee to stand down, as the remaining trustees were appointed on the same date. ME and EH are also required

	<p>to stand down as co-opted trustees.</p> <ul style="list-style-type: none"> When details of the candidates are circulated to members in the second mailing, members will be informed that MG, EH and ME are being nominated by the board. MG, EH and ME will not be required to submit a separate nominating email, but they will submit a candidacy form so that members can be provided with information about them and their reasons for standing. Until the AGM, if a colleague of DA's from Audit Wales offers their expertise in DP's place, they would be invited to attend meetings as an observer. They would be expected to contribute to meetings but would not be able to vote at meetings, and their position would be reviewed after the AGM. The role of treasurer is likely to become less onerous in the future, as the CEO's report will include a more user friendly management report. The registration date for attending the AGM, and standing as a candidate will be 23rd October. TDoyle will email the details to members, with paper copies posted to members that do not have email addresses. <p>Candidacy Form on Google Drive</p> <ul style="list-style-type: none"> The form was agreed. TDoyle will decide the best format for the document, to make it user friendly for candidates. It will be included in the first mailing to members. <p>Annual Report</p> <ul style="list-style-type: none"> The annual report will be included in the second mailing. More photographs are needed, including one for the front cover. A summary of the annual accounts is also required for the second mailing to members. ACTION: XXX ACTION: AT to draft a proposal for the AGM regarding the move to a CIO <p>Byelaw on agreeing the process for elections (candidacy form)</p> <ul style="list-style-type: none"> The candidacy form was adopted as a byelaw Proposed: CL Seconded: DA Unanimously agreed. <p>CL was thanked for all her preparation work for the AGM.</p> <p>Trustees discussed the process for deciding the elections if there are more candidates than vacancies on the board. GRW's constitution implies a first past the post system. In line with this, it should be possible to allow members a total of three votes each using the electronic voting system. So the three candidates with the most votes would be elected to the board. ACTION: TDoyle to check that the 'multi winner' option is available on Opavote for use at the AGM.</p> <p>Trustees discussed whether or not to invite a speaker to the AGM now it is an online event. It was agreed that Sam Gaines from the RSPCA be invited to give a short presentation, as part of the agenda. ACTION: AT to invite Sam Gaines to speak at the AGM.</p> <p>g) 30th anniversary - planning This was deferred to the next meeting. ACTION: CL to add 30th anniversary planning to the next agenda.</p> <p>Other business As DA is now vice chair she stood down as company secretary. CL will take on the role of company secretary. Proposed: DA Seconded: ME Unanimously agreed.</p>
10.	Date of the next meeting
	Sunday 30th October 2022 10.30 - 14.30