Greyhound Rescue Wales

Minutes of the Executive Committee

8 December 2024

Held at 9.30 via Zoom

Present: Alain Thomas (Chair), Debra Allen (Vice chair), Malcolm Eames, Claire Gardner, Nicky Hughes, Magda Gryczmanska, Jenny Newbury

In attendance: Tim Doyle

Apologies: Claire Lawson (Secretary), Beca Brown, Karen Townend, Tina Dunstan, Amanda Simisker (Treasurer),

Agenda Item	
1.	**Welcome & Apologies**
	AT welcomed everyone to the meeting. Apologies were noted.
2.	**Declarations of interest**
	There were none.
3.	**Accuracy of the minutes of the last meeting**
	The minutes of the meeting held on 27 October 2024 were agreed as an accurate record. Proposed: CG Seconded: DA
4.	**Trustees Action Log 2024 - 2025** on Google Drive

4	AT has had an exit interview with EH. AT scheduled a meeting with BB XXXXXXXXXXXXXXXXXXXXX . Meeting to be rescheduled.
10	MG updated the group that she feels that the text needs to be relatively short as it takes a lot of time and physical and mental effort to cut the words into stone by hand. Alternatively we could find a craftsperson who can cut a longer text with a machine. XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX, with a short inscription “Always in our thoughts” in Welsh and English. TDo suggested putting a temporary plaque in place, made of brass which would be easier to procure XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
22	We will not be able to make progress with this as EH has left the Board. Action to be removed from the log.
24	Completed. Automated reminders are being sent to relevant Trustees.
40	Ongoing. NH’s video is on our YouTube channel now. BB’s video has been recorded XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX. This is likely to be available in the new year.
41	Completed.
58	Ongoing. Not yet actioned.
59	Ongoing. TDo updated the group that four dogs were named after Gavin and Stacey characters but nothing further happened after that. XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX **ACTION: TDo** to liaise with BB to progress this. Amend action point to reflect change in action.
64	Closed. XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
68	Completed. WhatsApp group is now live.
69	Completed. Logging system has been set up.

70	Completed. Action can be removed as per discussion under action point 10 above.
79	Completed. AT has sent a written thank you to EH.
80	Ongoing. AT has met with EH and there is nothing contentious to report from that. AT will arrange to meet with BB. **ACTION: AT** to put the notes of his meeting with EH on the agenda for the next meeting.
81	Ongoing. TDu is working on this.
82	Completed. Role description has been circulated.
83	Ongoing. Some progress has been made but this is still being worked on. JN noted that Information Secretary and Data don't have deputies. She has amalgamated and renamed these as Data Protection. CG volunteered to take this role on and was thanked for this.

5. Trustee Decision Log

There were no changes at this meeting.

6. Updates and actions from Officers' meetings

An Officers meeting had been scheduled but was not needed and therefore cancelled. However, two decisions were taken via email after this meeting was cancelled; to renew the EAP contract with the current provider,
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XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
The next Officers meeting is scheduled for 15 January 2025.

7. Reports

CEO's Report 08/12/2024
TDo gave an update on matters since the report:

Dashboard
To be discussed later in the agenda.

Hillcrest Development
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXt would be looking at late spring or summer to get the application approved and seems confident that there won't be any issues. The Board supported TDo's suggestion.
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXX
- **ACTION: TDo** will gather more information and submit a more formal report to the next Board meeting.

HR
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Rescue and Rehoming
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXX

Income Generation
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXX

Financial Summary
- There has not been much change; we are still breaking even.
- There was a significant drop in capital at the end of the last financial year.
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- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

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ACTION: TDo will talk to TDu about this and bring the figures to the January Board meeting for consideration.

Twitter / X Account

- Many UK charities are leaving the platform, and it is the poorest performing of our social media accounts. Given that it is taking effort to run with very little return, and in line with our values, TDo proposes closing the account. NH noted that Blue Sky seems to be the upcoming new platform, which was set up by the person who set up Twitter and is very similar. TDo has looked at Blue Sky XXXXXXXXXXXXXXXXXXXXXXXXXX, and suggested considering Blue Sky in six months' time. JN supported consideration of Blue Sky, noting that the demographic of users is much younger (24 – 40 age group).

ACTION: TDo will review Blue Sky in three and six months' time to see whether it would be worth creating a page on that platform.

Finance Report

- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- No further queries / comments were raised.

Dashboard

- TDo talked the group through how to use the dashboard.
- In the interests of keeping costs down, some of the information refreshes weekly, but we can change that if necessary.
- The metrics have been developed in conjunction with relevant people. If anyone has feedback or suggestions for change / improvement they should let TDo know.
- Information about volunteers is not something that we record at the moment, so this will be built up as the data becomes available. The number of volunteers is quite high as there may be some legacy volunteers that need removing. It is the responsibility of the respective coordinator to keep volunteer data current. JN noted that this links with the Information and Data Protection policies so we need to ensure we're not keeping data unnecessarily. TDo will ensure that this data is kept up to date. XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX in that some may want to be considered volunteers even if they don't volunteer often. TDo agreed and said that the coordinators know their volunteers and will be able to say whether someone should be removed from or retained on the list.
- Finance information comes directly from Quickbooks.
- Beacon is a new platform for us (around six months) so there is not a full 12 months' worth of data available to work with from that.
- The corporate sponsorship data is missing some sponsors and they will be included soon.
- There is data available for Therapy Hounds but the spreadsheet needs tidying before the information can be included.
- TDo talked through how the community fundraising data is formulated and notedXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXX need to consider how several different income streams can be combined to hit targets.
- AT thanked TDo for progressing this. It will be very helpful to the Board for monitoring purposes, and also for submitting applications. TDo asked the Board to let him know if they have any problems with it or can see any changes for improvement.

Public Affairs/campaigns report

- ME reported that we are waiting for the WG response to the consultation
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Action: AT will ensure that all parties are aware of the date of the expected consultation response.

- The Valley track was flooded three weeks ago and XX took pictures when the water was receding which showed severe damage to the track. XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX. It appears that the track has been patched up instead of being replaced.
- The campaigns team continues to monitor racing and carry out data analysis. They will shortly be in a good position to produce an analysis of the first year under GBGB rules.
- There will be a coalition press release whatever the result of the consultation, but GRW could draft our own.XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXX

ACTION: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

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- TDo noted that there were two petitions presented to the Scottish Government; one was a private members bill and the other, which has just concluded, was brought through the Petitions Committee. The evidence presented was weak and a high burden of proof was placed on welfare organisations instead of the industry. They have concluded that they will not pursue a ban.

ACTION: TDo will circulate a link to the report.

- ME updated the group on GRW's recent media appearances, noting Grey2K's week-long promotion of GRW featuring as one of their highlighted global charities. As Grey2K has the widest reach around the world this is very positive, and TDo was congratulated for enabling this to happen. TDo noted that they encouraged people to donate to us, and also XXXXXXXXXXXXXXXXXXXXXXXXXXX which has been passed to GRW. AT reminded the group that Grey2K were not interested in GRW until we changed our stance towards greyhound racing, so this is very positive.
- NJ has appeared in one of GamBan's campaign videos, discussing GRW's experience in dealing with ex-racing greyhounds and the issues they carry. NJ came across very well. XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

Complaints report

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8. Central Risk Register/Incident Log

- There were no changes.

ACTION: JN and TDo to meet to discuss information security and data protection. Both of these items should be added to the risk register.

9. Items for discussion

a) CIO transition update

- AT updated the group that there has been no progress as yet. He has a target to finalise this by the March trustee meeting.

b) Information Security Report

- TDo reminded the group that the report has been circulated and the next steps are to write an action plan and timeline. JN noted that we can meet some of the recommendations without doing some of the actions that XXXXXXXXX [report author] suggested. We do not have the resources to do all of it. JN will talk to him to clarify some of his conclusions.

ACTION: JN & TDo to meet and discuss next steps following JN's conversation with XXXXXX.

c) Confidentiality Policy (Review)

- AT has reviewed the policy and has not suggested any changes as he feels it is still fit for purpose. The trustees were happy to sign this off.

d) Euthanasia Policy - clarification

- AT reminded the group that TDo talked through the circumstances surrounding XXXXXXXX earlier in the meeting. It is this situation that has highlighted the fact that the policy is unclear about who should make the decision whether to carry out euthanasia. There are three possibilities:
  - Option A: the CEO takes the decision alone
  - Option B: a group of trustees (a number of named trustees or all trustees) make the decision, and in both of those cases there should be a clause for a reasonable timeframe for trustees to respond, after which a majority view should be made.
  - Option C: staff make the decision, and the trustees must be informed and ratify that the

	process to reach the decision has been properly followed.
	● The group discussed the different aspects of each option and a vote was undertaken to decide which of the three would be adopted. The results were:
	  ● Option A: 1 vote
	  ● Option B: 3 votes
	  ● Option C: 3 votes
	● A second round of voting was undertaken due to a tie between options B and C. Option B was chosen by 4 votes to 3.
	● The trustees then voted on whether a small group of trustees or the entire board (with a cut-off date for response) should be responsible for making the decision, and they unanimously agreed on a small group.
	● The trustees finally voted on which group of trustees should be responsible for making the decision, and they unanimously agreed on the officers group and the Trustee with Responsibility for Rescue and Rehoming.
	● This decision stands for any future occurrences until the policy has been updated.
	● AT thanked everyone for engaging in the process professionally.
	● The group also noted that:
	  ● The policy must include a clear instruction to obtain a second vet's opinion to avoid the suggestion that either staff or vet opinion is in doubt.
	  ● There must be a standardised and structured reporting process to ensure that all parties are clear of the actions that must be carried out prior to taking the decision.
	  ● Vet reports must be made available to trustees for transparency.
	  ● The wider group of trustees must be informed immediately every time this decision is taken. If any of the trustees are unhappy with it, there must be a strategic mechanism for discussing this and putting in place any agreed changes. This will also ensure that, if any trustees are approached about a euthanasia case, they are informed and can discuss it.
	ACTION: TDo and NJ will revise the policy as per the requirements above.
	
	● MG commented that one of reasons why the policy is still being shaped is because we euthanise so few dogs. AT supported this and added that it is because we care about it a lot and want it to be right.

10.	**Date of the next meeting**
	Sunday 26 January 2025 9.30 - 13.30 via Zoom Sunday 2 March 2025 11.00 - 16.30 at Hillcrest Sunday 13 April 2025 9.30 – 13.30 via Zoom
11.	**Any other business.**
a) **b)**	● NH raised that we should formally thank the staff for their hard work ensuring that the dogs in their care were safe and well looked after during the storm that damaged Hillcrest and led to a power outage. TDo updated the group that a continuity plan was put in place for Hillcrest about 12 months ago for such occasions, and the staff followed that to ensure minimal inconvenience. The shops were also asked to consider whether they should open; Cardiff did not, and Swansea closed early due to the town being deserted. All teams did what they should, and everything ran smoothly. ● XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX **ACTION: AT** to email teams with thanks from the Board. ● AT wished everyone a Merry Christmas,XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXX