

**SCOTTISH RUGBY UNION
ANNUAL GENERAL MEETING – 18 NOVEMBER 2023
QUESTIONS AND ANSWERS**

A. QUESTIONS ASKED IN ADVANCE

Member cCub	Questions	Answer Provided by the Chair
Shawlands RFC	<i>Q1. Redevelopment of Scottish Gas Murrayfield</i>	
	<i>Has capital been put aside or allocated for the redevelopment of BG Murrayfield. Related if a preferred Company has been allocated "Preferred Partner" or similar status re BG Murrayfield's development, can that be confirmed. Linked can plans and/or proposals be shared with stakeholders, if not at this time what time scale would that be done in.</i>	<p>The Group has some strategic investment funds generated from the investment transactions in recent years, as explained in the Annual Report.</p> <p>These have been set aside to support capital and operational projects for the longer term benefit of the organisation, including improvements at Scottish Gas Murrayfield but have not been specifically allocated to stadium redevelopment at the moment.</p> <p>We are identifying what work may be needed on the stadium and estate at Scottish Gas Murrayfield, before establishing what any capital funding requirement is likely to be and who we might then work with.</p> <p>While a contractor is working with SRL on the condition survey, we have not appointed a preferred partner for any redevelopment work.</p> <p>Any proposals that come from the work being done will be considered first of all by the SRL and SRU Boards, and the nature and scale of any redevelopment or improvements will influence what information is then shared more widely.</p>
	<i>Q2. Rugby World Cup Officials</i>	
	<i>Another Rugby World Cup has passed with no officials being appointed at all from Scotland. This really is unacceptable especially from our Country's Tier one standing. Notwithstanding budget restraints what strategy, linked to tactics to achieve this is in place to rectify.</i>	<p>Page 35 of the Annual Report sets out the very encouraging progress our match officials have been making in senior level appointments. We now see Scottish officials appearing regularly in the main tournaments, most notably Hollie Davidson and Mike Adamson.</p> <p>It is not actually the case that no officials from Scotland have been appointed to the Rugby</p>

		<p>World Cup. Hollie refereed the 2021 Rugby World Cup final played in November 2022 in Auckland between the New Zealand and England women's teams, and also at the Rugby World Cup 7s in South Africa in September 2022.</p> <p>Added post Meeting: Noted and recognised at the meeting that the questioner was referencing the most recent RWC in France.</p>
	<p>Q3. Financial Returns</p>	
	<p><i>Financial returns to the SRU from both EPCR and URC remain disappointing. Can stakeholders a) be given a full break down of the reasoning for this. b) Can stakeholders formally request that a fuller report (with commercially sensitive material redacted) from all of our International Representatives be presented at SRU AGM's and regularly throughout the season.</i></p>	<p>The nature of the information requested relates to several of our external partners and is commercially confidential, so we are limited in what we can say as a result.</p> <p>However, it is no secret that broadcast and sponsorship markets – the main sources of external revenues - have been quite challenging in recent years. These operate in cycles, with rights sold forward for several years and it therefore takes time to complete one contract cycle, before being able to go to market for the next. Covid undoubtedly set everyone back.</p> <p>But there are various positive signs. URC is a high quality tournament, with the 4 South African teams bringing a new dimension to the competition and opening up the South African market. BKT is an excellent new main sponsor. EPCR has recently attracted Investec as the Champions Cup sponsor and is also working with other major brands including Heineken, Qatar Airways, DHL and Tissot.</p> <p>Importantly, as John McGuigan and Mark Dodson have both referenced, the sport as a whole needs to work better together to provide an attractive and entertaining product to compete against other sports for audience share and broadcaster interest. The new Nations Cup competition is a good example, and a very welcome development.</p> <p>Information from external bodies and the representatives appointed to them is provided to the SRL Board and then in turn to the Custodian Directors, as part of their oversight role. That is the way in which reporting under our new governance framework has been</p>

		<p>structured, and I do not envisage that changing as matters stand.</p> <p>Added post Meeting: Please note that a joint approach involving the Nomination Committees of both SRU and SRL is being adopted for appointments to international rugby governing bodies. (See SRU Chair's Report, Annual Report, p6)</p>
	<i>Q4. Investment</i>	
	<i>What is the total financial input that Scottish Gas has invested and will invest in the SRU during the initial sponsorship term. Broken down by "Cash Investment" and "In Kind."</i>	<p>This information requested about the Scottish Gas contract is contractually confidential so we cannot provide that but the agreement covers a 5 year period and is significant. To give some idea, the jointly funded Club & Community Net Zero Fund alone will amount to £2m across the 5-year period to provide grants to clubs to help pay for energy efficiency improvements, as well as free tailored energy efficiency advice from Scottish Gas experts.</p>
	<i>Q5. Grass Roots Participation</i>	
	<i>Grass root 1st & Second XV participation is a continuing concern. Can the Chair of our Community Board share plans to address this.</i>	<p>I hope the Vice-President's presentation earlier in the meeting was helpful.</p> <p>The CRB have been examining a range of issues affecting the club and community game, including participation numbers in the men's game. Their views will be fed into the ongoing long term strategic planning process.</p> <p>Added post Meeting, comments from V-P : Firstly there is no quick fix and other Unions are reporting the same.</p> <p>Secondly, whilst there was a dip after Covid, the situation appears to be stabilising.</p> <p>Thirdly some of the increased investment in the community game is already aimed to help, eg Scrum School and the State School Strategy (including six additional state school Development Officers).</p> <p>Finally, there has been much input from Clubs and Schools at the Strategy Roadshows on the matter and this will clearly form a key part of the new strategy over the longer term.</p>

Grangemouth Stags	Q1. Tell Us	
	<p>(a) <i>How many contacts have been received on the tellus email address since launch?</i></p> <p>(b) <i>Of these, what number of incidents were recorded for 1) sexism 2) racism 3) homophobia 4) misogyny 5) transphobia 6) abusive behaviour 7) inappropriate behaviour 8) other categories?</i></p> <p>(c) <i>Of these, how many have been deemed to merit investigation?</i></p> <p>(d) <i>Of those, how many resulted in a disciplinary process?</i></p>	<p>Tell Us was set up in February this year to encourage reporting of incidents of sexism, racism, misogyny or homophobia. Since it was launched we have received 88 contacts through it.</p> <p>However, the vast majority of the matters reported fell outside the core remit of Tell Us, and have covered a wide array of topics and queries. These include charity requests, questions around pop concerts, ticketing, traffic management, website content, toilet provision at matches and marketing offers from other companies, to name only a few. Whilst all such items were then dealt with through the appropriate channel, I would note that other channels exist for such requests and feedback.</p> <p>In relation to its core function Tell Us received:</p> <ul style="list-style-type: none"> • two reports of Misogyny in the community game (both relating to the same incident). This resulted in a disciplinary sanction for the individual concerned; • one report of racial abuse, again leading to a disciplinary sanction. • Three complaints relating to abusive conduct by spectators at a match (with these complaints being addressed by our ticketing colleagues). <p>Other matters addressed through Tell Us include one reported case of social drug use in a rugby context (which was dealt with via UK Anti-Doping) and several complaints of poor behaviours – such as the use of foul language - by community club age grade coaches. Such complaints were directly addressed with the clubs / coaches concerned.</p> <p>All reports of relating to discrimination or concerning behaviour are followed up, considered and investigated, and relevant action taken as appropriate.</p> <p>We believe that Tell Us continues to provide an additional avenue for anyone within our game</p>

		<p>to report discriminatory behaviour and would encourage anyone subject to sexist, racist, homophobic or other abusive behaviour to report it.</p> <p>The “Tell Us” email channel sits alongside a wide range of Inclusion & Diversity initiatives that we are working on to promote a positive and inclusive culture across all levels of our game.</p>
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B. QUESTIONS ASKED DURING THE MEETING (IN ROOM AND ON LINE)

To be included after transcription.

Member Club	Questions	Answers Provided
Cartha Queens Park (online)		
Birkmyre (online)		
Grangemouth Stags (in room)		