

**MINUTE OF MEETING OF THE SCOTTISH RUGBY CLUB RUGBY BOARD
HELD AT 5PM ON WEDNESDAY 23 AUGUST 2023
AT SCOTTISH GAS MURRAYFIELD AND BY MICROSOFT TEAMS**

Present:

Keith Wallace	(KW)	Vice-President
Murdo Gillanders	(MG)	Edinburgh Regional Representative
Jim O'Neill	(JON)	Glasgow South Regional Representative (online)
Kevin Quinn	(KQ)	Premiership Representative
Bob Richmond	(BR)	North Regional Representative
Neil Sutherland	(NS)	National 2 Representative (online)
Hazel Swankie	(HS)	Midlands Representative
David Jamieson	(DJ)	Glasgow North Regional Representative
Ian Carse	(IC)	National 3 Representative (online)
Mike Bruce	(MB)	Women & Girls Representative (online)
Gerry Tosh	(GT)	National 1 Representative
Alistair Forsyth	(AF)	Borders Regional Representative
Mhairi Hay	(MH)	Referees Representative
Gib McMillan	(GM)	Schools Representative
Gavin Scott	(GS)	Director of Rugby Development

Apologies:

None

In Attendance:

Colin Rigby	(CR)	President
Angela McCracken	(AM)	Head of Legal and Governance
John McGuigan	(JMcG)	Chair, Scottish Rugby Limited
Steve Turnbull	(ST)	Head of Rugby Development Operations
Chris Hildrey	(CH)	Head of Regional Development
Neil Graham	(NG)	Head of Game Development
Vicky Cox	(VC)	Head of Competitions and Compliance
Holly Sinclair	(HSin)	Business Operations and Support Manger

1. Introduction**ACTION****1.1 Quorum and Apologies**

The Vice-President noted that a quorum was present and opened the Meeting.

Welcome was given to the Chair of Scottish Rugby Limited (SRL) . The SRL Chair outlined his initial observations of the organisation and highlighted to the CRB some key the areas which he intended to focus on in early course. These included: Challenges in the game, including his views on areas to work on

- The evolution of the game;
- Player safety and welfare;
- The role of rugby within the community;
- The commercial aspirations of the organisation in an increasingly data driven society;

- He noted the intention of creating a 10-year strategy for the organisation; and
- He highlighted his desire to work closely and collaboratively with the CRB.

1.2 *Chair Opening Remarks*

The Vice-President noted the main purpose of the Meeting was to focus on Rugby Development's 2024-28 Strategy session.

2. **Minutes**

2.1 *Minutes of 28 June 2023*

Minutes of the CRB Meeting of 28 June 2023 were **APPROVED**, pending the below amendment:

The Edinburgh Regional Representative noted he would like his comments related to the Emerge Report press release to be added. The Head of Legal and Governance confirmed this would be done. **AM**

The Midlands Representative queried the location of published CRB minutes on the webpage. The Head of Legal and Governance noted that the CRB minutes were on the "People" page of the Scottish Rugby webpage. It was noted there may be a more suitable location which would be discussed internally. **AM**

3. **Actions**

3.1 *Actions from Previous Meeting*

3.1.1 *CRB Election rules (recommendation or otherwise to Union Board)* – The Head of Legal and Governance updated Members that the election rules would be going to the Scottish Rugby Union Board meeting the following week.

3.1.2 *Community Game Conference* – The Head of Game Development noted that options for the Community Game Conference and National Awards Night for season 23/24 were being looked at and would provide an update at the October CRB Meeting.

3.1.3 *Orkney RFC Case Study* – It was suggested for the National 3 Representative to look into adding Orkney RFC as a case study to Gainline.

3.1.4 *Borders proposed District Union* – the Vice-President updated the Members that since the last meeting, the Vice-President, Director of Rugby Development and the Head of Regulation recently met with the Borders clubs' representatives regarding the proposed Scottish Rugby District Union. He noted that we need to ensure their constitution aligns to ours, and they may be an affiliate body, not an associate member. He noted that a Paper may be distributed electronically for approval, prior to the next CRB Meeting.

3.1.5 *CRB Work Planning* – The Head of Legal and Governance updated Members that the draft CRB dates, linking to SRL and SRU dates, would be circulated shortly. It was confirmed that the format of hybrid meetings would continue for 2024.

- 3.1.6 *Safeguarding* – It was noted that a meeting would take place with Scottish Rugby’s Child Wellbeing & Protection Manager before the next CRB Meeting and a report would be provided as an update.
- 3.1.7 *Super Series Review* – The Vice-President noted that this was still under review and hoped for an update for the October Board meeting.

4. **Business Reporting**

4.1 *Regions & Game Development Report*

The report was taken as read.

The Director of Rugby Development noted that the Tackle Height Law Trials were live and were progressing well with generally positive feedback. He noted that it was observed that the lower down the Leagues, the more difficulty there was in adherence to the trials, but overall the club game had adapted well to them.

The Referees Representative noted that some referees were adapting well, but others were not aware of the changes. It was also noted that the uptake in the training/education has varied. The Premiership Representative noted his thanks to referees for their support in the implementation of the trials.

The potential number of yellow cards as a result of the trials was discussed. It was noted that in New Zealand there had been a reduction in yellow and red cards due to less head-on-head collision in their trials.

The Head of Game Development noted there would potentially be a greater number of penalties as opposed to red and yellow cards. It was noted that the Head of Regulation would attend the October CRB Meeting and would be able to provide relevant advice from a Governance perspective.

NG

It was noted in a recent Club Communications email sent to clubs of a good video on Tackle Height and was requested for the video to be circulated to Members.

The Vice-President noted his enjoyment and learnings from recently attending the Scrum School and the positive feedback received from attendees and parents. He suggested providing specialist training for other areas of the game.

5. **Activity Reporting**

5.1 *Response to CRB Questions*

The Vice-President noted that the pre-Meeting CRB ‘question and answer’ format worked well.

The Glasgow South Regional Representative questioned if clubs who were part of a wider club, would be able to engage with the Scottish Gas Club and Community Net Zero Fund. The Head of Rugby Development Operations noted that this would be looked at in a case by case basis.

5.2 *Key issues from CRB Member Quarterly Reports*

Issues covered under AOB discussion.

6. CRB Governance Approvals

6.1. Club Name Change – Walkerburn RFC

It was discussed that Walkerburn RFC had applied to change their name to become Walkerburn Rugby Club. The change was **APPROVED**.

6.2 Men's NCRs

The Men's NCRs were **APPROVED** by Members. The Regional Leagues and Reserve Leagues' NCRs would be submitted for approval at a later date.

It was discussed that there was a disparity in the comments and feedback received for NCRs. It was agreed that a review into the consultation process for comments and feedback for NCRs next season would be take place, to encourage greater engagement. The Borders Regional Representative suggested for responses to those who provided feedback. The Head of Competitions and Compliance noted that she visited some clubs to discuss their feedback.

VC

The Premiership Representative queried what the pitch standard requirements were, to which the Head of Legal and Governance noted she would distribute the standards to Members.

AM

6.3 Discipline Panel Membership

Approval was sought by the Head of Legal and Governance to 'promote' Sheriff Matt Jackson KC to be able to act as a Chair during Disciplinary Committee hearings. It was noted that each week the serving Discipline Committee comprised a legally qualified Chair along with two 'wing-people'.

The membership of the Committee rotated every fortnight, with the Chairs and wing-people being drawn from the pool of approved Panel Members.

Sheriff Matt Jackson KC joined the Discipline Panel in 2020 and had served as a wing-person during the past three seasons. He was therefore well experienced in rugby disciplinary hearings / processes. As a serving Sheriff, he also met the 'legal qualification' threshold.

The request was **APPROVED**.

6.4 Associate Membership Application

The Head of Legal and Governance noted an application for Associate Membership from the Royal Scots Dragoon Guards Rugby Club had been received. The request was **APPROVED**.

7. Strategy Session

The Director of Rugby Development noted that the purpose of session was for CRB Member's thoughts and input on the proposed areas of focus for Rugby Development's Strategy 2024-28.

It was discussed that the aim was to ensure Members were in agreement with the themes captured by the club survey and Rugby Development Department's strategy session.

The process of building the strategy was discussed and timeline presented, including Roadshow dates, proposed alignment of CRB Members to each Roadshow and the agenda. It was noted that CRB Members would jointly run the Roadshows in line with the Regional Directors. Members were asked to confirm with Regional Director's their attendance at the Roadshow(s). It was encouraged for members to attend other Roadshows than just those aligned to.

A very constructive and participative session was then held developing the topics which had emerged from the Community Rugby Conference "have your say session" the outputs from which would in turn feed into the forthcoming roadshows.

8. Diversity and Inclusion Update

No updates were provided.

9. Safeguarding Update

The Vice-President noted that there would be an update on Safeguarding at the October CRB Meeting as the Child Wellbeing & Protection Manger would attend the Meeting.

10. President Update

The President provided the CRB with an update on various matters. The following points were noted:

- The Siobhan Cattigan Working Party had continued to meet regularly. He advised that if anyone was approached for comment, or by a third party, to pass this on to the Vice-President, President or Head of Legal and Governance for response.
- Regarding National 4 support, the National 3 Representative, Midlands Representative and President met and had agreed a way forward. He noted his congratulations to the Scotland team in the Commonwealth Youth Games and was looking forward to seeing their progression in the National team.
- He noted that 55 caps had been awarded retrospectively, and feedback from the general public was positive and those families who had people capped were humbled by the recognition. He noted his thanks to all who helped support this.
- He updated members of recent club anniversaries, some of which he attended, including: Lenzie Rugby Club's 125th anniversary, Greenock Wanderers' 150th anniversary, Dalkeith Rugby's 125th anniversary (celebrated

by playing Stewarts Melville, replicating their first game played 125 years ago). The President welcomed Members to suggest any anniversaries for Scottish Rugby to acknowledge. The Borders Regional Representative suggested contacting the Head of Regulation for a list of upcoming major club anniversaries to trigger a letter to be sent from the President.

- He wished the Scotland Men's National Team luck for their journey to France in the Rugby World Cup.
- He also wished the Women's National Team luck in the upcoming WXV 2 competition in South Africa.

11. AOB

The Head of Legal and Governance provided an update to Members from the joint working group on complaints and the following was noted:

- The SRU and SRL had appointed a working group to look into a complaint received in 2022.
- The working group would be made up of: David Grevemberg, Cheryl Black, Shona Bell (the Chief People and Engagement Officer) and Julie Gemmell (the Head of People and Engagement).
- The group had been tasked with reviewing Scottish Rugby's grievance and complaint processes as well as wider remit to consider best practice in sport and business in how inclusion could best be embedded into the culture of Scottish Rugby.
- The group had identified key people to meet with. The Council Members at the time of the governance review had been identified as a key group of stakeholders. Invites would be sent to the relevant members shortly.

The Glasgow South Regional Representative questioned why CRB Members would not be included. The Head of Legal and Governance advised that the views of the CRB would be considered as part of their consultation. The Vice-President added that the aim was to make the working group impartial, and he was confident in the make up and remit of the group.

The Edinburgh Representative raised concerns that he had in effect been publicly implicated by association, and had been given no right of reply. The VP encouraged him to take the opportunity to raise his concerns in the forthcoming interviews.

The Head of Competitions and Compliance provided a concern on behalf of the North Regional Representative (who had departed the meeting) regarding his concerns over FOSROC Academy staff moving players to other clubs without prior communication with the club. The Vice-President suggested the Head of Pathways and Elite Coach Development be invited to the October CRB Meeting and could assist in the conversation. GS

The Glasgow South Regional Representative noted that in the development of the governance structure, there was an agreement that there would be exchange of minutes, but CRB Members had not received any from Boards. The Vice-President noted that that minutes of SRU, SRL and CRB would be published on the webpage within 20 days of the meeting. He noted that CRB would meet around two weeks prior

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to an SRU or SRL Board going forward to enable CRB to feed into these Board Meetings.

12. Chair Remarks

No other AOB was raised and the Meeting was closed at 8:05PM.

13. Date of Next Meeting

18 October 2023