



## High-level summary of CRB Minutes, 11 June 2025

For full minutes of the Meeting, please click [here](#)

### KEY UPDATES AND DISCUSSIONS

#### **Vice-President Summary**

Several successful events were noted including Murrayfield's 100th anniversary, the Community Recognition Awards, and Silver Saturday. The National Recognition Awards received positive feedback and served as a valued volunteer celebration.

#### **Youth Marketing Strategy**

A new youth marketing project had been undertaken, targeting 8–14-year-olds to grow participation. It focused on peer-led digital content and storytelling. Content was being developed for release ahead of the Women's Rugby World Cup.

#### **State School Strategy**

An impact assessment showed increased participation, particularly among girls. Five regional programmes were in place, with investment tracked using the ASIDE model. Members stressed the need for continued growth and commercial alignment.

#### **Safeguarding**

Safeguarding cases remained consistent with the previous year. Changes in PVG legislation were implemented with supporting tools for clubs. An external audit recommended new adult safeguarding policies and mandatory training for board members.

#### **Talent Pathway Update**

A review of the male talent pathway was underway, with a move away from regional academies towards stronger school and club partnerships. A more selective, supported National Talent Pathway was introduced. The female pathway was due for review post-Women's World Cup.

#### **Rugby Development Budget**

The proposed 2025/26 budget was approved, maintaining priority areas such as direct club and school funding, staffing, and marketing. Potential savings from pathway reforms were discussed to be realigned to youth development, travel, safeguarding, and commercial growth.

### **Rugby Development Budget YTD**

The overall budget rose to £9.4M due to the Scottish Gas Net Zero fund investment. A £95k underspend was forecast. Club top-up payments were discussed and partially distributed. Year-on-year funding data was requested for transparency.

### **Player Payments Review**

A working group had reviewed the player payment policy with proposed changes provided to Members. Concerns were raised over enforcement and fairness across leagues. Members were asked to submit their preferred approach for potential implementation in 2026/27.

### **Participation & Development**

Youth and school engagement had increased, while adult male participation slightly declined.

### **2025/26 Season Structure & NCRs**

Fixtures were confirmed, with new player welfare breaks introduced. All National Competition Rules were reviewed and approved.

### **Championship Committee Review Committee Review**

Members supported the proposed direction for a review of the Championship Committee and agreed on its scope.

### **Match Official Recruitment**

Recruitment remained a challenge. Members discussed improving post-training support and considered linking club funding to ITMO course participation. Refereeing KPIs were being met, but targets remained ambitious.

### **President's Update**

The President shared several updates including progress on embedding the new governance model and rebuilding the executive team. Opportunities for third-party investment were being explored.

### **AOB**

It was requested for a meeting with the CEO to understand the strategic direction.