

## **MIDDLESEX NOTES ON THE RFU COUNCIL MEETING**

### **Held at Cowdray Hall, London - 8<sup>th</sup> June 2018**

The meeting was chaired by the President, John Spencer.

#### **1. CHAIRMAN'S REPORT**

Andy Cosslett – Chair of the Board

##### **1.1 Business Plan**

A large amount of Board time has been spent discussing the draft Business Plan for 2018/19, resulting in the draft that was before Council at this meeting.

##### **1.2 Professional Game Board**

The Board has **APPROVED** the appointment of Chris Booy as the new independent Chair of the Professional Game Board (PGB). Chris Booy was nominated by PRL as laid down in the Professional Game Agreement. This will be the first time that the PGB is not chaired by a Council member. However, as a former Council member, and one of the six chairs of the Regional Activation and Legacy Groups for RWC 2015 is well placed to understand the views and needs of the RFU.

##### **1.3 Diversity and Inclusion**

The Daily Telegraph recently ran an article making allegations about sexism at the RFU. The article was countered by an interview given by the Chairman to the same newspaper, which highlighted the work that is being done to improve diversity and inclusion throughout the Game.

##### **1.4 Safeguarding**

Following its meeting on 15<sup>th</sup> May 2018, the Board undertook specialist safeguarding training. This was led by David Smellie, the Head of the Safeguarding Unit at Farrer & Co. It was important for the Board to understand both their obligations as a Board, and the role they have in safeguarding children and vulnerable adults throughout the Game.

##### **1.5 Board Nominations Committee**

- a. The Board Nominations Committee recommended that **PHIL DE GLANVILLE** be appointed as a member of the Professional Game Board with a seat on the Board.
- b. The Board Nominations Committee also recommended re-appointing **HELEN WEIR** for a second three-year term as an Independent Non-Executive Director.
- c. Both recommendations were **APPROVED** by the Board and are now being put forward for ratification by Council and the Game.

##### **1.6 Meetings with Council and the Game**

- a. The Council Elected Directors have been holding sessions with other Council members to discuss the work of the Board. These sessions continue to be productive and will continue to be facilitated. These sessions have provided very valuable feedback both in terms of content, and the process by which the Board engages with Council.
- b. Many of the Board members have also been attending the CB roadshows, and have found this opportunity to meet with colleagues in the Game very valuable.

#### **2. CHIEF EXECUTIVE'S REPORT**

Stephen Brown - Chief Executive Officer

##### **2.1 Stakeholder Engagement**

- a. Within the game, meetings continue with Head Coaches, Management Teams and players across Women and Men's team.

- b. The Union received the following awards at the BT Sports Industry Awards evening:
  - i. the National Governing Body of the Year; and
  - ii. the Sustainability Initiative of the Year, which was received for the Rugby Energy Club – a series of initiatives that help community clubs, reduce costs and become more sustainable.
- c. The partners' day was held at the end of April was themed around 'ability to adapt'. The event was very well attended, and all the Union's major partner CEOs were present. This type of activity is helping to build stronger and more productive relationships with our commercial partners both on an individual and group basis.

## 2.2 Executive Team

- a. The current focus for the Executive Team is on rebalancing resource and focus to ensure the priorities set out in the Strategic Plan are met.
- b. Lucinda Pullinger is supporting the recruitment of a successor to John Feehan as CEO of the Six Nations and CEO of the British & Irish Lions. As an interim measure Ben Calveley, Head of Strategy and Corporate Affairs, has been seconded on a part-time basis to support the management of the Six Nations and the Lions.

## 3. PROFESSIONAL RUGBY

Nigel Melville - Professional Rugby Director

### 3.1 Teams

- a. The NatWest Six Nations reviews have been completed for the England team, the Under 20s, the Under 18s and the Women. Eddie Jones presented the results of his review to both the RFU Board and Professional Game Board. The recommendations from each review were addressed during the 2018/19 business planning process.
- b. Both the Men's and Women's 7s teams won bronze medals at the Commonwealth Games on the Gold Coast.
- c. The England Men's 7s performed well in Singapore (3rd) and will now challenge for a top 4 ranking over the two final Series events of the season.
- d. The England Women's 7s performed poorly in Japan the week after the Commonwealth Games and finished 8th in the world rankings.
- e. The Men and Women Under 18s 7s represented Team GB in qualification process for Youth Olympic Games. Women have not qualified (lost to France). Men finished fifth.
- f. An England XV lost to a strong Barbarians team 45-63. The game provided Eddie Jones with an opportunity to assess several wider squad players ahead of the South Africa Tour team announcement.
- g. England are touring South Africa in June and the Under 20s are taking part in the Rugby World Championship in France at the same time. A few Under 20 players have been included in the South Africa tour squad, which has impacted selection for the U20 World Championships in France.

### 3.2 Events

- a. **Wellington Academy Week (Under 16s)**  
14 Academies, 420 players and 70 coaches took part. An expanded offering this year included presentations to parents of players, referee development, coach development and training of event staff. All players were CRY tested and participated in a small number of research projects. The England Sevens squad put on a training demonstration, Wayne Barnes spoke to the players about his career and referee opportunities, Eddie Jones joined the coaches for a Q&A and attended a BBQ with the players. The RFU comms team streamed all the games live.
- b. **Tyrell's Premier 15s**  
The Tyrell Premier 15s competition season ended with the final at Ealing Trailfinders (Saracens v Harlequins), Saracens won a close game. The final was broadcast live on Sky TV and was watched by a live crowd of over 2,000 paying spectators. The day also included the National Under 15s and Under 18s finals.
- c. **Greene King Championship**  
Bristol are Champions and have thus been promoted to the Premiership. London Irish have been relegated from the Premiership to the Championship. Rotherham have been relegated to National 1 and Coventry promoted to the Championship.

### 3.3 Other

- a. The Professional Rugby Injury Surveillance Project steering group has been developed to deliver/monitor the agreed eight-point plan.
- b. An RFU team of three (Wayne Barnes, Tom Foley and JP Doyle) officiated at the Champions Cup Final in Bilbao.
- c. Sara Cox refereed the Commonwealth Games women's 7s final.
- d. Global Law Trials – The World Rugby Council have agreed to the adoption of all the Global Law Trials into Law. There will be no other Law changes (other than for player welfare reasons) ahead of the 2019 RWC.
- e. The Junior World Trophy in September will trial a 'below the armpit' tackle and Junior World Championship will trial a 'tackle height' citing process.

## 4. RUGBY DEVELOPMENT

Steve Grainger - Rugby Development Director

### 4.1 Player data

- a. Work continues on player tracking (player engagement) and this forms the core of partner discussions that are ongoing with IBM. The RFU submitted a proposal to be part of the IBM "Extreme Blue" project where innovative business challenges are sought for small groups of their talented young staff to work on as part of their fast-track CPD. The RFU has been successful in this and are now resolving IP issues before moving forward.
- b. Data on the number of matches played is encouraging, with nearly 2,000 more matches played at the end of Q3 compared to 2016/17. However, the increase is largely driven by Under 14 & Under 16 male and Under 15 & senior women with both U18 and senior male matches down year on year. Further analysis of the data will continue and will be used to inform priorities going forward.
- c. The latest Sport England 'Active Lives' survey was published at the end of March. This survey measures the number of people (aged 16 and above) that participated in defined activities at least twice in a 28-day period. The results for Rugby Union showed a drop from 259,600 to 246,200. Whilst any drop is disappointing, this was recorded by Sport England as 'no change' as it is within the margin for error outlined in the Survey's methodology, due to its sample size.

### 4.2 Strategic plan priorities

#### a. Artificial Grass pitches (AGPs)

10 Rugby Turf AGPs are now fully operational and a more detailed report will be given at the autumn Council meeting.

#### b. Community Sevens offer

Delivery of XRugby has commenced at four universities (Essex, Bath, Bristol and Manchester) with strong attendances (over 80 at Bristol and over 70 at Bath). Activity started at 9 AGP sites, in partnership with Play Football, in late May. The Secure Trading 24/7s series kicked off on 1st April 2018 – 40 tournaments are scheduled to take place with regional and national finals following.

#### c. Engaging new communities

Women and girls registered players now stand at just over 32k with a net growth in active teams of 91. Phases 1 and 2 of Project Rugby are largely completed with c.13k participants engaged and club transition at c.10%. Momentum is gathering around Walking Rugby and we are actively engaged in this dialogue.

### 4.3 Age grade to Adult Transition

Work continues to expand entry and exit points in the university system and work is underway with six new university clusters.

## 5. DIGITAL, MARKETING AND COMMUNICATIONS (DMC) REPORT

Joanna Manning-Cooper - Digital, Marketing and Communications Director

- 5.1 Live Streaming of the Championship and Women's Tyrells Premier 15s matches continues via our own platforms with growing audiences. We also received strong media coverage of the first Tyrells Premier 15s Final, with ticket sales above break even.
- 5.2 Broadly positive results were received from the Six Nations post-match fan survey.

- 5.3 A full marketing and PR plan was delivered for the London Sevens.
- 5.4 An advertising agency tender for the consolidated RFU marketing brief is underway. A lead agency is being sought to work in partnership with the team and move all campaigns into the overarching 'Game of Our Lives' concept and look and feel.
- 5.5 The RFU team will now lead on England Rugby Hospitality marketing and communications in the next six months (marketing was previously the responsibility of Keith Prowse in the joint venture).
- 5.6 The new ticket pricing strategy was announced to media with a balanced response. A Q&A brief and messaging has been sent to Council members to help manage enquiries from clubs.
- 5.7 Media interest in the global and domestic season discussions continue to be managed.
- 5.8 A media plan has been developed for the three test South Africa Tour in June. A large UK media contingent is expected to travel.
- 5.9 The RWC 2019 marketing and communications plan is being developed and will be shared with sponsors in July 2018.

## 6. CHIEF FINANCIAL OFFICER'S REPORT

Sue Day - Chief Financial Officer

### 6.1 Finance Update

A separate Q3 financial report was given to Council.

### 6.2 Legal Update

#### a. General Data Protection Regulations (GDPR)

The toolkit provided for the Game continues to gain traction, with 5,000 views and over 2,500 downloads. The RFU's own internal GDPR project has delivered well, with privacy notices and internal processes completed and published.

#### b. Ticketing

- i. The RFU is aware that some ticket and hospitality operators intend to challenge the RFU's ticketing policies. The Union remains confident of its position, and enforcement of the RFU's ticket terms and conditions for the benefit of the game remains a priority.
- ii. Disappointingly Clubs are still selling tickets to hospitality companies in contravention of the ticketing terms & conditions. Discussions are taking place about imposing tougher sanctions on these Clubs.

#### c. Discipline

A registered agent has been banned for 22 months for breaches of the RFU's rules on betting on matches and for non-co-operation with the investigation. This was the culmination of a six-month investigation, stemming from a whistle-blower in the game, involving detailed analysis of betting accounts, telephone records and bank statements. This is one of the most significant off-field disciplinary cases in rugby for many years.

### 6.3 Technology Update

- a. A Technology Strategy was presented to the Executive team on 26<sup>th</sup> March 2018. Five strategic projects are now being refined and considered as part of 2018/19 Business Planning.
- b. The Digital Refresh project is underway with the re-tendering of the website. This is a priority activity given the current platform is due to go out of support in early 2019. The shortlisted agencies are going through a workshop-based selection process and a decision will be made shortly.
- c. Technology are deploying new solutions to support the efforts to be GDPR compliant.

## 7. STRATEGIC & CORPORATE AFFAIRS

Ben Calveley – Head of Strategy & Corporate Affairs

### 7.1 Policy

#### a. Local Community Relations

Local elections took place on Thursday 3<sup>rd</sup> May 2018 with the Liberal Democrats taking control of the London Borough of Richmond upon Thames. Labour retained Hounslow Council. The RFU is planning an event to meet with the re-elected and newly appointed Councillors to continue to build relationships with these important stakeholders.

b. **Public Affairs**

- i. The Data Protection Bill received Royal Assent and is now law. The RFU lobbied successfully on amendments relating to safeguarding and anti-doping. Discussions on the accompanying guidance continue with the Information Commissioner's Office regarding integrity provisions and interpretation of consent to ensure that the Union's own integrity/anti-corruption functions will not be compromised).
- ii. The Competition and Market Authority (CMA) have announced that three of the top four secondary ticket websites (Get Me In, Stubhub and Seatwave) have signed legally binding undertakings. These undertakings require sellers using these platforms to provide block, row, seat number, details of any restriction event organisers place on resale and identity and contact information of the seller (where they are selling more than 100 tickets per year). As Viagogo has refused to sign the undertakings the CMA is considering taking legal action against them. Secondary ticket websites have been given nine months to comply with the undertakings. The RFU has been working closely with the CMA and believe this is a good outcome as it will enable enforcement of the Union's terms and conditions.

7.2 **CSR & Corporate Services**

a. **Corporate Services**

- i. The first meeting of the Entitlements & Privileges Review group chaired by Malcolm Caird was held on 19<sup>th</sup> April 2018. A separate report on their work was given to the meeting.
- ii. The first meeting of the 150<sup>th</sup> Anniversary Working Group took place on 4<sup>th</sup> May 2018. This group includes the President John Spencer, Senior Vice President Chris Kelly, Jeff Blackett and 2 Council Members.

b. **Corporate Strategy**

Board and Council dates for the 2018/19 season have now been confirmed and have been communicated.

8. **COMMERCIAL REPORT**

Simon Massie-Taylor - Commercial Director

8.1 **Sponsorship**

New sponsorship agreements, and renewals of some existing sponsorships, are currently being negotiated.

8.2 **Twickenham Experience Limited**

England Rugby Hospitality – Focus is now fully switched to marketing & selling hospitality for the Quilter Autumn internationals.

8.3 **Stadium**

a. **Health and Safety**

There have been no reportable incidents since the last update.

b. **Venue Facilities**

The outsourcing of Facilities Management to CBRE and the subsequent restructuring of the department has now been completed. This has resulted in five staff being transferred under TUPE regulations and two roles being made redundant.

c. **Major works**

The Extended Perimeter project works have now commenced. Hostile Vehicle Mitigation design and surveys have continued. A planning application is to be submitted to the Local Authority shortly.

d. **Power outage**

Investigations are continuing into the recent power outages at the stadium.

e. **East Stand Update**

- i. There have been no reportable health and safety incidents since the last Council update.
- ii. The building is now watertight.
- iii. The cladding works are progressing well.

- iv. Most of the glass has been installed.
- v. Erection of the internal wall partitions has commenced.
- vi. The project is on schedule to be open for the Quilter Autumn Internationals.

## 9. **INTERNATIONAL REPORT**

Ben Calveley - Head of Strategy & Corporate Affairs

### 9.1 **Introduction**

Since the last Council meeting, there have been Six Nations shareholders and Council meetings as well as World Rugby Council, Rugby World Cup Limited Board and European Professional Cup Rugby (EPCR) Board meetings.

### 9.2 **World Rugby - Council**

- a. The main items on the World Rugby Council agenda were updates on the Rugby World Cup host selection process review and the Women's Rugby World Cup 2021 Tender process as well as the approval of the Global Law Trials (GLTs). All twelve GLTs were approved for adoption into Law.
- b. The review of the Rugby World Cup host selection process was conducted by BDO, an external consultant. The review made a number of recommendations that were considered by Council. The conclusion was that the process was largely transparent and objective but there were some lessons to be learnt. The Rugby World Cup Ltd Board will now fully consider the recommendations and look to implement them ahead of the process to appoint the 2027 hosts.
- c. With regard to the Women's Rugby World Cup 2021, it was agreed that there would be an increase in the squad and management sizes allowed. In addition, the schedule will change to give players more rest days between matches. Unions were invited to submit expressions of interest to host by 31<sup>st</sup> May 2018. Council will vote on who should host the 2021 tournament at their meeting on 14<sup>th</sup> November 2018.
- d. An updated sanctions table was also agreed. The table needed to be amended in light of the adoption of the Simplified Law Book. These changes came into effect on the 1<sup>st</sup> June 2018. The RFU was heavily involved in both the drafting of the Simplified Law Book and the updated sanctions table.

### 9.3 **Six Nations**

- a. John Feehan, the CEO of the Six Nations has stepped down. The process to recruit the new CEO is underway.
- b. Discussions on the creation of, and job description for, an independent chair are also ongoing.
- c. At the Six Nations Council meeting there were further discussions on the Governance and Strategy Review as well as an update on securing a title sponsor for the 2019 tournament and beyond.

### 9.4 **Rugby Europe**

Rugby Europe continues to be in the spotlight following the Belgium v Spain Rugby World Cup qualifying match during which the independence (and competence) of the match officials was called into question. The behaviour of the Spanish players towards the match officials was also heavily criticised.

World Rugby commissioned an emergency independent review to look into the situation and make a recommendation. During the review it became apparent that a number of countries had fielded ineligible players during the tournament. The recommendation was therefore that as Romania, Spain and Belgium had all fielded ineligible players, they should be fined and docked points in accordance with World Rugby Regulations. Following the points deductions, Russia ended up automatically qualifying for the 2019 Rugby World Cup.

The independent review also stated that Rugby Europe needs to look into how it runs competitions and World Rugby have agreed they will support them with this process.

### 9.5 **European Professional Cup Rugby (EPCR)**

An EPCR Board meeting took place on 11<sup>th</sup> May 2018 ahead of the Challenge Cup and Champions Cup finals in Bilbao. The Challenge Cup match had 25,000 spectators and the Championships Cup final was played in front of a sell-out crowd of 52,000. The launch of the 2019 finals in Newcastle also happened over the weekend.

**9.6 British & Irish Lions**

The British & Irish Lions Board meeting took place on Friday 25<sup>th</sup> May 2018 and the impact of the Six Nations Governance and Strategy Review on the running of the Lions was discussed.

**10. FINANCE UPDATE**

Sue Day - Chief Financial Officer

10.1 Sue Day presented the Q3 Financial Report to Council

10.2 The overall YTD performance is adverse to budget due to the 5<sup>th</sup> place finish in the 2018 Six Nations and consequential fall in budgeted bonus payments. This has been partially offset by better than budget performance in other areas of activity.

10.3 The balance sheet remains healthy.

10.4 The Union remains financially sound and is operating well within its banking facilities.

**11. BUSINESS PLAN**

Steve Brown - Chief Executive Officer

11.1 Council received a presentation on the draft 2018/19 Business Plan, which was then discussed.

11.2 Under the changes to the RFU's Rules made in November 2017, the Business Plan is now formally approved by the RFU Board. The Board will now consider the points raised by Council and whether any amendments are required to the Business Plan before it can be approved.

**12. ANNUAL REGULATIONS REVIEW**

Chris Cuthbertson - Chair of Governance Committee

12.1 Council approved in principle the changes to the regulations and the competition regulations and delegated the finalising of the drafting to Governance.

12.2 Council noted the plan to trial a lowering of the height of the tackle in the Championship this season.

12.3 One issue remains to be resolved and that relates to the number of England Academy Players that may be loaned to Championship Clubs. This will be determined by Governance at its June meeting.

**13. 2018/19 AIDE MEMOIRE**

13.1 Council approved the 2018/19 Aide Memoire, which outlines the duties of and entitlements for Past Presidents, Council Members and Privilege Members.

13.2 Council noted that these may change during the season once the Recognition & Reward Review Group has concluded its work.

**14. NOMINATIONS STANDING COMMITTEE UPDATE**

Simon Collyer-Bristow – Chair of the Nominations Standing Committee

**14.1 National Members on Council**

Council **APPROVED** the recommendation of the Nominations Standing Committee that **MAGGIE ALPHONSI** and **MARTIN CORRY** be re-elected as the National Members on Council for the 2018/19 season.

**14.2 Privilege Membership**

Council **APPROVED** the recommendation of the Nominations Standing Committee that **MIKE CORDELL** and **GEOFF SIMPSON** be awarded Privilege Membership of the Union.

**14.3 JASON LEONARD**

Council **APPROVED** the recommendations of the Nominations Standing Committee that **JASON LEONARD**, in his capacity as the second RFU Representative on the Six Nations and as the Union's representative on the British & Irish Lions, be granted a standing invite to Council meetings and that he be invited to all relevant RFU Council functions.

**14.4 Women & Girls Representative on Council**

Following **DEBORAH GRIFFIN's** election as the third RFU Representative on the World Rugby Council, Deborah Griffin will be standing down as Women & Girls Representative. A recruitment process will now commence to find her successor.

- 14.5 Council also **APPROVED** the recommendations of the Nominations Committee for the Chairs & composition of the Committees & Sub-Committees and of the Union representatives on other bodies (Appendix 1).

**15. APPOINTMENT OF BOARD MEMBERS**

Andy Cosslett - Chair of the Board

- 15.1 Council **RATIFIED** the following Board appointments

- a. **PHIL DE GLANVILLE** as the Senior Professional Game Board Representative (with a seat on the Board) for a two-year term from 1<sup>st</sup> August 2018 to 31<sup>st</sup> July 2020;
- b. **HELEN WEIR** as an Independent Non-executive Director for a further three-year term from 1<sup>st</sup> August 2018 to 31<sup>st</sup> July 2021.

- 15.2 These appointments will now have to be ratified by the Game at the 2019 Annual General Meeting (it being too late to ratify at the 2018 Annual General Meeting, although the appointments will be reported at that meeting).

- 15.3 Under the Union's Rules, both directors may act pending ratification by the Game.

**16. PROFESSIONAL GAME BOARD (PGB) REPORT**

Jeff Blackett - Chairman of the Professional Game Board

- 16.1 Jeff Blackett gave his last report to Council as Chair of the PGB.

- 16.1 Chris Booy (Bristol Bears) will take over from Jeff Blackett as the independent Chair of the PGB on the 1<sup>st</sup> August 2018. Chris Booy has been involved with Bristol for many years and well understands the pressures on Premiership and Championship clubs

- 16.3 The four RFU representatives on the PGB will be Stephen Brown, Nigel Melville, Richard Hill and Phil de Glanville. Phil de Glanville will become the PGB representative on the RFU Board.

- 16.4 The PGB has nearly completed its work on the season structure.

- 16.5 The PGB has completed its review of England's Six Nations performance.

- 16.6 Good progress has been made on the global season; final details are being discussed and worked through.

**17. COMMUNITY GAME BOARD (CGB) REPORT**

Rob Briers - Chairman of the Community Game Board

**17.1 Four Nations meeting**

An inaugural meeting of Four Nations (England, Ireland, Scotland & Wales) council/committee representatives met in Dublin on 3<sup>rd</sup>/4<sup>th</sup> May 2018. A positive and productive exchange took place with the focus of discussion on amateur XV-a-side rugby, volunteer development, female game and touchline behaviour. Relationships were both built and strengthened across the four nations and the respective Development Directors were charged with putting together an action plan. Several areas were also identified where efficiency savings may be possible.

**17.2 Business planning**

Following the Four Nations meeting an extra CGB meeting was convened specifically to look at the 2018/19 Business Plan and these discussions were fed into the draft presented to Council.

**17.3 Council member/CB engagement**

- a. CB engagement dinners have commenced; attendance has been good, and several Board members have attended. To date there has been some very engaging dialogue and positive discussions about the community game.
- b. A series of roadshows have taken place over the last two months. These have been focused on the proposals for changes to international ticket allocations and included a presentation and discussion on the health and measurement of the game. A detailed feedback report will be reviewed by the CGB and subsequently circulated to Council.

**18. TICKETING UPDATE**

Nigel Gillingham - Member of the International Ticket Sub Committee

- 18.1 Nigel Gillingham updated Council on the recent roadshows to debate changing the current method of allocating international tickets to Clubs & CBs.

- 18.2 13 roadshows had been held around the country and had attracted 415 attendees.

- 18.3 In addition there had been more than 100 post meeting responses.
- 18.4 It was agreed that any new system must be:
  - a. Easy to understand
  - b. Based on data that was easy to gather and easy to independently verify.
- 18.5 There was consensus that the new system should be based on the amount of XV-a-side rugby played (Men's, Women & Youth) , although there was strong representation for recognition of the work Clubs are doing at the Under 13 age group.
- 18.6 The International Ticket Sub Committee will now consider the feedback from the meetings with the aim of putting an initial proposal to the October 2018 Council meeting.
- 18.7 Data will then be collected during the 2018/19 and 2019/20 seasons to fully understand the effect of the proposed changes. If the testing proves satisfactory and acceptable then the new system would be used from the start of the 2020/21 season.

## 19. GOVERNANCE STANDING COMMITTEE REPORT

Chris Cuthbertson - Chair of the Governance Standing Committee

### 19.1 Introduction

The Committee last met on 2<sup>nd</sup> May 2018.

### 19.2 Regulations

The bulk of the Committee's recent work has been into the proposed changes to the RFU's Regulations.

### 19.3 Laws Sub-committee

- a. World Rugby has now confirmed the adoption of all the Global Law Trials into Law. These are the last Law changes, other than those deemed necessary for player welfare reasons, before the 2019 Rugby World Cup.
- b. Work continues with World Rugby to investigate the possibility of a limited trial to determine the effect of reducing in the height of the tackle in a stand-alone competition next season.

### 19.4 Discipline

- a. The number of cases heard by RFU panels are approximately 25% lower than last season. While not all information for CB panels is yet available, it appears in many areas the number of cases has also dropped marginally.
- b. It has become clear that local disciplinary panels are struggling to process BUCS Super Rugby disciplinary processes sufficiently quickly, particularly for midweek matches. It is proposed that from next season on-field BUCS disciplinary issues will be heard by RFU panels.

### 19.5 Club and team name changes

The Committee approved the application of Bristol RFC to change the name of its first team to the Bristol Bears. It also considered applications from further down the pyramid, including the review of a decision by a CB not to support a Club's wish to change its name.

### 19.6 Supplements

The Committee review into the Union's supplements policy is ongoing.

## 20. VALETE

John Spencer - President

The President paid tribute to those leaving Council and thanked them for their service to the Game.: Peter Baines (Past President), Colin Baldwin, John Cunningham, Mike Cordell, Neill Hagerty & Geoff Simpson.

**The next Council meeting is on 5<sup>th</sup> October 2018 at Twickenham**

**Chris Cuthbertson & Rob Udwin**

24<sup>th</sup> June 2018

***These notes are our personal recollections of the meeting and include those matters which we believe will be of interest to Middlesex Clubs. No attempt has been made to convey all the opinions expressed during the debates.***

## APPENDIX 1

**RFU COUNCIL MEMBERS' STANDING COMMITTEES, GAME BOARD AND SUB-COMMITTEES  
APPOINTMENTS 2018/19****NOMINATIONS STANDING COMMITTEE**

Ken Andrews, David Ewing, Charlie McGinty, Andy Shorney & Mike Waplington

**COMMUNITY GAME BOARD**

Rob Briers (Chair), Phil Attwell, Malcolm Caird, Jim Chapman, Colonel James Cook OBE, David Ewing, Nigel Gillingham OBE & David Roberts.

**Rugby Growth Sub-Committee**

Colonel James Cook OBE (Chair)  
Maggie Alphonsi MBE  
Simon Collyer-Bristow  
Danny Hodgson BEM  
Ian Metcalfe

**Player Development Sub-Committee**

David Ewing (Chair)  
Ted Atkinson  
Fred Batchelor  
Martin Corry MBE

**CB & Club Development Sub-Committee**

David Roberts (Chair)  
Alan Butcher  
Alan Milliner MBE  
Roger Pierson  
Chris Smith  
Robin Wannop

**Education & Age-Grade Sub-Committee**

Phil Attwell (Chair)  
Ken Andrews  
Ted Atkinson  
Tracey Edmundson  
Deborah Griffin OBE

**Game Development Sub-Committee**

Nigel Gillingham OBE (Chair)  
Stephen Guy  
Dr Tim Miller  
Nigel Orton JP  
Mike Procter  
Andy Shorney  
Keith Shurville  
Jonathan Webb

**Competition Development Sub Committee**

Jim Chapman (Chair)  
Malcolm Caird  
Ron Jones  
Tony Price  
Jim Rogers  
Mike Waplington

**GOVERNANCE STANDING COMMITTEE**

Chris Cuthbertson (Chair), Fred Batchelor, Peter Howard, Nigel Gillingham OBE, Dr Tim Miller, Keith Shurville, Jonathan Webb & Wing Commander Peter Whiting.

**Adult Competition Management Sub-Committee**

Keith Shurville (Chair)  
Paul Kaminski  
David McAteer  
Norman Robertson

**Laws Sub-Committee**

Dr Tim Miller (Chair)  
Simon Collyer-Bristow  
Jonathan Webb

**Age Grade Governance Sub-Committee**

Fred Batchelor (Chair)  
Tracey Edmundson  
Nigel Orton JP  
Ivor Smith

**INTERNATIONAL RUGBY TICKET SUB COMMITTEE**

Charlie McGinty (Chair)  
Ron Jones – South West Rep  
David McAteer  
Mike Procter – Midlands Rep

**TICKET SANCTION SUB-COMMITTEE**

David McAteer (Chair)  
Charlie McGinty

**RFU COUNCIL REPRESENTATIVES ON OTHER BODIES**

**England Rugby Football Schools' Union**

Ken Adrews

**Students Rugby Football Union**

Danny Hodgson BEM

**Rugby Football Referees Union**

Simon Collyer-Bristow

**England Colleges Rugby Football Union**

Jim Chapman