



MIDDLESEX NOTES ON THE RFU COUNCIL MEETING

Held at Twickenham - 5th October 2018

The meeting was chaired by the President, Chris Kelly.

1. CHAIRMAN'S REPORT

Andy Cosslett - Chair of the Board

1.1 Directors

Phil de Glanville has joined the Board as RFU Representative on the Professional Game Board (PGB), replacing Jeff Blackett, who, under the terms of the Professional Game Agreement, has completed his term as PGB Chairman.

1.2 Professional Contracts for England Women's XV Players

As has been widely reported, at the last Board meeting it was agreed to engage the England Women's XV players on full-time contracts. This followed a detailed analysis of the playing, commercial and strategic benefits. It is envisaged that the contracts will come into effect on 1st January 2019.

1.3 Meeting with Past Presidents

A very useful meeting has been held with the Past Presidents to explain the Union's finances and explain why the redundancy programme was prudent. The meeting was attended on behalf of the Union by, amongst others, the President, the Chairman and the Chief Executive.

1.4 Annual Strategy Day

The Board's annual strategy day will this year be held at the Department of Culture, Media and Sport. This will provide an opportunity to discuss how to deliver common objectives.

2. CHIEF EXECUTIVE'S REPORT

Steve Brown - Chief Executive

2.1 Redundancy Programme

- a. The redundancy programme is now complete.
- b. 61 positions have been made redundant resulting in 54 members of staff leaving the organisation (7 have been reassigned).
- c. There are no plans for any further redundancies.
- d. The focus is now on delivering the strategic plan.

2.2 Business Plan 2019/20

Work has commenced on preparing the first draft of the 2019/20 business plan. All areas of the Union are assessing their programmes and reappraising how their objectives may best be delivered.

2.3 East Stand Development (ESD)

- a. The Northampton v Leicester game at Twickenham on Saturday 6th October 2018 will be used as a test event for the new ESD hospitality facilities.
- b. When fully operational the ESD will provide 6,700 covers (requiring 50 chefs) in five restaurants.
- c. The ESD will enhance the Union and provide additional funds for investment in the game.

2.4 Executive Changes

- a. Ben Calveley (Head of International and Corporate Affairs) has left the Union to become the Managing Director of the British & Irish Lions.
- b. Lucinda Pullinger (HR Director) is leaving the Union. Her replacement is currently being recruited.

3. Professional Rugby Director's Report

Nigel Melville - Professional Rugby Director

3.1 2018 World Rugby Sevens World Cup (San Francisco)

England men and women participated in the RWC Sevens in San Francisco, the men's team progressed to the final where they lost narrowly to New Zealand.

3.2 England

A camp was held at the Lensbury in August 2018.

3.3 Tackle Height Trial

As part of a player welfare initiative, the RFU is leading a tackle height trial in the Championship Cup (43 games) in partnership with World Rugby to establish the impact of lowering the permitted tackle height to below the armpit.

3.4 Championship Director of Rugby Meeting

A meeting with the Championship Directors of Rugby and Referees took place at Hartpury College to discuss the Championship Cup tackle trial and to update them on law changes and application for the new season. This is a regular pre-season event.

3.5 Global Season

Work on the global season has continued and the domestic seasons for 2019-22 have now been agreed.

3.6 Six Nations Age Grade (Under 18s)

England will host a new look 6 Nations International Festival at Hartpury College in the Spring of 2019. This festival will rotate between the 6 nations annually kicking off with England. The teams will stay on campus, play games at Worcester, Hartpury and Gloucester. In addition, there will be coach/Strength & Conditioning development programmes for Academy staff, specialist coaches and development coaches.

3.7 Under 20's

As part of an age grade partnership with South Africa, the Union will continue to send the U17/18 group to their annual festival and in return they will send an Under 20 team to England to support the Union's preparations for the Junior World Championships each season. This worked well in 2018, providing an opportunity for consistent preparation against high quality opposition.

3.8 British & Irish Lions

The RFU has initiated two meetings between the British & Irish Lions, RFU and PRL to open discussions regarding the 2021 Lions tour including playing schedule, pre-tour administration and player/club payment structures.

3.9 Team GB Sevens

- a. The Team GB Executive met in August 2018 to confirm the appointment of Gavin Scott (Scottish Rugby Union) as Team leader for the Tokyo 2020 Olympic Games. England men and women were confirmed as the nominated teams to qualify Team GB through the 2018-19 World Sevens Series.
- b. The RFU met Team GB Hockey to gain an understanding of the best way to run a successful, high performance GB side that relies on selecting players from individual national teams.

3.10 Medical Seminar

All Premiership/Championship and Tyrells medical staff attended a one-day seminar ahead of the new season. The seminar provided information on this season's protocols and continuous professional development.

3.11 World Rugby - Women's Rugby Appointments

The following have been appointed to positions by World Rugby:

- ~ Nicky Ponsford appointed as Chair of the Rugby Europe Women's Rugby Commission.
- ~ Carol Isherwood to lead the World Rugby Elite Women's Coaching Challenge – developing and supporting women high performance coaches.
- ~ Joanna Manning-Cooper joins the World Rugby Women's Communications, Marketing and Commercial advisory group.

3.12 The Lensbury

- a. A new deal has been concluded with The Lensbury to accommodate both the men's and women's sevens programmes. The Lensbury will be used for both full time programmes with Bisham Abbey being used for age grade camps and the women's XV.
- b. The move provides the opportunity to bring the entire sevens programme together and share resources. In addition, it is hoped to utilise the improved facilities and space for wider performance activities (coaching and refereeing).

3.13 Under 18 South Africa Tour

The 2019 U18 squad travelled to South Africa for a high-performance camp and played SA/Wales and France. England use this camp to develop the next Under 18 squad, which means they compete against an older age group.

3.14 Referee Appointments (Summer 2018)

Wayne Barnes, Matthew Carley and Luke Pearce all refereed internationals during this Summer's test window.

3.15 Women's XVs

- a. 28 players will be contracted by the RFU to the England Women's programme.
- b. These players will continue to train/play for their clubs in the Tyrell's Premier 15s competition and will follow agreed individual player programmes and attend an increased number of camps and regional sessions with the England Coaching team.

4. RUGBY DEVELOPMENT DIRECTORS REPORT

Steve Grainger - Director of Rugby Development

4.1 Artificial Grass Pitches

Twenty-three sites are now operational with three more under construction. Twelve sites are in the pre-construction phase with commencement towards the end of the season

4.2 Community Sevens Offer

A successful Secure Trading 24/7s Finals were held in Bath at the end of July 2018 following local qualifiers and regional finals.

4.3 Engaging New Communities

- a. Project Rugby has moved into year three and the investment has doubled.
- b. Inner Warrior continues to prove popular and a new series of Camps are being initiated to coincide with the start of the season.

4.4 Age Grade to Adult Transition

- a. Eleven University clusters are now in place, with a further ten in the pipeline. These are central to the work to retain players during the University years.
- b. Introduction of the "Half Game Rule" which seeks to give all age grade players the opportunity to play at least half a game has commenced on a discretionary basis.
- c. Fifteen Graduation events for schools in phase one of the All Schools took place towards the end of last term. This is a key step in strengthening the relationships between the schools and Clubs and important in attempts to ensure retention and transition of players.

4.5 Business as Usual

- a. A significant focus is the "re-booting" of the Rugby Development Department following the recent re-organisation.
- b. With less staff on the ground, there is a need to do things differently. Work has commenced to look at devolving more responsibility (and decision making) to CBs.
- c. Seventy-five additional schools have joined the All Schools programme in the penultimate intake prior to achieving the September 2019 target of 750 schools.
- d. Course attendance numbers are now complete for 2017/18 and most were up on the previous year – Level 1 and 2 Coaching awards by 10%, Refereeing XVs 15%, Kids First Refereeing by 25%, Emergency First Aid by 23% and Coaching CPD by 10%. CPD for match officials was down by 19% and action is being taken to address this.
- e. A recent audit on Regulation 9 (Player safety) showed that as many as 30% of matches and training sessions were taking place without the recommended levels of pitch-side care. Action is being taken to address this.

- f. The third cohort of attendees will start the Leadership in Union programme this autumn. The programme will then take a break to assess the impact of the first three cohort.
- g. The Mitsubishi Motors volunteer national recognition dinner was held at Twickenham on 7th September 2018. Three volunteers were awarded a Mitsubishi vehicle for 12 months.

5. DIGITAL, MARKETING AND COMMUNICATIONS (DMC) DIRECTOR'S REPORT

Joanna Manning-Cooper - Director of Digital, Marketing and Communications

5.1 DMC Structure

- a. As a result of the redundancy programme, there is a net headcount reduction of five.
- b. As part of the reorganisation, International Relations, Public Affairs and Community Relations teams will now be part of DMC.

5.2 Content and Campaigns

- a. Digital growth last year exceeded Strategic Plan targets. Instagram is still the Union's fastest growing platform, and video the fastest growing medium.
- b. Ticket sales are on track to sell out all four Quilter Autumn Internationals at Twickenham, including England v Japan. The England v New Zealand game will include WWI commemoration events.
- c. A campaign to promote ticket sales for the three Quilter women's matches has been launched with the aim to sell out the match at Doncaster (5,000) and increase attendances at the Allianz Park and Twickenham games.
- d. Live Streaming commitments for matches in the Championship, Tyrells and U20s this season are being confirmed with broadcasters and venues.
- e. Plans are in development to refresh the England Rugby website. It is planned to launch the new website in July 2019.

5.3 Brand

- a. The next phase of the Game of Our Lives campaign is in development, with evolved brand guidelines ready for implementation (including new wayfinding / branding in East Stand).
- b. A new simplified brand hierarchy is being developed for the community game, professional game, and the Union's governance.
- c. The RFU's in-house design studio has been restructured and processes simplified to deliver more value for money.

5.4 CRM and Customer Strategy

- a. £4m of revenue in 2017/18 was directly attributable to CRM.
- b. Full CRM sales and contact system are now live, which was the final piece of the original project plan to be implemented.
- c. CRM is now the prime source of England Rugby Hospitality sales

5.5 Communications

- a. A full communications plan was delivered for the Sevens World Cup in San Francisco. Public engagement was limited by the time zone and lack of live broadcasting for much of the tournament.
- b. Pre-season media briefings have been held and covered discipline, refereeing, concussion and injury prevention
- c. Full season launches have taken place for The Greene King IPA Championship and Tyrells Premier 15s.
- d. The England Men's and Women's media and communications plans have been developed for the Quilter Autumn series.
- e. The new internal communications strategy for RFU employees, aimed at refreshing and renewing our internal culture was launched on 13th September 2018.

5.6 International

a. Six Nations

Benjamin Morel (most recently Managing Director for the NBA in Europe and Middle East) has been appointed CEO. His immediate priorities will be finding a title sponsor, building relationships with current and potential commercial partners, drawing up a strategic plan and agreeing the nature of the relationship between the Six Nations and the British & Irish Lions.

b. **British & Irish Lions**

The British & Irish Lions has appointed Ben Calveley as Managing Director. Ben's immediate priorities will be agreeing and signing the new deal with SANZAAR, agreeing the 2021 Tour schedule and finalising the organisation's structure.

c. **Rugby Europe**

Rugby Europe is going through a period of restructuring and refocusing after the recent review into the poor management of the European RWC qualification matches.

d. **European Professional Cup Rugby (EPCR)**

EPCR has been struggling to get the number of teams necessary to run the Continental Shield. This is the qualification tournament for the Challenge Cup, the second tier of the European club competition. A solution has now been reached for the 2018/19 season which sees four Italian, one Georgian and one other team competing in the tournament. EPCR will now conduct a full review of the competition and its future for 2019/20 and beyond.

5.7 **Public Affairs**

a. In July, the Prime Minister carried out a Cabinet re-shuffle. Jeremy Wright was appointed as Secretary of State for Department of Culture, Media & Sport (replacing Matt Hancock).

The RFU's priority is to arrange an introductory meeting to outline the RFU's plans for continuing to deliver our Strategic Plan and to further the Secretary of State's initial understanding of what the RFU's role is as a National Governing Body. New Special Advisers will also be appointed to assist the Secretary of State and organising meetings with them is another priority.

b. The RFU participated in UK Sport's consultation on their funding model beyond Tokyo 2020.

c. The DCMS has announced their new 'Civil Society Strategy', which includes information on how the Dormant Bank Account fund will be distributed. The Union is monitoring the situation.

5.8 **Community**

a. The RFU's relationship with the local Council and residents has become more challenging after the recent concerts due to the transport issues after the Rolling Stones and street cleaning and anti-social behaviour issues after the Eminem concerts.

b. The focus is now on building an open and honest relationship with the local Council. Councillors are being engaged both on a one-to-one basis and through involvement in Events Day Panels and other events.

c. As part of the local community engagement strategy a new grants process has been developed to ensure investment in projects that have the biggest impact for both the community and the RFU's reputation. This new process will be advertised in the September 2018 issue of our community newsletter with the aim to have money awarded by the end of 2018.

6. **CHIEF FINANCIAL OFFICER' REPORT**

Sue Day - Chief Financial Officer

6.1 **Finance Update**

a. Council received a detailed presentation of the Union's financial position at a meeting held the evening before the Council meeting. The meeting was convened to permit Council enough time to consider the finances in detail (including projections), enhance its understanding and ask any questions that it wished. A version of the presentation will be made available for Council members to present to their CBs and Clubs.

b. The external audit has been completed and the accounts will be published shortly.

c. HMRC continues its enquiries into the payment of players.

d. Council received the 2017/18 Q4 financial report together with the flash report for 2018/19 month 1.

e. The Union remains financially strong.

6.2 **Legal Update**

a. General Data Protection Regulations (GDPR) compliance work continues, with training being provided to RFU staff and continued provision of the Legal Helpline for clubs.

b. Work also continues to monitor the unofficial market for tickets and hospitality ahead of the Autumn Internationals.

6.3 Safeguarding

The new Senior Safeguarding Manager, Vivien Rimmer, will start on Monday 8th October. Vivien is currently the Head of Safeguarding Standards at Achieving for Children, the organisation which runs children's services on behalf of several Councils. She has a long background in rugby, having played club rugby for Bath Ladies and for England Students.

6.4 Discipline

- a. The triennial Disciplinary Conference was held at Wyboston in the Summer. It was well attended, with approximately 250 delegates including the RFU judiciary, citing commissioners and disciplinary volunteers from the community game. World Rugby also sent an attendee for the first time.
- b. The off-season has seen several misconduct cases. The successful charge in the Cipriani case sets an important marker as to the role of the RFU as regulator. Other cases included charges successfully brought for poaching players.

6.5 Technology Update

- a. GMS deployments ahead of the new season have been completed and adoption is being actively monitored. These contained three primary changes which were communicated to the Game:
 1. Roll out of Electronic Match Card (EMC) to levels 7 and 8 which increases the user base to ~800 clubs. Training sessions were run across the country. Up to week 4, there were 275 matches in levels 1 to 8 with a success rate for completion of EMCs across men and women's games (100% for men's levels 1-6).
 2. A global change to roles and permissions within the system to introduce a more standard and simplified process for organisations to manage which users have access to what data, supporting both RFU, CB and Club GDPR compliance. 810 clubs and 34 CBs have engaged with the new process and assigned new permissions.
 3. A new online Age Grade Registration process is available via GMS to enable new individuals to sign up online and manage their own details. This represents a significant change from the previous paper-based process; the take up is being monitored.
- b. East Stand readiness is a priority activity. RFU Technology are actively engaged with the project team and working towards key dates for test event.

7. Council Recognition & Reward Review Group Update

Malcolm Caird - Council Recognition & Reward Review Group Chairman

- 7.1 Council set up a review group to consider the entitlements enjoyed by Past Presidents, Privilege Members and Council Members and make recommendations for consideration by Council.
- 7.2 Council received a detailed update on the work of the Review Group at the meeting held the previous evening.
- 7.3 Council made several comments, both at the Thursday meeting and at the Friday Council meeting for consideration by the Review Group. It was agreed that the entitlements must be appropriate for each group and that they must enable Council members to fulfil their obligations to the Union and the Game, whilst being appropriate for a National Governing Body (NGB) in the 21st Century. The view was expressed that any changes should result in a reduction in costs as it was felt inappropriate that Council should be immune from the expenditure review affecting the rest of the Union.
- 7.4 Malcolm Caird confirmed that all comments would be considered by the Review Group and that proposals would be brought back for consideration at the November Council meeting.

8. Ticket Allocation Proposals

Charlie McGinty - Chair of the International Rugby Ticket Sub Committee (IRTSC) &
Nigel Gillingham - Member of the International Rugby Ticket Sub Committee

- 8.1 Council received a report and a presentation on the review of the allocation of international tickets to the Game together with proposals for change. This is the first review since 2007.
- 8.2 The report follows on from the roadshow presentations and subsequent feedback.
- 8.3 The IRTSC has agreed three guiding principles for any change:
 - a. The new allocation must be easy to understand
 - b. The data needed must be relatively easy to collect; and

- c. That data must have a degree of independence in being validated.
- 8.4 In addition it was agreed that the proposals should support the RFU Strategic Plan and the work of the CGB in promoting participation.
- 8.5 The proposals, which adhere to the guiding principles, are included in Appendix 1.
- 8.6 Council was asked to provide feedback and seek clarification on any of the proposals.
- 8.7 Council will be asked to approve the proposals at its November meeting with a view to them being fully implemented in time for the 2020/21 season. Implementation will be preceded by a robust data collection and communications programme.

9. Community Game Board (CGB) Report

Rob Briers - Chair of the Community Game Board

- 9.1 Rob Briers gave an update on the work of the CGB.
- 9.2 The last CGB meeting was on 29th August 2018. The key outcomes were:
 - a. The operating framework for Rugby Development was agreed. This is required to help inform resource allocations going forward and to provide a framework against which likely decisions to cut programme funding for 2019/20 onwards can be made.
 - b. The review framework for the Artificial Grass Pitches project was agreed. This follows the decision of the Board to introduce a build break between phase 3 and phase 4.
 - c. The implementation plan for the introduction of "Game On" into the community game was approved. This provides a simple framework against which teams outside of the formal league structures can make adaptations to the game to get games played. This will come to Council for approval in due course.
 - d. The timeframes and focus for the 2018/19 National Rugby Survey were agreed.
 - e. The Disability Action Plan was approved. This will now be published and made publicly available.
 - f. Offshore travel and its escalating costs were discussed. It was agreed to restrict spend to the £350k agreed by Council and not to seek to amend this policy.
 - g. The meeting discussed the Safeguarding Audit Report. This will now be a standing item on the CGB agenda.
 - h. Initial ideas on the devolution of the delivery of programmes to CBs were shared and were well received. Six work-streams have been identified for this to progress and work will now commence on these.
 - i. Information papers were received on 24/7s, GMS and the work of the Under 19 Commission
- 9.3 Steve Grainger met 19 Geographic CB Council members over five sessions in early August 2018 to communicate the changes resulting from the Union's re-organisation.
- 9.4 Informal meetings between Ron Briers, Steve Grainger and Council members are being organised around the Quilter autumn internationals.

10. Project Rugby

Stephen Pearson - Project Rugby Sub Committee

- 10.1 Project Rugby is a collaboration between the RFU and PRL that was set up by the Professional Game Agreement.
- 10.2 The aim of the project is to break down barriers that prevent people from Black, Asian and Minority Ethnic communities (BAME), people from lower socio-economic backgrounds and/or disabled people participating in rugby.
- 10.3 £2m has been invested in the first two years of the project (phases 1 & 2) and a further £4m will be invested in years 3 & 4 (phase 3).
- 10.4 The programme is delivered through the 14 Premiership clubs community teams and is starting to change perceptions amongst targeted groups. To date over 12k people have participated in the programme at one of 500 sites and over 1,000 have transitioned into community clubs.
- 10.5 In phase 3 it is hoped to reach 37k people with a target of over 4k transitioning.
- 10.6 The project is overseen by a sub-committee of the Professional Game Board. The sub-committee is responsible for (1) agreeing the priorities in line with the RFU Strategic Plan (2) signing off individual club delivery plans and (3) reviewing progress and effectiveness against agreed KPIs.

11. Diversity & Inclusion Update

Genevieve Glover - Chair of the Diversity & Inclusion Group

- 11.1 Council received an update on the composition and work of the Diversity & Inclusion Group.
- 11.2 The aim of the group is to make recommendations that will ensure that the leadership across the whole game (Union, Board, Council, CB and clubs) reflects the current and future player base of the games and in the medium to longer term society.
- 11.3 Success in achieving the aim will be an increase in:
 - a. The talent and volume of the volunteer leadership talent pool.
 - b. The diversity of backgrounds and viewpoints leading to more innovation and better solutions.
 - c. The number of leaders in the game that reflect the rugby community in which they are based.
- 11.4 The group has focussed on three main areas:
 - a. Recruitment, Selection & Awareness;
 - b. Data and Communication; and
 - c. Engagement
- 11.5 The aim is to identify best practice and make recommendations on accurate data. To this end consideration is being given as to how to amend the National Rugby Survey (without making it intrusive or more onerous to complete).
- 11.6 Technology will be key in helping to measure progress.

12. England Update

Eddie Jones - England Head Coach

- 12.1 Eddie Jones gave an update to Council on the England Team, its objectives and focus.
- 12.2 The aim remains unchanged, to win the RWC in Japan in 2019. If this is achieved, it will restore pride in English Rugby and promote participation.
- 12.3 The squad will only have 11 weeks together immediately before the RWC; time is therefore the greatest currency available and must be spent wisely.
- 12.4 Everything that is done now must be in preparation for winning the RWC.
- 12.5 The coaching team is in place with a good mixture of highly experienced coaches and young coaches.
- 12.6 England will be in a good place with a team of the right age (average 27/28) and the right experience (800/850 caps) supported by emerging talent. The necessary leadership is developing but come the RWC will be strong. The team will need to be prepared to play in unfamiliar conditions on fast pitches. The key combinations are developing and will be ready.
- 12.7 The RWC will be tough. The aim must be to win every game; no side has won the tournament having lost a pool game.
- 12.8 The aim remains to develop the English style of play, good set piece, strong defence and structured attacking.
- 12.9 After the RWC, England will need to find a way of developing its own coaches and giving quality competitive game time to young emerging talent. This is vital for continued success.

13. Professional Game Board

Phil de Glanville - RFU Representative on Professional Game Board

- 13.1 Phil de Glanville presented a written report to the meeting.
- 13.2 The PGB focus areas for the 2018/19 season have been agreed.
- 13.3 Injury incidence in England training camps is being reviewed. England training injuries have consistently been higher than Premiership injuries over the last three seasons, mainly, it is thought due to the intensity of the training.

The issue appears to relate to the transition between a Premiership training environment into an England one. Further work is needed, but this will need to be based on full visibility of the player's full training load across both environments. This will require an integrated approach to measuring and reporting the load, including common GPS systems across all Premiership and England environments.

- 13.4 The English and French Clubs are considering reducing the number of matches in the EPCR from nine to seven. Notice would have to be given by the end of the 2018/19 season for the changes to be implemented in time for the start of the 2021/22 season.
- 13.5 Eddie Jones presented an update to the PGB where he gave an overview of where he thinks the squad are and what the headline focus areas are in to the current season.
- 13.6 The terms of reference for the Player Performance Management Group have been agreed between the RFU, PRL and the RPA and will be announced shortly.

14. Domestic & Global Season Update

Nigel Melville - Director of Professional Rugby

- 14.1 Nigel Melville updated Council on the current discussions taking place concerning the domestic and global season.
- 14.2 The current domestic and international season proposals are based on principles agreed at a World Rugby Conference in San Francisco in 2017, which considered the international calendar for the 2020 to 2030.
- 14.3 The San Francisco agreement was that:
 - a. The Summer test window moves to the first three weeks in July.
 - b. The Autumn window remains the first three weeks in November.
 - c. The start date for the Rugby World Cup moves forward by one week.
 - d. Summer tours after a RWC will be a 2+1 concept (England will be 2+2+3). There are no Summer tours in RWC years.
 - e. The British & Irish Lions tour is reduced to eight matches played over five weeks, starting in the first week in July.
 - f. Tier 2 Unions will receive more fixtures against Tier 1 Unions.
- 14.4 The PGB is responsible for producing and maintaining a three-year rolling season structure for international matches involving England EPS teams and domestic professional rugby (Gallagher Premiership & Greene King IPA Championship). The aim is to produce a competition structure that aligns the interests of all professional clubs in England and the National team.

15. Governance Standing Committee Report

Chris Cuthbertson - Chair of Governance Standing Committee

- 15.1 Chris Cuthbertson updated Council on the work of the Governance Standing Committee.
- 15.2 For the first time a two-year work programme for regulation review has been developed and this will be supported by a sub-group that will undertake a high-level review of all regulations to identify those that are not fit for purpose, are not regulations, but guidance and those which are not enforced.
- 15.3 The Championship Cup Tackle Height Trial will be overseen by a working group that will report into the Laws Sub Committee, which in turn reports to Governance.
- 15.4 The following Competition Regulations for season 2018/19 have been approved by Governance under delegated authority from Council and are on EnglandRugby.com:

(1) Premiership	(7) Women's Premier 15s Development League
(2) Premiership Shield	(8) Academy Under 18 Competition
(3) Premiership Cup	(9) AASE League
(4) Championship	(10) Schools Cup
(5) Championship Cup	(11) Under 18 Schools Champions Trophy
(6) Women's Premier 15s	(12) Under 18s Cup
- 15.5 The Payment of Player Regulations have now come into force and clubs will be required to complete an annual declaration confirming compliance with the payment limits in RFU Regulations at the end of each season to receive RFU funding the following season. An extensive communications programme will be launched after Christmas.
- 15.6 Governance is reviewing the change in the number of clubs over the last five years to see if any trends can be identified. The first task is to ensure that the data is robust and that comparisons are valid.

- 15.7 The RFU handbook is now only available online at:
<https://www.englishrugby.com/governance/handbook>

16. Council Nominations Standing Committee Report

Andy Shorney - Council Nominations Standing Committee

- 16.1 Mike Waplington has been elected Chair of the Nominations Standing Committee in succession to Simon Collyer-Bristow who has become time barred.

16.2 Women & Girls Council Member

- a. Following Deborah Griffins appointment as the RFU's third World Rugby Representative, a vacancy arose for the Women & Girls Council member.
- b. This is a Council appointment, following a recommendation from a specially convened panel, chaired by Genevieve Shore (RFU Non-Executive Director).
- c. The job description was revised to take account of the establishment of the Tyrells 15s competition.
- d. The position was widely advertised and attracted several applicants. A short list was produced, interviews conducted, and references taken up.
- e. The unanimous recommendation of the panel was that **LOUISE LATTER** (Middlesex) be appointed. This was **APPROVED** by Council.

16.3 Privilege Membership Criteria

Work is continuing on reviewing the criteria for Privilege Membership of the Union. A paper will be submitted to Council for consideration shortly.

16.4 2018/19 Work Plan

Council were reminded that Malcolm Wharton will have served the maximum term on the Board of Directors by the end of the current season and will need to be replaced as a Council Elected Director. In addition, the post of Junior Vice President will need to be filled. The Nominations Standing Committee will make the necessary recommendations to Council as due course.

17. Any Other Business

17.1 County Championship

- a. Malcolm Caird reported that for the first time in living memory all 28 eligible CBs have entered all three County Championship competitions.
- b. The regulations have not yet been finalised.
- c. All the finals will be at Twickenham.

17.2 Rob Udwin

- a. Rob Udwin was congratulated and thanked for raising just under £9k for the Injured Players Foundation through a sponsored bike ride from Birmingham to London along the Grand Union canal.
- b. Rob Udwin responded that his Just Giving page was still open for donations (search "UDDERS").

The next Council meeting is on 23rd November 2018 at Twickenham

Chris Cuthbertson & Rob Udwin

15th October 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

DRAFT PROPOSALS FOR THE ALLOCATION OF INTERNATIONAL MATCH TICKETS TO THE GAME1. **Total Ticket Allocation to Each Group**

- It is proposed that there is no change in the total number of tickets allocated to each of the following groups, but merely changes as to how those tickets are allocated within the groups.

2. **RFU Voting Clubs** (29,450 tickets)

- Every club to receive an initial allocation of 6 tickets per match.
- Each club with an aggregate total of 30 players or more at U13 and below registered on GMS receives an additional 2 tickets per match.
- The remainder of tickets being allocated as a percentage of the number of 15-a-side games (adults to U14s, male and female) played by the club (over a 2-year period) of the national total of such games. The GMS Team Management Tool will be used to collect the number of 15-a-side matches a Club plays each season.

3. **Geographic CBs** (2,400 tickets)

- Every geographic CB to receive an initial allocation of 20 tickets per match.
- The remainder of tickets being allocated as a percentage of the number of 15-a-side games (adults to U14s, male and female) played by their RFU voting clubs (over a 2-year period) of the national total of such games.

4. **Premiership Clubs** (3,120 tickets)

Premiership clubs' allocations vary between 125 for one club through to 564 for another. While the methodology to determine allocation was first introduced in 2007 there is little evidence that the various allocations have been verified or amended subsequently.

- Each Premiership Club to receive an allocation of 260 tickets per match.

5. **Championship Clubs** (1,200 tickets)

As with Premiership Clubs, the methodology to allocate tickets to other RFU voting clubs is not reasonable for Championship clubs. Currently, allocations vary from 181 tickets down to 50 among these clubs.

- Each Championship Club to receive an allocation of 100 tickets per match;

6. **Referee Societies** (525 tickets)

- Every Referee Society to receive an initial allocation of 6 tickets.
- The remainder of tickets being allocated as a percentage of the number of 15-a-side games (adults to U14s, male and female in clubs, schools, colleges and universities) that a society appoints to (over a 2-year period) of the national total of such games

7. **Rugby Football Referees Union Allocation** (50 tickets)

- 50 tickets per match (unchanged)

8. **Armed Services** (500 tickets)

- Army: 225 tickets per match.
- Royal Navy 150 tickets per match.
- RAF: 125 tickets per match

9. **Cambridge University, Oxford University and Students RFU CBs (200 tickets)**

Currently, the allocation methodology for these 3 CBs and their member clubs is the same as the county CBs and their member clubs. The IRTSC would ideally like to maintain that commonality.

However, for the moment the new GMS system to collect all details of 15-a-side matches will not apply to these 3 CBs and their member clubs. However, we understand that, if it is successful, it could be applied to Higher Education clubs and their CBs.

- The allocation to these 3 CBs and their member clubs remains unchanged until the success of the methodology applied to the county CBs and their member clubs is assessed.

10. **England Rugby Football Schools Union (ERFSU) & England Colleges (3,500 tickets on average)**

The variation from match-to-match was set as part of the Optimal Ticketing and Hospitality Strategy.

Schools and colleges, who are members of the ESRFU or the England Colleges RFU, can apply for 2 tickets per match.

Currently, there needs to be no proof of rugby activity in the school or college. However, this is currently being addressed in that at the end of this season all schools and colleges will be required to submit details of rugby activity; this can then be used to determine if all schools and colleges in membership should be eligible for an allocation of tickets in future.

Furthermore, it seems that there is no system for ensuring that tickets for schools and colleges are used by individuals (and their guests) that contribute to the organisation of rugby in that school or college

- It is proposed that the RFU Ticket Office work with the RFU's Education Department (who determine which schools and colleges receive tickets for matches) to highlight to schools and colleges that tickets must be used by such individuals or returned to the RFU for re-distribution to such individuals in other colleges and schools.
- To ensure a consistent approach to all CBs, the maximum number of tickets allocated to the Officers and Committee Members of the ERFSU and England Colleges RFU CBs be set at 50 tickets per match.

End