



MIDDLESEX NOTES ON RFU COUNCIL MEETING

Teleconference - 12th June 2020 @ 10.00 am

The meeting was chaired by the President, Peter Wheeler

1. **CEO REPORT**

Bill Sweeney - CEO

1.1 **Introduction**

This is probably the most challenging period in modern times for rugby. The primary objective must be for the Union and the game to emerge from the Covid-19 crisis in as strong a position as possible.

1.2 **Business Planning**

- a The game is now 12 weeks into lockdown and assumptions as to how long it will continue are changing almost daily making it difficult to plan effectively.
- b The executive has been working on low, medium and worst-case financial scenarios. This has been essential due to the continued uncertainty around social distancing, mass gatherings and when games, at all levels, can resume.
- c There are three phases to the Union's reaction to the Covid-19 crisis.
 1. **Response:** Short-term measures taken to secure the business, keep people safe, and assess the impact on the community game and implement immediate club support programmes.
 2. **Recovery:** Actions taken to stabilise the Union and the game and develop potential scenarios and management strategies.
 3. **Renew:** Long-term measures to ensure the organisation and sport adapt to the new environment in which we will operate.

These phases will overlap. At present the response phase is coming towards the end and the Recovery phase has commenced.

- d As part of this process, a capability review is being undertaken to ensure that the Union has the right amount and level of capabilities across the organisation to deliver the strategic objectives and core activities. These are not easy decisions, but they are important ones.

1.3 **Project Rise**

- a The Union is also focussed on rebooting the game. Project Rise will co-ordinate and manage the considerable amount of change required following the Covid-19 crisis.
- b Project Rise is made up of the following three strands:
 1. **Restart:** implementing plans to restart core business activity.



2. **Reshape:** focuses on what needs to be done in the next 12 months.
3. **Capitalise:** ensures the Union and the game emerges in the best possible shape to develop and grow.

1.4 **Public Affairs Update**

- a The executive is working with the Department for Digital, Culture, Media and Sport (DCMS) to help them understand the financial impact of Covid-19 on the RFU and to discuss measures that would help support the game.
- b The Union is currently lobbying government on the following:
 - i Reducing of social distancing from two metres to one metre.
 - ii Extending the Job Retention Scheme beyond the end of October 2020.
 - iii Giving an additional year of business rates holiday.
 - iv Waiving the currently deferred VAT and PAYE payments for the period of the Job Retention Scheme and extending the deferral period beyond this.
- c Work continues on the Return to Play guidance for the professional club game (Premiership).
- d Sport England has started work on its guidance for the return to community sport.

1.5 **Community Game**

- a **Support to the Game**
 - i The first window of the RFU community support loans scheme has now closed. The second window will open in the late summer/autumn.
 - ii A dedicated section of the RFU website which houses useful information for clubs including Government guidance and details of support available both from within and outside the game.
- b **Future Competitions Structure**

The Future Competitions Structure Working Group has resumed its work. A series of game consultation webinars has commenced, which will inform the final recommendations of the group. Their final recommendations will be considered by Council in the autumn.
- c **Looking ahead:**
 - i A roadmap to show the steps towards a return to rugby in the Community Game has been published.
 - ii Work continues on understanding the impact of any delay to the start of next season's adult and age grade competitions and planning has started on how to provide meaningful competition in a season which may be truncated.

1.6 **People**

- a **Furlough:** 65% of RFU staff are currently on furlough. The scheme has been extended to October 2020 and amended to allow employees to be moved in and out of furlough. This flexibility will be helpful during reboot and kick-start activities.



- b **Morale:** There has been regular and positive engagement with all employees (both those on furlough and those working normally). The engagement is being constantly reviewed to ensure that it remains appropriate & relevant.
- c **Wellbeing:** The wellbeing of all employees is a high priority and programmes have been provided to help and support them.

1.7 **International Matches & Global Calendar**

- a The 2020 Six Nations tournaments have been suspended (with England men top of their table). It is hoped to complete the men's tournament in the autumn.
- b World Rugby has announced the postponement of the summer international tours (which includes England's tour to Japan in July 2020).
- c Discussions are ongoing on the possibility of holding a Northern Hemisphere tournament if the planned autumn tours by the southern hemisphere unions do not take place.
- d **Global Calendar**
Regular discussions have been taking place between the northern & southern hemisphere unions on producing an aligned global international calendar. The RFU has updated and consulted Premier Rugby Limited (PRL) and the Rugby Players Association (RPA) throughout the process as there are significant club implications and player welfare must remain a key priority.

1.8 **Communications Update**

- a There are regular and transparent communications with the Council Members, the Board (which continues to meet on a weekly basis), employees, the Game (through regular community game updates, webinars and the dedicated section on the ER website and social media channels) and commercial Partners.
- b The England coaching team has done many media interviews to support the national Stay at Home messaging as well as videos to thank key workers, volunteers, and partners.
- c Many England players have been participating in media activities about their lockdown routines and many are taking part in charity fundraising activities.
- d Bill Sweeney appeared before a DCMS Select Committee on 5th May 2020 and provided context and content around the financial challenges the sporting sector faces from Covid-19.
- e A Covid-19 drive through testing facility opened in the North Car Park and at its peak could carry out over 1,000 tests per day.
- f Umbro was announced as ER's new technical kit provider.
- g The loss of Tyrrell's as a partner was managed proactively, which helped promote the message about sponsorship opportunities resulting in some positive enquiries, which are being progressed.



1.9 **Other Matters for Noting**

a **World Rugby**

- i. Bill Beaumont has been elected as World Rugby Chairman for a second term. Bernard Laporte has been elected Vice-Chairman.
- ii. World Rugby has initiated a review of its own Governance with a view to ensuring that it is fit for purpose. The review will be chaired by Sir Hugh Robertson.

b **Lord Myners' Premiership Salary Cap Report**

Lord Myners Report into the Premiership Rugby salary cap regulations (commissioned following the issues raised by the Saracens case) has been published. The report includes several recommendations for improvement, which are being considered by PRL and the RFU.

2. **Q3 FINANCE REPORT & BUSINESS PLANNING**

Sue Day - Chief Financial Officer

2.1 **March Quarterly (Q3) Finance Report**

- a Sue Day presented the Q3 report. At the end of March, the Union was performing in line with the budget – the effect of Covid-19 had yet to be fully felt.
- b The Q3 report also showed that the forecast for the year would be marginally behind budget.

This has subsequently worsened by £2m, but this demonstrates good and timely financial control given that in Q4 the Union lost approximately £15m of planned turnover due to cancelled matches (England v Barbarians, Army v Navy, Premiership final) & events (London HSBC 7s).
- c The Union continues to operate within its existing bank facilities.

2.2 **Business Planning**

- a Business planning is complicated this year by the Covid-19 crisis and the uncertainty as to when rugby can resume as normal.
- b It is inevitable that there will be a significant reduction in revenue, and it is likely that this will affect not only the 2020/21 season, but subsequent seasons. This has short and long-term spending implications.
- c The financial lifeblood of the RFU are the international matches at Twickenham. Broadcasting, sponsorship, ticket and hospitality income are all dependent on these matches going ahead in front of full stadiums.
- d Nine different financial scenarios have been developed covering a range of options from a normal season, through games being played behind closed doors to no games at all. Three of the more likely scenarios were presented to Council.
- e Whatever the outcome, 2020/21 will be loss making and this will have an impact on the ability of the RFU to invest back into the game. Difficult funding decisions will have to be made.
- f Given the long-term effect of the Covid-19 crisis, it is not practicable to maintain current levels of spending through increased borrowing. It is



important that the Union's spending does not exceed its income over the medium term. Even achieving this objective will require, in the short term, a reduction in expenditure and an increase in borrowing over previously anticipated levels.

- g Discussions are at an advanced stage with the Union's bankers to ensure that the Union has access to sufficient funds to ensure that it can come through the current crisis in good shape.

3. **COMMUNITY GAME REPORT**

Rob Briers - Chair of Community Game Board &

Steve Grainger - Rugby Development Director

3.1 **Background**

- a As a result of Covid-19 significant work has taken place to ensure appropriate and timely support to the community game. Alongside this, work has commenced to assess opportunities for a return to rugby activity
- b Initial focus has been on supporting clubs. The overall picture remains one of reasonable positivity with no immediate mass crisis. However, concern is increasing around player retention and revenue streams.

3.2 **Club Support**

- a Phase one of the RFU community support loans scheme saw 78 applications and 51 awards totalling £656k. Whilst phase one has closed the facility remains available should any club be in urgent need. A second phase may be needed in the late summer/autumn as clubs reopen and rugby recommences.
- b Many clubs have received direct government support of either £10k or £25k and this appears to have been significant in the short-term survival of many.
- c 224 clubs received funds from the Sport England Emergency Relief Fund. This fund is now closed.
- d All 28 geographic CBs have opened their Immediate Support Fund. To date £264k has been allocated to 195 clubs. The relatively low take up on reinforces the feedback that clubs are not in great need yet. The allocation period has now been extended until 31st December 2020 to enable funds to be used in the reboot phase.
- e A process is in place to identify clubs at real risk (17 currently) and an enhanced support process is available to them.
- f The Community Game Update continues to be published twice weekly and the enhanced communication flow has been welcomed by clubs. This runs in parallel to the dedicated site: www.englandrugby.com/coronavirus.
- g Weekly webinars for coaches, match officials and club administrators have been hosted and these are regularly attracting audiences of several hundred.

3.3 **Return to Rugby Activity**

- a The Union is consulting with Government, Sport England and other sports about the necessary protocols and timeframes for a return to rugby activity. Any decisions about restarting rugby activity will be primarily influenced by medical and government advice.



- b A roadmap has been published showing the six stages (A-F) for returning to rugby activity. The Community game in England is currently at Stage B.
- c Alongside the Return to Rugby Roadmap, three key pieces of work are ongoing:
 - i. **Return to Competitive Rugby:** Two groups are considering how meaningful competition can be organised for the Adult Community Game and the Age Grade Game if the season is delayed or interrupted. They will be making their recommendations shortly and these will be communicated to the game as soon as possible.
 - ii. **Plans for Adapted Rugby Activity:** Plans are being developed to support the continuation of rugby activity should full contact rugby not be possible for part or all of 2020/21 season.
 - iii. **Plans to Support Clubs in Reopening Facilities:** Work is underway to support clubs in undertaking risk assessments and in rebooting bar and catering operations once they can do so.

3.4 **Future Priorities**

The Community Game Board has determined three key work streams for the 2020/21 season, and these are:

- a Playing opportunities and competitions
- b Coaches and match officials
- c Club support

3.5 **2020/21 Work Programmes**

Applying the above key work streams the CGB has decided the following for the 2020/21 work programmes:

- a The creation of a Club Support Fund
- b Continued support for catastrophic injury insurance
- c Maintenance of support services to clubs (legal helpline, groundsman connected etc) along with continuation of the Mitsubishi Motors Volunteer Recognition Programme.
- d Deployment of and support for match officials at Levels 3-5.
- e Continuation of qualification/training programme for coaches and match officials
- f Maintenance of support for Developing Player Programme and CB age grade representative rugby.
- g Maintenance (although at reduced investment levels) of the All Schools and universities work programmes along with O₂ Touch
- h Suspension of ring-fenced funding for onshore & offshore travel
- i Suspension of funding into Aspirational Teams & County Championships
- j Significant reductions into planned work with:
 - i. Target groups of 14-18 year old players
 - ii. Growth of women & girls rugby



- iii. Age grade and education development work
- iv. Suspension of investment into 7s & X-Rugby.

4. **FUTURE COMPETITIONS STRUCTURE (FCS) WORKING GROUP UPDATE**

Stephen Pearson - Chair of the FCS Working Group

- 4.1 Detailed updates on the work of the FCS Working Group have been given in the Community Game Updates and online via www.englandrugby.com.
- 4.2 Consultation has commenced with the game, albeit through webinars rather than the preferred face to face sessions that were cancelled due to the Covid-19 crisis. The final webinar is scheduled for 18th June 2020.
- 4.3 The webinars have been organised by League levels to ensure that they are relevant to the attendees and that the opinions of all levels of the game are heard.
- 4.4 The webinars are being well attended, but most of those attending are Directors of Rugby and Club Administrators rather than players.
- 4.5 A webinar will be arranged for Council members.
- 4.6 The next stages will be:
 - a Conclusion of the first stage consultation.
 - b Consideration of the feedback by the Working Group and refinement of the proposals.
 - c Further consultation with the game (hopefully at face to face sessions).
 - d Final proposals agreed by the Working Group and recommendations determined for consideration at the October 2020 Council meeting.
 - e Communication to the game of recommendations approved by Council.
 - f Implementation of the approved recommendations in time for the start of the 2021.22 season.

5. **MINIMUM FIRST AID STANDARDS IN COMMUNITY GAME**

Nigel Orton - Game Development Sub-committee

- 5.1 Nigel Orton updated Council on the work of the Game Development Sub-committee in relation to first aid and intermediate care provision for matches in the Community game.
- 5.2 Council reaffirmed its commitment to the introduction of mandatory minimum standards in the age grade game with effect from the 2021/22 season and the subsequent adoption of mandatory minimum standards in the adult game from 2023/24.
- 5.3 Work will now commence on implementation and the provision of resources to assist the clubs.

6. **GOVERNANCE**

Chris Cuthbertson - Chair of Governance Standing Committee (Governance) &
Paula Carter - Chair of the Insolvency Regulations Task Group

6.1 **Update**

- a As well as undertaking the Annual RFU Regulations review, the RFU Competitions Regulations review and considering the recommendations of



the Insolvency Regulations Review Working Group, Governance has recently considered reports on the 2020 Payment of Players declaration and an application from the Army Rugby Union for its Corps to be accepted as voting members of the Union.

6.2 **Payment of Players**

- a The deadline for the submission of the 2020 Payment of Players declaration is 30th June 2020.
- b Of 1,281 voting clubs 829 have fully completed the process (65%), 266 have partially completed (20%), but 186 have yet to start (15%). This is however an improvement over this time last year.
- c Every club has received the Community Game Update, direct emails, and direct contact from their CB & RFU staff offering help to ensure that the declarations are completed by the deadline.
- d Several clubs have advised the Union that they will not be completing the declaration as they are already paying over the thresholds. Whilst such advice is not required it is helpful.

6.3 **Application from Army Rugby Union (ARU)**

- a The ARU applied for some of its Corps to be accepted as voting members of the Union.
- b Whilst it was concluded that the Corps were not eligible, the work did highlight some lack of clarity in the existing regulations and these will now be reviewed next season.

6.4 **RFU Regulations Annual Review**

- a Council approved the changes to the RFU Regulations as recommended by the Governance and granted delegated authority to finalise the drafting of the regulations to Governance.
- b Any significant changes identified during the finalising of the drafting of either the RFU Regulations will be brought back to Council.
- c The changes will take effect on 1st August 2020.

6.5 **RFU Competition Regulations Review**

- a As is usual at this time of year, not all the reviews of the competition regulations have been completed – in some case this is because the 2019/20 competitions have not been completed.
- b Council therefore approved the changes that were presented to the Competition Regulations as recommended by Governance and delegated authority to finalise all the Competition regulations to Governance.
- c Any significant changes identified during the finalising of the RFU Competition Regulations will be brought back to Council.

6.6 **Covid-19 Delegated Authority**

- a In response to the Covid-19 crisis, two working groups have been set up to make recommendations to the Community Game Board and Governance



Standing Committee to ensure that meaningful competitions can commence and be maintained next season.

- b These groups are:
 - i. the **Adult Competitions Advisory Group** chaired by Terry Burwell; and
 - ii. the **Age Grade Restart Options Group** chaired by Phil Attwell.
- c The Covid-19 crisis may require the RFU to react quickly to maintain meaningful competition
- d Council therefore agreed to delegate to the Governance Standing Committee the authority to:
 - i. approve and implement the recommendations of the Adult Competitions Advisory Group and the Age Grade Restart Options Group.
 - ii. To put in place new regulation and/or amend existing regulations to enact any recommendations of the Adult Competition Advisory Group and/or the Age Grade Restart Options Group
- e Finally, Council agreed to dis-apply RFU Regulation 13.6.1 of the 2019/20 regulations that required fixture lists to be finalised by 15th June 2020.

6.7 **Insolvency Regulations**

- a Following two club insolvencies last season, Governance set up the Insolvency Regulations Working Group to undertake a thorough review of RFU Regulation 5 (Financial) and make recommendations on how that Regulation should be amended to make it fit for purpose in today's rugby environment.
- b Paula Carter presented the working group's report and set out:
 - i. The outline recommendations of the Working Group
 - ii. Proposed regulation changes for season 2020/21
 - iii. Proposed regulation changes for season 2021/22 for consultation and discussion
- c The key principles behind the recommendations are:
 - i. The need to improve the financial monitoring of clubs to more effectively identify those clubs that might be in financial distress.
 - ii. A stronger deterrent to discourage financial mismanagement of clubs is needed to reduce the likelihood of future insolvency events.
 - iii. The insolvency regime needs to do more to protect "rugby creditors" i.e. those persons whose income is solely or largely dependent on a club, such as players and coaches.
 - iv. The post-insolvency "special measures" provisions that currently apply to Phoenix entities should be introduced for insolvent clubs that wish to continue trading and playing.
 - v. To effectively administer the new insolvency regime, a dedicated financial integrity committee should be created.



- d Council approved
 - i. The proposed amendments to RFU Regulation 5 for implementation in the 2020/21 Season.
 - ii. To delegate authority to Governance to finalise the drafting amendments to RFU Regulation 5 for implementation in 2020/21.
- e Consultation will take place during 2020/21 on the regulation changes proposed by the Working Group to be implemented in 2021/22.

7. **PAYMENT OF PLAYERS (POP) THRESHOLD REVIEW GROUP**

Malcolm Wharton - Chair of the PoP Threshold Review Group

7.1 A Payment of Players Threshold Review group was set up under Malcolm Wharton to review the current Payment of Player thresholds and regulations.

7.2 Council accepted the group's recommendations that:

- a There be no changes to the thresholds for the 2020/21 season
- b A further review is conducted early in the 2020/21 season to review the thresholds for the 2021/22 season.

8. **REPORTS FROM THE COUNCIL & BOARD NOMINATIONS COMMITTEES**

Mike Waplinton - Chair of the Council Nominations Committee (CNC)

Dominic Proctor - Chair of the Board Nominations Committee (BNC)

8.1 **Council Nominations Committee Report**

a **Diversity & Inclusivity Implementation Group – Chair**

- i. Council approved the recommendation of the CNC that:
 - 1 **Genevieve Glover** be appointed Chair of the D&I Implementation Group for a period of 2 years.
 - 2 **Genevieve Glover** be co-opted onto Council for the 2020/21 & 2021/22 seasons.
- ii. This D&I Implementation Group will oversee the implementation of the D&I recommendations & implementation roadmap previously approved by Council.
- iii. This work remains a key priority for the Union.

b **Distinguished Membership**

- i. Distinguished membership is awarded to those members of Council who have given outstanding service to the Union.
- ii. Council approved the recommendation of the CNC that Distinguished Membership be awarded to the following Council members who are stepping down at the end of the current season:

Geoff Irvine	Championship Clubs
Charlie McGinty	Warwickshire
Ian Metcalf	Cambridge University
Norman Robertson	National Clubs Association
Andy Shorney	Somerset
Ivor Smith	Essex
Robin Wannop	Durham



c Professional Competition Organising Appeals Committee

Mike Waplinton advised Council that following the usual selection process Paul Kaminski has been appointed Chair of the Professional Competition Organising Appeals Committee.

d Committees, Sub-committees & Other Appointments

- i. Council approved the recommendations of the CNC for the appointment of Council members to the Standing Committees & Sub-committees (Appendix 1)
- ii. Council approved the recommendations of the CNC for the appointment of Council members as representatives on other bodies (Appendix 1).

8.2 Board Nominations Committee (BNC) Report

a Chair of the Board and Independent Non-Executive Director (INED)

- i. As previously reported, vacancies for the Chair of the Board and an INED arise at the end of the 2020/21 season.
- ii. The BNC has agreed a plan for recruitment for these roles so that they can be filled in good time to allow for full inductions and handovers, ideally with the appointments to be put to the Board for approval in January 2021, but this is dependent on when face to face interviews will be possible.
- iii. The job and person specifications will be informed by the recent Board Effectiveness Review and put to the Board for approval in July 2020.
- iv. The BNC will then liaise with HR to appoint an Executive Recruitment Firm to handle these important appointments.

b International Roles

- i. There are several appointments that the Board is due to make/review, which will take effect at the start of next season:
 - 1 **World Rugby (WR) Representative**
To review the appointment of Bill Sweeney as WR representative, noting that traditionally the CEO has been one of the WR Reps.
 - 2 **Rugby Europe (RE) Representative**
Rob Udwin's current term ends on 31 July 2020. Rob is a RE Vice-President and is eligible to be reappointed.
 - 3 **6 Nations (6N) Representatives**
To review the appointment of the following representatives:
 - (i) Bill Sweeney, appointed to replace Nigel Melville when he left the RFU in December 2019, noting that traditionally the CEO has been one of the 6N Reps.
 - (ii) Simon Massie-Taylor, appointed during the Project Light negotiations, given the central nature of Project Light to the future of the 6N commercial programme.
 - 4 **European Professional Club Rugby (EPCR) Representative**
To review the appointment of Bill Sweeney as EPCR representative, noting that the EPCR Rep has traditionally been the Professional



Rugby Director and that other EPCR Board members are executives of Leagues/Unions.

- c **Audit & Risk Committee (ARC)**
 - i. On the recommendation of the BNC, the Board has appointed **Stephen Pearson** to succeed Deborah Griffin as Board representative on the ARC when she steps down from the Board at the end of this season.
 - ii. In addition, as part of its succession planning work, BNC has been considering suitable candidates to succeed Helen Weir as Chair of ARC when her term ends at the end of next season.

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

Phil de Glanville - RFU Representative on PGB

9.1 Given the Covid-19 crisis, the PCB has been holding fortnightly conference calls since April 2020.

9.2 **Return to Train/Play**

- a The focus of the fortnightly calls has been the detailed return to train and return to play protocols for the Premiership, working closely with government to align generic high level guidance from the DCMS and Public Health England to the specifics for rugby union.
- b This process has been led by Dr Simon Kemp from the RFU and Dr Matt Cross from PRL, with Simon Kemp working with other sports Chief Medical Officers and Matt Cross leading the detailed stages for return to train/play as far as they apply to the Premiership.
- c The protocols are based on the framework which was developed for all elite sports and consist of five stages.
- d The time for each step is unknown and steps may need to be descended as well as climbed.
- e It is hoped that the 2019/20 Premiership will resume on 14th August 2020.

9.3 **Other Matters**

a **Professional Rugby Injury Surveillance Project (PRISP) Report**

The PRISP report for the 2018/19 season has yet to be formally released, but this is still the intention.

b **Brexit Challenges**

The definition of a foreign player is likely to change with Brexit and this remains a challenge to be fully addressed but is unlikely to impact on the 2020/21 season.

c **Premiership Salary Cap**

The Premiership clubs have agreed to reduce the salary cap from £6.4m to £5.0m for the 2020/21 season. The excluded (marquee) player exemption will remain, in addition players on long term contracts will have 25% of their remuneration deducted for salary cap purposes.



10. CHAIRMAN'S REPORT

Andy Cosslett - Chair of the RFU Board

10.1 Andy Cosslett thanked the executive and the staff for their commitment in response to the incredible challenge caused by the Covid-19 crisis.

10.2 Board Meetings

- a The financial security of the Union is currently the Board's main priority.
- b The Board continues to meet weekly during the Covid-19 crisis. The main agenda items relate to the effects of the crisis, as the Board assesses the possible financial and playing scenarios that the RFU will be faced with for 2020/21 and beyond.
- c The Board also continues to oversee the ongoing business of the RFU, and to balance the needs of regular reporting without this overtaking the agenda at each meeting.
- d Update calls with Council continue. These calls are important as the role of Council members is vital to the Union, both for gathering information from the clubs and disseminating information back to CBs and their clubs.

10.3 Board Effectiveness Review

- a As mentioned in previous updates, the Board commissioned an independent Board effectiveness review. The report was delivered to the Board on 29th May 2020.
- b The review was positive overall but noted some of the challenges that the Board faces both in the short and longer term.
- c The Board will discuss the review and to consider what actions are needed. Following which a further update will be given to Council.

10.4 Board Composition

- a Whilst the Board continues to meet weekly, the next scheduled full meeting is on 22nd July 2020, which will be the last Board meeting for Rob Briers and Deborah Griffin.
- b Rob Briers is leaving the Board and stepping down from his role as Chair of the Community Game Board. He will remain on Council as Junior Vice President.
- c Deborah Griffin is stepping down from the Board but will remain on Council as one of the Union's World Rugby Representatives.
- d The meeting will also be the last one attended by Peter Wheeler in his role as President.
- e Andy Cosslett thanked all three for their contribution to the work of the Board and the Union.

11. IRTSC UPDATE - PLANNING FOR REDUCED CAPACITY AT TWICKENHAM

Charlie McGinty - Chair of the International rugby Ticket Sub-committee (IRTSC)

Simon Massie Taylor - Commercial Director

11.1 Council received a presentation from Charlie McGinty and Simon Massie-Taylor on the current issues facing the Union regarding the coming season's international match programme due to the restrictions caused by the Covid-19 crisis.



- 11.2 If social distancing remains at 2 metres, then the capacity of Twickenham is likely to be reduced to around 10k (this is partially due to the stadium and partially due to transport issues). If social distancing is reduced to 1 metre, then this figure could rise to 40k.
- 11.3 Any restrictions on numbers causes the RFU problems, due to the number of seats that are contractually committed to debenture holders, box holders, sponsors and other partners.
- 11.4 As the schedule for the autumn internationals has not been finalised, there are a number of issues that need to be addressed: namely seat configuration, ticketing rights, pricing & seat categorisation, sales timelines (including ticketing system management and logistics).
- 11.5 Any change to ticket allocations require Council approval.
- 11.6 Following consideration of a detailed report and presentation Council approved the following resolutions (all of which were supported by the IRTSC):
 1. A temporary suspension of current ticket distribution policy, ticket privileges and entitlements for the 2020/21 season.
 2. A suspension of the supplementary ticket pot for Clubs for 2020/21 season
 3. The ability to prioritise the protection of ticketing income during the Covid-19 crisis
 4. An understanding that once the c.28,000 contracted tickets are fulfilled, the remaining tickets are prioritised to club and key stakeholders and, once and, once a capacity of 50,000 is allowed, is allowed, a more proportionate allocation model will be used.
 5. To delegate a Working Group (to include IRTSC members) to determine the exact distribution of a more proportionate allocation model.
- 11.7 **Other points to note**
 - a The Board will finalise ticket pricing once the Autumn fixtures and capacities are confirmed.
 - b The IRTSC will be consulted on the final details of distributions amongst the Club and key rugby stakeholder groups
 - c Council will be informed of all decisions.

12. **COUNCIL AIDE-MEMOIRE**

Jeff Blackett - Senior Vice-President

- 12.1 Jeff Blackett presented the 2020/21 Council Aide Memoire to Council for approval.
- 12.2 The Aide Memoir details the:
 - a Ticket & match entitlements of Past Presidents, Distinguished members & Council members
 - b the Council Code of Conduct plus policies and procedures that Council members need to adhere to.
- 12.3 During the Covid-19 crisis the entitlements of all Council members have been temporality reduced so as to lower expenditure in this area by 30%; it being felt by



many Council members that they should not be exempt from the cost reductions being experienced by the rest of the Union.

12.4 Jeff Blackett advised that should capacity at matches be significantly reduced then the entitlements will have to be reduced further.

12.5 Council approved the 2020/21 Aide Memoir as presented.

13. **COUNCIL MEMBERS - VALETE**

Peter Wheeler - President

Peter Wheeler paid tribute to Chris Kelly (Immediate Past President), Damian Hopley, Geoff Irvine, Charlie McGinty, Ian Metcalf, Norman Robertson, Andy Shorney, Ivor Smith & Robin Wannop all of whom will be leaving Council at the end of the current season

Meeting closed at 3.15 pm

The next scheduled Council meeting is on 2nd October 2020.

Chris Cuthbertson & Rob Udwin

23rd June 2020

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



APPENDIX 1

A. Council Appointments to Standing Committees & Sub-committees

COUNCIL NOMINATIONS COMMITTEE

Ken Andrews, Ted Atkinson, Deborah Griffin, Steve Miles & Mike Waplington

COMMUNITY GAME BOARD

Dave Roberts (Chair), Phil Attwell, Malcolm Caird, Jim Chapman, Roger Clarke, James Cook, David Ewing, Nigel Orton & Peter Whiting

CGB Subcommittees

Rugby Growth Sub-committee

James Cook (Chair), Maggie Alphonsi, Simon Collyer-Bristow & Danny Hodgson.

Player Development Sub-committee

David Ewing (Chair), Ted Atkinson, Fred Batchelor & Alan Milliner

CB & Club Development Sub-committee

Roger Clarke (Chair), Mo Jackson, David McAteer, Steve Miles, Tim Miller, Roger Pierson & Chris Smith

Education & Age Grade Sub-committee

Phil Attwell (Chair), Ken Andrews, Ted Atkinson, Tracey Edmundson. Keith Gee, Louise Latter & Malcolm Wharton

Game Development Sub-committee

Nigel Orton (Chair), Steve Guy, Tim Miller & Mike Procter

Competition Development Sub-committee

Jim Chapman (Chair), Malcolm Caird, Ron Jones, John Rogers & Roger Walsh

GOVERNANCE STANDING COMMITTEE

Chris Cuthbertson (Chair), Fred Batchelor, Terry Burwell, Paula Carter, Peter Howard, Tim Miller, Nigel Orton & Jonathan Webb

Governance Sub-committees

Adult Competition Management Sub-committee

Terry Burwell (Chair), Roger Clarke, Ron Jones, Paul Kaminski & David McAteer

Laws Subcommittee

Tim Miller (Chair), Simon Collyer-Bristow & Jonathan Webb

Education & Age Grade Governance Sub-committee

Fred Batchelor (Chair), Roger Clarke, Tracey Edmundson & Keith Gee



APPENDIX 1

B. Council Appointments to Other Committees & Other Bodies

OTHER COMMITTEES

International Rugby Ticket Sub-Committee

Mike Procter (Chair), Ron Jones, Chris Smith & Mike Waplington

Ticket Sanction Sub-Committee

David McAteer (Chair) & Mike Procter

REPRESENTATIVES ON OTHER BODIES

England Rugby Football School Union

Ken Andrews

Students Rugby Football Union

Danny Hodgson

Rugby Football Referees Union

Simon Collyer-Bristow

England Colleges Rugby Football Union

Jim Chapman