

# **REPORT TO HAMPSHIRE CLUBS**

## **From Terry Burwell,**

### **Hampshire Representative on RFU Council**

#### **October 31<sup>st</sup> 2018**

As promised in my Election manifesto, I intend to keep all our Clubs up to date with current issues at Twickenham and advise you of any specific areas that will impact on our Clubs. Included in this first edition of my 'Blog' or 'Newsletter' are notes from the RFU Council Meeting on the 5<sup>th</sup> October, which details some of the key issues on the RFU Agenda, some if not all will be of interest to you and your members.

Since my election I have been able to visit 13 Clubs who were actively engaged on Nat West Rugby Force Day and I was, as many of your members were, inspired by the range of activity and skills deployed and the enthusiasm that this project has engendered. It is a classic example of targeted support from the RFU and CB helping to make a difference to our Club infrastructure.

In addition, I facilitated 5 Cluster meetings on 'Recruitment and Retention' and as a result we compiled an action plan and recommendations to assist the transition of players through age grade to Adult Rugby. This has been circulated to all clubs and should form the basis for 'best practice' at your clubs and a benchmark for discussion in your club meetings and as part of your Club Accreditation.

At the same time, we were advised by the RFU that following a 'Reset' of the RFU Finances, a redundancy consultation was instigated that would impact on our delivery team in Hampshire and the Isle of Wight. The initial proposal was unacceptable to the HRFU Board so, together with Richard Hornblow and Ed Neville, we lobbied successfully to retain our 2 excellent RDOs but had to see a reduction in or Community Rugby Coaches. Whilst this proved challenging, we have taken the opportunity to reassess the breadth and depth of the initiatives supported in Hampshire and next week will be meeting as a Working Group to refocus our work programme with the clear intention of identifying Clubs needs and providing the necessary support to help them. We hope to be able to engage Clubs in this process at the meeting on 3<sup>rd</sup> December so I would encourage all interested officers and members to attend and contribute to the debate.

I have been able to meet up with many of our Club officials in the first 2 months, as I've visited clubs in my role as Match Official Developer, and I am keen to endeavour to visit all of our Clubs or have contact through Cluster meetings over the course of the season. Please invite me on match days, if my Referee programme permits, and/or invite me to one of your Club executive meetings so that I can hear first-hand the challenges and opportunities you are discussing.

The Sections in the RFU Council minutes that I would highlight are the Community Game Board report, the Development Director's report and the Appendix that refers to changes in International ticket allocations that are being proposed for implementation in 2020/21. The Community Game Board is the over-arching policy board that reports to the RFU Board on all issues that impact on the Community Game. Steve Grainger is the Director responsible for delivery of the resources that support our CB and Clubs and our RDOs report through to Gavin Williams and on into Twickenham.

The big news regarding ticket allocations is that the proposal is to make allocations to Clubs and CB based on the number of XV-a-side matches a Club plays from Under 14 to Adult, Male and Female. This is a fair away of reflecting the level of Rugby activity in your Club and should support our work in Hampshire of focussing on more people playing more matches more often. The incentive over the next 2 years is to build your match programme, play the matches and increase your ticket allocation.

November is always a busy month, with Autumn Internationals, and Club fixtures and festivals in full swing. There is another Council meeting on November 23<sup>rd</sup> and the HRFU Clubs meeting on 3<sup>rd</sup> December. For those of you who have and can afford tickets to the New Zealand match, please take the opportunity to come and say hello in Cardinal Vaughan Car Park, pre-match for a beer or glass of wine and there may be some picnic left if you don't leave it too late.

In the meantime, thank you to all the volunteers that support the Community game, I look forward to meeting up with many of you over the coming weeks and months of this season

# HAMPSHIRE RFU NOTES ON THE RFU COUNCIL MEETING

## Held at Twickenham - 5<sup>th</sup> 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 1<sup>st</sup> January 2019.

### 2. Chief Executive 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 East Stand Development (ESD)

- a. The Northampton v Leicester game at Twickenham on Saturday 6<sup>th</sup> 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.

### 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 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 (4 in partnership with World Rugby to establish the impact of lowering the permitted tackle height to below armpit).

#### 3.4 Global Season

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

### **3.5 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.

### **3.6 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.

### **3.7 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.

### **3.8 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.

### **3.9 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.

### **3.10 Referee Appointments (Summer 2018)**

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

### **3.11 Women's XV's**

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.

## **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 7<sup>th</sup> September 2018. Three volunteers were awarded a Mitsubishi vehicle for 12 months.

## **5. Chief Financial Officer Report**

Sue Day - Chief Financial Officer

### **5.1 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.

### **5.2 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.

### **5.3 Safeguarding**

The new Senior Safeguarding Manager, Vivien Rimmer, will start on Monday 8<sup>th</sup> 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.

### **5.4 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.

### **5.5 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.

## **6. Ticket Allocation Proposals**

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

- 6.1 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.
- 6.2 The report follows on from the roadshow presentations and subsequent feedback.
- 6.3 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.
- 6.4 In addition it was agreed that the proposals should support the RFU Strategic Plan and the work of the CGB in promoting participation.
- 6.5 The proposals, which adhere to the guiding principles, are included in Appendix 1.
- 6.6 Council was asked to provide feedback and seek clarification on any of the proposals.
- 6.7 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.

## **7. Community Game Board (CGB) Report**

Rob Briers - Chair of the Community Game Board

- 7.1 Rob Briers gave an update on the work of the CGB.
- 7.2 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
- 7.3 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.
- 7.4 Informal meetings between Ron Briers, Steve Grainger and Council members are being organised around the Quilter autumn internationals.

## **8. Project Rugby**

Stephen Pearson - Project Rugby Sub Committee

8.1 Project Rugby is a collaboration between the RFU and PRL that was set up by the Professional Game Agreement.

8.2 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.

8.3 £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).

8.4 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.

8.5 In phase 3 it is hoped to reach 37k people with a target of over 4k transitioning.

8.6 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.

## **9. Diversity & Inclusion Update**

Genevieve Glover - Chair of the Diversity & Inclusion Group

9.1 Council received an update on the composition and work of the Diversity & Inclusion Group.

9.2 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.

9.3 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.

9.4 The group has focussed on three main areas:

- a. Recruitment, Selection & Awareness;
- b. Data and Communication; and
- c. Engagement

9.5 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).

9.6 Technology will be key in helping to measure progress.

## **10. England Update**

Eddie Jones - England Head Coach

10.1 Eddie Jones gave an update to Council on the England Team, its objectives and focus.

10.2 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.

10.3 The squad will only have 11 weeks together immediately before the RWC; time is therefore the greatest currency available and must be spent wisely.

10.4 Everything that is done now must be in preparation for winning the RWC.

10.5 The coaching team is in place with a good mixture of highly experienced coaches and young coaches.

10.6 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.

10.7 The RWC will be tough. The aim must be to win every game; no side has won the tournament having lost a pool game.

10.8 The aim remains to develop the English style of play, good set piece, strong defence and structured

attacking.

10.9 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.

## **11. Governance Standing Committee Report**

Chris Cuthbertson - Chair of Governance Standing Committee

11.1 Chris Cuthbertson updated Council on the work of the Governance Standing Committee.

11.2 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.

11.3 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.

11.4 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                         |

11.5 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.

11.6 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.

11.7 The RFU handbook is now only available online at: <https://www.englandrugby.com/governance/handbook>

## **12. Any Other Business**

12.1 County Championship

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

**The next Council meeting is on 23<sup>rd</sup> November 2018 at Twickenham**

**Terry Burwell**

31<sup>st</sup> October 2018

***These notes have been collated with the support of colleagues from Middlesex and are our personal recollections of the meeting and include those matters which I believe will be of interest to Hampshire 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 GAME

#### 1. 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 ESRFU and England Colleges RFU CBs be set at 50 tickets per match.

End