

08 March 2023

Dear

ATISN 17082 – WRU Correspondence

ATISN 17109 – Dawn Bowden Correspondence with Tonia Antoniazzi MP

Information requested

Thank you for your request which I received on 26 January 2023. You asked for:

All written correspondence between Dawn Bowden and/or her officials and Steve Phillips, CEO of the Welsh Rugby Union (or officers acting on his behalf) between 13 May 2021 and 25 January 2023 inclusive.

All written correspondence between Dawn Bowden and/or her officials and Amanda Blanc between 13 May 2021 and 25 January 2023 inclusive.

All written correspondence between Dawn Bowden and/or her officials and Ieuan Evans, Chairman of the WRU, between 29 November 2022 and 25 January 2023.

All correspondence between Dawn Bowden/and or officials and Tonia Antoniazzi MP since 2021.

Following your response to my clarification letter I sent on 30 January, you emailed an amended request that narrowed the scope to include all recorded dates and minutes of meetings between Dawn Bowden and/or her officials and the WRU relating to Amanda Blanc, any ongoing investigation into allegations of sexism, misogyny, racism, bullying or any other form of discrimination between 13 May 2021 and 25 January 2023. Alongside this, you also requested any correspondence relating to the 2021 report into the women's game and to transgender issues.

Our response

Regarding your request for all written correspondence between Dawn Bowden and/or her officials and Amanda Blanc between 13 May 2021 and 25 January 2023 inclusive; following a search of our paper and electronic records, I have established that there is no information pertinent to this request held by the Welsh Government.

Likewise, your request for all written correspondence between Dawn Bowden and/or her officials and Ieuan Evans, Chairman of the WRU, between 29 November 2022 and 25 January 2023 also returned no information.

The requested correspondence between Dawn Bowden and/or her officials and Steve Phillips, CEO of the Welsh Rugby Union (or officers acting on his behalf) between 13 May 2021 and 25 January 2023 inclusive are attached in the Annexes below. For reference I have included a summary table with links to each item:

Annex 1	Emails – DM Private Office to WRU – Introductory meeting	4 June 2021
Annex 2	Email – WRU to DM – Welcome and Introduction	21 June 2021
Annex 3	Emails – WG to WRU – Independent Review of Women's Rugby	6 July 2021
Annex 4	Emails – WRU to WG staff - Women's Rugby in Wales	21 October 2021
Annex 5	Emails – WRU to WG - Wales v Scotland	6 January 2022
Annex 6	Email – WRU CEO to WG - Siwan	12 January 2022
Annex 7	Emails – WRU to WG staff - Mixed Rugby	24 January 2022
Annex 8	Emails – WG to WRU - Spectator Sports Fund 2021-22	16 February 2022
Annex 9	Emails – WRU to WG - WRU Gender Participation Policy	6 July 2022
Annex 10	Emails - WRU to WG - WRU Gender Participation Policy	4 August 2022
Annex 11	Emails – WRU to WG - WRU Gender Participation Policy	31 August 2022
Annex 12	Letter – DM to WRU - Trans inclusion policy	19 October 2022
Annex 13	Email – WRU to DM – Invite to Wales v NZ	24 October 2022
Annex 14	Email – WRU to WG – Big Green Coach	1 November 2022
Annex 15	Emails – WG to WRU – Arranging meeting with DM	30 November 2022
Annex 16	Email – WRU to WG – Message to member clubs	24 January 2023

All recorded dates and minutes of meetings between Dawn Bowden and/or her officials and the WRU relating to any ongoing investigation into allegations of sexism, misogyny, racism, bullying or any other form of discrimination between 13 May 2021 and 25 January 2023. Alongside this, any correspondence relating to the 2021 report into the women’s game and to transgender issues:

Annex 17	Meeting notes - Deputy Minister/WRU meeting	23 January 2023
Annex 18	Meeting notes - Deputy Minister/WRU meeting	25 January 2023

All correspondence between Dawn Bowden/and or officials and Tonia Antoniazzi MP since 2021:

Annex 19	Email – Tonia Antoniazzi MP to Dawn Bowden	9 May 2022
Annex 20	Letter - Dawn Bowden MS to Tonia Antoniazzi	23 May 2022

Next steps

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely

Annex 1: Emails – DM PO to WRU – Introductory meeting

From: Stacey Thompson < >
Sent: 14 July 2021 14:29
To: DS Deputy Minister for Arts and sport, and Chief Whip < >
Subject: RE: Introductory meeting with DMASCW

Hi Becky

Im very well thank you, hope you are well?

Not a problem at all, Thursday 16th September at 12:00pm is great.

Please let me know if anything earlier becomes available (no problem if not).

Thank you

Stacey



**Stacey Thompson | Executive Assistant
Welsh Rugby Union Group / Grwp Undeb**

Ryghi Cymru
Welsh Rugby Union Group, Principality Stadium,
Westgate Street
**Phone / Ffôn: | Mobile / Ffôn Symudol:
Email/ Ebo:**

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From: DSDMASCW < >
Sent: 14 July 2021 14:23
To:; Stacey Thompson < >
Subject: RE: Introductory meeting with DMASCW

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon Stacey,

How are you? I am so sorry for this being so last minute but unfortunately, we will need to postpone tomorrow's meeting due to urgent Ministerial business.

I would be grateful if you could confirm if 12:00 – 12:45 on Thursday 16 September is convenient, please?

Thanks,
Becky

Rebekah Pugsley

**Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip
Welsh Government / Llywodraeth Cymru Cardiff
Bay / Bae Caerdydd**

From: DS Deputy Minister for Arts and sport, and Chief Whip < >

Sent: 08 July 2021 09:33

To: Stacey Thompson < DS Deputy Minister for Arts and sport, and Chief Whip < Subject:

RE: Introductory meeting with DMASCW

Thanks Stacey – that's great!

Thanks, Becky

Rebekah Pugsley

**Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip
Welsh Government / Llywodraeth Cymru Cardiff
Bay / Bae Caerdydd**

From: Stacey Thompson < >

Sent: 08 July 2021 09:17

To: DS Deputy Minister for Arts and sport, and Chief Whip < >

Subject: RE: Introductory meeting with DMASCW

Hi Becky

Steve suggest the below, hope this is ok ?

- How can the WRU support WG/promote Wales generally and in these difficult times – are we both doing enough on well-being/fit & healthy?
- Timings of any changes to current restrictions
- Women's game
- Refinancing of our CLBILS loan with Regions
- Recent note from Sports Wales in respect of "summer support"
- Risks if full crowds not permitted in our Autumn matches

Thank you

Stacey



**Stacey Thompson | Executive Assistant
Welsh Rugby Union Group / Grwp Undeb**
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From: DSDMASCW@gov.wales <DSDMASCW@gov.wales>
Sent: 07 July 2021 16:01 To:
Stacey Thompson <>
Cc:
Subject: RE: Introductory meeting with DMASCW

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Hi Stacey,

Hope you are well. Are there any specific agenda items Steve would like to discuss next week?

Thanks, Becky

Rebekah Pugsley

**Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip
Welsh Government / Llywodraeth Cymru
Cardiff Bay / Bae Caerdydd DSDMASCW@gov.wales**

From: DS Deputy Minister for Arts and sport, and Chief Whip <DSDMASCW@gov.wales> Sent:
07 June 2021 14:11
To: 'Stacey Thompson' <>; DS Deputy Minister for Arts and sport, and Chief Whip
<DSDMASCW@gov.wales>
Subject: RE: Introductory meeting with DMASCW

Thanks Stacey – a invite will follow in due course.

Thanks, Becky

Rebekah Pugsley

Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip
Welsh Government / Llywodraeth Cymru
Cardiff Bay / Bae Caerdydd DSDMASCW@gov.wales

From: Stacey Thompson <>

Sent: 07 June 2021 14:10

To: DS Deputy Minister for Arts and sport, and Chief Whip <DSDMASCW@gov.wales> Subject:
RE: Introductory meeting with DMASCW

Hi Becky

Yes that is great – if you could send diary invite for steve that would be perfect please.

Thank you

Stacey



Stacey Thompson | Executive Assistant
Welsh Rugby Union Group / Grwp Undeb

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From: DSDMASCW@gov.wales <DSDMASCW@gov.wales>

Sent: 07 June 2021 14:07

To: Stacey Thompson <DSDMASCW@gov.wales>

Subject: RE: Introductory meeting with DMASCW

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Hi Stacey,

I'm really sorry but due to last minute Ministerial commitments, the below date will no longer be possible.

Would 14:00 on Thursday 15 July be suitable, please?

Thanks, Becky

Rebekah Pugsley

Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip
Welsh Government / Llywodraeth Cymru Cardiff
Bay / Bae Caerdydd

From: Stacey Thompson <>

Sent: 07 June 2021 09:46

To: DS Deputy Minister for Arts and sport, and Chief Whip <>

Subject: RE: Introductory meeting with DMASCW

Good morning Becky,

Will you send out a diary invite for the meeting below ?

Stacey



Stacey Thompson | Executive Assistant
Welsh Rugby Union Group / Grwp Undeb

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Westgate Street

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From: Steve Phillips <>

Sent: 04 June 2021 18:32

To: DSDMASCW

Cc: Steve Phillips <>; Stacey Thompson <>

Subject: RE: Introductory meeting with DMASCW

Hi Becky

Thank you for your note – 28 June between 9.00 and 10.00 is perfect

I look forward to catching up with the Deputy Minister

Best regards

Steve

From: DSDMASCW < >

Sent: 04 June 2021 15:33

To: Steve Phillips < Cc:

Subject: Introductory meeting with DMASCW

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon,

Following her recent appointment, the Deputy Minister for Arts and Sport and Chief Whip would welcome an introductory meeting with yourself as the CEO of the Wales Rugby Union.

If you are content to meet, would 09:00 – 10:00 on Monday 28 June be convenient, please?

The meeting will take place via Microsoft Teams.

Thanks, Becky

Rebekah Pugsley

Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau a Chwaraeon, a'r Prif Chwip Welsh Government / Llywodraeth Cymru Cardiff Bay / Bae Caerdydd

Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein [hysbysiad preifatrwydd](#) yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our [Privacy Notice](#) explains how we use your information and the ways in which we protect your privacy. We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

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Annex 2: Email – WRU to DM – Welcome and Introduction

From: Geraint John < >
Sent: 21 June 2021 16:35
To: Correspondence mail - DB < >;
Subject: Congratulations, Welcome and Introduction
Importance: High

Dawn,

First of all congratulations on your appointment as Deputy Minister for Arts and Sport – Llongyfarchiadau.

I saw you briefly last week at the launch of “felmerch” at Sport Wales with the Urdd. Unfortunately with so many people there and also the Covid restrictions it was difficult to introduce myself. My name is Geraint John and I am the Executive Director for the Community Game with the Welsh Rugby Union.

My role covers all aspects of the game including:

- All our rugby clubs – the playing side, the administration, and facilities
- Our whole playing offering which includes the 15 a side game to 7 a side, 10 a side and 12 a side
- The male and female game
- Coaching and Referee development
- People Support – the training and education of all our people and volunteers
- Our inclusion programme – mixed ability, disability, wheelchair rugby, visually impaired rugby, deaf rugby
- Schools rugby – on the field and our curriculum offering which we had previously presented to Kirsty Williams
- Camps and Holiday provisions which this summer will include our “Holiday Hunger” campaign at 85 of our clubs around Wales
- Equipment provision and support for all our stakeholders
- Kit and boot recycling to make sure we can support those who require it
- Competitions
- Partnerships – including Sport Wales, local authorities and commercial partners plus our support to bodies like Urdd, SKOHK, Street Games as examples

Moving forward I am wondering if it is possible to set up a meeting to go over our provision and offering and to see how we can help and support each other for the benefit of all the people in Wales in creating a healthy nation.

I am convinced that many of our initiatives would be of interest to you and your government.

Looking forward to meeting you and discussing these issues further.

Diolch Geraint

Geraint John

Cyfarwyddwr Cymunedol / Community Director Undeb

Rygbi Cymru / Welsh Rugby Union

www.wru.wales



**Geraint John | Community Director
Welsh Rugby Union Group / Grwp Undeb
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National Centre of Excellence, Vale Resort,
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Annex 3: Email – WG to WRU – Independent Review of Women's Rugby

From: Liz Jones <>

Sent: 06 July 2021 15:43

To: Woodfine, Stephen (ESNR - Tourism, Heritage & Sport - Culture & Sport) <>

Subject: RE: Independent Review of Women's Rugby

Hi Steve,

Good to hear from you.

No I don't believe the panel has reported its findings as yet but I can check on the expected timescales, is it for a ministerial question?

FYI we didn't commit to publishing the full report, we said it will be considered by the WRU Board and we would then implement the accepted recommendations on our performance strategy:

<https://www.wru.wales/2021/05/womens-performance-mid-term-review/>

Also, probably semantics but it is a mid-term review of the women's performance strategy with three independent panellists rather than an independent review.

Best regards

Liz

Tel



Liz Jones | WRU Communications Manager
Welsh Rugby Union Group / Grwp Undeb
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From: Woodfine, Stephen <>

Sent: 06 July 2021 15:28

To: Liz Jones <>

Subject: Independent Review of Women's Rugby

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Hi Liz,

I hope you're well. Can you please tell me if the independent panel has reported its findings on the women's game to the Board yet and what the

timescales are for making those recommendations and the agreed actions public?

Thanks.

**Best wishes,
Steve**

Stephen Woodfine
Uwch-Gynghorydd Polisi Chwaraeon - Cangen Polisi Chwaraeon
Senior Sports Policy Adviser - Sports Policy Branch
Adran Diwylliant a Chwaraeon – Culture and Sport Division

Llywodraeth Cymru/Welsh Government, Parc Cathays/Cathays Park, Caerdydd/Cardiff CF10 3NQ
Ffôn/Tel: E-bost/E-mail:

O dan yr amgylchiadau presennol, byddaf yn gweithio o bell hyd nes y cewch rybudd pellach. Dylech fod yn ymwybodol ein bod wedi gorfod blaenoriaethu materion a thasgau brys a busnes sy'n dyngedfennol ond byddaf yn ymateb i'ch e-bost cyn gynted â phosib.

Please note that in the current circumstances, I will be working remotely until further notice. Please be aware that urgent and business critical issues and tasks are taking priority but I will endeavor to respond to your email as soon as possible.

Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein [hysbysiad preifatrwydd](#) yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our [Privacy Notice](#) explains how we use your information and the ways in which we protect your privacy. We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

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Annex 4: Emails – WRU to WG - Women's Rugby in Wales

Not a problem I have just added a teams link and removed zoom.

Stacey



Stacey Thompson | Executive
Assistant
Welsh Rugby Union Group / Grwp
Undeb

Rygbi Cymru
Welsh Rugby Union Group, Principality
Stadium, Westgate Street **Phone / Ffôn:**

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From:

Sent: 29 November 2021 10:51

To: Stacey Thompson

Subject: RE: Women's Rugby in Wales

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi Stacey,

Great, thanks for confirming. Sorry to be a pain, would we be able to go with Teams instead, please? We've had quite a few problems with Zoom! I'm happy to send the joining link out.

Thanks,
Becky

Rebekah Pugsley

**Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip
Welsh Government / Llywodraeth Cymru
Cardiff Bay / Bae Caerdydd**

From: Stacey Thompson <>

Sent: 29 November 2021 10:48

To: DS Deputy Minister for Arts and sport, and Chief Whip <>

Cc: Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) <>

Subject: RE: Women's Rugby in Wales

Hello Becky

That is not a problem at all – I have updated the diary invite and added a zoom link.

Hope this is ok ? Stacey



Stacey Thompson | Executive Assistant
Welsh Rugby Union Group / Grwp Undeb

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Welsh Rugby Union Group, Principality
Stadium,

Westgate Street

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From: >

Sent: 29 November 2021 10:15

To: Stacey Thompson <

Subject: RE: Women's Rugby in Wales

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good morning Stacey,

I hope you are well. I do apologise but would it be okay if we move the below meeting to Microsoft Teams at 11:15 – 12:15, please? The Deputy Minister will no longer be in Ty Hywel that day.

Alternatively, if Steve, Geraint and Nigel are keen to have an in person meeting, we can look at the New Year.

Thanks,

Becky

Rebekah Pugsley

Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip

Welsh Government / Llywodraeth Cymru

Cardiff Bay / Bae Caerdydd

From: DS Deputy Minister for Arts and sport, and Chief Whip < To: Stacey Thompson < >; DS
Deputy Minister for Arts and sport, and Chief Whip < Roberts, Steffan (ESNR - Tourism, Heritage &
Sport - Tourism & Marketing) < Subject:

RE: Women's Rugby in Wales

Thanks Stacey and you

Rebekah Pugsley

Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip

Welsh Government / Llywodraeth Cymru

Cardiff Bay / Bae Caerdydd

From: Stacey Thompson < >

Sent: 29 October 2021 15:51

To: DS Deputy Minister for Arts and sport, and Chief Whip <>; Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) <>

Subject: RE: Women's Rugby in Wales

Becky

I don't know car reg as of yet – will send over as soon as possible.

Have a nice weekend.

Stacey



Stacey Thompson | Executive Assistant
Welsh Rugby Union Group / Grwp Undeb

Rygbi Cymru

Welsh Rugby Union Group, Principality
Stadium,

Westgate Street

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From:>

Sent: 29 October 2021 15:49

To: Stacey Thompson <

Subject: RE: Women's Rugby in Wales

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Thanks Stacey.

Of course – leave it with me. Do you know the car reg at this point? No problem if not, can let me know closer to the time.

Thanks,

Becky

Rebekah Pugsley

Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau

a Chwaraeon, a'r Prif Chwip

Welsh Government / Llywodraeth Cymru

Cardiff Bay / Bae Caerdydd

From: Stacey Thompson <>

Sent: 29 October 2021 15:38

To: DS Deputy Minister for Arts and sport, and Chief Whip <[s](#)>; Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) <

Subject: RE: Women's Rugby in Wales

Hello Becky

I can confirm this date/time is good for Steve, Geraint and Nigel. Is it possible to arrange carparking, they will all arrive in one car.

Thank you

Stacey



Stacey Thompson | Executive Assistant
Welsh Rugby Union Group / Grwp Undeb

Rygbï Cymru

Welsh Rugby Union Group, Principality
Stadium,

Westgate Street

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From:

Sent: 29 October 2021 11:31

To: Steve Phillips

Cc: Geraint John >; Nigel Walker <>; Stacey Thompson < Subject: RE: Women's Rugby in Wales

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Hi all,

Thanks for the below. To confirm, Thursday 16 December would work for the Deputy Minister.

Would 11:00 – 12:00 at Ty Hywel, Cardiff Bay be convenient for this meeting, please? Thanks,

Becky

Rebekah Pugsley

Diary Secretary to Dawn Bowden MS / Ysgrifennydd Dyddiadur Dawn Bowden AS
Deputy Minister for Arts and Sport and Chief Whip / Dirprwy Weinidog y Celfyddydau
a Chwaraeon, a'r Prif Chwip

Welsh Government / Llywodraeth Cymru
Cardiff Bay / Bae Caerdydd

From: Steve Phillips <>

Sent: 28 October 2021 19:52

To: Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) <>

Cc: Geraint John <>; Nigel Walker <>; Stacey Thompson <>; DS Deputy Minister for Arts and
sport, and Chief Whip <>; Steve Phillips <>

Subject: RE: Women's Rugby in Wales

Hi Steff

16 December best for us as we are all around that day – happy to meet (virtual, person and/or visit) – in person feels best to me

I'll check with Nigel but I don't think the Squad will be "in camp" then – not sure if she's around, but could get the Captain along if that's of interest? Let us know?

Diolch

Steve



Steve Phillips | CEO
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From: Steffan.Roberts < >

Sent: 28 October 2021 12:32

To: Steve Phillips < >

Cc: Geraint John < >; Nigel Walker < >; Stacey Thompson < > **Subject: RE: Women's Rugby in Wales**

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Diolch Steve.

The Deputy Minister is very interested in meeting you and the wider team to discuss these important matters further.

I have a couple of dates to suggest if you'd like to consider what is possible in terms of a meeting (virtual or in person) and / or visit?

The DM could do the morning of Thursday 2 December, in the Cardiff / south Wales area due to another appointment early afternoon.

Another option would be the morning of Thursday 16 December, again in the Cardiff / south Wales area. I've copied Becky, in the Minister's private office.
Steffan

From: Steve Phillips < >

Sent: 21 October 2021 17:05

To: Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) < >

Cc: Geraint John < >; Nigel Walker < >; Steve Phillips < >; Stacey Thompson < >

Subject: Women's Rugby in Wales

Hi Steff

Just to pick up on earlier call, Geraint, Nigel and I would be more than happy to catch up with you/the Deputy Minister to explain our current thinking in respect of the above. We could do this via Zoom or F2F; up to you? Shall we leave it with you to suggest some dates?

I spoke to our Women's Team Manager and, absent you becoming part of our testing regime, it is currently difficult to allow you/the DM access to the Team given the "bubble protocols" currently in place; however, we shall be extending invites to our three matches in the coming weeks

Hope that's helpful

Regards

Steve



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Annex 5: Emails – WRU to WG - Wales v Scotland

From: Steve Phillips <>
Sent: 13 January 2022 18:01
To: Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) <>
Cc: Tim Moss <>; Mark Killingley <>; Steve Phillips <>
Subject: RE: Wales v Scotland/Wider 6Ns

Dear Steffan

Thank you for your reply below and your time on the phone on Tuesday.

The criteria for any future SSF are clear, as I hope are the figures we shared with you that we discussed on Tuesday.

The fluidity of the current situation makes any form of certainty difficult. I know the many challenges we face and I am mindful that these are multiplied exponentially at a governmental level. However, we are very much at the point where we need to make certain commitments in the next few days that will be sunk costs. Staffing, as was highlighted in the recent Autumn, remains a huge challenge across the sector and we will need to contract with thousands of temporary staff members in order to secure them should restrictions change enabling us to have crowds.

From conversations with other Six Nations participants, it is clear they had notice of the lifting of restrictions. My ask is that we are afforded as much notice as possible of any change that will affect on our ability to have a crowd. We can effectively press 'go' on the 21 January but it will be a scramble but I am confident we can deliver. However, any notice ahead of the next scheduled update would be priceless in terms of our ability to deliver these events safely. For clarity, should there be a change in restrictions announced after the 21st it would be highly unlikely that we would be in a position to properly stage the Scotland game with fans in attendance.

It is also important to consider that ample notice is vital for other organisations that will need to respond to the event going ahead with supporters, not least the transport infrastructure, police, ambulance etc., along with hospitality businesses and hotels within South Wales.

I appreciate that it may well not be possible to commit to a specified notice period, but I hope you can commit to sharing any plans as soon as possible. I hope it goes without saying that our discretion can be taken as read.

Thank you for your time and cooperation.

Steve



Steve Phillips | CEO
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From: Robert, Steffan < >
Sent: 10 January 2022 15:27
To: Steve Phillips < >
Cc: Tim Moss < >; Mark Killingley < >
Subject: RE: Wales v Scotland/Wider 6Ns

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Dear Steve

The First Minister said on Friday that in line with the modelling we do not expect the position to improve for the next 10 days to two weeks. In that context, restrictions are unlikely to change until we see the peak of the wave passing and coming down, and that will be the time at which we will look to lift some of those protections, when it is safe to do so. The position is being reviewed weekly but the next formal 21-day review is on 20 January. I suspect there will be more clarity on the position moving into February at that stage.

We have already announced SSF is there to support our decisions around restrictions and I have also highlighted our very generous support to the WRU to date – grants and ongoing loan discussions – throughout the pandemic. The SSF will continue to be in place as long as the restrictions remain.

I cannot give any guarantees around SSF in advance, in the same way we are treating all other sporting organisations and events. The fund is there to provide support, not to underwrite all losses, but I have outlined the eligibility criteria below for you to be aware of what can be supported.

I'm afraid I cannot provide any firmer commitments and you will need to take your own decisions within those parameters.

Steffan

Eligibility for SSF

We have worked with Sport Wales in agreeing these eligible elements and this is the consistent approach being taken forward with all sports and events impacted by the decision to restrict spectators at sporting events from 26 December. There is no commitment that these costs will be met at 100% as that is subject to an assessment of the proposals put forward and further advice to Ministers.

- Advance ticket sales income;
- Match day ticket sales income (estimated based on average match-day sales pre-Covid).
- Perishable food and beverages costs (cost price) – sales receipts will be required as evidence of expenditure. Refunded costs will not be eligible and 100% of eligible costs will only be guaranteed if applicants can provide evidence perishable food was re-distributed to those in need e.g. to food banks; and

- **Staff costs for re-distributing perishable foods.**

From: Steve Phillips < >

Sent: 07 January 2022 18:38

To: Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) < >

Cc: Tim Moss < >; Mark Killingley < >; Steve Phillips < >

Subject: RE: Wales v Scotland/Wider 6Ns

Dear Steffan

Thank you for your email.

We acknowledge your concerns regards Omicron cases in Wales in recent weeks. It is a matter for you to set out the required restrictions to combat such concerns and, as we've always done in the past (and as highlighted by the FM as recently as this morning), we will seek to support you as best as we are able.

We understand your concerns about moving our match against Scotland to England but we are equally coming under pressure from fans and players to pursue such a course of action; Six Nations matches are great occasions and fans want to be there and the players want the fans there; it's what makes the occasion the world renowned spectacle it is.

Whilst our intention is always to support you (as we've always done), as CEO, I cannot risk a c.£7m decision in respect of the Scotland match without certain assurances from you; that would be negligent on my part given the catastrophic consequences that would have on Welsh rugby.

Having reflected more on the matter and influenced by the timing of the Scotland match, I wonder if we should merely focus on the Scotland match for now and address the matches against France and Italy at a later date given that there's around a month between the Scottish and French matches.

Absent an early decision, the closer we get to the match, the more disruptive it gets and mitigation becomes more difficult. This would include fan confidence in purchasing tickets, we have to commit to certain costs to stage the match but it goes much wider than that; we have suppliers seeking clarity from us and we'll have the wider Cardiff community committing to costs in the expectation that some 74,000 people will attend the match. I'm also conscious that (a) fans (*both home and away*) may have committed to hotels and the longer we give them, the better chance they have of mitigating those costs and (b) the wider hospitality sector in Cardiff relies on our games for business and the more notice they have the better.

We have already shared with you our financial expectations for the match against Scotland; clearly, the more notice we have the better the communication and our ability to mitigate costs. By way of example only, lifting any restrictions on, say, 1 February will be nearly as damaging given our inability to turn things around in such a short time frame.

Given the bigger picture here, I'm minded to propose a joint WG/WRU approach that supports a position that we announce that there will be no crowds at the Scotland match, it will be played in Principality Stadium but that would be on the understanding of your support for the losses that we have already shared with you. If that requires Ministerial support from you then we can work with that, we'll not make any announcements until that is resolved and we'll not commit, either way, to hosting in Twickenham; realistically, that needs to be resolved early next week. We'll get endless criticism for this from fans and players but we are prepared to deal with that given the bigger picture.

For the avoidance of doubt, our preferred approach is to have no restrictions, for us to have crowds, our commercials will look after themselves and we would not need to bother you with this issue. From a rugby performance perspective this is also clearly preferable. However, we do recognise that it is you that must govern the Omicron concerns in Wales.

There's another matter to consider here also; we are due to play England in Twickenham on 26 February and, pursuant to Six Nations protocols, the RFU are obliged to provide some 6,000 tickets to the WRU for use by Welsh fans. Most of these have already been sold and I would be keen to understand your position on that?

Please do let me know if this is something that we should jointly pursue; in addition, I would welcome any comments or questions on the financial data and the draft press release we have shared with you.

I look forward to hearing from you

With best regards
Steve



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From: Roberts, Steffan <>
Sent: 07 January 2022 11:28
To: Steve Phillips <>
Cc: Tim Moss <>; Mark Killingley <>
Subject: RE: Wales v Scotland/Wider 6Ns

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Annwyl Steve

Thank you for your email and for keeping in touch with me on this matter over recent days.

There are significant concerns with regards the Omicron cases we have seen in Wales over recent weeks, hence our response after Christmas to move to alert level two in our Coronavirus control plan. The situation is evolving at pace and is being reviewed on a regular basis. Current restrictions can only be eased when the public health situation improves and it is safe for us to do so.

I can understand why the WRU would wish to explore a range of options around the Six Nations. However, it would be both disappointing and extremely reckless moving matches to England to bypass the regulations we have put in place to keep Wales safe, and encouraging thousands of Welsh rugby supporters to do the same. On that basis, I am pleased that you are only considering playing the match at the Principality Stadium.

Should Coronavirus restrictions continue to be in place for the Scotland match on 12 February, or indeed for any other of the Six Nations 2022 home matches, then it would also be the case that the Spectator Sports Fund would be available to provide support. This subject, of course, to a detailed application and final agreement by Ministers.

I agree providing clarity around the Scotland match at the earliest opportunity is advised.

Steffan

From: Steve Phillips < >

Sent: 06 January 2022 12:09

To: Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) < >

Cc: Tim Moss < >; Mark Killingley < >; Steve Phillips < >

Subject: Wales v Scotland/Wider 6Ns

Dear Steffan

Thank you for your time yesterday in respect of the above.

Our only realistic English venue at which we could play our 'home' 2022 Guinness Six Nations matches would be Twickenham and, as I explained, I have had a very brief high-level discussion with the RFU CEO regarding the same. If we were to explore that further, we would realistically need to announce that in the next few days given the endless logistical challenges that would create ranging from informing our fans, re-ticketing the match, hospitality fulfilment, team logistics and broadcaster notifications, etc.

However, based on our very pragmatic discussion, we are content to let the Twickenham option lapse and commit to hosting this match in Principality Stadium on the understanding that "we are made whole" if the current crowd restrictions remain in place on 12 February 2022 and beyond. You have already announced a £3m Spectator

Sports Fund and our understanding is that this will not cover the time period of the Six Nations and therefore a new fund or an increased fund would be announced. The impact of lost revenues from a spectator free Six Nations would be catastrophic for the whole of the game in Wales and the communities our c.300 clubs serve.

Our losses (which would include the loss of revenue generating opportunities) arising from playing without crowds would include:

- **Ticketing revenue**
- **Debenture obligations**
- **One-off hospitality revenue**
- **Loss of a match in the context of contractual obligations to hospitality box licence holders**
- **Food and beverage sales**
- **Merchandising sales (including at our shop on Westgate Street)**
- **Non-delivery of certain commercial contractual obligations**

As discussed, I'll ask Tim to give us some ranges of the losses we might face and will share this with you as soon as possible. We also need to be mindful of the impact on ticket sales given the current uncertainty around restrictions; we have sold c.65,000 tickets for the Scotland match but the number of tickets sold since the recent restrictions were announced has been negligible (as has been the case for our other home matches). We accurately forecast ticket sales using historic sales data and have consequently budgeted based on these projections. Naturally, we can share this data with you. We are also seeing positive discussions with potential commercial partners dissipating given the current lack of certainty and there is a significant risk that our fans and participants will start to lose interest in rugby if the current situation continues.

In the comfort of your assurance of financial support and, also as discussed, we should consider stating publicly this week that we will play Scotland at Principality Stadium regardless of the status of restrictions; I suggest we draft something and then share with you.

Two final points:

- **we believe the fact that some 275,000 people attended games in the Autumn without a noticeable rise in infections should be of comfort to us all. We are well aware of our wider responsibilities to the health of the nation but remain hopeful that this will be factored in to your thinking about the return of supporters to stadia in the coming weeks; and**
- **we all need to be cognisant of the wider impact on continued restrictions to the game; this would range from fan and commercial partner confidence to participation levels in the community game given the disruption to the season. We can pick this up at a later date.**

Hope that helps and aligns with your understanding and I am grateful for the continued support of Welsh Government.

Best regards
Steve

PS – I've copied in Tim and Mark so that they can share with you the financial data and any draft statement



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Annex 6: Email – WRU CEO to WG - Siwan

From: Steve Phillips <>

Sent: 12 January 2022 16:30

To: Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) <>

Cc: Siwan Lillicrap <>; Steve Phillips <>

Subject: Siwan

Hi Steff

As discussed yesterday, caught up with Siwan earlier and she's happy to help with International Women Day (I think that's what you told me?)....didn't ask other Squad members but sure they would be happy to help also if required?

Anyway, Siwan copied in above and I'll leave the two of you to progress but do let me know if there's anything else you need from me

Diolch

Steve



Steve Phillips | CEO

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Annex 7: Emails – WRU to WG staff - Mixed Rugby

From: Welch, Neil (ESNR - Tourism, Heritage & Sport - Culture & Sport) <[personal information redacted]>

Sent: 25 January 2022 09:24

To: Hannam, Lewis (ESNR - Tourism, Heritage & Sport - Culture & Sport) Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) **Subject:** FW: Mixed Rugby - Female Game

Importance: High

Received from WRU overnight.

Neil

From: Geraint John < >

Sent: 24 January 2022 19:55

To: Welch, Neil (ESNR - Tourism, Heritage & Sport - Culture & Sport) < >

Cc: Joe Davies < >

Subject: Mixed Rugby - Female Game

Importance: High

Neil,

Good to chat on Friday and please see below.

Hope the information is what you require,

If there is anything else you need please ask myself and Joe.

Thanks Geraint

Geraint John

Cyfarwyddwr Cymunedol / Community Director

Undeb Rygbi Cymru / Welsh Rugby Union

[personal information redacted]

www.wru.wales



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From: Joe Davies <[personal information redacted] >
 Date: Monday, 24 January 2022 at 17:16
 To: Geraint John <[personal information redacted] >
 Subject: Re: Mixed Rugby

Hi Geraint

No problem, Please see below

Key points to consider:

1 Why change the age of mixed rugby?

As part of the Women and Girl’s strategy (2018), aligned to the WRU Community Strategy the decision was made in March 2020 to lower the age of mixed rugby to U11 from Under 13s –

- Currently we lose a considerable amount of players from the ages U11s-U12s. We also lose players in season and again between U12-13s. See below reg data from season 18/19 to 19/20. There is a considerable drop off going into this season also.
- Increased provision and supportive pathway to aid in the retention of players at U12’s
- To be fit for increased demand in the game by developing a single sex pathway at secondary school ages
- Reflective of insight in the female sport and needs including education sport trends where sport is mixed at primary and single sex in secondary
- Pre-empt potential safeguarding and player welfare risks in a changing society.
- To align to the other 3 home Nations

	Whole number	female only	Total Mixed	Following season (U12s)	number Decline	Percentage decline
U11 - 18/19	310	35	275	134	141.00	-51.30%

2 What are the aims for the future and what will this change bring?

The aim here is to increase the resource in the female game in an attempt to retain more players through the pathway and hit our goal of 10,000 actively registered females playing habitually in Wales over the next 5 years. By servicing the players in a single sex pathway we can pool resource into the female hubs to ensure all female players continue in a pathway that is right for the future of the female game. Players remove themselves from the game at these age groups with the offering of mixed rugby being the only provision from September until March. We see a spike in re-registration on the launch of the female season in the March time.

The ultimate aim would be for all ages to be single sex (like football) with 30,000+ females playing the game at varying ages in our pathway in our circa 300 clubs in Wales. This is a goal that will take a considerable amount of time to achieve.

3 How did we make the decision?

Conversation started 17/18 season around the current pathway and its capability to support the development of the female game in Wales. Key topics at that time;

- Concerns raised by the rugby community around the drop off by the end of the U13 season and the returns over the summer.
- Increased ask for winter provision in female hubs. Demonstrated this year in a large increase of sides playing in WRU U15s and 18s competition.
- Figures above around loss to the game at the point of decision making below

This prompted a 3 month Consultation process where we spoke to Clubs, WRU Female Hubs, Schools, Partners, other governing bodies and internal staff. We also held consultation in schools with 'rugby active' players some who only played in school others in a mixed setting were consulted and girls in WRU Female hubs where they were dual registered to the hub and mixed rugby club. We also conducted a survey sent to WRU Member clubs by the District GMGs in December 2019 that received 595 responses. Final proposal was presented to board as and process followed below.

- Signed off by WRU CGSB in March 2020 for implementation in September 2020.
- CGSB in June of 2020 to extended implementation to September 2021 in light of the COVID 19 Pandemic
- Following the return to play the WRU wanted to ensure we gave time to those players to return to the game and extended it again to registration renewal 2022 to start in September of 2022. This was announced in December 2021 to give over 6 month's notice of the changes.

4 How will it grow the female game?

This is part of the wider investment and growth in resource of the female game in Wales. If we retain the potential lost 50% of players into next season we can create a better provision for female players in the ages. This isn't the only change as a result of this consultation. We've moved to 2 year bandings following conversations with players and key members of the rugby community highlighting the gap was too big and off putting for younger players having to play up 3 years on occasions. The change comes at a time where there are 20% more females playing the game with the numbers at the traditional single sex pathway ages of U15's & 18s growing (From 26-42 over the pandemic)

5 What are other countries doing?

All of the other 3 nations in the home nations (RFU, SRU & IRFU) have adopted the change. Also other sports in Wales are reflective of this in their mixed pathways with limited number going into the secondary schools. We are the only collision sport (to our knowledge) that allow mixed sport to this age.

Kind Regards

Joe Davies

WRU Community Lead for Female Game

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Annex 8: Emails - WG to WRU - Spectator Sports Fund 2021-22

From: Tim Moss <>
Sent: 17 February 2022 10:53
To: Woodfine, Stephen (ESNR - Tourism, Heritage & Sport - Culture & Sport) <>
Cc: Roberts, Steffan (ESNR - Tourism, Heritage & Sport - Tourism & Marketing) <>
Subject: RE: Spectator Sports Fund 2021-22

Thanks Stephen

Understood.

I'll get the form signed and sent back asap.

Thanks

Tim



Tim Moss | Group Finance Director
Welsh Rugby Union Group / Grwp Undeb
Rygbi Cymru
Principality Stadium, Westgate Street, Cardiff
Phone / Ffôn: | Mobile / Ffôn Symudol:
Email/ Ebst:

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From: Woodfine, Stephen <> **Sent:** 17 February 2022 10:49
To: Tim Moss <>
Subject: FW: Spectator Sports Fund 2021-22

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi Tim,

I understand RGC match tickets are sold “during the week of the match from the main reception at Colwyn Leisure Centre and on match days from the Gate C Ticket Office only.” This quote is taken from the Conwy CBC website. This of course means that any travelling Pontypridd fans would have been able to buy tickets on the day of the game and RGC fans during the week before the game and after the announcement that the restrictions were being eased. On that basis, I think it’s reasonable to assume there was sufficient time for the club to sell tickets to the fans who would normally have attended the fixture.

I have now amended the Award of Funding Letter and Claim Form to reflect the correct figure for the RGC v Cardiff fixture. Please find both documents attached.

If you have any further queries, please don't hesitate to contact me. Otherwise, I should be grateful if you would return the signed documents and claim form at your earliest convenience but within 14 days.

Best wishes,

Steve

**From: Woodfine, Stephen (ESNR - Tourism, Heritage & Sport - Culture & Sport)
Sent: 16 February 2022 19:18
To: Tim Moss <>
Subject: RE: Spectator Sports Fund 2021-22**

Hi Tim,

Sorry, my mistake. I couldn't find the result anywhere – it doesn't appear on the RGC website or the WRU Community website but I've now found it on the Pontypridd RFC website.

I gather the Scarlets v Bristol Bears fixture was regarded as an exception because it was a cross-border European fixture and so the practicalities of selling tickets was more problematic than a domestic fixture that had a week's notice. The Scarlets fixture was also affected by the hospitality restrictions that were in place at the time.

The submission claims losses for 150 advanced ticket sales. Do we know what the actual attendance was and were they all match-day ticket sales?

I've got the amended Award Letter ready but I'd like to resolve this issue first.

**Best wishes,
Steve**

**From: Tim Moss <>
Sent: 16 February 2022 18:17
To: Woodfine, Stephen (ESNR - Tourism, Heritage & Sport - Culture & Sport) <>
Subject: RE: Spectator Sports Fund 2021-22**

Thanks Stephen

The RGC V Ponty game did go ahead on 22 Jan (Ponty won). RGC submitted the request as, similar to the Scarlets, they had little time after the restrictions were lifted to generate ticket sales. Their claim is also based on the difference between actual ticket sales and what they might have expected to generate if they had more time to sell tickets, again similar to Scarlets.

Again, just trying to head off questions I know I will be asked.

Thanks

Tim



Tim Moss | Group Finance Director
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From: Woodfine, Stephen <>
Sent: 16 February 2022 15:00
To: Tim Moss <>
Subject: RE: Spectator Sports Fund 2021-22

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi Tim,

No worries. I'm glad you did. The RGC v Pontypridd fixture wasn't eligible because it was outside the window of restrictions and wasn't it cancelled anyway? The Scarlets v Bristol Bears fixture was considered, even though it was outside the window, because we accepted they had little time after the restrictions were lifted to maximise ticket sales. The award offered is based on the difference between actual ticket sales and what they might have expected to generate if they had more time to sell tickets. There is an error in the amount of funding for the RGC v Cardiff fixture though, you're quite right. It should be £3,900 not £1,900. I will make the amendment and will re-issue the Award letter with the correct amount – I knew I should have sent a draft first 😊.

Cheers,
Steve

From: Tim Moss <>
Sent: 16 February 2022 09:17
To: Woodfine, Stephen (ESNR - Tourism, Heritage & Sport - Culture & Sport) <>
Subject: RE: Spectator Sports Fund 2021-22

Hi Stephen

Sorry to keep coming back to you on this.

The submission for RGC (attached) included two games: vs Cardiff on 15/1/22 and vs Pontypridd on 22/1/22. The ticket and hospitality loss shown for the Cardiff game was £3,500 and £400 respectively. For Pontypridd it was £1,500 and £400.

The amount awarded for the Cardiff game was £1,500 and £400. Nothing was awarded for the Pontypridd game. I just wanted to confirm that this was correct as it seems to be inconsistent with other awards. For example, the Cardiff Rugby and Llanelli RFC games on 8/1 and 3/1 were both awarded the full value of the claim. The Scarlets game on 22/1 was also included as part of the award.

Just trying to pre-empt questions that I will get!

Kind regards

Tim



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From: Woodfine, Stephen >

Sent: 16 February 2022 08:13

To: Steve Phillips <>

Cc: Tim Moss <>; Rhodri Lewis <>

Subject: Spectator Sports Fund 2021-22

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Dear Steve,

I am pleased to confirm your application, on behalf of the regions and clubs affected, for support via the Spectator Sports Fund 2021-22 has been successful and I attach a formal Award of Funding, along with schedules and relevant terms and conditions for your consideration.

Please review the content of your Award of Funding letter at the earliest opportunity, contacting me by email return with any queries you might have. If you are content with the Award and its terms and conditions, please sign and return it to me by email within the 14 day acceptance period stated in the letter.

The Award of Funding must be signed by two authorised signatories of the business. To accept this Award, please:

(i) sign the signatories page of the PDF document electronically (by clicking the 'fountain pen' at the top of the document and 'writing' or typing directly into the document); or (ii) type the authorised signatories details on the signature word document attached to this email.

And

(iii) complete the PDF Schedule 3 electronically (as in (i) above); or (ii) type the information in the Word version attached to this email.

Please return these documents under a covering e-mail that contains the details of the authorised signatories and confirmation of their authority to sign for and on behalf of the grant recipient (if possible, you should copy them in to the email).

Please note that this Award of Funding is based on the total of the approved/eligible costs or the amount of grant applied for, whichever of these figures is the lowest.

Deductions may also be made as a result of assessment of need or where costs have been previously covered by other emergency funding.

In the interests of expediency, I am also attaching a claim form for the grant. If you are content to accept the Award, please return the completed claim form along with the other documents and we will endeavour to process the grant payment as quickly as possible.

Kind regards,

Steve

Stephen Woodfine

Uwch-Gynghorydd Polisi Chwaraeon - Cangen Polisi Chwaraeon

Senior Sports Policy Adviser - Sports Policy Branch

Adran Datblygu Twristiaeth a Chwaraeon

Tourism Development and Sport Division

Llywodraeth Cymru/Welsh Government, Parc Cathays/Cathays Park, Caerdydd/Cardiff CF10 3NQ

Ffôn/Tel: E-bost/E-mail:

O dan yr amgylchiadau presennol, byddaf yn gweithio o bell hyd nes y cewch rybudd pellach. Dylech fod yn ymwybodol ein bod wedi gorfod blaenoriaethu materion a thasgau brys a busnes sy'n dyngedfennol ond byddaf yn ymateb i'ch e-bost cyn gynted â phosib.

Please note that in the current circumstances, I will be working remotely until further notice. Please be aware that urgent and business critical issues and tasks are taking priority but I will endeavor to respond to your email as soon as possible.

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Annex 9: Emails – WRU to WG - WRU Gender Participation Policy

From: Jeremy Rogers <>
Sent: 21 July 2022 10:58
To: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <>
Cc: Lyndon Roberts <>; John Miles <>; Lewis Cannon <>; Geraint John <>; Ceccarelli, Alessandro (ESJWL - Communities & Tackling Poverty - Equality) <>
Subject: RE: WRU Gender Participation Policy - Confidential

Neil,

Sorry only just picked this up.

Yes midday is fine.

Thanks

Jeremy



**Jeremy Rogers | Head of Policy and Integrity
Welsh Rugby Union Group / Grwp Undeb
Rygbi Cymru**
National Centre of Excellence, Vale Resort,
Hensol, CF72 8JY
**Phone / Ffôn: | Mobile / Ffôn Symudol:
Email/ Epost:**

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From: Welch, Neil <>
Sent: 21 July 2022 09:10
To: Jeremy Rogers <>
Cc: Lyndon Roberts <>; John Miles <>; Lewis Cannon <>; Geraint John <>
Subject: RE: WRU Gender Participation Policy - Confidential

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Jeremy,

Does 12 today still work for you?? If so I can send a diary invite out.

Neil

From: Jeremy Rogers <>
Sent: 20 July 2022 15:52

To: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <>
Cc: Lyndon Roberts <>; John Miles <>; Lewis Cannon <>; Geraint John <>
Subject: RE: WRU Gender Participation Policy - Confidential

Neil,

Yes happy to meet remotely and discuss this. I've copied in our new EDI Partner, Lyndon Roberts, along with John Miles and Lewis Cannon who are working on the policy with me.

We are tight on time, and I would like to meet with the LGBT Team before the Independent Policy Review Group meeting at 6.00 pm on Wednesday 27 July.

I could be available tomorrow anytime up until about 2.00 p.m. or alternatively could meet on Tuesday 26 July, anytime between 3.00 pm and 6.00 pm. I could also do Wednesday 27 July between Midday and 4.00 pm.

Many thanks

Regards

Jeremy



Jeremy Rogers | Head of Policy and Integrity
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From: Welch, Neil <>
Sent: 20 July 2022 10:24
To: Jeremy Rogers <>
Subject: FW: WRU Gender Participation Policy - Confidential

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Jeremy,

I sent the draft policy doc to our LGBT team and they've come back with a few observations. Would you like to meet with them to discuss anything they

raise?? Happy for us to chat as well when you've had a chance to look at their email.

Neil

From: Ceccarelli, Alessandro (ESJWL - Communities & Tackling Poverty - Equality) <>
Sent: 08 July 2022 11:46
To: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <>; Keoghane, Emily (ESJWL - Communities & Tackling Poverty - Equality) <>
Cc: Hannam, Lewis (ETC - Culture, Sport & Tourism - Sports Policy) <>
Subject: RE: WRU Gender Participation Policy - Confidential

Hi all,

England RFU has a quite inclusive [transgender and non-binary policy](#), although I believe they are in consultation now, but that can be used as an example of inclusive practice. British Ice Hockey (see [Transgender Policy](#)), Roller Derby (also see [WFTDA](#)) and British Kickboxing Council ([quote](#): "Trans people have every right to participate in sport at ALL levels without discrimination"; also see [Gender Diversity Focus Group here](#)) have policy and guidelines for inclusion of transgender women that are also more in line with WG policy aim.

We will have a proper look at the WRU Policy document properly, but, for now, in the WRU Policy the main barriers are around:

- Community Age Grade Female Game under 12-18;
- Community Adult Female Game

In the above two categories, a blanket exclusion is suggested in the WRU draft Policy. However, for Male Games, they suggest a case-by-case approach:

"If the player's sex recorded at birth is female, and the player identifies as transgender, non-binary or gender fluid, the player may play if:

- **their parent or guardian (or such other appropriate adult) provides their written consent, in the form prescribed by the WRU to the relevant club or school;**
- **an appropriate risk assessment is carried out by the club or school which the player is representing in the form approved by the WRU;**
- **the WRU is notified prior to the player participating in the contact rugby activity"**

The latter approach is probably not a perfect one either, but it is likely a better one than the blanket exclusion from Female Games, and could probably be suggested for the Female Games as well. This will help change the overall narrative, with inclusion as the starting point. It would align more to our overall Policy Aims.

The Policy should probably cover something around privacy or protection of data and identity for transgender people, as they may not be “publicly out” or out to their family or parents. For instance, if they request a signed form from parents, an example could be: “where this is not forthcoming the consent of the Player alone may be acceptable in accordance with the principle of Gillick Competency”.

The Appeal Process is also a good initiative in the Policy. Although it may risk putting extra pressure on clubs and trans young people and expose to extra scrutiny or unwanted exposure, but it could be improved in terms of safeguarding measures around it. Although if the starting point is inclusion, then the risks of exposure are also reduced.

If/when there are concerns around testosterone levels for adults, there are some useful information in the England RFU policy document.

These are just some initial thoughts, and Emily and I can certainly provide more comments soon.

For context, Mermaids open letter is available here:

<https://mermaidsuk.org.uk/news/ask-the-uks-four-national-sporting-bodies-to-take-a-stand-for-trans-inclusion/>

Many thanks and best wishes,

Alessandro

Dr Alessandro Ceccarelli

Pennaeth Adran LHDTC+
(Rhannu swydd gyda Emily Keoghane)
Keoghane)
Cangen Cydraddoldeb
Y Grwp Addysg a Gwasanaethau Cyhoeddus
Group
Llywodraeth Cymru

Head of LGBTQ+ Policy
(Job-share with Emily
Equality Branch
Education and Public Services
Welsh Government

Rhagenwau: ef/iddo

Pronouns: he/him

Patrwm Gwaith: LIMMlx

Working Pattern: MTWTx

From: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <Neil.Welch@gov.wales>

Sent: 08 July 2022 09:24

To: Keoghane, Emily (ESJWL - Communities & Tackling Poverty - Equality)

<Emily.Keoghane@gov.wales>; Ceccarelli, Alessandro (ESJWL - Communities & Tackling Poverty - Equality) <Alessandro.Ceccarelli@gov.wales>; Hannam, Lewis (ETC - Culture, Sport & Tourism -

Sports Policy) <Lewis.Hannam1@gov.wales>
Subject: FW: WRU Gender Participation Policy - Confidential

As discussed.

From: Jeremy Rogers <>
Sent: 06 July 2022 17:42
To: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <>
Cc: John Miles <>; Geraint John <>; Lewis Cannon <>
Subject: WRU Gender Participation Policy - Confidential

CONFIDENTIAL

Neil,

Thanks for your time today.

I've attached the current version of the policy, which is in draft form. Please can I ask that is only shared with the group that we discussed today. There are some amendments to be made to this in relation to the age grade being under 14 for mixed rugby for next season, and then potentially being reviewed for the following season, 23-24.

We welcome any feedback that you can provide. The intention is to present this to our Independent Policy Review Group in late July before presenting to the WRU Board in August.

Many thanks

Regards

Jeremy



Jeremy Rogers | Policy and Integrity Manager
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Annex 10: Emails – WRU to WG - WRU Gender Participation Policy

From: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <>
Sent: 18 August 2022 13:49
To: Jeremy Rogers <>
Cc: Lewis Cannon <>; Ceccarelli, Alessandro (ESJWL - Communities & Tackling Poverty - Equality) <>
Subject: Re: WRU Gender Participation Policy

No problem. See you at 3

Get [Outlook for iOS](#)

From: Jeremy Rogers <>
Sent: Thursday, August 18, 2022 1:42:52 PM
To: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <>
Cc: Lewis Cannon <>; Ceccarelli, Alessandro (ESJWL - Communities & Tackling Poverty - Equality) <>
Subject: RE: WRU Gender Participation Policy

Neil,

Yes the meeting is at 3.00 pm on Teams. I'm not at the stadium today I'm working from home.

Thanks

Jeremy



**Jeremy Rogers | Head of Policy and Integrity
Welsh Rugby Union Group / Grwp Undeb
Rygbi Cymru**
National Centre of Excellence, Vale Resort,
Hensol, CF72 8JY
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From: Welch, Neil <>
Sent: 18 August 2022 12:08
To: Jeremy Rogers <>
Cc: Lewis Cannon <>;
Subject: RE: WRU Gender Participation Policy

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Jeremy,

Just double checking we are meeting at 3?? If so, I'm in the stadium for a 2pm so let me know where best to meet you.

Neil

From: Jeremy Rogers < >

Sent: 04 August 2022 18:22

To: Roberts, Steffan (ETC - Culture, Sport & Tourism - Programme & Policy) < >; Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) < >

Cc: Lewis Cannon < >

Subject: FW: WRU Gender Participation Policy

Gents,

Just touching base regarding the current position with the WRU Gender Participation Policy. I have previously met with Neil a couple of times, and briefed him on our proposed direction of travel, and I am aware of Welsh Government's position on this.

We have been working on this policy for the last two years, and have consulted and considered all options based on inclusion, safety and fairness. It is an extremely complex topic, and is certainly dividing opinion, it's almost a sports version of Brexit. We have developed a draft policy based on the principle that safety and player welfare is the priority and presented this to the Independent Policy Review Group. However we also considered all other options including the options around inclusion as the priority and managing player eligibility on a case-by-case basis. I can brief you on the discussions that took place, and the views and thoughts of the group.

We anticipate that we will be in a position to refer this to our Board in late August or early September. I am on leave from tomorrow, so please can we meet when I return to work. Apologies, I was due to have a catch up with Neil but haven't had the opportunity to do so this week. I am free on 18 August if this is a suitable date to meet.

Please can you email Lewis Cannon (copied in) with your availability. He has access to my diary and will set the meeting up.

Many thanks

Regards

Jeremy



**Jeremy Rogers | Head of Policy and Integrity
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Hensol, CF72 8JY
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From: Steve Phillips <>
Sent: 04 August 2022 14:35
To:
Cc: Jeremy Rogers <>
Subject: WRU Gender Participation Policy

Hi Steff

As per earlier discussion, can I e-introduce you to Jeremy Rogers (our in-house expert) to pick on some details on our discussion; I'll leave you two to make the arrangements!

Jeremy has been working with Neil W

Best regards
Steve

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Annex 11: Emails – WRU to WG - WRU Gender Participation Policy

From: Jeremy Rogers <>
Sent: 31 August 2022 18:33
To: Ceccarelli, Alessandro (ESJWL - Communities & Tackling Poverty - Equality) <>
Cc: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <>; Geraint John <>
Subject: RE: WRU Gender Participation Policy

Alessandro,

I'll send an invite over to meet at midday tomorrow if that's convenient.

Many thanks

Regards

Jeremy



**Jeremy Rogers | Head of Policy and Integrity
Welsh Rugby Union Group / Grwp Undeb
Rygbi Cymru**
National Centre of Excellence, Vale Resort,
Hensol, CF72 8JY
**Phone / Ffôn: | Mobile / Ffôn Symudol:
Email/ Ebst:**

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From: Ceccarelli, Alessandro <>
Sent: 31 August 2022 17:47
To: Jeremy Rogers <>;
Cc: Geraint John <>
Subject: RE: WRU Gender Participation Policy

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Hi Jeremy,

Absolutely. I am happy to work around your schedule and calendar. But ideally anytime between 9-10am, or between 12-2pm.

Also, if there is anything urgent, my work phone number is:

Many thanks and best wishes,

Alessandro

Dr Alessandro Ceccarelli

Pennaeth Adran LHDTC+
(Rhannu swydd gyda Emily Keoghane)
Keoghane)
Cangen Cydraddoldeb
Y Grwp Addysg a Gwasanaethau Cyhoeddus
Group
Llywodraeth Cymru

Rhagenwau: ef/iddo

Patrwm Gwaith: LIMMlx

Head of LGBTQ+ Policy
(Job-share with Emily

Equality Branch
Education and Public Services

Welsh Government

Pronouns: he/him

Working Pattern: MTWTx

From: Jeremy Rogers <>

Sent: 31 August 2022 17:23

To: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) <>; Ceccarelli, Alessandro (ESJWL - Communities & Tackling Poverty - Equality) <>

Cc: Geraint John <>

Subject: WRU Gender Participation Policy

Gents,

Are you available for a call sometime tomorrow?

It shouldn't take too long, I just have a couple of questions regarding our policy.

Many thanks

Regards

Jeremy



Jeremy Rogers | Head of Policy and Integrity
Welsh Rugby Union Group / Grwp Undeb
Rygbi Cymru
National Centre of Excellence, Vale Resort,
Hensol, CF72 8JY
Phone / Ffôn: | Mobile / Ffôn Symudol:
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Annex 12: Letter – DM to WRU - Trans inclusion policy

Dawn Bowden AS/MS

**Dirprwy Weinidog y Celfyddydau a Chwaraeon, a'r Prif Chwip
Deputy Minister for Arts and Sport, and Chief Whip**

Hannah Blythyn AS/MS

**Y Dirprwy Weinidog Partneriaeth Gymdeithasol Deputy Minister
for Social Partnership**



**Llywodraeth Cymru
Welsh Government**

Ein cyf/Our ref DB/767/22

Rob Butcher
Chair
Welsh Rugby Union

[Personal details redacted]

19 October 2022

Dear Rob,

We are writing to you regarding your recently published transgender policy from our respective ministerial portfolios for social justice (including LGBTQ+ equality), and sport. We are concerned by the blanket exclusion of trans women and girls from rugby that your policy recommends. The Welsh Government believes that decisions on transgender people's participation in any part of society should come from a starting point of inclusion. LGBTQ+ rights, including trans rights, are human rights. Sport should be for everyone. A place where everyone can take part and where everyone is treated with kindness, dignity and respect. Our preferred position is to follow a case-by-case approach, rather than a blanket exclusion of transgender people.

We acknowledge that you have engaged with officials in both our departments to advise that this policy was in development. It would be useful to understand why the WRU feels it needs a policy of this nature, one that does not start from a point of inclusivity or use a case-by-case approach, and why at this time, given there are no registered transgender players in the community game in Wales. It would also be useful to know why the policy has a different approach for the treatment of trans men and trans women.

You have said that in coming to your stated policy position you engaged across the community. We would like to understand which organisations or communities you consulted with during the development of this policy, and what their respective views were.

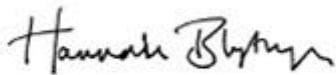
If it would help, we would be happy to meet prior to receiving a formal response to this letter.

Yours sincerely,



Dawn Bowden AS/MS

Dirprwy Weinidog y Celfyddydau a Chwaraeon, a'r Prif Chwip
Deputy Minister for Arts and Sport, and Chief Whip



Hannah Blythyn AS/MS

Y Dirprwy Weinidog Partneriaeth Gymdeithasol
Deputy Minister for Social Partnership

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Bae Caerdydd • Cardiff Bay

Gohebiaeth.Hannah.Blythyn@llyw.cymru Caerdydd • Cardiff

Correspondence.Hannah.Blythyn@gov.wales

CF99 1SN

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

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Annex 13: WRU to DM – Invite to Wales v NZ

From: Joanne Emanuel < >

Sent: 24 October 2022 09:54

To: DS Deputy Minister for Arts and sport, and Chief Whip < >

Subject: WRU Invitation - Wales v New Zealand - Saturday 5th November - Principality Stadium, Cardiff

FAO: Deputy Minister

Dear Ms Dawn Bowden

On behalf of our President and Directors of the Welsh Rugby Union, I am pleased to extend an invitation to you and a guest to attend the above match. This invitation is for your personal use only and is non-transferable.

The key timings are:

- **PRE MATCH LUNCH**
1215 hrs
President's Lounge, Level 5, Principality Stadium
- **WALES v NEW ZEALAND**
Kick Off: 1515 hrs
- **POST MATCH RECEPTION**
Immediately after final whistle
President's Lounge, Level 5, Principality Stadium

Dress Code: Gentlemen: Lounge suit or blazer (to include a tie) Ladies: Smart attire (Strictly no jeans, rugby jerseys or trainers) All guests must be aged 18 years of age and over. If you would like to attend, please click **HERE** to complete and submit the reply form. If you do not wish to attend, please reply by email direct. (There is no need to complete the form).

REPLY DEADLINE: WEDNESDAY 26TH OCTOBER 2022

Following the move to digital tickets we have launched the 'PSE VIP Tickets' app. You will need to download this app to access the match tickets and room passes.

The 'PSE VIP Tickets' app, can be downloaded from the App Store or Play Store now.



If you are able to attend your match tickets and room passes will be sent w/c 31st October. I look forward to hearing from you.

Many thanks

Kind regards

Jo



Jo Emanuel | Corporate Services Co-Ordinator
Welsh Rugby Union Group / Grwp Undeb Rygbi Cymru
Principality Stadium Westgate Street
Phone / Ffôn: | Mobile / Ffôn Symudol:
Email/ Ebost:

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Annex 14: Email – WRU to WG – Big Green Coach

From: Steve Phillips <>

Sent: 01 November 2022 12:14

To: Roberts, Steffan (ETC - Culture, Sport & Tourism - Programme & Policy) <>

Subject: FW: WRU Partners with Big Green Coach for Matchday Travel

See below – can you please share this with Vaughan as we discussed on our call – I don't have his email address

Diolch

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PRESS RELEASE

WRU Partners With Big Green Coach for Wales v New Zealand

WRU has partnered with Big Green Coach, the largest events travel company in the UK, to put on special coach services for supporters travelling into Cardiff on Saturday 5th November for the Wales v New Zealand match at Principality Stadium.

Return coach travel is available from 23 locations across Wales and major cities including Birmingham, Reading and London, direct to Cardiff's city centre. Return coach seats start from £28, and all coaches are timetabled to arrive in plenty of time before the game and will take fans home again, after full time.

Tickets can be purchased online via: <https://www.biggreencoach.co.uk/events/wales-v-new-zealand-coach-travel-to-principality-stadium-cardiff>

Big Green Coach Director Danny Newby says, "We are delighted to be in a position to assist the WRU get fans to the game during the UK rail strike. We appreciate that getting to the game can be stressful, especially with the train not being an option, so we have organised a large number of coaches and we look forward to welcoming the fantastic fans onboard."

Mark Williams Principality Stadium Manager says, "Since we were made aware of the industrial action, we have been working closely with our partners at Cardiff Council, Transport for Wales, and Welsh Government to ensure this fixture remains accessible and a number of measures have been introduced to help supporters."

"A Wales home fixture against New Zealand at Principality Stadium is always a fantastic

experience, and we are looking forward to welcoming another magnificent occasion at the opening match of the Autumn Nations Series, but we also urge supporters to allow plenty of time to get into the city and plan their journeys in advance.”

Big Green Coach is fully committed to protecting the environment and will offset all the carbon produced for these coach services - making the Big Green Coach network to the rugby carbon neutral.

Transport for Wales Return Coaches

Supporters can also access a return coach service provided by Transport for Wales. TfW will provide services from Abercynon Railway Station car park and Pontypridd Railway Station (front of station) at 11am and 11.30am on Saturday 5 November, with return coaches available at 6pm and 6.30pm after the match.

Coaches will drop off and depart from the Civic Centre (Cardiff King Edward VII Avenue) in Cardiff city centre, a short walk from the Principality Stadium.

Return coach tickets must be booked in advance. Existing rail tickets are not valid for coach travel. Capacity is limited and tickets will be issued on first come, first served basis. Coaches can be booked here www.tfw.wales/places/events/wales-v-new-zealand

Notes to Editors:

The full list of Big Green Coach pick up locations for the match are: Bath, Birmingham, Builth Wells, Brecon, Bridgend, Bristol, Colwyn Bay, Ebbw Vale, Gloucester, Llanelli, London (Victoria Coach Station), Merthyr Tydfil, Monmouth, Neath, Newbridge, Newport, Pontypool, Port Talbot, Reading, Swansea, Swindon, Worcester and Wrexham.

Transport for Wales will be providing an extremely limited rail replacement bus service from Cardiff Central to Radyr post-match in addition to the coach offer.

Sales of the Transport for Wales return coach tickets will close at 4.15pm on Saturday 5 November.

Anna Chapman

Principality Stadium Communications Manager

07734900229

achapman@wru.wales

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Welsh Rugby Union Limited
Principality Stadium
Westgate Street
Cardiff
CF10 1NS
United Kingdom



Steve Phillips | CEO
Welsh Rugby Union Group / Grwp Undeb
Rygbî Cymru
Welsh Rugby Union Group, Principality Stadium,
Westgate Street
Phone / Ffôn: | Mobile / Ffôn Symudol:
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Annex 15: Emails – WG to WRU – Arranging meeting with DM

From: Jo Beazer < >

Sent: 02 December 2022 09:16

To: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy) < >

Cc: Roberts, Steffan (ETC - Culture, Sport & Tourism - Programme & Policy) < >; Steve Phillips < >

Subject: RE: Mtg with deputy Minister

Hi Neil,

Steve is available at both 12.30 or 1.15 on the 13th December. Would the Deputy Minister meet Steve at the Principality Stadium?

Regards

Jo



**Jo Beazer | Senior Group Executive Assistant
Welsh Rugby Union Group / Grwp Undeb
Rygbi Cymru**
Welsh Rugby Union Group, Principality Stadium,
Westgate Street
**Phone / Ffôn: | Mobile / Ffôn Symudol:
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Hi Neil,

Steve is available at both 12.30 or 1.15 on the 13th December. Would the Deputy Minister meet Steve at the Principality Stadium?

Regards

Jo

From: Welch, Neil < >

Sent: 30 November 2022 09:39

To: Steve Phillips < >

Cc:

Subject: FW: Mtg with deputy Minister

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Steve,

Apologies, I've just been informed that she is free Tuesday 13th during lunch either 12.30 or 1.15, not the 14th.

Sorry.

Neil

From: Welch, Neil (ETC - Culture, Sport & Tourism - Sports Policy)
Sent: 30 November 2022 09:36
To: Steve Phillips <>
Cc: Roberts, Steffan (ETC - Culture, Sport & Tourism - Programme & Policy) <>
Subject: Mtg with deputy Minister

Steve,

I know Steff has been trying to arrange a catch up between yourself and the DM but he is in transit home from Qatar today so I've been offered an alternative to those dates previously offered. Are you free Wednesday 14th Dec during Lunch – 12:00 to 12:45 or 12:30 to 13:15? Let me know and I can liaise with DM's office.

Neil

Neil Welch

Head of Sport & Leisure/Pennaeth Chwaraeon & Hamdden
Grŵp yr Economi, y Trysorlys a'r Cyfansoddiad / Economy, Treasury and
Constitution Group
Llywodraeth Cymru / Welsh Government
Parc Cathays / Cathays Park
Caerdydd / Cardiff
CF10 3NQ
e-bost
Ffon;

Sganiwyd y neges hon am bob feirws hysbys wrth iddi adael Llywodraeth Cymru. Mae Llywodraeth Cymru yn cymryd o ddifrif yr angen i ddiogelu eich data. Os cysylltwch â Llywodraeth Cymru, mae ein [hysbysiad preifatrwydd](#) yn esbonio sut rydym yn defnyddio eich gwybodaeth a sut rydym yn diogelu eich preifatrwydd. Rydym yn croesawu gohebiaeth yn Gymraeg. Byddwn yn anfon ateb yn Gymraeg i ohebiaeth a dderbynnir yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi. On leaving the Welsh Government this email was scanned for all known viruses. The Welsh Government takes the protection of your data seriously. If you contact the Welsh Government then our [Privacy Notice](#) explains how we use your information and the ways in which we protect your privacy. We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

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Annex 16: Email – WRU to WG – Message to member clubs

From: Louisa Scadden < >

Sent: 24 January 2023 18:00

To: Roberts, Steffan (ETC - Culture, Sport & Tourism - Programme & Policy) < >

Subject: WRU - Message to member clubs from WRU CEO Steve Phillips

Hi Steffan, I just wanted to keep you and Dawn up to date with what we've done.

Today, Steve, did interviews with ITV and BBC – I expect these to be on the evening news. Feedback welcome.

Another interview with WalesonLine.

And we set out this letter to our member clubs.

If you need any other information, please let me know.

Thank you.

Louisa



24/01/2023

Dear member club,

I know you will have been shocked and appalled by the allegations in the BBC programme broadcast on Monday night and I am sorry to see how individuals who have worked for us felt. Our culture was not where it needed to be, when we have employees not feeling confident enough to speak up between 2017 and 2019.

Following this programme we will, again, review the process and procedures we have in place to make sure all staff feel safe and supported in speaking up about anything that makes them feel uncomfortable.

The WRU knows it has fallen short in presenting Welsh rugby to the world in the best light. We have fallen short of the high standards I expect.

I strongly condemn the use of racist, homophobic or sexist language of any kind and state in the strongest possible terms that racism, homophobic, sexist or bullying behaviour has no place in Welsh rugby. We strive to maintain the very highest standards at all times and present a governing body which makes the whole of Wales proud.

We have consulted with our staff and we will re-examine our structures and procedures to make sure our employees find a business that is caring and sensitive to their needs and welfare and creating a safe and secure environment for everyone that comes into contact with us.

We will use the feedback we are currently experiencing to improve, we will listen and learn from what we are hearing and continue to work hard on ensuring Welsh rugby is a game for all with equality, diversity and inclusion at its heart.

The advancement of the women's and girl's game is a central part of WRU strategy and will continue to be so at both professional and community levels.

I cannot turn back the clock but I promise you we will start work on making necessary changes immediately. I will not lead an organisation which would walk past or excuse any of the behaviour described. I will not stand by and watch a culture which falls below the high standards we set.

We will re-examine how we behave in all quarters of the WRU, we will never be complacent in this area, not on my watch.

Much of the recent comment has been difficult to hear but I implore anyone, anywhere throughout the game who is affected by any of the issues raised to contact us immediately.

I care deeply about this subject, the WRU cares deeply and we will act to change wherever we find fault, genuine complaint or grievance.

We will do better.

Steve Phillips



Louisa Scadden | Head of Communications and Marketing
Welsh Rugby Union Group / Grwp Undeb Rygbi Cymru
Principality Stadium Westgate Street
Phone / Ffôn: | Mobile / Ffôn Symudol:
Email/ Epost:

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2023

**SIX NATIONS
CHAMPIONSHIP**

Annex 17: Meeting notes of WRU meeting – 23 January 2023

Present:

Deputy Minister

Steve Phillips WRU

Louisa Scadden WRU

Alex Bevan, Welsh Government

Steffan Roberts, Welsh Government

- SP informed officials on Friday on the BBC documentary being aired on Monday evening (23 Jan). He outlined some of the information likely to come out but full detail was unknown. Some information was already in the press.
- SP provided some context around the individual cases that had gone through an internal process and via an external legal firm. There was a high degree of frustration by WRU around the BBC reporting and the lack of balance offered.
- SP emphasised that sexism, misogyny and racism has no role in the WRU and was determined to clarify the steps it had taken and future action.
- DM welcomed being informed of the issues being raised ahead of the documentary and highlighted that the focus should be on action to restore trust in the organisation. The clustering of individual cases was extremely damaging and the link being made to the wider culture of the organisation. There was also a link between the cases being to be of detriment to the development of the women's game.
- There was a discussion about the call in the documentary around establishing an independent body to oversee complaints about Wales' sports governing bodies. There was no detail around the proposal at this stage and this would require further consideration.
- WG and WRU agreed to maintain contact and further discussion following the documentary being aired.

Annex 18: Meeting notes of WRU meeting – 25 January 2023

Present:

Deputy Minister

Steve Phillips WRU

Louisa Scadden WRU

Alex Bevan, Welsh Government

Steffan Roberts, Welsh Government

- DM highlighted that she wants to see a functioning governing body. WG is supportive of their efforts to restore confidence in the organisation and put a plan in place to do that. It is for the WRU to do that.
- DM highlighted the FM's comments in Plenary yesterday. DM has a Topical Question in the afternoon which will draw out the views of Senedd Members in greater detail.
- DM stated that she will be encouraging the WRU to release the report into the women's game and she would also welcome sight of their wider governance review to see for herself the range of reforms they have previously considered. SP said he already gave commitments in yesterday's media interview and therefore a positive response is expected.
- DM recalled her previous discussion with SP and Ieuan Evans around the reforms they are looking to implement, beyond the recent attempt to establish an independent chair. DM asked for specific examples of actions being undertaken – these include a People Director, staff engagement, training and refreshing HR and EDI policies. SP offered an invite for DM to meet some of his staff.
- DM highlighted the importance of the WRU to the nation and how important it was to get things back on track, but changing an organisation's culture is extremely challenging.
- WRU shared that Ieuan Evans was leading a press conference later in the afternoon.
- All would reconvene following the day's events.

Annex 19: Email – Tonia Antoniazzi MP to Deputy Minister for Arts and Sport – 9 May 2022

From: ANTONIAZZI, Tonia <tonia.antoniazzi.mp@parliament.uk>
Sent: 09 May 2022 21:30
To: Correspondence mail - DB <Correspondence.Dawn.Bowden@gov.wales>
Cc: HART, Estelle <estelle.hart@parliament.uk>
Subject: Concerns regarding the WRU

Dear Dawn,

I am writing to you formally, in your capacity as the Minister for Sport to raise grave concerns I have about the Welsh Rugby Union. There is a deep seated culture of sexism within the WRU which I am afraid will soon become public and that will paint the Welsh Government and those that fund the WRU such as the sponsors and Sport Wales in a negative light. I am concerned that the WRU are not held to account for their behaviour and for their actions as their governance system is archaic and this has resulted in problems within the institution not being dealt with properly and transparently. We have seen this in the review of women's rugby which was completed last year. This document has not been published and there has not been an apology to women who have played and that are playing currently for the way in which they have failed to be the custodians of the game that they had set out to do when they took over the management of the women's game.

My concerns are reflected in the resignation of Amanda Blanc from the WRU Executive Board, after only seeing out 2 of her 6 year tenure. Amanda is the current CEO of Aviva and one of the United Kingdom's high achieving women. Concerns also have been raised anonymously in the media, you may have seen the report in the Daily Mail in March regarding a sex discrimination case which is to be brought in front of a judge in the early autumn. These are only two of a number of cases that have been brought to my attention. I have been unable to speak to and contact the other women myself, but I am very aware of someone in the media having built a comprehensive list of women who are all prepared to go public. From within the WRU, I have spoken to 3 people who have shared my concerns and more concerningly confirmed what I already knew about the organisation.

This is not just a case of one or two people having a spat with the WRU, this is a huge problem on the scale of racism in Yorkshire cricket. I am asking you to speak to these individuals in confidence in order to collaborate the concerns I have raised in this email. As an ambassador of a local girls hub, I have a duty as their MP to ensure that the mistakes of the past and present do not hinder the future careers of women and girls in rugby, and that they are safe to work in the world of rugby and play the sport that they love.

I look forward to hearing from you soon,

Best wishes,

Tonia

Tonia Antoniazzi
Member of Parliament for Gower / Aelod Seneddol dros Gŵyr



Tonia ANTONIAZZI MP
Member of Parliament for **Gower**

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**Annex 20: Letter - Deputy Minister for Arts and Sport to Tonia Antoniazzi MP –
23 May 2022**

Ein cyf/Our ref DB/00277/22
Tonia Antoniazzi MP
Member of Parliament for Gower

tonia.antoniazzi.mp@parliament.uk

May 2022

Dear Tonia

Thank you for your correspondence dated 9 May 2022 raising a number of concerns regarding the Welsh Rugby Union.

There have been recent positive developments in the women's game in Wales to address longstanding issues. However, I am very clear that this is only the beginning of the journey. The WRU still has much to do and I expect them to continue to build on this progress leading to this year's World Cup and beyond. It will be an area I will continue to press for improvements in my discussions with the Chief Executive, and others.

My understanding is the foundation for many of these recent changes we have seen in the women's game have been driven by the review undertaken last year. Whilst I have not seen the report directly, I recognise the concerns raised about the report not being made public and I have engaged with the WRU to understand their approach. It is my understanding that it was always intended to be an internal report to allow consultees and the authors the freedom to be candid in their views of the issues and the changes needed in the women's game. A public-facing report may not have reached the same conclusions and to release the report now may betray the confidences of those involved. However, in moving the game forward, it is critical that the WRU demonstrates that the approach it is taking is being developed with players and stakeholders and that their actions reflect that partnership working.

Whilst I am unable to comment on an ongoing employment tribunal, we should be very clear that any individual or groups wishing to raise complaints or concerns should follow the organisation's complaints or whistleblowing processes in the first instance, before deciding whether or not to escalate matters further.

I have not received any direct representations on any such concerns you highlight.

Yours sincerely

Dawn Bowden AS/MS

Dirprwy Weinidog y Celfyddydau a Chwaraeon, a'r Prif Chwip
Deputy Minister for Arts and Sport, and Chief Whip