

18 January 2024

Dear

ATISN 20019 – WRU Correspondence

Thank you for your request received on 18 December 2023. You asked for:

- Any correspondences sent to the Deputy Minister for Culture, Sports and Arts; Dawn Bowden regarding the issues of sexism and homophobia in the WRU from January 2022 up until now (18 December 2023).
- Any correspondences sent to the previous Minister for Health and Sports; Vaughan Gething regarding the issues of sexism and homophobia in the WRU whilst he was in his role.

Our response

Regarding your request for any correspondence sent to the previous Minister for Health and Sports, Vaughan Gething, regarding the issues of sexism and homophobia in the WRU whilst he was in his role, 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.

The requested correspondence sent to the Deputy Minister for Arts, Sport and Tourism, Dawn Bowden, regarding the issues of sexism and homophobia in the WRU from January 2022 up until now (18 December 2023) are attached in the Annexes below. For reference I have included a table with links to each item:

Annex No.	Item	Sender	Title	Date received
Annex 1	Email	Tonia Antoniazzi MP	Concerns regarding the WRU	9 May 2022
Annex 2	Email	Member of the public	WRU	23 January 2023
Annex 3	Email	Member of the public	WRU Needs Governance Modernisation - Shocking Complacency from the Welsh Government	23 January 2023
Annex 4	Letter	Rebecca Evans MS	Welsh Rugby Union	25 January 2023
Annex 5	Email	Member of the public	HateLab and Prejudice in Welsh Sport	27 January 2023
Annex 6	Email	Member of the public	Welsh Rugby Union External TaskForce	28 January 2023
Annex 7	Letter	Wales Deaf Sports	WRU Issues	30 January 2023

Annex 8	Email	Member of the public	Offer of help and engagement - Confidential engagement	31 January 2023
Annex 9	Email	WRU Chair	WRU	1 February 2023
Annex 10	Email	Member of the public	Opposing Domestic violence while supporting Welsh rugby	2 February 2023
Annex 11	Letter	Rebecca Evans MS	Welsh Rugby Union	10 February 2023
Annex 12	Letter	Anna McMorrin MP	WRU allegations	21 February 2023
Annex 13	Letter	Rebecca Evans MS	WRU	15 March 2023

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: 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: [Email redacted]
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 2: Email – Member of the public to Dawn Bowden MS – 23 January 2023

From: [email redacted]

Date: 23 January 2023 at 23:10:06 GMT

To: "Bowden, Dawn (Aelod o'r Senedd | Member of the Senedd)"

<Dawn.Bowden@senedd.wales>

Subject: WRU

I've previously tried contacting you to raise concerns shared by a growing number Welsh rugby supporters regarding the miss management of our (once) national sport. And if the miss management wasn't enough to force outside intervention then the revelations on tonight's BBC documentary about the archaic culture of the institution surely must be.

The Welsh Government intervened when the FAW had nearly destroyed the Welsh international soccer team, surely they can, and must do the same for Rugby.

Respectfully

[name redacted]

Annex 3: Email from member of the public to Dawn Bowden – 23 January 2023

From: [Name redacted]

Date: 23 January 2023 at 18:50:41 GMT

To: "Bowden, Dawn (Aelod o'r Senedd | Member of the Senedd)" <Dawn.Bowden@senedd.wales>, "Drakeford, Mark (Aelod o'r Senedd | Member of the Senedd)" <Mark.Drakeford@senedd.wales>

Subject: WRU Needs Governance Modernisation - Shocking Complacency from the Welsh Government



E-mail protection couldn't recognize this email as this is the first time you received an email from this sender [email redacted]

Hi Dawn,

Can you please explain the following in the thread here.

The WRU must be held accountable; former players have called for transparency and changes for years. Now we must demand it! It was always so much bigger than the rugby. Steve Phillips must go. @Dawn_Bowden & @WelshGovernment must act. Tune in tonight at 8pm (5pm iPlayer)



Gem
twitter.com

It's been known for years that the WRU is an archaic organisation, out of touch with modern governance and best practice and way out of its depth when it comes to running a business of this size.

There have been significant concerns over the boards (predominately from the community game) and the chosen executive's ability to properly run rugby in Wales, given their lack of top level business experience and success.

I largely try to ignore or take with a pinch of salt comments you see on social media about you and the Welsh Government having too cosy a relationship with the WRU to step in and take the governance under review.

I sincerely hope this isn't true, but the optics of Gemma's thread above are genuinely awful, if true?

FAW damned by Assembly report
walesonline.co.uk

Please see the attached article. This confirms that the WAG set a precedent with the FAW and therefore can take WRU governance under review and warned the FAW that if they did not modernise and change, they would have their governance powers stripped from them.

"WALES football bosses have been warned the future of the national team is at stake in the most damning report in the 131-year history of the Welsh game.

The Assembly's in-depth review of Welsh football - which the FAW refused to participate in - has delivered a no-holds-barred indictment of the way the sport is run.

The FAW have been warned that unless they modernise and change, they will have their "governance" powers stripped from them."

We simply cannot continue to have a majority board at the WRU with extremely limited professional and business experience and backgrounds.

Not only is this going to end up significantly impacting on Welsh Rugby's fortunes in general, financially and otherwise, they are simply not adept to running a modern day organisation, and the allegations made in relation to the culture re sexism, sexual harassment and bullying are both shocking and disgraceful.

Welsh rugby: 'Ticking timebomb' equality warning to bosses
bbc.co.uk

"Amanda Blanc, now chief executive of Aviva insurance company, told the WRU it had a "deep rooted" culture and behavioural problems - and that a union-commissioned review into the women's game was "beyond disappointing" and verged on "insulting to women"."

"In her WRU leaving speech Ms Blanc, on the 2021 Forbes most influential women in the world list, said she was questioned whether she had "sufficient business experience" to be the chairwoman of the WRU's professional board."

"Ms Blanc, a UK Government women in finance champion and Sunday Times Businessperson of the Year, quit after two years as Wales' Professional Rugby Board chairwoman in November 2021 because she felt she was "not being listened to" and the WRU "needed modernisation".

In her leaving speech, Ms Blanc recalled a "truly offensive discussion" about reducing the sanctions for an elected WRU member after he had made misogynistic comments in public, including that "men are the master race" and women should "stick to the ironing".

I mean this is just incredible. It is 2023. Amanda was one of the best people Welsh rugby could have found to drive revenue and change the culture, yet was driven out by misogynistic attitudes. Yet despite what is stated above, the current executive that was there when she aired these concerns remains in place (with exception of a new Chair). Fyi I'm a Welsh labour voter, just an extremely disappointed one right now. Can you please tell me what you intend to do about this shambles of an outdated organisation? This simply cannot continue - it is an embarrassment to us as a Nation. Thanks.

Annex 4: Letter – Rebecca Evans MS to Dawn Bowden – 25 January 2023



Rebecca Evans

Aelod o'r Senedd dros Gŵyr

Member of the Senedd for Gower

Deputy Minister for Arts and Sport
Welsh Government
5th Floor Ty Hywel
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🐦 [RebeccaEvansMS](https://twitter.com/RebeccaEvansMS)

📘 [RebeccaEvansMS](https://www.facebook.com/RebeccaEvansMS)

25 January 2023

Dear Dawn,

Re: Welsh Rugby Union

I am writing to you today on behalf of a constituent who has contacted me to share their experience with the Welsh Rugby Union (WRU). She has sent me the following:

"Between Redacted S.40(2) - Personal Information

[REDACTED] My brief was working with a number of governing bodies of sport in Wales to ensure that grant aid funding supplied by [REDACTED] was spent according to agreed policies and development strategies. Although WRU was not one of my designated sports, I did have a number of occasions when I had contact with it. I completely understand and believe the current accusations. In one situation, when I was on a training day with Welsh sports, I was approached by a delegate from WRU and asked, 'How long does it take to get your knickers off?'. When I raised this matter as a complaint to my line manager I was informed that the matter was of no concern and that I was working in Welsh sport. My memo was destroyed in front of me. No further action was taken."

I would be grateful for information about what discussions you have been having in your Ministerial role with the WRU, and how you will be working with Sport Wales to ensure that the WRU addresses these issues.

Yours sincerely,

Rebecca Evans MS



Welsh Labour  Llafur Cymru

Annex 5: Email - Member of the public to Dawn Bowden – 27 January 2023

From: [Name redacted]

Sent: Friday, January 27, 2023 10:26 AM

To: Correspondence mail - DB <Correspondence.Dawn.Bowden@gov.wales>

Subject: HateLab and Prejudice in Welsh Sport

Dear Dawn Bowden MS,

A few days ago I read with great interest that you had reached out to the WRU regarding the recent allegations of misogyny and sexism. Prejudice against women, ethnic minorities and LGBTQ+ people reaches throughout the culture of Welsh rugby, and can be found from parts of the grassroots fanbase right up to the governing bodies. The same applies to football, cricket and many other professional sports.

You may be interested to know that [HateLab](#) at Cardiff University has built novel technology with public funds to monitor all forms of prejudice and hate online. Recently we published a report on sexist and homophobic online hate speech targeting the Lionesses, finding 92% of the team were sent hateful messages during the Euros and that 94% of the posts were not removed (you can read the report [here](#)). We have conducted a similar analysis on the World Cup for both the England and Wales teams (report due soon) and we are talking to Cardiff City FC about embedding our technology within their club to monitor racism.

If you would like to have a discussion about our work and how it can benefit sport in Wales, then please do get in touch.

Best wishes,

[Name redacted]

Annex 6: Email to Dawn Bowden – 28 January 2023

From: [Email redacted]
Date: 28 January 2023 at 17:15:39 GMT
To: "Bowden, Dawn (Aelod o'r Senedd | Member of the Senedd)"
<Dawn.Bowden@senedd.wales>
Subject: Welsh Rugby Union External TaskForce



E-mail protection couldn't recognize this email as this is the first time you received an email from this sender [Email redacted]

Good afternoon Ms Bowden,

My name is [Name redacted] and I am an independent consultant in the field of Violence against Women, Domestic Abuse and Sexual Violence.

Prior to becoming a consultant, I have a strong combination of practice, leadership and policy-based experience in the field of violence against women, domestic abuse and sexual violence that is detailed in the attached CV.

In 2015

[Redacted] I am a highly respected individual [Redacted] working in the field.

I have been approached a number of occasions this week by BBC Wales and BBC Cymru to offer a response to the experiences of women whilst working for the Welsh Rugby Union including interviews on S4C Newyddion and BBC Radio Wales

[Weblink redacted]

I understand that, as Deputy Minister for Sport, you will be attending a Sports Committee at the Senedd next week in response to the accusations of sexism and misogyny.

I am also aware that the Chair of the WRU has committed to establishing an External Taskforce to examine its culture, systems and processes.

I have made my views clear this week that any examination of the culture needs to be independent, in order to give current and former employees the confidence to share their experiences without fear of repercussions.

I am writing to offer my expertise and independence to the Taskforce to support their work to really understand the culture that exists in the WRU and identify learning and actions to implement change so that everyone, in particular women and girls, are safeguarded and treated equally and with respect.

I am unsure as to whether, and to what extent you would have a say in the membership of the Task Force but in order to instill any confidence in its work it must have the necessary skills, experience, diversity and independence. I believe that I could offer an independent and expert perspective to the work of the Task Force along with the required leadership that will be required to support this review.

I give my permission for you to pass my details onto any relevant party for their consideration and thank you in advance.

Kind regards

[Name redacted]

WALES DEAF SPORTS



FOUNDED 1946

Affiliated to Disability Sports Wales
Affiliated Organisations- Wales Deaf Bowling
Wales Deaf Cricket
Wales Deaf Golf
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Wales Deaf Rugby

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Vice Presidents:

Mr. Donald Simms
Mr. Philip Donovan

Chairman:

Mr. Gwynne Griffiths MA

Trustees:

Glyn Rosser MBE
Gwynne Griffiths MA
Peter Powe
Michelle Fowler-Powe
Vaughan Jenkins

Administrator:

Finance Administrator:

Headquarter:

Bridgend Deaf Sports &
Social Club
Coychurch Road,
Brackla, Bridgend.
CF31 2AP

Registered
Charity No: 1125562

WRU Issues

Dear Deputy Minister

May I firstly thank you for attending and supporting the Launch of the Wales Deaf Sports Strategy. Good progress is being made and as a result of funding from the Millennium Trust we will be staging Four In Sport Events - Two in North and Two in South and all Deaf and Hard of Hearing Children will be invited to attend.

However my main purpose is to express my concern on the recent issues which have arisen in regard of sexism, racism and misogyny within the WRU. Wales Deaf Sports are fully supportive of this concern and congratulate Wales Deaf Rugby Union on their support for the Womens Deaf Rugby Team who are ranked No 1 in the World and are in preparation for the World Deaf 7's in Argentina in April. They do not receive any financial support from the WRU and raise the funds for Travel, Accommodation and Participation in the Championships themselves.

On a personal basis I have been determined to support Womens Rugby by:

- Staging the first Womens Rugby World Cup in Wales •
Setting up the Cardiff Womens Rugby Team
- Taking on the role as Team Manager and Coach of the Womens Rugby Team and taking them to the first World Rugby organised Cup in Amsterdam. WRU put no funding into the Team.

I would request if there is to be a review set up by Wales Government that I have an opportunity to be part of that review.

In Rugby/ Mewn Rygbi

Gwynne Griffiths

Gwynne Griffiths MA. FInstSMM

Annex 8: Email from member of the public to Dawn Bowden – 31 January 2023

From: [Name redacted]
Sent: Tuesday, January 31, 2023 1:53 AM
To: Dawn.Bowden@senedd.wales
Cc: [Name redacted]
Subject: Offer of help and engagement- Confidential engagement

Dear Ms. Bowden,

I am writing to offer up my services in your attempt to build an independent committee to look into the troubling allegations surrounding the WRU.

I am a passionate Welshman who has built a successful business career for over 35 years running some of the worlds biggest and most respected Company's. Many of them multy-Billion-pound enterprises (Bigger then the WRU) under the rigorous guidelines of public company ethics.

Born and growing up in Wales- I am dismayed at the news and bad publicity around the WRU which can only damage our reputation as a country around the world. This saddens me and why I am reaching out to you. I am looking at ways to make a contribution back to Wales. I understand you may be considering a task force to investigate the issues at the organization.

I would be happy to be considered as part of or as chair of such a structure.

I believe, I would be a well-respected, credible, and independent contributor to such a committee. I would not be considered an insider to the organization.

My major concern is that the issues as I read them are cultural in nature and probably needs personnel change and affirmative diversity driven into the organization.

[Redacted signature block]

So familiar with the game at every level.

I would ask that you consider this approach as confidential.

Please let me know if you would like to discuss further.

Sincerely,

[Name redacted]

Annex 9: Email from WRU Chair Ieuan Evans – 01 February 2023

From: Ieuan Evans

Sent: 01 February 2023 15:55

To: Dawn.Bowden@gov.wales

Cc: [Emails redacted]

Subject: WRU

Dawn Bowden

Deputy Minister for Arts and Sport, and Chief Whip

Dear Dawn

Thank you for your recent letter and for the time you have been able to give us whilst we deal with the challenges we face. You and your team have been a great source of advice and we look forward to continuing to work with you and our other partners to build a WRU we can all be proud of.

As the Chair of the WRU, I've been humbled by what I have heard, particularly the impact on our female staff and players. I think we all know that we can always do more to make the game and our organisation more inclusive, but I was shocked by the personal stories highlighted by our former staff in the programme. I can only apologise to them and say that I will work night and day to ensure all of our staff feel safe and valued.

As you know, things have moved quickly and we have been in discussion with Sport Wales and others to set up the external taskforce that will help us ensure our culture is welcoming and inclusive and fit for the future.

You are right to highlight that we should not wait until the taskforce completes its work before we make changes, specifically to ensure that our staff feel safe, supported and valued, and that we tackle incidents and behaviours in a robust and consistent manner. I understand you remain concerned about current workplace policies and clearly we have more to do in terms of engaging with staff and with partners on that issue.

That said, I wanted to make sure you were aware of progress that we have made recently on this matter. I am pleased to be able to tell you that we appointed a new People Director a year ago and we have invested in new procedures and widespread mandatory training to make sure that we work together to develop every day working culture which is professional, inclusive and welcoming.

- Our HR team has been restructured and a further two team members, including an Equality, Diversity and Inclusion Manager to provide more dedicated support to our teams.**
- The HR Team has sought external expertise to provide advice and support in reviewing all of its people policies in 2022, which includes our EDI, whistleblowing and grievance policies, to ensure these are as robust as possible.**

- We have an internal working group focused on inclusion and diversity conversations and EDI sponsors at Board and Executive level.
- Since 2021, all staff and board members have completed EDI training with external partners.
- We engaged with Chwarae Teg last October and have staff currently on their Inclusive Leadership Programme.
- We put in place six months ago an anonymous, external whistleblowing line for staff to be able to raise any issues in a safe and supported way.
- We have a suggestion box in place where staff can make anonymous suggestions in an informal manner, alongside a new area on our internal intranet where staff can look up how to report any concerns and access support resources.
- Our induction has been renewed so that new joiners are now given information on who their HR contact is and how they support and an introduction from our EDI Manager alongside other relevant information when starting.
- We carried out a staff survey in September 2022 which has given us valuable insight into our current staff views on the organisation and areas for improvement. We also offered all staff the opportunity to participate in EDI focus groups in August 2022, to gain their feedback on experiences and thoughts on our future priorities.
- This is an ongoing process and we have further mandatory EDI training for board members and community game representatives.

Changing culture takes time, but we're determined to do it, and in addition to the work of the taskforce, we're looking at immediate things that we can do, and have done to support our staff.

I will copy this letter to the Chair of the Culture, Communications, Welsh Language, Sport, and International Relations Committee.

I look forward to continuing our dialogue and thank you again for your advice and challenge.

Yours sincerely,

Ieuan Evans

Chair

This e-mail is sent by or on behalf of The Welsh Rugby Union Group (comprising of The Welsh Rugby Union Limited, Millennium Stadium plc and associated companies) (together, the "WRU"), is confidential and may be privileged or otherwise protected. If you are not the intended recipient, do not copy or disclose its content, but please contact the sender immediately. Messages sent to and from the WRU may be monitored to ensure compliance with internal policies and to protect our business. E-mails are not secure and cannot be guaranteed to be error free. Anyone who communicates with the WRU by e-mail is taken to accept these risks.

The Welsh Rugby Union Limited is registered in England and Wales with company number 3419514. Mae Undeb Rygbi Cymru yn gofrestredig yn Lloegr a Chymru gyda rhif cwmni 3419514

Millennium Stadium plc is registered in England and Wales with company number 3176906. Mae Stadiwm y Mileniwm ccc yn gofrestredig yn Lloegr a Chymru gyda rhif cwmni 3176906

Registered address: Principality Stadium, Westgate Street, Cardiff, CF10 1NS. Cyfeiriad Cofrestredig: Stadiwm Principality, Heol y Borth, Caerdydd, CF10 1NS



Please think of the environment and do not print this email unless it is necessary

Annex 10: Email to Dawn Bowden – 2 February 2023

From: [name redacted]

Sent: Thursday, February 2, 2023 8:12 AM

To: Correspondence mail - DB <Correspondence.Dawn.Bowden@gov.wales>

Subject: Opposing Domestic violence while supporting welsh rugby

Hi ,

Do you thin Sir Tom Jones may consider re-releasing Delilah with new lyrics dedicated to the Welsh Rugby Team, it would make a powerful statement in opposing domestic violence but would be a fantastic legacy for welsh rugby, was hoping what ever powerful new lyrics would be written that the rugby team could join in the chorus. That would be awesome for welsh rugby, opposing domestic violence and of course Sir Tom, whaddyathink?

Best wishes

[name redacted]

Annex 11: Letter from Rebecca Evans to Dawn Bowden – 10 February 2023



Rebecca Evans

Aelod o'r Senedd dros Cŵyr

Member of the Senedd for Gower

Deputy Minister for Arts and Sport
Welsh Government
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📘 [RebeccaEvansMS](https://www.facebook.com/RebeccaEvansMS)

10 February 2023

Dear Dawn,

Re: Welsh Rugby Union

I am writing to you today on behalf of my constituent who received your response dated 9th February 2023. They have asked that I share the following with you:

"The fact Sport Wales has, "comprehensive procedures to support", in place does not equate to the implementation of these? While employed by the [REDACTED] such policies were in place. The point I am making is my manager did not use these policies to protect me. Given my experience, I conclude such policies were and probably remain superficial, nothing more than window dressing. The current situation with the WRU and the lack of intervention by Sport Wales leads me to believe little has improved since the early [REDACTED]

The Minister while giving evidence at the recent Committee Scrutiny meeting suggested that her challenge to the WRU's abhorrent demeanour was limited due to the level of information and advice available to her. The question is why is this the case? A prominent remit of Sport Wales is to advise the Welsh Government on matters relating to Welsh sport, indeed wording identifies Sport Wales as, "the Welsh Government's lead adviser for all things in sport". Sports Wales performance has fallen short and is complicit allowing the WRU to behave in this unacceptable manner for too long. Sport Wales should be asked to identify its own behaviour and justify its lack of action intervention to stamp out the 'toxic' culture that has permeated Welsh sport."

I would be grateful for any comments that I am able to pass on to my constituent.

Yours sincerely,

Rebecca Evans MS



Welsh Labour  Llafur Cymru

Annex 12: Anna McMorrin MP - WRU allegations

ANNA McMORRIN MP
Member of Parliament for Cardiff North



HOUSE OF COMMONS
LONDON SW1A 0AA

Dear Dawn,

I write as Shadow Minister for Victims and Youth Justice in relation to the shocking revelations of misogyny and discrimination women within the Welsh Rugby Union (WRU) say they are facing.

I am sure you agree that it was absolutely harrowing to hear the experiences of former female employees who were left suicidal by the WRU's treatment, and I am deeply concerned by the WRU's subsequent handling of the issues raised, as highlighted in the Wales Investigates programme.

Women and girls have the right to feel safe in the workplace and all aspects of their lives. The fact that we're still having the same conversations about acceptable behaviour towards women in the workplace, or indeed anywhere, is staggering. Apologies are simply not enough. The serious allegations made against the WRU have clearly demonstrated that far more robust action must be taken to tackle this at a systemic level, to stamp out this insidious, toxic culture at the WRU and in society more widely.

For far too long women have remained silent about the misogyny and discrimination they face and we have a duty to ensure these brave women who come forward are supported in doing so. They must see that the repercussions of such behaviour meet the moment, paving the way for other women who may come forward.

I understand that the Welsh Government has urged the WRU to take immediate actions after these devastating allegations. However, I'd be very grateful if you could clarify what that means in real terms.

I know the Welsh Government is committed to tackling abuse in the workplace and challenging damaging behaviour towards women and girls in Wales so that we can live fear free. I understand that the Welsh Government has urged the WRU to take immediate actions after these devastating allegations. However, I'd be very grateful if you could set out what urgent steps you are taking to address these allegations and ensure that the WRU are held to account.

It's clear that leaving this for the WRU to deal with alone is not enough. I hope you will agree that there must be an independent body established to investigate complaints when there are serious issues like this within governing bodies and sporting governing bodies in Wales. I'd therefore be very grateful if you could outline what steps Welsh Government is taking to achieve that and to ensure sporting governing bodies are held to account.

Thank you for giving this matter your attention and I look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Anna McMorrin'.

Anna McMorrin MP
Shadow Minister for Victims and Youth Justice
Member of Parliament for Cardiff North

Westminster Office: 020 7219 4307

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Annex 13: Letter from Rebecca Evans to Dawn Bowden – 15 March 2023



Rebecca Evans

Aelod o'r Senedd dros Gŵyr

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15 March 2023

Dear Dawn,

Re: WRU

I am writing to you today on behalf of my constituent who has asked that I share the following with you, in reply to your response on 28 February 2023.

"If the 'Capability Framework' identified a review was required in the Summer of 2022 and the 'bi-annual meetings with Sport Wales highlight issues of concern, why did it take a BBC Wales documentary before the unacceptable conduct of the WRU entered the public domain?"

Did Sport Wales know about the allegations of sexism and misogyny relating to the WRU? If not, why not? If Sport Wales was aware of the allegations, why did it not inform the Welsh Government?"

I would be grateful for any information that I can share with my constituent.

Yours sincerely,

Rebecca Evans MS



Welsh Labour  Llafur Cymru