

Mr Ieuan Evans

Chair

Mr Nigel Walker

Interim Chief Executive Officer

Welsh Rugby Union

3 February 2023

Follow up from Committee meeting 2 February 2023

Dear Ieuan and Nigel

First of all, I would like to thank you on behalf of the Culture, Communications, Welsh Language, Sport, and International Relations Committee for providing evidence on Thursday 2 February 2023. The Committee is grateful to you both for your time.

The Committee was shocked to learn that it had taken the broadcast of a BBC documentary on 23 January 2023 for the Welsh Rugby Union ("WRU") to grasp the seriousness of the issues. It is concerning, for a £100million turnover business, let alone a national institution, not to be across these matters.

As you will know, the WRU is the gatekeeper of one of our national sports. It has a duty as that gatekeeper in ensuring rugby in Wales is free from discrimination and misogyny, and that all who participate and work within the game can do so without fear of bias or unfairness.

We were assured to hear the contrition in your evidence and welcomed the next steps you outlined in tackling issues of alleged racism, sexism and misogyny within the WRU. As discussed during the meeting, there are a number of actions we would like to follow up with you.

Independent taskforce

At the meeting, you noted that an independent chair of the taskforce would be announced on Friday 3 February, as well as the publication of the terms of reference. You also agreed to share regular updates on the taskforce's work once it is underway. I would be grateful if you could share this information with the Committee once it is ready and available.

The Committee is of the view that it would be inappropriate for it to undertake any work in parallel with the taskforce which duplicates its work. This taskforce must be allowed to do its job independently and thoroughly. We welcome your commitments to "opening your doors and your books" to the taskforce. This transparency is an important step in conducting this work.

We look forward to considering the recommendations of the taskforce once it has concluded its work.



2021 review into women's rugby

During the meeting, you agreed to send us the full list of recommendations arising from the report that was completed in 2021 into women's rugby in Wales. We look forward to receiving these in due course.

In the meantime, we would also like to take the opportunity to encourage you to seek all avenues to ensure the publication of this review. We welcome the steps you are taking to publishing a redacted version of the report. We think that openness and transparency can only be a good thing when dealing with this issue, and we hope to see a copy of this report made public soon.

Information on grievance and disciplinary matters

During the meeting, when you were asked to share information about the number of non-disclosure agreements the WRU has used, you said that you couldn't "trample over the law" and that you would "look to facilitate" the people involved giving evidence to the External Review. We would welcome confirmation of the number of non-disclosure agreements the Union has used in the past five years. In addition to this information, we would like to know how many staff members have been disciplined or subject to grievances related to alleged racism, sexism, misogyny and homophobia over the same period.

The Committee is clear that it will keep a close eye on this matter and looks forward to speaking to you again in the near future to discuss the progress of this work.

Yours sincerely,



Delyth Jewell MS

Committee Chair

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.