

19 November 2024

F.A.O. Llew Williams

Clerk

Culture, Communications, Welsh Language, Sport, International Relations Committee

Welsh Parliament

Via email: [SeneddCulture@senedd.wales](mailto:SeneddCulture@senedd.wales)

Dear Llew Williams,

Thank you for welcoming us to discuss the most recent updates on the Independent Review. In the Independent Review, it was made clear that a significant amount of work was required to rebuild trust in the WRU, and to address serious shortcomings in the organisation's culture, governance, and leadership. The report provided 36 recommendations in total, which the WRU has committed to ensuring all of the recommendations are actioned.

The first recommendation was the instruction of an external Oversight Group that would oversee the WRU's progress against the review's recommendations, in addition to publishing regular updates. Since the WRU last met with the committee, the complete Oversight Group has now been established which includes Dame Anne Rafferty (Lady Justice of Appeal of England and Wales until 2020), Dame Katherine Grainger (Olympian, Chair of UK Sport AND Chancellor of the University of Glasgow) and Rachel Brace (HR Director of the FA).

In August the WRU met with the newly completed group to discuss progress. The meeting was positive in which the group were very happy with the progress made. The next meeting has been arranged for January 2025.

The WRU published its most recent report in October 2024, in which there were key updates to the recommendations. These included:

- The headline 'One Wales' Strategy was published in June, with the full strategy, including details on the Men's Professional Game to be published in November 2024. The delay was due to exceptional circumstances relating to finances which needed more time to be resolved.
- A robust reporting process is now in place from the Executive Board through to WRU to track Strategic Priorities and Finances.
- Extensive review is underway to reform the financial support available to community clubs.
- A women and girls strategy group has been established and is being run by Amanda Bennett. Further funding has been approved by Board to support the Strategy.
- EDI Strategy is ready to be launched alongside the full Strategy in November 24.
- Work in relation to staff is continuing. To name a few: A complaints system was reviewed and implemented in June 24. A new performance management system was launched in September. New WRU Group values are being explored and consultation with staff has commenced.

## THIS IS OUR GAME. DYMA RYGBI CYMREIG.

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I have included with this letter the latest published version of the progress report and am happy to update the Committee in more detail and in some areas where further progress has been made.

I have also included a press release in relation to the Women's Senior Squad contract negotiation. It outlines some of the conclusions and recommendations of the review that we undertook to ensure that we learn from the issues raised.

The final review report is currently in draft, and we should hopefully be able to share this with you before the Committee session. Of course, I also look forward to updating the Committee members directly on the progress we have made to put in place more support for the players and the changes that are already underway in response to the issues raised by the squad.

I also include our Annual Report for the financial year 2023, which provides further information on our financial position, and will also send on this year's Annual Report, due to be published at our AGM this weekend.

If you require anything further, we will do our best to provide specific information or can provide additional evidence at the Committee session.

Yours sincerely



**Abi Tierney**  
**WRU Group CEO**