



Comisiwn  
Cydraddoldeb a  
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Equality and  
Human Rights  
Commission

## Delyth Jewell MS

Chair, Culture, Communications,  
Welsh Language, Sport,  
International Relations Committee  
Senedd Cymru  
Sent by email only

Our ref: 20241129 JewellID

Friday 29 November 2024

Dear Chair,

### Our legal agreement with the Welsh Rugby Union

I am writing to inform you and the Committee that the Commission has signed a legal agreement with the Welsh Rugby Union after concerns over a workplace culture which did not adequately protect staff from discrimination and harassment.

The legally binding agreement sets out what the WRU must do over the next year to improve its workplace policies, practices and culture to protect its employees from discrimination and harassment, including sexual harassment.

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Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg.

The Commission welcomes correspondence in Welsh or English.

**Ff/T:** 029 2044 7710

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It comes after an independent review found that aspects of the workplace culture at the WRU were 'toxic', and that sexism, racism and homophobia were not adequately challenged. The review also found evidence of bullying and an over-reliance on non-disclosure agreements (NDAs) to prevent employees from sharing their experiences.

Under the terms of the agreement, the WRU has committed to:

- Introduce mandatory training on equality, diversity and inclusion (EDI) for all employees, board members, management and senior leadership
- Introduce mandatory training on harassment and dealing with complaints of sexual harassment for people managers
- Work with an external adviser to review and amend its corporate workplace policies, including a specific sexual harassment policy
- Introduce a standardised system to record and monitor discrimination and harassment complaints
- Implement all outstanding recommendations from the independent review
- Review the use of NDAs

Other key actions included as part of the agreement include an EDI delivery plan and five-year strategy, with senior executives having specific EDI-related objectives in their annual performance targets.

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The actions included in the agreement are designed to be achievable and effective ways to embed the prevention of discrimination and harassment at the WRU. We will monitor the completion of the actions in the agreement, with many of them already underway.

We will write to you at the conclusion of the agreement to provide an update on progress.

Yours sincerely,

**John Kirkpatrick**  
**Chief Executive**

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