



**MINUTES OF THE ARMY RUGBY UNION ANNUAL GENERAL MEETING  
HELD AT 1530 HRS ON THURSDAY 21 2018  
IN THE ARMY RUGBY UNION DEVELOPMENT CENTRE, QUEENS AVENUE,  
ALDERSHOT, HAMPSHIRE**

**PRESENT: A LIST OF ATTENDANCE IS ATTACHED AT ANNEX A**

<b>ITEM</b>	<b>Action</b>
<b><u>ITEM 1: CHAIRMAN'S OPENING REMARKS</u></b>	
<p>1. The Chairman opened the meeting at 1530hrs and welcomed all present. He commented that this is his fourth and final year in the appointment as Chairman and that he hands over the Chairmanship to Major General Jez Bennett at the end of the season on the climax of the 2019 Inter-Services.</p> <p>He reminded the AGM why we are here; our constitution states that: The AGM shall be held annually as directed by the Management Board. Each club within the Union may send one representative to such meetings, exclusive of any member of their club serving on the Council, who shall be entitled to vote.</p> <p>2. The Management Board, also known as the Board of Trustees, for which he is Chairman, is accountable to a variety of different organisations in varying degrees and areas including the Charity Commission, Companies House, the Rugby Football Union, the Army Sport Control Board and to you, our members. The purpose of this AGM is to brief you on our strategic plans and intentions so that you can endorse them where appropriate and question where appropriate in order for the ARU to deliver them on your behalf. Therefore as we finish each section please do ask any relevant questions you may have.</p> <p>3. A reminder of what the Aim of the ARU is: The aim of the ARU is to promote and foster the game of Rugby Union in the Army and its local communities in accordance with the Laws of the Game promulgated by the World Rugby (WR) and rules, regulations and bye-laws issued by the Rugby Football Union (RFU).</p> <p>4. The Management board executes this task on your behalf. Our Mission is to: Management Board Mission Statement is to promote and govern Rugby Union in the Army through the maintenance of stable structures for the game that enable its successful development at all levels for the benefit of all its participants.</p> <p>5. He commented that for those of you who travelled to Twickenham last year you will recall that he reported that we were in a sound position both financially and as a National Constituent Body. Our finance position remained strong with a committed reserve and the AGM would hear about how we have allocated this year's budget from Steve Bates shortly, although the ARU will need to make changes to how we operate our Inter-Services matches next year. He confirmed that the Board remain transparent and financially compliant as a registered charity; that the Trustees and directors remain accountable, that the ARU have once again been subject to an independent audit, and that the Board deliver the best possible value for money as one of the National Constituent Bodies of the Rugby Football Union, importantly focused in every respect on our Charitable objects.</p> <p>6. With regard to maximising rugby for all, he commented that he had some significant concerns. He commented that while he believed our representative</p>	

teams and the men's Corps sides are in a reasonably good state, he got the very strong sense that the ARU are facing significant challenges with availability of players and teams in our Community Rugby and therefore the rugby being played at Premiership, Championship, Garrison and women's Corps levels. The last two years had seen a significant reduction in the fixtures being played and ultimately that would also have an impact on the future of our representative teams. He commented that he would be very interested in your views and opinion as to why this is occurring; something he would return to later in the meeting.

7. Following the last AGM the Board produced the strategy and associated plans for the next 5 years. The Strategy is linked directly to the Management Plan and reflects what the Board feel is important on how rugby union is developed within the Army. Our Strategy is based on the following building blocks:

Maintain, Sustain, Develop, Grow, Evolve and Succeed.

a. Maintain.

- Maintain Single Service CB Status
- Maintain an Operating Reserve
- Maintain the current Community League systems
- Maintain the Army Representative Teams
- Maintain adherence to the guiding principles of the Charity Commission, RFU and ASCB.

b. Sustain.

- Secure and retain a principle sponsor of the ARU (and secondary sponsors)
- Secure and maintain funding from the RFU for an RDO
- Secure and maintain funding from the RFU for AGPs
- Secure a fair and comparable contract with the RFU for the Army v Navy match
- Secure the reduction of non – discretionary expenditure between Community and representative rugby

c. Develop.

- Develop an improved narrative and messaging format for the ARU
- Developing the ARU structure
- Coordinate an internal and external engagement plan
- Establish a relationship with the SRU, WRU and IRU
- Produce ARU Key Messages
- Resolve the ARUs access to GMS
- Encourage more match officials
- Develop an engagement plan with Premiership clubs and University's
- Ensuring players, coaches and staff are recognised by the c of c

d. Grow.

- Execute a plan for growing Women's participation in rugby (15s and 7s)
- Establish a Women's 7s Team
- Introduce a separate 7s competition for units that can't play 15s
- Monitor and introduce O2 Touch
- Secure a second RDO; funding from the RFU
- Grow the Tri Service relationship

e. Evolve.

- Into an agile and innovative organisation providing inclusive rugby for all, that fosters development and growth.

f. Succeed.

- Maintain and expand the current league fixtures and tournaments
- Maintain an open and fair selection process for all representative teams
- Maintain funding for the senior team annual training camp
- Continued engagement with the chain of command for release of players in competitions
- Ensure Twickenham remains a 'sell out'
- Maintain Babcock's principle sponsorship of the Inter Service competition

8. He reported that our representative teams remain as competitive as ever, playing high level opposition both home and abroad and you will hear more later from the relevant Director's reports. The best people are working within the representative game; coaches, match officials, medical staff and administrators, however we are always after people to fill numerous positions as individuals step down from the supporting and management roles. His plea is that to ensure we deliver the best possible succession plan in the management of the top end of Army rugby and that if anyone present at the AGM are interested or know of people that would really add value, please do make contact with the relevant Director of Rugby and open a communication pathway.

9. Turning to the Inter-Service matches he commented on the difficult and dynamic situation we find ourselves in. For a few years now the Army v Navy game has received a very favourable post Army v Navy match report from the Met Police; until this year's 2018 Army v Navy match, which was particularly damning on spectator behaviour and highlighted a number of potentially criminal acts as well as significant ASB. The AGM should be assured that the match committee have worked tirelessly and extremely meticulously with the Met Police, the RFU, the local council and community groups around Twickenham to address these issues but the bottom line was and is that unless significant reasonable changes were made to the format of the match we would have had the licencing for the match at Twickenham withdrawn from us. This was a strategic issue, which has also caught the attention of Service Chiefs and the CEO of the RFU and any loss to the fixture would be somewhat disastrous in both reputational and fiscal terms. So with the RNRU, the match committee have taken steps to try and reduce the likelihood of anti-social behaviour and minimise the impact to the Twickenham community. These changes include: the rescheduling of the Women's and Master's fixtures away from the Saturday morning; an earlier kick off time for the Men's fixture and hence an earlier finish time; an overall reduced drinking period at Twickenham; an enhanced communication plan; and greater emphasis on litter collection and dispersal of the crowd post the match. The 2019 game is the RN's home fixture and they are responsible for the format of the games including the Women's and Masters games at HMS Collingwood on the Friday. For the 2020 fixture when the ARU are the home side we are exploring playing the Masters at Kneller Hall on the Friday, with the Women's and Senior men's games in the stadium on the Saturday, which I hope will set the right agenda going forwards. He asked that the attendees do all you can to emphasise the importance of spectator behaviour at Twickenham so we can best protect this important day in the rugby calendar.

10. With regard to the match against the RAF we have for some time been looking at how we might best get it back on a major footing remembering that some 20

years or so ago it was also played at Twickenham. With the support of the Royal Air Force the ARU have decided to take the 2019 Army v RAF match to Gloucester RFC to be played at their Stadium at Kingsholm on the 27th April the Saturday before the Army v Navy match. A match committee has been formed and with the support from the Corps and Units we very much hope to put a significant crowd into Kingsholm to generate some additional income and improve the profile and experience for all.

11. International Honours - He congratulated Lieutenant Nikki O'Donnell having been selected to referee her first full international taking charge of the Women's match between Wales and South Africa on Sat 10 Nov 18 and Captain Will Reeve, currently Adjt in BATUK who played for Kenya on Sunday in the Rugby World Cup repechage game against Canada. Congratulations to them both.

He informed the AGM they would receive reports covering the following areas:

- Finance Report
- Representative Rugby
- Community Rugby
- Rugby Development
- Approval of the ARU Management Board and Council
- Approval of Life Vice Presidents (if required)

#### **Questions on the Chairman's opening remarks.**

- Col G Taylor – Will the restrictions imposed on the Army v Navy match have an imposition on any other 'charity matches' being played in the local area on the day (i.e. The Royal Artillery Memorial Match)
- Chairman – Any such matches must ensure the sponsor of the match (Richmond RFC) have fully liaised with the Met Police and the local authorities.
- Capt A Jackson – What is the rationale behind the A v N and Army v RAF ticket allocations?
- Chairman – After numerous options the Board have agreed that this gives Corps selling more tickets at Twickenham and therefore making more money the requirement to sell more tickets at Gloucester RFC.
- Major T Smith – Is the closure of Kneller Hall on the Saturday been a factor imposed by the RFU and Met Police?
- Chairman – Yes, the RFU made the recommendation to protect all of its fixtures throughout the year.

#### **ITEM 2: DIRECTOR OF FINANCE BRIEF TO THE MEETING**

12. Mr Steve Bates, the ARU Director of Finance briefed the meeting. He gave an overview of specific Income and Expenditure in key areas.

#### **13. Headlines.**

- a. The latest audited accounts record a potential excess of income over expenditure, the 4<sup>th</sup> consecutive year the ARU has been in this position. This is exactly what is required and is the result of prudent spending and sound financial planning.
- b. It is likely that the accounts for the 18/19 season will not be in the same position as forecasted expenditure is greater than forecasted income. This is sustainable as a one off every 3 – 4 years as long as it does not become the norm/expectation.
- c. The Army v Navy continues to be the ARU's main source of income, however match day costs continue to rise over and above the expected RPI

increases; indeed there was an 11% increase in 2018 compared against the 2017 fixture.

- d. As reported at the 2017 AGM, review of complimentary ticket allocation has been actioned with a view to encourage/incentivise sale of the inaugural Army vs RAF fixture at Kingsholm Stadium, home of Gloucester Rugby Club in April 2019.
- e. Sponsorship has declined this year compared to past years with an expected income of £192k via direct sponsorship, a £66k decrease on the 17/18 this is due to the loss of the major sponsor Sodexo.
- f. There will be no changes to the 2019 ticket prices but we are reviewing a ticket increase for 2020 in-line with the increased running costs of the Twickenham event.

#### 14. Income

Detail	Audited Accounts as at 31 Aug 18	2018/19 Estimate
Voluntary Income (Sponsorship/Grants/Affiliation Fees)	£317,532.00	£246,932.00
Other income (Bank Interest, Investments )	£3,372	£7000,00
Income from Charitable Activities (Inter-Services, Shop Profit)	£916,657.00	£871,100.00
<b>Total Income/Allocation</b>	<b>£1,237,561.00</b>	<b>£1,125,032.00</b>

#### 15. Expenditure

Detail	Audited Accounts as at 31 Aug 18	2018/19 Estimate
Governance/Cost of Charitable Activities (e.g. Inter-Services)	£743,515.00	£883,106.00
Grants/Donations/Team Budgets	£576,315.00	£519,556.00
<b>Total Expenditure/Allocation</b>	<b>£1,319,830.00</b>	<b>£1,402,662.00</b>

#### 16. Expenditure – Representative Teams

<b>Detail</b>	<b>Audited Accounts as at 31 Aug 18</b>	<b>2018/19 Estimate</b>
Senior XV	£136,733.00	£118,908.00
Women	£41,693.00	£32,289.00
A Team	£16,279.00	£7,794.00
Academy	£16,693.00	£6,966.00
Sevens	£43,356.00	£29,450.00
Masters	£92,249.00	£18,780.00
<b>Total Spend/Allocation</b>	<b>£347,003.00</b>	<b>£214,187.00</b>

**17. Expenditure – Community Rugby**

<b>Detail</b>	<b>Audited Accounts as at 31 Aug 18</b>	<b>2018/19 Estimate</b>
Community	£37,001.00	£35,380.00
Premiership/Championship	£4,768.00	£7,450.00
Corps	£11,868.00	£11,250.00
Garrison	-	£28,670.00
Tours	£11,400.00	£30,000.00
<b>Total Spend/Allocation</b>	<b>£65,037.00</b>	<b>£112,750.00</b>

**18. Rugby Development**

<b>Detail</b>	<b>Audited Accounts as at 31 Aug 18</b>	<b>2018/19 Estimate</b>
Coaching/Rugby Development	£4,169.00	£16,900.00
Referees	£25,400	£23,150
<b>Total Spend/Allocation</b>	<b>£59,747</b>	<b>£33,900</b>

Lastly he proposed that the Army Rugby Union investigate a suitable auditor to conduct the 2019 auditor (Carried).

**Questions regarding the Finance Report:**

- WO2 D Bates R Sigs – Why are Army Masters receiving more income than Army Rugby Union – Annual General Meeting 2018

the Academy when the Strategy states that the Academy is a higher priority.

- Chairman – This has been identified and I have asked the Director of Masters to make significant savings. Next year's budget will reflect the importance of Academy re Masters rugby.

Finance  
Committee

### **ITEM 3: DIRECTOR OF SENIOR RUGBY COVERING REPRESENTATIVE RUGBY BRIEF TO THE MEETING**

19. Col Sandy Fitzpatrick briefed the meeting of the men's representative teams.

#### **Representative Rugby – The Senior XV 17-18**

The 2017/18 season started well, had momentum and actually the finale at Twickenham was a consolation victory. We didn't retain the Inter-Services Cup, but there were many positives from a team perspective in the XV's game. On the 7s front, momentum was good and we finished the season on a high, winning the Denver Rugby Town International Sevens in Colorado.

##### **a. XV Rugby**

A new squad was being built last year and there were many new and emerging players who stuck their hands up to compete to play, make an impact and add value. The competition was healthy and focused.

The preparation started well and our opposition gave the Snr XV and the A Team the challenges we expected and needed. There were good matches against Oxford and Cambridge early in the New Year where the Head Coach mixed the teams and looked at combinations. We then had to contend with the awful weather and playing conditions against British Police and Esher in Feb 18. Two good results against strong opposition. The squad was then trimmed to get into the detail of IS preparation. It wasn't that we didn't have the talent, we had too much and needed a more manageable number to shape for the training camp and IS campaign. On the next part of the journey was a confirmatory check game against the French Army. We headed to the very impressive French Military Centre of Sport in Fontainebleau, an hour's drive south of Paris for the annual 'Le Crunch' fixture. The Reds ran out worthy and deserved winners 46 – 12. We are looking forward to the return fixture with the French in the UK in Feb 19. Next stop was the 2018 Training Camp

The final IS squad was not settled upon until just prior to the annual training camp in Portugal. Highlights of the season leading up to the Inter-Services competition was the players making the coaches job difficult, growing in skill level, confidence and a passion to wear the red shirt. The journey was rewarding and a learning curve. At Inter Services, the RAF had a 16<sup>th</sup> man in their RAF 100 celebrations, and edged us out by 1 point at RAF Halton. At Twickenham, the hype and tension was high and an early infringement by the Navy and a subsequent RED card gave us a slight advantage, but never underestimate a wounded animal. They never gave up, nor allowed us an easy route to a victory and an opportunity to end the season on a high.

Thanks must go to the coaches and management of the senior and A squads who have worked tirelessly together to develop players and deliver the support to players. We also sadly and finally said farewell to Andy Sanger. His commitment, hard work and service to the ARU is unquestionable and we wish him all the very

best for the future. We also to say farewell to Brigadier Adam Griffiths the DoR, Maj Paul Gittins the Team Doctor and Capt Paul Jones QDG the Team Manager. Thank you all for your contribution and commitment. Everyone has added to value to the season. It has taught us much and allowed us to appropriately reflect, re-orientate and get ready for 18-19.

**b. Sevens**

The Army 7s squad have had a successful 2018 campaign. Some excellent rugby was played by the Senior 7s and the Development squad. New talent was spotted and we went from strength to strength generating some good momentum. We started well in the GB Bounce Super Series, a national elite 7s competition. It was our competition to win and we played some very compelling rugby that was a joy to watch. Routinely in the last four, less the quarters at Ealing. We finished second overall in the series but with some consistency we should have done a little better. That said, our talent was recognised and we had two players asked to play for Saracens 7s in the Premiership 7s competition which they won.

The season culminated in reaching the final and winning the Denver Serevi 7s tournament played in Colorado USA. A \$10,000 prize and the kudos of beating a side with no-less that over 35 international caps amongst its players. It was a real test of the team's resilience and professionalism to grind out a deserving victory. A great way to end a fantastic season with a very dedicated and close set of players eager to excel and be ambassadors for Army Rugby.

As we close the season, preparations have started early for 18-19 season. The aim; build on the 17-18 season, learn the lessons, deepen the player talent and expand the game and its reach. There is a new Director for Senior Rugby, Col Sandy Fitzpatrick, a new head coach Maj Burnie Burnard REME and a new team manager, Maj John MacCallum SG. We had a good trials week in October ready for the start of the rugby campaign in January 2019. For the 7s, there is the establishment of a Women's 7s team and inclusion of a Masters Team for specific tournaments to support Army Engagement. In 2019 winning the Super Series is the target.

**c. Women's Rugby – Major Charlie Maxwell gave the woman's reports**

As always, it has been an eventful year for the Army Women's Rugby Team. The squad formed up for their 1st fixture in Sep 17 against Waterloo and ended their season playing an away fixture against the French Navy in Jun 18. Interim fixtures included 3 full international fixtures against an extremely physical SA touring squad at Aldershot and 2 x away games with Germany and the Netherlands. Finally returning to home soil, the squad faced England U20s and the Women's Barbarians at Aldershot. Notably, this was the 1st game on UK soil for the nascent Barbarian Women's side.

The RAF fixture was the closest so far. The RAF proved worthy adversaries and, at times, could even consider themselves unlucky not to go ahead. However, the Army's stalwart defence proved unbreakable and maintained a clean sheet despite the onslaught of the RAF attack. Although starved of ball, the Army attack proved decisive and, I am pleased to report, the score ended 10-0 in favour of the Army.

However, nothing can be taken for granted with this fixture and this is definitely the game to watch in the forthcoming season.

Capt Gemma Rowland (RA) has had another outstanding season. She continued to represent Wales at both VIIIs and XVs, including selection for both Six Nations and the Commonwealth Games. Additionally Sgt Sarah Mimmagh AGC RMP has been capped for Ireland Women.

The women's representative season ahead is full of potential. Two new squads are due to be introduced, including the Women's A team in January '19 and the Women's Sevens' team in May '19. In addition, there is a new Head Coach and Team Manager for the Women's Senior side. Work has been ongoing throughout the off-season to identify the additional resource required for the squads and to ensure that it is in place and ready for the season ahead. The fixtures list has had a revamp but remains packed with exciting fixtures. Scotland return with an away fixture planned for Jan 19 whilst Germany have been added to the Army Development fixture list. In addition, Sweden have joined the Seniors' list with a fixture planned for Mar 19.

#### **d. Academy Rugby**

The 2017/18 season saw a different, developmental approach to Army Academy rugby. Working towards the DoAR's Directive, the Head Coach selected a coaching team focused on upskilling our players to be more creative, resilient, capable of making good decisions and most importantly able to adjust to scenarios that unfold in front of them.

The season started well with over 60 officers and soldiers attending the open trial in Aldershot in early September. This led straight into an early season trial game with Hampshire U20s. With approximately 45 players taking to the field to try and stake their claim on a position in the U23 Inter Service Squad. Unsurprisingly, with so many changes, the result did not go the Army's way (final score 24 – 34 to Hampshire), but the game enabled a further sift of players down to a starting Squad of 35.

Games against Ealing Trailfinders (win 27-22), London Scottish (win 43 – 26) and Unified Hospitals (another Army win), gave the team significant confidence as the Inter Services Championship approached. With the Army playing the RAF at Aldershot, and with excellent results in the bag in the run up to the Inter Services, expectations were high for a competitive match. Final score Army 18 – RAF 13.

With both the Royal Navy and Army gaining wins against the RAF, the final match of the series was going to decide the outcome of the Inter Services. With the Navy putting 40 points on the RAF, the Army team appeared to be underdogs. However, the reality was that both teams were a lot closer than the two RAF score lines suggested. The final score of 19 all saw the RN retain the U23 Championship for a 3<sup>rd</sup> year in a row on points difference.

So how to judge success? This year, LCpl Wheeldon and Signaller Davetanivalu gained full caps for the Army, Davetanivalu also representing UKAF at the annual Remembrance game. LCpl Godden was selected to attend the Army Senior XV IS

training camp and remained with the Squad throughout the Inter Services Campaign. 14 players represented UKAF U23s during the UKAF season. Success? On the pitch, less the trial game against Hampshire U20s, the Army U23s were undefeated all season. In hindsight, overall, a very successful season

**e. Masters Rugby**

For the Masters XV last season was a continuation of the success we have had over the past few seasons. The highlights were retaining the Inter-Services title and our tour to Bermuda. So, the Masters mission, Competitive Ambassadors who compete and succeed at the highest level of Masters Rugby nationally and internationally while representing the British Army, was achieved. And while this report is about last season it is worth noting the strength of the playing pool that took part in this season's trial in October. So, while it is early days the Masters are already looking well set for this season. With a focus on achieving the mission again this year, the Masters will also work on developing the competitive ambassadors' brand inside the Army rugby community. We would like to do this through our players' mentorship of younger representative players, and assisting in the delivery of community rugby.

The 2017/18 season started in familiar surroundings on a wet October night in Aldershot against Surrey Vets with a good win, but it really took off in the much different environment of the world's most northerly tropical island; Bermuda. Over 9 days in November the squad was involved in; quality warm weather training, two games against the Bermuda Barbarians, two rugby outreach events for local school children, and a Remembrance Parade with the Royal Bermuda Regiment and Remembrance Service. The first match was a curtain raiser for the World Rugby Classic semi-finals with the Masters winning 45-12. In the second match the opposition were strengthened with some of the classic international players, and in conditions more like the UK in autumn than Bermuda the Masters again won 38-21. Back in the UK the Masters continued the theme of taking Army representative rugby on the road with highlights being a close game in the South West against the Torbay Sharks and the pre-inter services training camp in Scotland with a match on a freezing night in Glasgow against the Scottish Police.

The squad was well set for the Inter-Services matches. It was great to welcome 7 new caps for the match against the RAF Vultures in Aldershot and the Masters played high tempo rugby to win 59-8. For what was the last time at Kneller Hall the Masters played the Royal Navy Ancient Mariners on Army Navy weekend and gave the ground a good send off. In hot sunshine the Masters played some quality running rugby, again scoring 59 points to the Navy's one try to retain the Inter-Services title.

The Army Masters will look to develop their competitive ambassadors' role inside Army representative and community rugby. The management team will also work with the ARU to integrate the inter-services games at their new locations into the wider inter-services fixture. As the Masters have improved year on year getting quality opposition is becoming harder, we will review our fixture list and look for stronger opposition and ways to tie this into external engagement. And finally in terms of development, while it seems a long way off, we will start to plan to regain

our World Masters Games rugby union title in Tokyo in 2021.

Two big thank yous, WO2 “Limbers” Limbrick who steps down from the captaincy due to operational commitments, and Col Sandy Fitzpatrick who has moved on from DoR Masters to Senior XV after laying the solid foundations on which the Masters recent success has been based. Also thank you also to the committed support from the Masters’ players and the management team, the ARU team and our Sponsors, plus to the units and chains of command who have supported (and released) all those involved in Masters rugby.

**ITEM 4: DIRECTOR OF COMMUNITY RUGBY’S BRIEF TO THE MEETING**

**21. Community Rugby.** Our units and corps sit at the heart of the Army Rugby Union and continues to offer opportunities for our soldiers to compete in a contact team sport. However, for various reasons we have seen a decline in participation, especially at unit level, where many factors are conflating to soften the chain of command approach to supporting our outputs.

We are taking steps to address this situation now and will be better at explaining the benefit of rugby union to the gate-holders and higher echelons of the CoC. Overall, we had a reduction in playing in line with English community rugby as other activities compete with team sports that are easier to achieve.

**22. Corps Rugby** – With the same structure for the last 13-years the Corps season started with the usual Aldershot competition. The season continued to play once a month prior to the finals in March at the Aldershot Stadium in which the Royal Armoured Corps beat the Adjutants General Corps 31 -19 in League 2, with the Royal Logistic Corps beating the Royal Artillery 7 -3 in League 1.

**23. Unit Rugby** - The Premiership and Championship was played within 10 leagues, eventually containing 62-unit teams split over five levels of rugby. For the first time in seven seasons we had a dip in the number of matches played with far too many being cancelled at very short notice; we must do better. However, of those matches played, far fewer were one sided and the clear majority of units found themselves in competitive leagues with minimal travelling.

**24. Premiership Rugby** - The Premiership final witnessed the 1<sup>st</sup> Battalion the Yorkshire Regiment eventually display their true rugby talent with a convincing win over the former holders, 12<sup>th</sup> Regiment Royal Artillery, 17-8.

**24. Championship Rugby** – The Championship Cup was a cracking match where 9 Regt RLC lost to 14 Regt RA, 20 – 23, despite the best efforts of the Commanding Officer of 9 RLC, Lt Col Andy Geary. In the Championship Plate, 8 Training Battalion REME, 2nd XV, lost 10 – 19 to the ATR (P), while in the Championship Vase, 29 Regt RLC was overcome 22 – 38 by the Royal Tank Regiment.

**25. 7’s Competition** – Another good day in Aldershot running a Corps festival for the First time. The Infantry won Merit 1 and the RAC won Merit 2.

**26. Finally** – this season we continue to search for new ways to offer our players more rugby, the advent of Garrison rugby may well be the answer but we must convince our units that at most levels rugby is about playing for fun, not winning necessarily, while all the time convincing the CoC of the utility of team sports like rugby union.

**Questions on Community Rugby.**

WO2 D bates – R Sigs – Could Corps Development Sides be allowed to play in a Garrison League structure to allow more players to play on these dates?

Chairman – Garrison rugby needs to play on the same time as Unit Rugby, Chair of Community should review the structure and composition of teams entering for 2019. Chair of Community should also review the amalgamation policy.

Chair of  
Community  
Rugby

## **ITEM 5: THE CHAIRMAN OF ARURS REPORT TO THE AGM**

Lt Col Gary McDade, presented the Match officials report.

### 27. Army Referees.

a. Overview. The 2017/18 season was a successful one for ARURS with almost universally positive feedback on referee performances. Attracting and training new talent remains challenging in the present environment and is something that must be addressed to ensure ARURS's success is maintained in the medium term. Col David Wakefield handed over as Chairman to Lt Col Gary McDade following four very successful seasons at the helm; his outstanding work for the Society has already been formally recorded by ARURS and the ARU might wish to do likewise at the AGM.

b. Fixtures. A total of 549 appointments were made over the season with 170 referee assessments undertaken by match observers; a 10% increase on the previous season. Referee development remains at the heart of the society. Feedback from Unit teams is a very important assurance mechanism and is critical to referee development, but the number of submissions remains disappointingly low. Those that were received were almost entirely positive.

c. Referee grading. On the strength of their performances over the 2017/18 season 32 referees were promoted and, as a result, a number of new names join the UKAF RR senior list. At the top of the society two ARURS referees are graded at L5 and one at L4. .

d. Training. Due to a range of (largely external) factors, ARURS ran a single referee training course in the 2017/18 season. Only two new Army referees were qualified on this course. The manner in which the RFU directs courses to be run has had a significant impact on recruitment and is something that must be addressed immediately; failure to do so may result in an overall reduction in ARURS active referees. Discussions are taking place with the RFU and ARU RDO to identify ways that this situation can be improved, and the start of the 2018/19 season has been more promising.

e. Internal highlights. Most notable were the excellent performances of Capt. Iain Kiy at RN v RAF game, a testing encounter played at the Twickenham Stoop on front of large crowd - the most senior game an Army referee can be appointed to - and Lt Nikki O'Donnell at the U23 UKAF vs Oxbridge game ahead of the Army v Navy at Twickenham. Iain also refereed the final of an international 7s competition in ARURS' first overseas exchange in recent memory.

f. External highlights. The undoubted highlight was Claire MacCarron's selection as RFU Volunteer of the Year for her outstanding work promoting the Women's game and support to Warminster RFC - wonderful news for ARURS and the ARU. The vast majority of ARURS members referee for civilian societies at the weekend, developing their skills and promoting the Army in the process. Capt Rich Smith was awarded the 'Referee of the Year' award for the Hampshire Society.

g. Areas for development. The society is not training the number of referees required, and the EXCO, in close conjunction with the RDO, is looking at novel ways to address this. Communication from the Corps remains good, however there is scope for significant improvement in Unit

engagement with ARURS, both in pre-match administration and more frequent feedback on referee performance.

h. Conclusion. Another successful season for ARURS, with some fantastic prospects for 2018/19 and a number of young referees making outstanding progress. The standard of refereeing remains high, feedback has been promising when it has been received. Recruitment remains an issue and is the ExCo's key focus for the 2018/19 season.

#### **ITEM 6: THE RUGBY DEVELOPMENT REPORT TO THE AGM**

Louise Dennis (ARU RDO) presented the Rugby Development report.

##### **Overview**

28. ARU and RFU collaborative coach education teams continue to deliver qualifications and CPD across the country including overseas. In 2018/19 it has been a focus to ensure geographically all coaches have opportunity to attend ERCA Level 2 Award and CPD's to ensure continual development at Unit, Corps and Representative levels.

- a. Education Planner 2018/19. An education planner for the 2018/19 season has been developed by the ARU RDO to ensure timely organisation and opportunity for coaches to be able to ensure attendance to events. It is an RFU requirement for coaches to attend CPD each year to retain their coaching licence. With the current education plan for ERCA and CPD's the ARU this season, we will educate and qualify over 140 individuals in differing areas, some in more than one specific dependant on their ambition within their coaching.
- b. Coaching Placement and Opportunities. There have been several coaching opportunities provided for ARU coaches this season thus far, with more developing over the coming months. These are varied from community level, premierships academies and within school's dependant on individual coaching needs and needs. It is being recommended that all ARU coaches venture out into the civilian game to help learn and develop their coaching, this message needs to be continually shared across the ARU in the coming months from representative and corps to promote the importance of coaching and experiencing civilian rugby.
- c. Coaching Conference. An ARU Coaching Conference was held at Worcester Warriors over 2 days (3<sup>rd</sup>, 4<sup>th</sup> October 2018) we had over 45 delegates signed up for the CPD event, fully funded by the ARU. At the event we had just over 35 plus some RAF personnel arrive on the day, this was due to a variety of factors for certain individuals however some absences were simply not communicated.

We currently have over 120 qualified coaches within the ARU – this should be an event which all should be attending within their roles, specifically those who are coaching representative rugby and corps rugby, it sends the right message out to all those wishing to progress into HC roles in the future and the importance of coach education and development. This is something the ARU wish to run annually at the beginning of each season to enthuse coaches for the coming season. 19/20 target of delegates at the event will be a minimum of

80 coaches following a seasons promotion of coach education which is looking to reinvigorate ARU coaches.

d. Female Coach Development. As per the ARU strategic plan, there is a focus day (30<sup>th</sup> November 2018) to encourage female coaching within the Army. There is a clear lack of female presence within ARU coaching, this is often due to confidence of knowledge and practical application. Following the ARUW open trials in November, the ARU have funded places for 2 x CPD sessions for female coaches looking to step into the game or who are already coaching. (RFU Game Changers and CARDS) These are 2 CPD's which will be registered on GMS profiles. The aim of this is to engage with female coaches and to achieve a nominal role for an all-female England Rugby Coaching Award (ERCA).

e. UKCC Level 3 Qualification. The current cohort of the UKCC Level 3 Award in Coaching Rugby Union are the last group of candidates applying to complete the Level 3 award and are the last group to go through the qualification in its current format. As of the 19/20 season the qualification specification and more importantly the prerequisites to complete this qualification will change.

This will significantly increase the amount of applications from ARU coaches, however it is imperative the message remains that this isn't something which is a "must have" for coaches and it is more important to achieve and experience coaching opportunities within the ARU and more importantly the civilian game to enhance.

f. SWOT Analysis

<b><u>Strengths</u></b>	<b><u>Weaknesses</u></b>
Planned CE planner to allow coaches to organise their development for the season.	Communication to and from ARU Coaches
Support/ Collaborative approach from RFU Area Training Manager and Area RDO's	Attendance to Coach education events
Zero cost facilities to support ERCA/CPD	Time/ Availability of coaches
Driven coaches in certain locations across the UK/Overseas	Completing Online Booking for ERCA/CPD
Clear objectives and opportunities for coaches.	Player Base – particularly at Women's Corps Level
Social Media Presence and Communication	

<u>Opportunities</u>	<u>Threats</u>
Education Planner	Coaches attitude towards ARU
ARU Strategic Plan	Coach Mentality - Reluctance to change
RFU Collaboration	Player Base – resulting in game cancellation
Social Media promotion of ARU	Time and Availability to attend CPD/Qualification
Civilian Engagement	Coaches personally funding CPD

**ITEM 7 ARU DISCIPLINE REPORT TO THE AGM**

29. Major Ratts Rattenbury – Delivered the Discipline and Governance Report.
- a. As a NCB the ARU have 48 RFU trained panel members, of whom 11 sat on ARU panels during last season. The high number of trained panel members relative to a geographic CB reflects our status as a National CB (and indeed international whilst still operating under the jurisdiction of the RFU). The percentage of those trained panel members actually used reflects the lower numbers of red cards as a whole and the modus operandi of using the Secretary and Chair with a rotation of panel members.
- b. We continue to develop links with a RFU/6 Nations/Heineken Champions Cup panel Chair, and he has sat as an impartial Chair on occasion. We also continue to have 3 military panel members who routinely sit with geographic CBs, providing a check reference for ARU judgements, and the Discipline Secretary has recently been appointed as a Match Commissioner for World Rugby for international fixtures. We therefore maintain a well trained and experienced nucleus that has high levels of currency and competency.
- c. This season we hope to call forward inexperienced panel members to observe those panels that do sit and we also have a working arrangement with ARURS to include a referee representative, even when the referee’s report isn’t being challenged. These 2 initiatives should maintain corporate knowledge of qualified but not experienced panel members and improve awareness within the referee society of both the support they receive and also how best to unlock it with the information included in their red card reports.

**Discipline Panels**

- d. There were 9 cases brought before ARU Discipline Panels consisting of 7 Red Cards and 2 non-playing offences dealt with under Section 5.12. This was a reduction in overall numbers on the previous season. This may be attributed to a combination of factors such as fewer matches being played and greater awareness of the reduced threshold for straight red card due to contact with the head or dangerous play. As such this trend is broadly in line with many geographic CBs.

## **Revised World Rugby Laws and RFU Regulations**

e. There was a revision to Regulation 19 during last season with revised guidance on entry levels and sanction tariffs. World Rugby then issued the new “simplified laws” and RFU Regulation 19 was reissued as a significant re-write, effective from 1 August 2018. There are new offences and revised sanctions. Much of this was housekeeping, such as removing the anomaly that a blow to the head was mid level entry under all offences apart from an actual headbutt!

f. There are newly defined offences though, including one akin to a “Section 69” charge – 9.26 A player must not do anything that is against the spirit of good sportsmanship. Also of note is the revision of the defined area considered as the head area and the high tackle demarcation. This has been subject to some highly publicised red cards in the Premiership and a significant increase in offences seen by geographic CBs. This is expected during the bedding in period, as was the case with the contact with the head area a few seasons ago.

g. These revisions have all been positive but they do make cross referencing for trend analysis between seasons somewhat moot. It also means that some legacy judgements, even if high profile and well reported, are now overtaken by events and not particularly relevant as we move forward.

### **ARU Discipline Memorandum**

h. One aspect of the re-write that can also be seen as positive and remains relevant to us as a CB is the breaking out and grouping of Match Official Abuse. Even with the reduced numbers of panels sitting, as previously briefed, the percentage of cases constituting Match Official Abuse has not diminished. As such and with reference to our corporate Values and Standards I have re-issued my memorandum adding 2 weeks to any sanction awarded for Match Official Abuse and this has been endorsed by the RFU.

### **Emerging Trends**

i. As a result of a couple of incidents last season I would also draw your attention to the conduct of non-playing squad members on the touch line. We are constrained by our real estate and many pitches do not have technical areas marked out. I would ask that you impose a “virtual technical area” on your reserves and squad support teams in order that you can clearly monitor and control their behaviour. This is both to moderate any tendencies to provide a hostile environment to the referee, unintentionally or otherwise, and to limit unintended opportunities for escalation and posturing.

We have not seen the emerging trend of previous seasons of playing whilst suspended due to being sent off whilst under a different CB continue. It now appears to have been noted that being sent off playing Army rugby means you are still banned from playing club rugby and vice versa, so thank you to all Rugby Officers for ensuring this has been managed more effectively.

Although I have drawn attention to those areas we must work on, the resounding picture is healthy with a generally high level of good discipline amongst our teams and an improving awareness of procedures from clubs when players are called in front of panels.

### **Army Rugby Union Membership Scheme (ARUMS)**

j. ARUMS continues to operate with a 3 year membership window followed by a year “on the bench”. This was designed to filter out those who left the Army years ago and might reasonably have been expected to have forged new links with local clubs, thus enabling them to bid for tickets through their new CB.

We did create an air gap to allow currently serving players, administrators, coaches and enthusiasts to be able to join, but there has not been full uptake of the places, which is a real shame.

The scheme basically allows members to bid for face value tickets across the price bands for the Autumn home internationals and the home 6 Nations matches. It is a great scheme and the numbers are limited to ensure that every member has a reasonable expectation of getting at least one pair of tickets for each half phase of the international season. I would ask you to publicise this scheme and encourage anyone to apply. The entry forms are available via the ARU website. I would really like to be able to block the old retired generals from re-applying because the scheme is fully subscribed by the current generation – your help achieving this is eagerly anticipated.

k. Conclusion

There has been considerable positive change in the discipline arena and your discipline section remains here to support you. Any queries can be made to either me (ratts.rattenbury631@mod.go.uk) or the Discipline Secretary, WO1 Scott (stuart.scott295@mod.gov.uk)

### **ITEM 8: ARU MANAGEMENT BOARD & COUNCIL APPOINTMENTS**

30. Management Board Appointments The following were proposed as ARU Management Board members for the coming year:

- a) Chairman – Maj Gen Bramble CBE
- b) Chief Operations Officer – Mr MC Fowke
- c) Director Marketing – Brig PJ Allison
- d) Director Community Rugby – Col J Cook OBE
- e) RFU Council Member – Col J Cook OBE
- f) Chairman Discipline / Governance – Maj R Rattenbury
- g) Director Academy – Lt Col J Kennedy
- h) Chairman Masters – Lt Col M Beynon
- i) Director of Finance – Mr S Bates
- j) Director of Women’s Rugby – Maj C Maxwell
- k) Director of Senior Rugby – Col S Fitzpatrick MBE
- l) Non-Executive Director – Mr A Leach
- m) Non-Executive Director – Lt Col D Rutherford
- n) Non-Executive Director – Ms Brenda Hobday

Carried 100%

31. ARU Council Appointments – The following were proposed as ARU council members for the following year:

- a. The Chairman and Members of the ARU Management Board
- b. Chairman ARURS – Lt Col G McDade
- c. Chairman Corps Rugby – Col G Malec
- d. Chairman Coaching – TBC
- f. Chairman of Premiership – Major M Wilding
- g. Senior Medical Advisor – Lt Col S McQueeney

Carried 100%

**ITEM 9 - QUESTIONS FROM THE FLOOR**

32. Questions from the floor –

The Chair asked those present on why they believed Community Rugby had not been successful this season compared to recent years.

Responses:

- There is a view that teams only wish to play with 'their stars' and not willing to play for the sake of playing.
- The exercise season in Sep / Oct has had an effect.
- More individual sports now available for individuals to play rather than team sports.
- Having a coach that actually wants their team to play.
- A requirement to start the season in August for those that can play then.

**ITEM 9 - ANY OTHER BUSINESS**

33. There being no further business the meeting closed at 1720hrs.

Annex A to  
ARU AGM Dated  
November 2018

Rank / Title	Initial	Surname	Unit	Appointment	Voting Member
MAJ	J	ATTERTON	HQ ARRC	RUGBY SECRETARY	Y
MR	P	ALLISON	ARU	MARKETING	N
WO2	D	BATES	RS		Y
MR	S	BATES	ARU	FINANCE DIRECTOR	N
MAJ GEN	W	BRAMBLE	ARU	CHAIRMAN	N
MAJ GEN	S	BURLEY	ASCB	DIRECTOR	N
MAJ	W	BURNARD	SENIOR XV	HEAD COACH	Y
MRS	I	CAMFIELD		ARU	N
COL	J	COOK	ARU	DIRECTOR COMMUNITY	N
MISS	L	DENNIS	ARU	COACHING	N
LT COL	G	EHLEN	AGC RUGBY	CHAIRMAN	Y
COL	A	FITZPATRICK	ARU	DIRECTOR SENIOR	N
MISS	K	FOWKE		ARU	N
MR	C	FOWKE	ARU	SECRETARY	N
LT COL	R	FUTTER		RLC CHAIRMAN	Y
	T	HAYTER	CADETS		Y
LT COL	A	JACKSON	AMS	REP	Y
LT COL	J	KENNEDY	ARU	DIRECTOR ACADEMY	N
MR	A	LEACH	ARU	NON EXECUTIVE DIRECTOR	N
MAJ	C	LEE	GRIFFINS	RUGBY OFFICER	Y
WO1	T	MANNING	AGC RUGBY		N
MAJ	C	MAXWELL	ARU	DIRECTOR WOMEN	N
LT COL	G	MCDADE	ARURS	CHAIRMAN	N
MAJ	T	OSMAN	RA		Y

