

Date: April 2023

Dear contributor

Re: Independent Review concerning Welsh Rugby Union

I write on behalf of the Independent Review concerning the Welsh Rugby Union. This letter explains how people can make contributions to the Review.

The Review has been established to consider the following terms of reference:

- The culture within the WRU.
- The actions and behaviour of leadership at all levels within the WRU.
- The extent to which employees feel able to voice concerns or to challenge inappropriate and discriminatory language and behaviour.
- The effectiveness of the WRU's Whistleblowing Policy and Procedures.
- WRU's actions in response to individual complaints set out in the BBC Wales Investigates programme of 23 January 2023.

The Panel conducting the Review is chaired by Dame Anne Rafferty, a former Court of Appeal Judge. The other Panel members are Maggie Alphonsi, a rugby international, and Quentin Smith, a solicitor/mediator, former Chair of Sale Sharks and Chair of Premiership Rugby. Sport Resolutions will act as Secretariat and is the first point of contact for people wanting to get in touch with the review. The Panel is appointing people to help with gathering evidence.

The Panel is keen to receive information from anyone who wishes to offer evidence, make a submission or set out their perspective. This can be done in any format you choose but we have tried to make life easier for you by preparing a form you might wish to use.

At first it would help the Panel to know the nature of what you want to say, so it can see the range of information offered and identify any themes for further investigation. You can also attach a document to the form giving a more detailed account of what you have to say.

The Panel realises some people may wish to make contributions on an anonymous basis. The Panel will anonymise people referred to in its findings and recommendations except a small number who work at the WRU or people who agree to have their names used. If information is provided entirely anonymously, the Panel will balance a number of factors when considering the contribution, such as the inability to ask any follow-up questions and to give those with serious complaints against them an opportunity to reply to allegations / complaints. You can of course start with an anonymous report and then make a further report later.

Please email independentpanel@sportresolutions.com to send your report to the Panel.