



# **WRU TRANSPARENCY STATEMENT**

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We want to make information about The Welsh Rugby Union Limited (the “WRU”) easy to find and understand. Being open and transparent about the WRU is important to us and we will aim to keep our stakeholders informed about our activities and our performance against our key performance indicators, making this information easily accessible.

The Welsh Rugby Union Limited (the “WRU”) is the National Sports Governing Body for rugby union in Wales. The WRU is a private company limited by guarantee, whose principal purpose is to provide leadership for rugby union in Wales and (as set out in its Memorandum of Association) promote, foster, encourage and improve rugby union in Wales. Its members are rugby clubs throughout Wales and other affiliated organisations.

We will take a proportionate approach to meet the expectations of our stakeholders in publishing information, whilst balancing the interests of the WRU in doing so.

Whilst the Freedom of Information Act 2000 does not apply to the WRU as the WRU is not a public body, we have chosen to adopt an open approach as set out in this transparency statement

Where there are references in this transparency statement to the WRU Board and WRU Directors, those are to members of the Board of Directors of the WRU (i.e. the WRU’s statutory directors), rather than members of the WRU Executive Board or other directors of the WRU’s subsidiary companies.

### ***What we will publish routinely***

We will publish certain information routinely, primarily on our website, including the following:

- Our annual accounts and financial statements
- Our Annual Report
- Our current organisational strategy, together with annual updates on our progress to meet specific objectives and priorities
- A statement relating to our governance structures, which will include information regarding the operation of the WRU Board, the WRU Council and the WRU’s sub-committees
- The composition of the WRU Board and the WRU Council and membership of the WRU’s sub-committees, together with biographical information
- WRU Director and WRU Council Member role descriptions
- The Terms of Reference for the WRU Council and the WRU’s sub-committees
- Documentation relating to general meetings of the WRU
- Information relating to WRU Directors’ remuneration and the benefits that WRU Directors and WRU Council Members receive in relation to undertaking their roles
- Our Modern Slavery Act Statement
- Our Gender Pay Gap Report
- Our EDI Plan and commitment to Inclusion
- Policies and procedures relating to Integrity matters (such as Safeguarding and Anti-doping)
- Our complaints procedure, which is available for anyone wishing to raise a concern

### ***What we may decide to publish***

We may, from time to time, decide to publish or disclose certain other information, whether on our website or using different channels (including via our social media accounts). We will do so in accordance with the principles of this transparency statement and such information could include the following:

- Summaries of key decisions taken by the WRU Board and the WRU Council
- Agreements relating to the governance and/or funding of rugby in Wales
- Reports or reviews that are commissioned by us, including updates on actions and progress made against any recommendations
- Documentation related to the appointment processes of WRU Directors
- Information associated with election processes undertaken in respect of WRU Council Members
- Policies that apply to WRU Directors, WRU Council Members and WRU Group employees
- Correspondence between us and Welsh Government and between us and other stakeholders (such as Sport Wales) relating to agreement reached on matters such as funding

### ***What we may not be able to publish***

Whilst we intend to be as open as possible about the work of the WRU in accordance with this transparency statement, we will always act lawfully and comply with our statutory and regulatory requirements and obligations in relation to disclosing or publishing information publicly – mindful that the WRU is not a public body and that the Freedom of Information Act 2000 does not therefore apply to it.

Because of that, it may not always be appropriate or permissible for us to disclose or publish certain documents or information, including those that:

- Relate to emerging or developing strategy or policies;
- Are commercially sensitive or are sensitive for other reasons (such as in relation to insurance matters or security and/or risk measures);
- Are in relation to playing, training, tactical, selection, strength and conditioning or other performance rugby matters;
- Contain personal data or matters that relate to a person who is named, someone who can be identified or who has a reasonable expectation that the matter will remain confidential (such as in relation to employment matters);
- Include legal or other professional advice on matters that are sensitive or considered confidential;
- Include consideration of organisational risks that could be exacerbated by publication or disclosure; or
- Relate to or are associated with potential or actual litigation.

**June 2024**