The Clubs and Schools department has worked tirelessly this season to support the work of countless volunteers in clubs and schools, in ensuring that as many children as possible are introduced to and participate in appropriate competitive rugby opportunities in a safe and enjoyable environment. This continues the growth and improvement in our game through positive interventions around development activity in clubs and schools throughout the country.

The team has worked hard to support the army of people across the country who give up their time to run rugby in clubs and schools. This hard work has, again, returned another increase in participation in children and youth players and teams. Much work has still to be done to achieve the desired/optimum number of teams at every age band and ensure the transition into adult rugby, particularly with reserve team rugby where this season we have experienced a decline in the regularity of weekly fixtures.

Thanks to RBS for their continued support of league and cup competitions as well as supporting clubs to get set for the season with RugbyForce, rewarding and recognising clubs and volunteers for their efforts with monthly and season awards. The addition of club sustainability workshops this season has been very well received with clubs getting practical examples on how to increase club memberships and income.

A YEAR IN SCOTTISH RUGBY

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Regional Development
Scottish Rugby currently has 120 development partnerships with rugby clubs, schools, local authorities, leisure trusts and other bodies committed to investing in rugby development and improving participation, physical activity and health. The vast majority of these partnerships support the 87 club development officers and 46 modern apprentice community coaches who work in schools and clubs around Scotland. The Regional Development Managers manage these partnerships, setting and monitoring key performance indicators and the achievement of targets designed to increase player and team numbers, as well as improve player, coach and club development. This network of rugby development staff is responsible for taking rugby into schools and engaging young people in the sport, leading them into school teams and into club junior sections. The development staff also support a range of projects and programmes designed to help increase participation across Scotland - read on for more details.

Food Standards Agency
The Hygiene, Healthy Eating & Activity in Primary Schools programme (HHEAPS) is designed to promote integrated messages about food safety and a healthy diet, along with rugby over a six-week period to primary 5 and 6 pupils in schools which we have identified with the Active Schools network. Pupils work through a mission book - covering topics such as Bacteria Facts, Being Healthy, Personal Hygiene and Food Storage - which uses Scotland and Scotland Women players to reinforce key messages, which are then assessed using pre and post mission evaluations. Pupils also take part in one rugby session per week, and schools receive materials to encourage continued healthy eating and rugby participation. This is the sixth year that we have delivered this programme and 2012/13 is the first year of a new three year partnership with the Food Standards Agency in Scotland. Some 6500 pupils have completed the programme this year, taking us to in excess of 30,000 pupils since the programme started.

Rugby Champions
This incentive programme, run with state secondary schools, is designed to increase the quantity of rugby being played by recruiting a member of staff in each school to promote the game and ensure that curricular and extra-curricular rugby is provided. It has enabled us to reward and thank the committed staff who volunteer to run training sessions and teams every week while providing an incentive for new staff to get involved in the sport.

Each Rugby Champion receives some personal training kit and is able to draw on support from local development staff. Each school is then audited to assess how many teams they have fielded at different age groups, how strong their links are with local clubs, what opportunities they have provided for girls’ rugby, and what local and national competitions they have been involved in. Based on this, the school will then be awarded a Gold, Silver or Bronze award, which will determine the level of equipment package they receive. This season 253 state secondary schools have registered for the programme, an increase of ten on last year.

CashBack for Communities
Since 2008, Scottish Rugby has received funding through the Scottish Government’s CashBack for Communities programme which sees the seized proceeds of crime reinvested in activities for young people across Scotland, particularly in areas of urban and rural deprivation. Scottish Rugby invests this funding in five key areas.

Broad Participation - A significant proportion is invested in the club development officer posts that are responsible for delivering primary and secondary school programmes, club development and coach education across all 32 local authority areas. Scottish Rugby has targets for school delivery which we have exceeded every year since the start of CashBack.

Youth Coaching Course - This gives young people an opportunity to gain basic coaching skills and experience, to prepare them for a coaching role in a local club or school, and to progress towards Scottish Rugby’s RugbyReady and UKCC (United Kingdom Coaching Certificate) coaching qualifications. It can be delivered in one day or over six weeks to help participants build up experience and confidence through classroom and practical sessions covering child protection, safe coaching practice and session planning. Around 600 young people have completed the programme this year, many of whom have gone on to deliver activities in their school and community in support of development staff.

G4S Street Rugby - A low-level diversionary version of rugby, this is designed to be taken into communities to offer young people a positive activity. Community
A YEAR IN SCOTTISH RUGBY

CLUBS & SCHOOLS

Safety or Planning Partnerships, youth workers and police direct staff into targeted areas at times when young people are known to congregate. Each local authority has an allocated number of sessions based on factors such as the population of young people and levels of deprivation. This season over 600 sessions have been delivered with over 6000 participants.

G4S Street Rugby Referral Groups - An evolution of street rugby, this was launched in 2011 as part of our latest CashBack grant. Colleagues work with police, youth workers and school guidance staff to identify young people who are at risk of falling out of education or training and into a pattern of anti-social behaviour. Participants are required to sign-up to a programme of learning to play rugby, with a target of playing a competitive rugby match. Some progress onto a ‘learn to coach’ phase which involves gaining coaching skills, experience and qualifications such as the Youth Coaching Course and RugbyReady. Ten referral groups ran this year, those from Craigie HS, Braeview Academy in Dundee and Levenmouth in Fife, have made impressive progress and are now playing matches while other participants have already joined local clubs.

Schools of Rugby – This season there are 26 Schools of Rugby across Scotland including The Nicolson Institute (Western Isles), Banchory Academy (Aberdeenshire) and St Andrews RC Secondary (Glasgow). Groups of S1 and S2 pupils receive up to five rugby-based sessions, assessed throughout the season and schools measured against targets on the growth of rugby across the whole schools and the impact on the Curriculum for Excellence, pupil skills and behaviour. The programme has had a significant impact on numbers of active rugby players and teams in these schools, as well as gaining recognition for the valuable role that rugby can play in the development of young people.

CashBack Rugby Facilities Fund

During 2011 and 2012 circa £1.25 million was awarded to 31 clubs to support the development of improved facilities such as artificial pitches, training areas, floodlighting and changing rooms.

These clubs included Dumfries Saints, who were awarded £45,000 to contribute to the construction of a dual-use artificial pitch at Dumfries HS. Artificial rugby pitches are significantly larger and more expensive than football pitches and this contribution ensured the pitch would provide an important option for winter training and matches for the club and local schools.

Meanwhile Paisley were awarded £48,000 to make improvements to pitch drainage, training lights and changing rooms. These improvements were much needed at a club that is now hosting an increasing number of players as well as growing schools’ and girls’ rugby programmes in Renfrewshire.

Over the coming year Scottish Rugby will work with partners including sportscotland to assess the impact of these improved facilities in order to present a sound case for securing future funding.

Wooden Spoon

Wooden Spoon, the rugby charity that helps disadvantaged young people, has worked with Scottish Rugby over the past three years, funding the New Communities project in Inverclyde and Fife. This supports young people who are at risk of falling out of mainstream education, training or employment by using rugby as a hook for developing health, skills and behaviour.

Such was the success of the New Communities programme, which came to an end this season, that Wooden Spoon have committed to another three-year partnership to deliver the Game On programme based around Glasgow Warriors and Edinburgh Rugby. Game On will see investment made into each professional club to deliver a focussed and intensive employability programme for young people.

Women’s & Girls’ Rugby

Scottish Rugby organised their first ever conference on the women’s game, Inspiring Scotland Through Women’s and Girls’ Rugby, held at Heriot-Watt University in November 2012. Adult and youth club representatives attended from all over Scotland giving their views on the future direction and development of the game.

The network of part-time women’s and girls’ regional development posts was expanded from five to eight, with more opportunities for females to play the game through girls’ and women’s rugby festivals and training days in local areas. At Garioch in Grampian, for example, the development officer has worked with the club to attract female players at mini, under-12 and under-16 levels and a women’s team who will take part in the 2013/14 leagues. Two of their players have also been selected to represent Scotland at under-20 level.

Prior to all three of Scotland Women’s home 6 Nations matches, coaching sessions were held for girls at under-12, under-15 and under-18 levels. All participants then stayed to support the women’s team with some players selected to be ball girls and mascots.

This year’s RBS Finals Day had the highest number of entries for more than six seasons, with 13 teams entering the qualifying tournament. Successful teams then progressed to the semi-finals and on to the RBS Cup, Shield and Bowl finals at Murrayfield with the Sarah Beaney Cup final played on the international pitch for the first time.
A YEAR IN SCOTTISH RUGBY

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Student Rugby

A number of part-time rugby development posts support student clubs with planning, development and coach and referee education courses. They have delivered freshers' 10s tournaments, for example, aimed at giving student rugby clubs suitable playing opportunities to help retain and up-skill new players prior to the start of the formal student leagues.

Two new projects were delivered within the student game this season, in partnership with Scottish Student Sport (SSS) and Edinburgh Rugby and Glasgow Warriors. In the west of Scotland a regional 10s tournament climaxed in a final played as a curtain raiser to the Glasgow Warriors v Connacht game. There was also a series of women's sevens tournaments in Glasgow, Stirling and Edinburgh with the top two teams progressing to a final prior to the Edinburgh Rugby v Ulster game. In both instances these gave playing opportunities at a time of the season where student teams would normally struggle for games.

Work over the past year has resulted in more student teams playing and some of the student teams progressing from student competition to join full RBS club leagues.

Regional Academy

At the start of the season, 26 club and school players were selected into Scottish Rugby’s Regional Academy. These players, who continue to turn out for their clubs and schools, are supported by Scottish Rugby’s team of Regional Academy Coaches through Individual Player Development Plans while the sportscotland Institute of Sport supports the players in the areas of strength and conditioning, nutrition, medical and physio, sports psychology and performance lifestyle.

Five of last season’s Regional Academy players (Liam Gray, Fergus Scott, Chris Dean, Alex Grasshan and Neil Henn) earned Elite Development Player Contracts with Glasgow Warriors, Edinburgh Rugby and Scotland 7s at the beginning of the 2012/13 season.

Regional representative rugby started in August with two weekends of under-16 local Pathway fixtures from which a squad of 52 was selected for the under-16 National Player Development Camp.

Over 1400 players took part in the first stage of the representative programme during the Easter holidays, 22 skills camps across Scotland for boys aged under-14 and under-15 who were nominated by their club or school coaches/teachers.

Further representative rugby at under-18, under-17 and under-16 levels took place at the turn of the year and along with performances in club and school games, this informed the selection of players for the under-16 Scotland Development Squad at the Wellington Festival and the Scotland under-18 Squad at the FIRA Championship in Grenoble.

Coach Development

Since introducing our UKCC qualifications, some 2203 coaches have now been awarded Level 1 qualifications, 469 Level 2 and 63 Level 3. Strength and conditioning courses have completed the formal education programme and these have been supplemented by tailored workshops in line with our Long Term Player Development (LTPD) Strategy.

Over 1700 coaches benefited from the workshop programme, the highlight for coaches working with senior players this season being sessions delivered by Wayne Smith the former World Cup winning All Blacks coach. Premier division and age grade coaches also had opportunities to learn from Sean Holley, the former Ospreys coach, as well as our own national team coaches, Scott Johnson, Dean Ryan, Steve Scott, Duncan Hodge, Massimo Cuttitta and Matt Taylor. For those working with younger players a series of well-attended workshops supported our latest resource, LTPD Stage 3 Coaching Youth Rugby.

We are grateful for the financial support of sportscotland to enable us to deliver the UKCC courses at a subsidised cost and to deliver our workshops programme free of charge to coaches working in our clubs and schools.

This year we welcomed the Modern Apprentice (MA) programme into the team with 27 MAs joining and 19 progressing to their second year. They delivered a vast array of coaching programmes to clubs and schools, with the support of our regional development teams, gaining knowledge, skills and experience that will help them into employment or further education. Many graduates of the programme are now employed as club development officers.

Our Positive Coaching Scotland Programme, in conjunction with the Bill McLaren Foundation, which aims to develop young rugby players through promoting a player-centred philosophy, has enjoyed a successful year with 15 clubs achieving accreditation to date.

The programme helps clubs and schools to implement sound development plans and has already resulted in improved touchline behaviour from coaches and parents, players modelling the ethos and values of rugby and better recruitment and retention of players and volunteers to the game. A scoring and feedback system for mini and midi rugby is now being put into practice nationally after a successful pilot and the programme has also contributed curricular sessions and supporting resources to the Cashback funded Schools of Rugby.
A YEAR IN SCOTTISH RUGBY

CLUBS & SCHOOLS

Are You Ready to Play Rugby?

There are four main strands to Scottish Rugby’s player safety initiative – Minimum Standards for Coaches, Teachers & Referees, Age Banding/Dispensations and Age Grade Law Variations, and Injury Management.

The RugbyReady Practical course – the mandatory minimum standard for all coaches, teachers and referees – was delivered to over 4000 coaches, teachers and referees this season. Meanwhile 111 clubs achieved green status in RugbyReady Practical compliance (75-100% of coaches attended a course), 41 clubs achieved amber status (50-74%) and 14 clubs achieved red status (0-49%), a significant improvement from last season.

The number of under-16 male players requesting permission to play under-18 rugby has remained in line with requests made during season 2011/12. The 181 boys applying to move up attended one of 34 assessment clinics around Scotland where 40% of the boys were found to have reached physical maturity and were therefore cleared to play at the older level.

Applications for 16 and 17-year-olds to play adult rugby decreased by 23% to 226 this season, a welcome development, however we remain concerned that clubs are putting too many 16 and 17-year-olds at risk of serious injury by playing adult rugby. A comprehensive consultation process was undertaken by Scottish Rugby to discuss the options available to change the policy for next season.

Information on the laws for the different age bands was again widely circulated to all clubs and schools at the start of the season. Scottish Rugby has also been working closely with the IRB to develop a certificated first aid course for rugby that will be rolled out next season.

Championship Report

With the two year restructure plan for Scottish League rugby complete, the top 40 clubs competed for the Premier Division, National League and two Championship Divisions this season.

Ayr completed the first of a League and Cup double when they defeated Currie in their penultimate match, and along with a chancing Gala, stormed away from the rest of the league while Boroughmuir found themselves in the automatic relegation position. Attention then turned to the battle for third and fourth place, for the two remaining British & Irish Cup places, and to avoid ninth position and the play-off against the National League runners-up to determine who would play in the top flight in 2013/14. This race went right to the wire with Stirling County and Edinburgh Accies eventually claiming the British and Irish Cup places and Dundee HSFP the play-off spot.

There was an equally exciting finish at the top of the National League as Glasgow Hawks claimed the title and automatic promotion place, pipping Hawick on points difference, leaving the Mansfield Park side to face Dundee HSFP in the first ever Premier/National League play-off. In a thrilling encounter at Meggetland, Hawick edged out their Premier opponents 39-38 and so take their place in the top division in 2013/14 with Dundee HSFP dropping into the National League.

In Championship Division A, Cartha Queens Park and GHA met in a winner-takes-all encounter in the final match, with both teams level on league points, however a 23-0 win for the visitors saw GHA promoted to the National League. In Championship B a crucial win for Peebles over Howe of Fife in their penultimate fixture was enough to see them move up to the National League. With Dunfermline and Morgan Academy FP automatically relegated to the regional leagues, the third relegation position was determined by a play-off between the two ninth placed teams, with Dalziel coming out on top, against Perthshire at Bridgehaugh, to maintain their Championship status.

Caledonia League Division 1 saw Aberdeenshire triumph for a second successive season, Garroch become the...
A YEAR IN SCOTTISH RUGBY

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Caledonia 2 North champions and Gnerothes win Caledonia 2 Midlands, however both missed out on a place in Caledonia 1 next season in a three way play-off involving the Caledonia Division 1 eighth-placed team. Elgin. Other league winners in Caledonia were Dundee University in Caledonia 3 Midlands, Shetland in Caledonia Division 3 North and Hillfoot South 2nd XV in Caledonia 4 Midlands.

Like Aberdeenshire in Caledonia 1, Marr retained the RBS West League Division 1 crown and will play in the Championship next season. West Division 2 was won by Annan, Division 3 by Oban, Division 4 by Currie-Carnock. Livingston are champions of RBS East League Division 1. Hawick Linden won Division 2 and Leith Division 3.

A change of structure for the RBS Cup - with Regional Cup winners Aberdeenshire Grammar Rugby, Ayr. Currie and Selkirk being joined in a new quarter-final stage by the B&I Cup teams - eventually saw Ayr triumphing in the final with an extra-time victory over Melrose. West Region Shield winners Marr defeated Edinburgh Region winners Livingston in the RBS Shield final, with Gala YM and Aberdeenshire respectively Border and Caledonia Region winners. In the RBS Bowl Broughton, Grangemouth Stags, Kirkcaldy Eagles and Oban Lorne emerged as regional winners, with Oban Lorne going on to defeat Grangemouth Stags in the national final.

Hillhead Jordanhill dominated the women’s game with an RBS Premier 1 and Sarah Beaney Cup double, losing only one match in the process. Stirling County were crowned Premier 2 winners with Kirkcaldy winning the National League.

On RBS Women’s Finals day at Murrayfield, as well as Hillhead Jordanhill’s Sarah Beaney Cup triumph, with a late fightback to squeeze past RFC Cougars, Melrose defeated Stirling County to win the Plate and Morgan defeated Glasgow University to win the Bowl.

In the National Youth competitions, the under-18 Cup was lifted by Stirling County Colts, defeating Gala Wanderers in the final, with Currie winning the under-15 Cup. The under-18 Bowl was won by Hamilton while the under-16 Bowl went to Ayr.

In the Brewin Dolphin Scottish Schools Cup finals George Watson’s defeated Merchiston Castle School in the under-18 final while Merchiston Castle School defeated Strathallan in the under-16 final. The under-18 Plate went to Mann College and the Bowl to Morrison’s Academy, while in the under-16 tournament the Plate was shared by Bell Baxter HS and Jedburgh Grammar School after a 15-all draw and the Bowl was won by Selkirk HS.

The Brewin Dolphin Girls’ Finals Day was held at Murrayfield with Murrayfield Wanderers winning the under-18 Cup, Nicolson Institute the Shield (played in Inverness due to delays in the competition) and The Gordon Schools the Bowl. In the under-15 competition The Community School of Auchterarder and Langholm shared the Cup after a draw in the final. Hillhead Jordanhill won the Shield and Argyle & Bute the Bowl.

British & Irish Cup

Melrose. Gala. Dundee HSF’s and Stirling County represented Scotland this season with the structure extended to eight pools of four clubs and the number of matches also increased to six for each club.

There were some good wins for Stirling against Neath and away to Bedwas, Gala against London Scottish and Moreeley, Melrose completing the home and away double over Doncaster and Dundee against Carmarthen. Stirling County finished second in their pool but unfortunately these performances were not enough to take any of the Scottish teams into the quarter-finals.

All Scottish clubs have valued the opportunity to benchmark themselves against some of the best teams in England, Ireland and Wales and it has helped to raise the standards of play and off-field support in the club game in Scotland.

Match Officials

Though we have made progress in many areas this season, much work remains to be done. We continue to encourage more to take up refereeing, through marketing and publications initiatives, and are working hard to push our referees to the European and international selection panels.

At the top of the game, co-opted Council member John Jeffrey, who currently chairs the RBS Referee Selection Committee, was elected to Chairman of the RBS Rugby Committee in May.

Our High Performance (HP) group has again had a busy season, with Neil Paterson taking charge of five Heineken Cup pool games and one pool-deciding Amlin Challenge Cup fixture as well as numerous RaboDirect PRO12 games. Injury ruled Neil out of the knockout stages of the competition but he was appointed fourth official in the Amlin Challenge Cup Final and to the Nations Cup in Romania this month.

Andrew McMenemy now has six Amlin Challenge Cup games and ten RaboDirect PRO12 games under his belt and has been appointed as a referee at this month’s RBS Junior World Championship in France.

Two new HP referees, Lloyd Linton and Charles Samson, have gained much experience this season. Charles refereed at British & Irish Cup level while Lloyd made his debut in the RaboDirect PRO12 league in April.

Our Academy referees continue to make progress, with Kevin White taking charge of four legs of the HSBC Sevens World Series and at the Rugby World Cup Sevens in Moscow where he’s joined by other Scottish officials Adrian Graves and Bob Nevins as assistant referees and Alex Pratt as assistant referee in the women’s event. A newcomer to the academy, Sam Grove White has had regular appointments in the Scottish National League and a number of the junior academy referees have been promoted to the SRU panel.

Domestically, the referee societies continue to ensure all club games have a fully qualified referee at the appropriate grade to cover their league fixture. Some 394 club members have undertaken the level 1 refereeing qualification this season, bringing the number of qualified officials across Scotland to 2330. Around 420 of these are members of their local referee society and available to be appointed each week of the season.

Building on all the existing good work here and in line with the aims of our Strategic Plan, Scottish Rugby continue to review our structures to ensure the best support to enable our referees to fulfill their potential and officiate at the highest level of the international game.
A YEAR IN SCOTTISH RUGBY

CLUBS & SCHOOLS

Results 2012/13

RBS Finals
RBS Cup  Ayr 28-25 Melrose
RBS Shield  Marr 30-15 Livingston
RBS Bowl  Oban Lorne 19-15 Grangemouth Stags

RBS Women’s Finals
Sarah Beaney Cup  Hillhead Jordanhill 22-20 RHC Cougars
RBS Plate  Melrose 30-19 Stirling County
RBS Bowl  Morgan 19-12 Glasgow University

National Youth League
Under-16 Cup  Stirling County 29-5 Gala Wanderers
Under-16 Bowl  Hamilton 29-22 Peebles Colts
Under-16 Cup  Currie 37-12 Hawick Albion
Under-16 Bowl  Ayr 19-13 Highland

Brewin Dolphin Scottish Schools
Under-16 Cup  George Watson’s College 22-17 Merchiston Castle School
Under-16 Bowl  Morrison’s Academy 31-20 Peebles High School
Under-16 Plate  Marr College 21-13 Grasmealies Academy
Under-16 Cup  Merchiston Castle School 10-5 Strathallan
Under-16 Bowl  Selkirk High School 52-10 Buthaven High School
Under-16 Plate  Jedburgh Grammar School 13-15 Bell Baxter High School

Brewin Dolphin Girls
Under-16 Cup  Murrayfield Wanderers 28-20 Community School of Auchterarder
Under-16 Shield  Nicolson Institute 52-31 Argyll & Bute
Under-16 Bowl  Gordon Schools Huntly 39-17 Currie
Under-16 Cup  Community School of Auchterarder 34-34 Longholm
Under-16 Shield  Hillhead Jordanhill 49-33 Nicolson Institute
Under-16 Bowl  Argyll & Bute 95-0 Gordon Schools Huntly

Brewin Dolphin Girls
Under-16 Cup  Kelvinside Academy (Runners-up - Biggar)
Under-16 Plate  Elgin (Runners-up - Strathmoor)
Under-16 Girls  Grantown Grammar School and Community School of Auchterarder - draw
Under-15 Girls  Longholm (Runners-up - Oban Lorne)

Under-12 Girls Fair Play Winners (PCS) Central Crusaders
52 Fair Play Winners (PCS) GHA

For league results please see Championship Report, pages 33-34

Scottish Rugby Club Awards 2012/13

RBS Club of the Season  Ayr
RBS Women’s Club of the Season  Hillhead Jordanhill
Youth Coach of the Season  Craig Redpath (Marr)
Spirit of Rugby  John Cooper (Glasgow Hawks)
RBS Volunteer of the Season  Ken Macaulay (North Berwick)
RBS National Youth League Player of the Season  Allan Wilson (Irvine)
RBS Caledonia Divisions Player of the Season  James Doig (Wusselburgh)
RBS Championship A Player of the Season  Dan Teague (Edinburgh Accies)
RBS Championship B Player of the Season  Andy Hill (Hamilton)
RBS East Divisions Player of the Season  Grant McDonald (GHA)
RBS West Divisions Player of the Season  James Hemara (Peebles)
RBS Women’s Premier 1 Player of the Season  Grey Dempsey (Grangemouth Stags)
RBS Women’s Premier 2 Player of the Season  Jamie Peters (Dunbar)
RBS Women’s National Player of the Season  Mike Borthwick (GHA)

For league results please see Championship Report, pages 33-34
Player numbers were extracted from the Scottish Rugby player registration database on 5 June 2013. This database is updated by schools and clubs, who are also requested to confirm, in writing, team and player numbers at the end of the season, prior to this extraction.
Enhanced and more regular communications with supporters this season has enabled us to deliver activities, offers and prices that better reflect what people want. This has helped us to record crowds of over 500,000 people to events at Murrayfield, Pittodrie and Scotstoun this season.

This increased attendance has sparked wider commercial opportunities and has enabled us to grow our family of sponsors. In turn this offered more attractions for those coming to our games, such as Caledonia Best Seat in the House at our RBS 6 Nations home internationals where supporters could win the chance to be hosted and watered in their own pitchside dugout by the likes of former Scotland and British & Irish Lion, Scott Hastings.

Following the reintroduction last season of car parking on the back pitch area, this has continued for our home internationals with sell-outs for some games, giving supporters the choice to arrange their own gatherings pre-match.

Supporters have voiced their approval of developments at Glasgow Warriors and Edinburgh Rugby with record season ticket sales in 2012/13, a trend which has been reinforced by more record-breaking figures already for next season for Scotstoun. Much of the upturn here has been due to the increase in the pro teams’ match day activity; everything has been delivered with supporters in mind, from the new catering provision in the Thistle Suite on Edinburgh Rugby match days to the Clubhouse and activities for youngsters around the stadium on game nights at Scotstoun. Supporters have bought into this and sponsors have followed suit.

We’ve done much work with government and local authorities to ensure we fulfil our aim of making live international rugby and international players accessible to as many supporters as possible, just a few examples of which are on the map to the left.

The climate continues to be challenging from a sponsorship perspective but we have worked hard to innovate how sponsors – and those looking to invest in our game – see us, for example by introducing the Highland Spring Family Zone at the Emirates Airline Glasgow 7s.

With regard to welcoming supporters to the national stadium, we have listened to what supporters want and now offer the options of not only selecting seats from an online map but also for printing out tickets at home. We have introduced the Murrayfield Season Pass and a host of other ticket offers to make it easier and increasingly attractive for more people to experience live rugby.

Off the pitch, our GamesMaker army of volunteers have been on hand at Murrayfield, Pittodrie and Scotstoun to help supporters make the most of their international match day and there has been plenty on offer for supporters of all ages in the build-up to and after the game with activities for youngsters and Guinness, Ginger Grouse and Caledonia Best party zones for older fans.

We are fully aware that the footprint of our support is changing – with more women and children coming along to international fixtures – and we’ll continue to work hard to make the match-day experience memorable for all.

We have been active in encouraging new supporters through our marketing initiatives which have shown a positive change in our audience.
A YEAR IN SCOTTISH RUGBY
COMMERCIAL OPERATIONS, COMMUNICATIONS & PUBLIC AFFAIRS

Online and Social Media

With rugby in Scotland happening at so many levels both locally and internationally, social media in all its forms is a vital tool for us to communicate with supporters worldwide.

Scottish Rugby now has 50,000 Twitter followers on the @scotlandrugby account, increasing at the rate of around 350 per week. The account is used to update supporters on breaking news, team selection and live match scoring from all Scotland’s national teams and the wider rugby community, as well as providing an instant response to queries.

In conjunction with RBS there is a Scottish Rugby Facebook page for supporters to share the latest rugby news and ‘banter’ with the current number of likes standing at nearly 65,000.

For more moving social imagery, there are now over 300 videos posted on YouTube – from player interviews to event packages and special features such as our exclusive Lego movies, promoting the year’s Emirates Airline Glasgow 7s. The videos have had over 320,000 views with over 28% of people watching on their mobiles.

Both Glasgow Warriors and Edinburgh Rugby host their own Twitter feeds and Facebook sites, vital for two-way communication with their supporters. Edinburgh Rugby recently launched Edinburgh Rugby TV which has already proved a success and, working alongside Twitter, broadcast a live Q&A session with new managing director David Davies.

Scottish Rugby will continue to actively explore all forms of new media to provide supporters with the best possible access to as wide coverage of rugby as possible.

As we looked to completely redesign our Scotland, Edinburgh Rugby and Glasgow Warriors websites we actively sought comments and suggestions from our supporters.

This feedback guided much of the design, content and navigation of all three sites which were launched in April and roundly praised.

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Working with Government

Assuring the long-term growth of the game involves Scottish Rugby working closely with politicians across all parties at local and national levels.

Much good work continues to be done by clubs and Schools with support provided from the proceeds of criminal activity via the government’s CashBack from Communities programme. This funding is central to promoting rugby to youngsters, particularly in deprived areas, where the sport is not easily accessible. An example of this is the Personal Development Partnership, a CashBack-funded project which supports 14 to 19 year-olds, identified as being at risk of offending or who have had an involvement in anti-social behaviour to re-engage with training and development and move towards a positive destination.

This season eight young people from Glasgow and Dundee, working with the Partnership, took part in a Scottish Rugby training initiative that included a one-to-one session with national squad players during the autumn. The youngsters were able to learn about the game as well as developing a greater understanding of players’ health and wellbeing and its impact on performance.

In October, Scottish Rugby ambassador Chris Paterson travelled to Orkney and Shetland to work with youngsters and was hosted as he travelled round schools and clubs by Orkney MSP Liam McArthur who underlined the value of the trip: “I think you see from the look on the faces of all the kids what it means to them. It enthuses everybody - not just the young players but some of the not-so-young players who have been missing their way to the front of the queue to have a word with Chris.”

In a now-annual event, Scottish Rugby met with MSPs from across the political spectrum at Holyrood in September to reflect on success on both international and domestic fronts.

SNP Glasgow Anniesland MSP, Bill Kidd – whose constituency includes Scotstoun Stadium, home of Glasgow Warriors – hosted the reception which heard of a number of initiatives designed to stimulate increased participation in rugby across Scotland, a key plank of Scottish Rugby’s strategic plan, Inspiring Scotland through Rugby: the journey to 2016.

The gathering also heard presentations from teachers and pupils from Carrick Academy in South Ayrshire, one of 20 already established Schools of Rugby, where rugby’s values and ethos are part and parcel of the school’s curriculum and the number of children playing the game continues to rise.

This year’s Emirates Airline Glasgow 7s involved much partnership working with the Scottish Government and Glasgow City Council prior to the event at Scotstoun in May, where MSP Shona Robison, Minister for Commonwealth Games and Sport was also on hand to present trophies to winners at the Festival of Rugby which runs alongside the international event.
A YEAR IN SCOTTISH RUGBY
COMMERCIAL OPERATIONS, COMMUNICATIONS & PUBLIC AFFAIRS

A number of motions have been made this season in the Scottish Parliament involving Scottish Rugby, a small selection of which are highlighted below. This reflects the high regard in which the work of all involved in the promotion of Scottish rugby are held by our MSPs.

Richard Simpson

Good luck to Scots Playing for the Lions - That the Parliament congratulates Stuart Hogg, Richie Gray and Sean Maitland on being selected against the Barbarians for the British and Irish Lions in the opening game on 1 June 2013, considers it a huge honour to play for the Lions and that the three Scottish players all made it into the tour opening game against the Barbarians in Hong Kong; notes the long history that is associated with the Lions that can be dated back to 1888, when the Lions first visited. The MSPs pointed out that this is a fantastic showcase for the quality of rugby being played not only in Hawick but throughout the Borders, and wishes all three teams the best of luck in their new leagues next season.

Ian Gray

Allan Jacobsen Retires from Edinburgh Rugby - That the Parliament congratulates Allan Jacobsen on his retirement from Edinburgh Rugby following his 16-year career at the club where he was the longest-serving player, set the record for most appearances and won 65 caps for Scotland and wishes Allan, who started his career at Preston Lodge Rugby Club, well.

Joan McAlpine

Congratulating Marr RFC - That the Parliament congratulates Marr RFC's 1st XV on their tense 34-22 victory over Helensburgh on 27 April 2013, notes that a match-winning try from the winger Scott Bickerstaff, in the last minute ensured that the team completed what it considers an astonishing “perfect season” in which the team topped the RBS West Division 1 league with a maximum 90 points after 18 wins from 18 matches with a 4-try bonus point in every match and an overall points differential of +689; acknowledges that the league title forms part of a yearly treble in which Marr RFC also won the RBS West Regional Shield, beating Kilmarnock 64-31 in the final, and the RBS National Shield, beating Livingston 30-15 on Finals Day at the national stadium at Murrayfield; considers that the team's success owes a great deal to an excellent club ethos and youth set-up, which has seen the vast majority of the 1st XV this year made up of local boys who have come through the Marr College system, and wishes the coaches Craig Redpath and Paul Burke, along with the entire team, the best of luck next season in RBS Championship League A.

Tavish Scott

Shetland Rugby Team is Promoted - That the Parliament congratulates the Shetland Rugby Team on its promotion to the Caledonia Regional League Division 2 North next season; notes that the promotion has been confirmed by the Scottish Rugby Union, commends what it considers the hard work and dedication of the Shetland coach, Bryan Leask, and the Shetland players; acknowledges that the team now faces over 20 games next year, many of which will involve a time and financial commitment as the team travels to the Scottish mainland for away fixtures, and wishes the team all the best for its training and matches next season.
A YEAR IN SCOTTISH RUGBY
CORPORATE SOCIAL RESPONSIBILITY

Broadening our Reach

Murrayfield and Scotstoun are situated in residential areas and we are acutely aware of the issues that can bring to residents on event days. We have worked for many years with the local councils, neighbourhood groups, police and residents of Murrayfield particularly closely over the last seven years, to keep them updated and allay any concerns, similarly in Scotstoun since moving to the facility last year.

In partnership with the Clubs and Schools team, our national and professional players have undertaken numerous visits to schools and clubs throughout the country, taking coaching sessions, speaking to youngsters and getting involved in initiatives to promote and broaden the reach of rugby, health and wellbeing.

Caring for the Environment

Scottish Rugby recognises that day-to-day operations can impact both directly and indirectly on the environment. We aim to protect and improve the environment through good management and by adopting greener alternatives wherever possible, throughout our operations.

We have a zero landfill target regarding waste management as we develop initiatives to sift at source, introduce recycling stations for supporters on match days at Murrayfield and support the cleaning team with recycling champions.

Ensuring Sport for All

Scottish Rugby has achieved the preliminary level of the Equality Standard and continues to work hard to ensure that rugby is a sport for all. We are currently reviewing our equity policy and working with sportscotland towards achieving the intermediate level of the Equality Standard.

Supporting Charities

We actively support a family of charities with connections to our sport - The Murrayfield Centenary Fund, the Princess Royal Trust for Carers, The Wooden Spoon Society, The Sportman’s Charity and Hearts & Balls. Through the Positive Coaching Scotland programme, we also work closely with the Bill McLaren Foundation, who raise funds to support the development of rugby and its values.

Edinburgh Rugby is committed to supporting three official charities and has undertaken a variety of fundraising for Maggie’s Cancer Caring Centres, delivered Christmas gifts to hospitalised youngsters for the Edinburgh Sick Kids Friends Foundation and dressed down for pound (and then some) to raise funds for CHAS (Children’s Hospice Association Scotland).

Meanwhile Glasgow Warriors raised £5,300 at the Glasgow Warriors Annual Awards Dinner for Hearts & Balls, £800 for Yorkhill Children’s Charity, £23,000 for the Cystic Fibrosis Trust.

Joining Forces

Throughout the season we welcomed members of the Armed Forces to our international fixtures at Murrayfield. In November, at our Remembrance Day gathering at the Memorial Arch, service representatives joined with staff, representatives of the New Zealand RFU and players to pay tribute to the fallen prior to the opening EMC Test.

We also introduced a ticket promotion for the Emirates Airline Glasgow 7s, pitted Edinburgh Rugby’s Flinty and Glasgow Warriors’ Clyde mascots against Armed Forces mascots, heralding the services’ involvement in the game-day activity at the following South Africa fixture.

On match day our massed pipes and drums were joined by musicians from the services, the match ball was abseiled from the roof by Royal Marine Commandoes, an RAF Tornado provided a flypast and our family zone back pitch included activities involving Forces personnel.

A race trackside at the national stadium pitted Edinburgh Rugby’s Minty and Glasgow Warriors’ Clyde mascots against Armed Forces mascots, heralding the services’ involvement in the game-day activity at the following South Africa fixture.

On Thursday 23 May the public thronged on to the international pitch for a last chance to kick a goal through the historic posts – which had stood for over 30 years and witnessed two Grand Slams – before they were dismantled for the last time. Many also made a donation to our family of charities, while Scotland’s record points and cap holder, Chris Paterson, was on hand to pass on kicking tips.

All clubs in Scotland were then invited to compete for the chance to win the famous old posts for their own club, with Chris and the Scottish Rugby ground staff delivering them in style – the winners will be announced soon.

Meanwhile the turf itself was removed, to a depth of 25mm, and a new irrigation system was installed. Over 200 tonnes of sand was spread across the bare pitch area, the surface is then rolled, levelled and re-seeded with new aluminium posts being erected in time for the new season.

Nearing 800 tonnes of turf and dead organic matter was removed, to be split between landfill and sold to golf courses.

Remedial pitch work of this nature happens every five years, fitting into a short window of opportunity between seasons, when there are no concerts.
Sir Moir Lockhead OBE - Chairman

Originally a mechanical engineer, Moir left school at 15 to become an apprentice mechanic, joined Grampian Regional Transport in 1965 as General Manager and went on to lead the successful employee buy-out and subsequent listing of the business on the London Stock Exchange.

He went on to be Chief Executive and deputy chairman of First Group plc, the leading transport operator in the UK and North America, retiring in 2010. He was appointed as the chairman of the Scottish Rugby Board on 1 July 2011.

Moir was awarded a knighthood for retiring in 2010. He was appointed as the chairman of Scottish plc, the leading transport operator in the UK and North America,

Mark Dodson - Chief Executive

Starting his career in 1979 at the Guardian Media Group (GMG), Mark then moved on to Reed Regional Newspapers. He returned to GMG in 1988 to work in the advertising department of the Manchester Evening News, becoming Advertisement Director in 1992. In 2000, he was appointed as a non-executive Director of GMG Radio, which grew to become one of the top five radio companies in the UK.

In October 2005, Mark became chief executive officer of Guardian Media Group Regional Media, and was also appointed to the Guardian Media Group Board. Mark departed GMGR following the successful acquisition of GMGR by Trinity Mirror in 2010 and went on to lead the successful employee buy-out and subsequent listing of that company on the London Stock Exchange.

Mark was appointed as the chairman of the Scottish Rugby Board in 2011. Sir Moir was awarded a knighthood for retiring in 2010. He was appointed as the chairman of Scottish plc, the leading transport operator in the UK and North America.

Ian McLauchlan

Educated at Ayr Academy and Jordanhill College where he studied physical education, Ian was a teacher for 14 years before setting up his own marketing and sponsorship business. He is also a successful journalist and BBC commentator.

Ian played his rugby with Jordanhill, Glasgow and Natal and was capped for Scotland 43 times, 17 as captain. He also captained the Barbarians and the Wallabies and played in all the tests in the two successful British Lions Tours of New Zealand in 1971 and South Africa in 1974. He is Chairman of the British and Irish Lions Trust and a Director of the Hearts and Balls Charitable Trust. He was elected Scottish Rugby President in June 2010 and served two terms.

Ian was appointed as the chairman of the Scottish Rugby Board on 1 July 2011 and serves as one of Scotland’s directors on ERC.

Colin Grassie

CEO in the UK and member of the Group Executive Committee of Deutsche Bank, Colin joined the Board on 1 July 2011.

Born in Glasgow, he also sits on the board of the British Bankers’ Association and brings a wealth of business experience to bear on the role.

Colin is a former triathlete and sits on the Advisory Board of Winning Scotland, the foundation that encourages young people to achieve success through sport. He is also chair of the Development Trust of the Glasgow School of Art and sits on the Board of Governors of Fettes College in Edinburgh.

# Scottish Rugby Annual Report

The Scottish Rugby Board 2012/13

Alan continues to work closely with the Bill McLaren Foundation, the aims of which are predominantly to develop and support the sport of rugby union and its values, and was appointed as Scottish Rugby President at the 2012 AGM, having served as the Vice President in 2011/12. Married to Linda, Alan is father to Scotland cap, Rory.

John Davidson

Educated at Lime House School, Carlisle and St Bees School. Cumbria John graduated from Newcastle University in 1969 with a degree in Agriculture. He played his rugby for Newcastle Northern, Northumberland Colts, Alnwick and Jed-Forest, where he is currently President of the Club. He is also immediate Past President of the Border League, a member of the steering group for the Borders College of Sporting Excellence and a member of Roxburgh Sports Council.

John was elected to the Scottish Rugby Board in 2010 and appointed as a Director of Celtic Rugby Limited in 2011.

Fergus Neil

A former pupil of and player for The High School of Glasgow, Ferguson went on to play at Whitecraigs Rugby Club where he has been a member since 1963. He refereed for eight years - predominantly at grass roots level – before becoming a referee assessor. Ferguson is an IRB accredited Performance Reviewer, officiates as a Performance Reviewer at Challenge Cup and Heineken Cup matches and has served as a Performance Reviewer at the RBS U21 World Championships.

He chaired the 2007 SRU Match Officials Restructure Group and was chair of the SRU Match Officials’ Selection Panel from its inception until his election to the Council. Ferguson is a Chartered Accountant and has served as director and company secretary for a number of companies.

Mike Morro

Mike has been a member of Aberdeenshire RFC since 1971, serving many roles within the Club including as both Secretary and also President. On retiring from playing he refereed for seven years and acted as Treasurer of the local Referee Society.
The Directors present their report and audited consolidated financial statements for the financial year ended 30 April 2013.

Principal Activities
The principal activity of the Scottish Rugby Union is to promote the game of Rugby throughout Scotland, using its wholly owned subsidiary Scottish Rugby Union plc for all trading activities. The following financial statements comprise the consolidated financial statements of the Union and its subsidiary.

Business Review
The Union has achieved a surplus after interest for the year of £0.9m. Turnover increased by £1.1m over the previous year, with increases in Ticket and Broadcasting income offset by lower Other income. Increased Ticket income was as a result of having three home RBS 6 Nations matches and a full series of EMAC Tests in 2012/13. Broadcasting revenue has also risen through having the full November series and some additional 6 Nations income. These increases are offset in part by lower Other revenue, primarily as additional IRB grant income was received in the prior year, relating to the Rugby World Cup.

Average bank borrowings over the financial year amounted to £11.1m which is £1.8m below the previous year. Year end bank borrowings of £11.2m are £2.2m below the previous year level. This cash movement is generally as a result of the surplus for the year, controlled capital investment and various working capital movements. Annual interest payments remained at £0.9m. As outlined in Note 8 to the financial statements, on page 70, a re-financing deal was concluded with the Bank of Scotland in May 2012.

The Directors continue to monitor borrowing levels, income and expenditure against budget on a monthly basis. They also monitor other key business issues including Professional and National Team performance which are fundamental to the Union’s strategy of growing the game within a stable commercial environment.

Financial Risk Management
The Union has monitored and evaluated its performance against the objectives of the current Strategic Plan. The risk management framework of the Union is also now well established with the ongoing identification, evaluation and status of business risks being presented formally to the Audit Committee, Scottish Rugby Board and Council periodically.

Financial Instruments
The Union uses interest rate swaps to reduce its exposure to interest rate movements. Further details of this are noted in the Accounting Policies and in Note 7 to the financial statements. Financial instruments are not used for speculative purposes.

Charitable and Other Contributions
The Union made donations towards charitable purposes during the year of £6k (2012 - £19k).

Supplier Payments
Payments to suppliers are normally made on a monthly basis, in line with agreed payment terms which is typically 30 days or payment at the end of the following month. As at 30 April 2013, amounts due to trade creditors represented the annualised equivalent of 29 days purchases (2012 - 29 days).

Going Concern
The Directors believe that the Union has adequate resources to continue in operational existence for the foreseeable future and it therefore continues to adopt the going concern basis in preparing the financial statements.

Employees
Scottish Rugby considers all forms of discrimination to be unacceptable in the workplace and recognises the value and importance of promoting equal employment opportunities for its current and future staff. We aim to be an inclusive organisation where everyone is treated with dignity and respect and where diversity is valued across all of the recognised equity strands recognised by the Equality Act 2010. The organisation is committed to providing equal opportunities throughout recruitment, employment, training and career development and has a robust Equal Opportunities Employment Policy supporting this principle. We are committed to adopting equitable employment practices and terms and conditions which are based on the merits, ability and potential of individuals, and to avoiding any conditions or requirements that cannot be justified by the needs of the job. As an example of this equitable approach, Scottish Rugby has been granted the Positive About Disabled People award by Job Centre Plus, recognising our commitment to equality and confirming that applications from disabled people are always positively considered by the organisation. Enable Scotland also named Scottish Rugby as their Employer of the Year 2011 in recognition of the inclusive approach taken to employees with learning disabilities following a nomination from a participant on the Modern Apprentice programme.

In addition to our equitable employment practices, Scottish Rugby is committed to working towards the Intermediate Level of the Equality Standard. A Framework for Sport which is a collaborative effort between the four national Sports Councils, UK Sport and equity organisations to achieve measurable stands of equality. To date, Scottish Rugby has been awarded the Preliminary Level of the Equality Standard through our efforts and commitment to make rugby in Scotland open to all, to identify under represented groups, and put actions in place to ensure everyone has a fair chance to take part in rugby should they wish to do so.

Consultation with employees or their representatives has continued at all levels, with the aim of ensuring that their views are taken into account when decisions are made that are likely to affect their interests and that all employees are aware of the financial and economic performance of their business units and of the company as a whole. Communication with all employees continues through email communication, team meeting briefings and the distribution of the Annual Report.
Statement of Directors' responsibilities

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations. Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the Union’s financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Union and of the surplus or deficit of the Union for that period. In preparing these financial statements, the Directors are required to:

• select suitable accounting policies and then apply them consistently;
• make judgements and accounting estimates that are reasonable and prudent;
• state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
• prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Union will continue in business.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Union’s transactions and disclose with reasonable accuracy at any time the financial position of the Union and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors and Disclosure of Information to Auditors

So far as each Director is aware, there is no relevant audit information (that is, information needed by the Union’s auditors in connection with preparing their report) of which the Union’s auditors are unaware.

Each Director has taken all the steps (such as making enquiries of other Directors and the auditors and any other steps required by the Director’s duty to exercise due care, skill and diligence) that he ought to have taken in his duty as a Director in order to make himself aware of any relevant audit information and to establish that the Union’s auditors are aware of that information.

Directors

The Directors of Scottish Rugby Union plc who held office during the year are noted on page 55.

Donald Macleod, vice-president

Elected as Vice President of the Union at the 2012 AGM, Donald is a retired Consultant General Surgeon. He was the Scotland Team Doctor (1967-91), the Union’s Honorary Medical Adviser (1971-2003) and in 1983, served as the Doctor on the British & Irish Lions tour to New Zealand.

George Clark, Premier division representative

Appointed as the Premier Division Representative on the Scottish Rugby Council with effect from the 2012 agrm, George previously served on the Scottish Rugby Council, holding the post of Premier 3 Representative on the Council from season 2005/06 through to 2007/08.

John Davidson, National division

John played his rugby for Newcastle Northern, Northumberland Colts, Alnwick and Jed-Forest, where he is currently President of the Club. He was elected to the Scottish Rugby Board in 2010 and appointed as a Director of Celtic Rugby Limited in 2011.

John Steele, Championship division representative

Born in Dumfries and educated at Dumfries Academy then Jordanhill College, Glasgow, John is currently Principal Teacher of Physical Education at Dumfries Academy. A former captain of Dumfries Saints RFC and an active referee for more than 20 years, John was Chair of the Premier 3 forum (2010-11)

Robert M Howat

Secretary,

Edinburgh, 12 June 2013
SCOTTISH RUGBY ANNUAL REPORT

A YEAR OF GOVERNANCE

Ian Barr, National division representative
Ian has served as President of Lusswood RFC for a number of years and was instrumental in setting up the Midlothian Rugby Development Group.

Jim Littlefair, National division representative
Jim is currently President of North Berwick RFC and is also chairman of the Hearts and Balls Charitable Trust.

Jim Stevenson, Glasgow North regional representative
Jim played rugby with Rutherglen, Cambuslang and Dalziel rugby clubs and represented both Glasgow and District Union and Lanarkshire. President of Cambuslang RFC for many years, he is a past Board member on the Glasgow District Board and was President of the Scottish Rugby Union from 2008-10.

Bill McMurtrie, Glasgow South regional representative
Bill spent nearly 40 years in rugby-related media, first as The Herald’s rugby correspondent (1966-95) then as the Glasgow professional team’s media manager (1996-2005). He became Glasgow and District Rugby Union secretary and administrator in 1996 and is a member of the Season Structure Working Party.

Alan Brown, Scottish Borders regional representative
A chartered accountant by profession he has worked in the social housing sector for the past thirty-one years, has served on the committees of Royal High RFC, Gala Star RFC and Gala Wanderers RFC as well as serving as Treasurer of the Gala Junior Rugby Council and the Secretary of the Border Semi-Junior League.

Graham Kerr, Midlands regional representative
A member of Alox RFC for many years - as a player, coach, secretary and vice-president – Graham was Caledonian Rugby Administration Executive (1997-2006) and is currently Midlands Age Grade Convener.

Mike Morro, Midlands regional representative
Mike has been a member of Aberdeenshire RFC since 1971, serving many roles within the Club including as both Secretary and also President. On retiring from playing he refereed for 7 years and acted as Treasurer of the local Referee Society.

Bruce Thompson, schools’ representative
He moved to Scotland in 1994 as Deputy Rector of Dollar Academy then to Strathtay where he has been Head for twelve years. Bruce is Scottish representative on the Headmasters’ Conference Sports Committee and also chaired the HWG Committee that looked into rugby safety issues.

Fergus Neil, referees’ representative
Fergus refereed for eight years before becoming a referee assessor. He is an IRB accredited Performance Reviewer, chaired the 2007 SRU Match Officials Restructure Group and was chair of the SRU Match Officials Selection Panel from its inception until his election to the Council.

Kath Vass, women’s rugby forum representative
Selected on the bench, at prop, for the first full Scotland Women’s international match against Ireland in February 1993, Kath then formed and captained the first Scottish Exiles side and represented the Exiles on the SWRU (Scottish Women’s Rugby Union) Committee.

Rod Lynch, Scottish Exiles Clubs’ representative
North-borne Rod was elected as the first Scottish Exiles Club Representative on the Council prior to the 2012 AGM. Rod is a member of London Scottish and has served on the club committee since 2000.

Ed Crozier (Co-opted – Celtic Rugby Limited)
When injury stopped play in his mid-20s, Ed took up refereeing and is a former Chairman and founding member of the Scottish Rugby Referees Association, past President of the West Of Scotland Referees Society and ex Board Member of Glasgow Rugby. Currently a theatre, film and radio drama producer in the West End and in Scotland, he previously enjoyed a long career in financial services.

Bill Nolan (Co-opted – FRA-ABR)
A past president of Irvine RFC, Bill was appointed to represent Scotland on the Council of the International Rugby Board in 2002, serving initially on its Game Regulations and International Matches & Tours Committees then its Executive Committee. Currently a self-employed public relations, media and marketing consultant, he was previously Head of Corporate Communications and Media for Tennent Caledonian Breweries.

Archie Ferguson (Co-opted – FRA-ABR)
Involved from grassroots to international rugby for forty years as player, coach, referee, committee member and Club President at Lenzie RFC. Archie joined the Scottish Rugby Board and Council in 2005 and is a former representative on the Six Nations Council. Previously involved in teaching, as a deputy head and inspector, he has held a number of Scottish and local government board and committee positions.

John Jeffrey (Co-opted – RBS 6 Nations)
Awarded 40 caps for Scotland between 1986 and 1991. John was, at the time, Scotland’s most capped flanker and scored 11 tries, another Scottish record which he shares with back-row colleague Derek White. Making his debut against Australia at Murrayfield on 8 December 1984, his last game was against New Zealand in 1991. He was also a British and Irish Lion with Scotland team mate Finlay Calder in 1989 and has been Team Manager for Scotland under-20.

Patron
Her RoyalHighness, The Princess Royal

President
Alan Lawson

Vice President
Donald MacLeod

Scottish Rugby Board
Chairman
Jim Stevenson

Executives
Jim Littlefair
Ian Barr
Jim Stevenson
Bill McMurtrie

Non-Executive Members
Colin Grasse
Ian McLachlan
Jack Milikan
John Davidson
Alan Lawson
Fergus Neil
Mike Morro

Council Representatives

Scottish Rugby Council
President
Mike Morro

Vice President
Donald MacLeod

Premier Division
Jim Littlefair

National Division
Ian Barr

Championship Divisions
Jim Stevenson

Edinburgh Regional League
Bill McMurtrie

Glasgow North Regional League
Alan Brown

Glasgow South Regional League
Graham Kerr

Scottish Borders Regional League
Mike Morro

Midlands Regional League
Fergus Neil

North Regional League
Bruce Thompson

Scottish Rugby Referees Association
Kath Vass

Schools Division
Bill Nolan

Women’s Rugby Forum
Archie Ferguson

Exile Clubs
Fergus Neil

Co-opted member (IRB & Six Nations)
Sir Mark Lockhead OBE

Co-opted member (Celtic Rugby)
Ed Crozier

Co-opted member (FRA-ABR)
Mike Morro

Secretary
Robert Howat

Governance of Scottish Rugby

The Scottish Rugby Board is responsible for the ongoing management of Scottish Rugby. The Scottish Rugby Board, which also serves as the Board of SRU plc comprises four non-executive Directors, four representatives of the Scottish Rugby Council and up to four executive Directors. As at the financial year end, the Directors of SRU plc were:

Sir Mark Lockhead OBE
Chairman

Mark Dodson
Chief Executive

Appointed 1 July 2012

Colin Grasse
Jock Milikan

Appointed 1 July 2012

Jim Stevenson
Appointed 6 December 2012

Mike Morro

Ed Crozier, Gordon Bulloch and Donald Emreke retired from the Board following the AGM on 30 June 2012. Jim Greenwood and Graham Lowe resigned from the Board as Directors on 17 September and 26 November 2012 respectively.

Young supporter at Murrayfield for the RBS 6 Nations