



RFU COUNCIL AND INEDS 2023-24



Margaret (Maggie) Alphonsi MBE

(National Member)

Before announcing her international retirement in 2014, Maggie represented her country an impressive 74 times, scored 28 tries, and helped England win a record breaking seven consecutive Six Nations crowns. She was a crucial member of the team that won the 2014 Rugby World Cup for the first time in 20 years and was part of the team that was crowned the BBC's Sports Personality Team of the Year.

In her career, she has also been recognised with many accolades. She was named Sunday Times Sportswomen of the Year, awarded the Rugby Writer's Pat Marshall Award and in 2012 received an MBE for her services to Rugby Union. From South East London, Maggie has taken her education as seriously as her rugby obtaining a MSc in Sports & Exercise at Roehampton University, a BSc in the same subjects at De Montfort University and a BTEC National Diploma in Leisure Studies at Hertford Regional College. Maggie is a RFU Spirit of Rugby Ambassador. She was previously a member of the Rugby Growth Sub Committee.



Ted Atkinson

(Yorkshire)

Ted is a past President of Yorkshire RFU and former manager of England 18 Clubs, England Four Home Unions and England AER and has represented England 18s at FIRA meetings.

He has been on the Yorkshire committee since 1999 and has chaired the Age Grade u17/18s and the County Senior XV. For over twenty years Ted coached East Yorkshire Age Grade after playing his rugby at Driffield RFU and York Unicorns invitation XV.

Ted is currently Chair of the Player Development Sub-Committee and sits on the Community Game Board. He is also a member of the Council Nominations Standing Committee.

He is now semi-retired as a farmer and businessman whose business interests have been diverse from Directorships in Crematoriums, modular buildings, frozen pea company and property.



Joe Bedford

(Yorkshire)

Eleven years as a professional rugby player for Rotherham, Leeds Carnegie, Newport Gwent Dragons and Doncaster Knights (2002-2013). Represented England U18, U19 and U21.

Joe retired from the professional game in 2013 and transitioned to become a teacher at Woodhouse Grove School. Previously, Director of Sport at the junior school and now Head of Rugby. He returned to the community game with Sandal RUFC as a player-coach (2013 – 2016)

Joe captained Yorkshire Men's Senior XV in the County Championship (2015 and 2016). He is now current Head Coach at Sandal RUFC and Yorkshire Rugby Academy U18 Coach.



Stephen Bough

(Berkshire)

Stephen has been a member of Maidenhead RFC since being sent to the club from school at the age of 14 (1976). He played through the ages up to colts before playing for Southampton Colleges for 3 years and then returning to Maidenhead to play 9 seasons of 1st team rugby before injury curtailed his playing. After a couple of years playing hockey, he returned to Maidenhead where he coached his son's age group from U7 through to colts and then became 2nd team manager.

Moving on to the Maidenhead RFC committee as comms manager for a couple of years, Stephen took over the role of Chairman in 2013, a position he still holds.

Until recently, Stephen was Chair of the Berkshire Chairs' Group, sitting as their representative on the Berkshire Executive for the last 4 years.



Nick Bracken OBE DL

(Essex)

Nick having served 32 years in the Police and retiring as a Commander, became the Chief Operating Officer & Deputy Chief Executive for the London Borough of Newham in 2011. There he held a number of responsibilities for the London Stadium during both the 2102 Olympics and 2015 RWC.

Nick has been associated with East London RFC & Essex Rugby for almost 40 years. A former 1st XV player, he has held various committee positions including being chairman for 14 years. He is the current Club President. He is also a former chairman of British Transport Police RFC for whom he also played for many years. He sits on the executive committee of UK selected, British Police Rugby XV and was made A life Vice-President for his service to UK Police rugby. Nick is the current Essex County RFU President and Chairman, he has represented Essex in the County championships.

Nick is the Representative Deputy Lieutenant for the London Borough of Havering.



Rob Briers

(President)

Rob Briers, now 71, began playing rugby for West Park Grammar School in St Helens at the age of 11. Selected to play 10 for Lancashire Schools, he joined his local club, West Park St Helens RFC as a Colt. He earned 50 Lancashire caps, in his first season winning the County Championship against Gloucestershire. He also played for North West Counties v Australia, losing by a single score, and for England U23s against Midland Counties.

Before retiring as a player, he was his club's Vice Chairman aged 23 and on their committee. He coached their first XV and Lancashire Colts and was Chairman of Lancashire U21s, then Chairman of Selectors for the first XV, as well as serving as North U21s team manager. He became Chairman of West Park St Helens aged 49 and over the years his entire family followed him into rugby and the club.

Rob's other roles have included President of Lancashire RFU, serving on their Board, Lancashire representative on the RFU Council until becoming the RFU Junior Vice President, and trustee and director of the Sale Sharks Foundation Trust. One of the Council elected RFU Board members, he chaired the Community Game Board, the Competitions Sub Committee and the County Championship Committee. He also served on the Governance and Rugby Development Committees..



Chris Brookes

(Notts, Lincs & Derby)

Chris has been involved in Rugby all his life, playing for Nottingham as a Colt, and moving to Long Eaton RFC at 19. He played for the Club for 25 years, including County Rugby. During his playing Career and post retirement, He has always been involved in the management, development, and administrative side of the game. As well as Chairing and being development manager at Long Eaton for the last 10 years, he also managed the County Teams, and Midlands Under 20's before being promoted to Manage the England Counties Under 20 Team for the last four years. Chris has a particular passion for aspirational pathways, retention of youth players into the adult game, as supporting our Clubs.

Professionally he is a General Manager and Director in building product-manufacturing facilities, specialising in Project Management, Change and Implementation.

Chris is married to Jackie, with three adult sons, and three foster children. As Family they have fostered for over 20 years, and in the last 10 years have been full time therapeutic carers for Nottinghamshire County Council Fostering Futures program.



Richard Bryan

(RPA Rep)

Richard is the Player Welfare Director at the Rugby Players' Association (RPA), the representative body for more than 800 male and female professional rugby players in England and over 400 former players. Richard is a former professional rugby player for Bath Rugby, Bridgend, Celtic Warriors, Newport Gwent Dragons and Leeds Tykes, as well as representing England Under 21s.

Following retirement due to injury in 2007, Richard qualified as a solicitor with Clarke Willmott in Bristol and practised with the firm's national commercial sports law team. In 2011, Richard joined the RPA, as a Development Manager, and in 2014, he was appointed to his current role as Player Welfare Director.

He is responsible for the RPA's Player Welfare services and programmes, including Player Representation, Legal, Insurance and the RPA Gain Line Programme which provides professional rugby players with education, personal development, career transition and wellbeing support and opportunities. Richard has also coached rugby at community level in Bristol for Old Colstonians RFC 1st XV and Broad Plain RFC Under 7s – Under 11s.



Terry Burwell

(Hampshire)

A Graduate of Loughborough College, Terry played for Leicester Tigers, Northampton Saints, Hampshire and East Midlands before coaching Northampton Trinity and Northampton Saints. In 1990 he was appointed as one of the first full time administrators at Newbury RFC guiding them to the National Leagues and overseeing the move to their new ground at Monks Lane.

Having joined the RFU in 1997, Terry retired from the RFU in 2011. He was former Director of Twickenham Services. Terry was part of a new professional directorate, and subsequently had responsibility for RFU Community Rugby and Operations, serving on several of the RFU Committees with valued Council colleagues. Terry, was a founding Trustee of the Rugby Football Foundation and actively involved in key Governance issues for Anti-Doping, Player Safety and Competitions Management.

He was a Director on ERC Board, Chairman of Churchill Cup, FIRA/AER Representative as well as serving on various World Rugby/IRB working parties that introduced the World Sevens Series, the Under 20 RWC and the Global Structured Season. As Tournament and Competitions Director he worked closely with Premier Rugby and the Community Game to develop our competitions structure and had responsibility for the RFU successful tender for RWC2015.

Upon retirement he started refereeing again with Berkshire and Hampshire Referees Societies. He is Chairman and Re-appointments Secretary of Hampshire Rugby Referees and is a qualified Match Observer/Adviser, a role that enables him to spend valued time with volunteers in clubs throughout Hampshire. He was elected as Council member for Hampshire in 2018.



Paul Candlish

(Durham)

He began playing in 1966 at grammar school and presented Durham Schools 19 Group 1973/4. He played in the County Championship for Durham County between 1978-1980.

A member of Gateshead Fell RFC (later Gateshead RFC) for more than 50 years, he joined in 1970, later served for 5 years on club General Committee as Membership Secretary.

He finished playing due to injury in 1989 at Durham City RFC and became a referee in 1990 reaching level 5, he is still actively refereeing today.

He has been a Member of the Royal Pharmaceutical Society for 45 years and still practises in the pharmaceutical industry where he is Chair and Chief Executive of a pharmaceutical company and company director of two other associate businesses. Prior to that he was a senior pharmacy Director in the National Health Service.



Paula Carter JP

(Surrey)

Paula's executive career covered private sector and public companies and large, complex and regulated organisations with multiple stakeholders. She worked at the most senior level in all the major British Television Companies during a time of transition from a linear terrestrial to an online digital ecology.

Her previous non-executive roles included the Maritime and Coastguard Agency and the Parliamentary Ombudsman. Paula is Vice Chairman of the Port of London Authority, Chairman of the Ofcom Advisory Committee for England and a Non Executive Director of be the business, a business driven productivity movement.

Paula sits on the RFU Board of Directors and chairs the Head Injury Management and Prevention Sub Committee. She also chairs the Governance Standing Committee.

Paula's consultancy career included roles in the Cabinet Office and advising a Parliamentary Committee as well as working for the Communications Regulator, Ofcom and the Royal Opera House. She was a rugby referee for 10 years, reaching level 7 and refereeing on the London Premier List. She joined the Surrey Disciplinary Committee in 2013 and sat on panels for the RFU and European Premier Club Rugby. She sits on disciplinary panels for the Lawn Tennis association.



David Clarke

(Lancashire)

David has been involved with Wigan Rugby Club for over forty years which have included and are still current, Fixture Secretary at Wigan RUFC, Match Secretary at Wigan RUFC, Chairman of House and Grounds at Wigan RUFC, Wigan Rep for Lancashire County RUFC and Referee Liaison Official.

David's role within Lancashire has included Lancashire County RFU Rep on the RFU North Competitions Committee, Rep on the Adult Competition Management Sub Committee and Secretary of the RFU North Competitions Committee. He was President of Lancashire County RFU in 2018 to 2019 and currently Chairman of Lancashire County RFU. David is Married to Anne and have two sons, David and Andrew who are also involved in Rugby.



Roger Clarke

(Kent)

Roger is the Kent representative to Council and was elected to serve in 2018. He played for Blackheath FC, Cambridge University LX Club and Tunbridge Wells RFC where he was appointed First XV captain.

An RFU level 2 coach he then looked after Age Grade teams from U7 through to U 18 before holding office as Team Secretary, Development Manager, Chairman and President of the Tunbridge Wells club. Roger is currently Chairman of the Executive Committee of Kent County RFU and was the Chairman of the RFU Area 3 Lead Up and Legacy Group for the 2015 World Cup.

He was appointed as Chair of the RFU CB and Club Development Committee in 2020 and sits on the Community Game Board, the Age Grade Governance SC and the Council Services SC. Roger recently completed 4 years as President of Specialised Nutrition Europe and is currently Chairman of the British Specialist Nutrition Association Ltd. Roger is now Trustee of the Rugby Football Foundation.



Brig James Cook OBE PhD

(Army)

James is a former Warwickshire Schoolboy captain, US Portsmouth RFC, Winchester RFC player, a mini- rugby coach at Andover RFC, and a current Hampshire RFU match official.

Having served 30 years in the Army so far and 21 years in the Army Rugby Union; he is now the Chairman of the Army Rugby Union.

Within the RFU James chairs the Agents Review Board, is a member of the RFU Governance Committee, and is privileged to be a member of the RFU Board since 2022.

Currently employed as a Programme Director in the Army HQ responsible for the Talent Management of everyone in the Army, modernising the way careers are managed.

Married to Helen, a Lieutenant Colonel in the Royal Logistic Corps, who is a former England Students player and mini rugby coach. They have two children Evie and Toby, and a Great Dane called Maddie.



John Constable

(Dorset & Wilts)

John started playing rugby at Swanage & Wareham RFC as a 16-year-old Colt over 40 years ago and during his time at the club has been 3rd XV Skipper/Manager, for 10 seasons, alongside being a committee member for over 30 years. Is currently club fixture secretary and has also held the positions of Vice Chairman & Chairman at the club. John has helped closer working links with the M&Y section together with the main club. He has also seen many changes to the game over the years.

John worked for over 30 years as a Motor Claims handler.

John first became involved in county activity as a member of the D&W Competitions committee. He has in the past administered county Cups for both 1st, 2nd & 3rd XV. He is currently a league secretary for D&W1 North.

John was honoured to be County President between 2014-2017 and has also been the Chair of the Management Board. He also sat on the County Discipline Panel and the SWDOC Appeals panel. As part of the SW Divisional committee, he is currently Treasurer and acts as secretary for the SW Counties Committee.



Martin Corry MBE

(National Member)

Martin played at number eight, blindside flanker or lock for Bristol and Leicester Tigers and represented England and the British and Irish Lions.



John Crate

(Surrey)

John has considerable administrative and management experience in rugby matters at both club and CB levels. This is also true in his business career which includes time spent in senior positions in marketing and general management.

He was a club secretary for fourteen years and for a large part of that time he doubled up as first XV team manager. He experienced rugby at levels five down to eight, so he has a good understanding of the game at a variety of clubs and standards. During this time he took a break from the Hon. Sec. role for three years when he was his club's president. Prior to becoming secretary he held a number of minor committee positions at his club.

Since 2001 he has sat on the Surrey Competitions committee and is currently vice chair and treasurer. As a member of this committee he has learnt a lot about the workings of clubs and understand the day-to-day issues we all face.

During this time he had several seasons as a league secretary and is particularly proud of the part he played in the development and introduction of electronic match cards, culminating in the writing and delivering of regional training seminars for the roll out to level seven and eight clubs in both the London & southeast and Southwest divisions. He is currently the county discipline secretary, a position he has held for six years having sat as a panelist for two years before that.



Yasmin Diamond

(INED)

Independent Non-Executive Director Yasmin Diamond was appointed to the RFU Board in August 2022.

Yasmin is the Executive Vice President of Global Corporate Affairs, she joined the Group in 2012 and was appointed to the Executive Committee in April 2016.

Before joining IHG in April 2012, Yasmin was Director of Communications at the Home Office, where she advised the Home Secretary, Ministers and senior officials on the strategic development and daily management of all the Home Office's external and internal communications. She was previously Director of Communications at the Department for Environment, Food and Rural Affairs; Head of Communications for Welfare to Work and New Deal and Head of Marketing at the Department for Education and Skills. Before joining government communications, Yasmin was Publicity Commissioner for the BBC, where she led communications activity around the launch of a new digital learning channel and around the BBC's educational output for both adults and children. In 2011, Yasmin was awarded a Companion of the Order of the Bath (CB) in the New Year's honours list in recognition of her career in government communications. In addition, Yasmin sits on the Board of Trustees for the British Council, the UK's international organisation for cultural relations and educational opportunities and is a Board member of the International Tourism Partnership.

She is responsible for all global communications activity, ensuring that it supports and enables IHG's broader strategic priorities. This includes all external and internal activity, covering both corporate and brand communications, as well as leading IHG's Corporate Responsibility strategy and key public affairs work



Paul Deakin (Lancashire)

Paul has been the Lancashire County Treasurer since 2015 and also sits on their Schools Committee as well as sitting on the RFU Club and CB Development sub-committee. He played rugby at his local club, Leigh, between 1980 and 2005 before turning to coaching age grade rugby and still coaches their Colts and senior 2nd team.

Professionally Paul is a Chartered Management Accountant working for the last 20 years in the defence industry as a Finance Executive before retiring in 2022.



Jackie Dyer (Notts, Lincs, Derby)

Jackie has always been involved in grassroots, volunteer-run community clubs and played for one of the six founder members clubs of the Women's Rugby Football Union.

Her home club of 25 years is Belper RFC in Derbyshire where she has been Cahir since 2018, having served there as AGR Development Manager, Coach Co-ordinator and Club Secretary.

Originally trained as a radiotherapy radiographer her long and varied NHS career began at the Royal Marsden Hospital and concluded as Programme Manager across the East Midlands. During her time working as a Research Fellow at Manchester, Leeds and Aston University Business Schools, Jackie also acted as an adviser to Government agencies. She has had a 6-year tenure as a Non- Executive Director in a Derbyshire NHS Trust, where she chaired the Risk Management and Remuneration Committees.

Jackie was elected as RFU Council Member for Nottinghamshire, Lincolnshire and Derbyshire (NLD) in 2021: she sits on the RFU Governance Standing Committee and is a member of the CB and Club Development Sub Committee.



Roxy Fearon

(Co-opted)

Roxroy Fearon started playing rugby at 16 when he joined the Burton RFC Colts from that he went on to have a playing career spanning 20 years playing rugby between level 5 & 6. First for Burton RFC then Derby RFC. This was followed by a further 20 years as a coach at Derby RFC, starting with the U10's – U16, Colts & the Senior Men's Rugby Team as the 1st Team Head Coach and Director of Rugby. During this time, he has also supported the development of Women's & Mixed abilities Rugby within the club.

Roxroy is now a Senior Social Worker working with vulnerable youngsters in the care system, with young offenders in the Youth Justice system and part of the children's protection processes in his area.

While doing the role he was also a volunteer at Derby RFC. He worked hard to develop rugby in our ethnically diverse community. He has influenced and been supported by the club to run schemes that focused on coaching in local schools, this was jointly supported by local business who helped us raise funds to maintain these vital rugby development projects.

Roxroy is determined to help the RFU look at its internal structures, identify any issues and make changes where necessary to its policies and practices that will help increase Rugby's accessibility and in turn participation for all people in our local communities, regardless of race, religion, colour, sexuality, gender, disability, social or economic background. As he believe that Rugby is a sport for al



Colin Free

(Cheshire)

Many people within the game and the RFU will know Colin from his time as Cheshire RFU Chairman, a position he held for 10 seasons from 2009. He currently has the honour of being County President for the 2020-22 period. He is also County Safeguarding Manager, a role he has held since 2010. His involvement with the County dates back to early 2000's when he was County Representative for his home club of Caldby. Prior to that, he was an active member of the Cheshire Mini & Junior Committee from 1996.

In his work/professional life he is a Commercial Property Surveyor and through being director of the company, has been able to engineer the time needed to balance work and rugby commitments. He is lucky that most of the time he enjoys both, so at 61 years of age he does not see himself retiring anytime soon.

Generally, he sees his self as an enthusiast who loves the game of Rugby and most particularly the special breed of people who go with it. He has been close enough to the coal face in club activities to understand the day-to-day pressure that we are all under, from the smallest to the biggest clubs in Cheshire. He is dedicated and hard-working and thankfully has the full support of his family. Over the years his wife has been equally involved in volunteering at Caldby RFC - partly because of having two rugby mad boys but largely from the friends and fun they have enjoyed together.



Yemi Gbajobi

(Co-opted)

As a black woman growing up in London, Yemi's first experience of a rugby ball occurred at University, where she attended the rugby team try-outs during Fresher's Week at Brunel University in 2003. Over the next five years, whilst playing for Brunel University WRFU and Richmond WRFC, she developed a love for the game, which gave her friends for life and taught her the importance of teamwork, dedication, discipline, friendship, shared goals, supporting others, and recognising the strength of its team comes from its diversity.

She is an experienced professional with over 15 years leading membership organisations. Working currently in the Higher Education sector, Yemi was appointed as Chief Executive jointly of the two students' unions of London School of Economics and University of the Arts London being responsible and accountable for strategic direction and to deliver financial performance, legal compliance and reputation with a combined revenue for the two organisations currently at £9 million. This also includes conducting organisational governance reviews, chairing governance meetings and subcommittees and reporting to Trustee Boards.

Her role with the Student Unions includes leading on developing student awareness of rugby as part of the wider offer of sport and activity to its membership. Those students who do not typically engage in team and organised sports could be signposted to sport. Demonstrating her knowledge of other NGBs developing sports participation in young people and women has been key to success in delivering within the University.



Keith Gee

(Gloucestershire)

Keith has spent 37 years in teaching. Initially in Physical Education onto Director of Sport and finally Assistant Principal at St Brendan's Sixth Form College in Bristol.

He is currently President of the Bristol Schools Rugby Union and this year President of the CB (Gloucestershire). He is also the Executive Chairman/Officer of the England Rugby Football Schools' Union.

Keith fulfils the role of RFU Education Officer working with England U17-U20 players to complete their A-Levels, BTec courses or International Baccalaureate qualifications. He also help/monitor/mentor players who move into H.E. thus combining degree level study alongside their Professional Rugby Contract through to completing degree level study either full time or part time.



Nigel Gillingham OBE

(Immediate Past President)

Nigel, was President in the 2022/23 season. He learnt his rugby at RGS Guildford, from where he was selected for England Schools. He spent a year playing for Richmond before attending Loughborough Colleges, captaining the side in his 3rd year, as well as leading their last side to win the Middlesex Sevens in 1976, and playing for England Students and England U23s.

He then was commissioned into the Royal Air Force and played his rugby for Leicester Tigers during their John Player Cup winning years. Nigel also captained the RAF and played a number of games as captain of the Combined Services, including against Graham Mourie's touring All Blacks in 1978, and he also played for the Midland Counties against various touring sides. A serious knee injury in 1980 curtailed Nigel's playing career and he retired from playing in 1983.

He coached in the RAF and became its RAF Council member in 1999 until his retirement from the RAF in 2008. He was honoured with an OBE in 2001 for services to RAF charities and RAF rugby. During that time as a Council Member, Nigel served on the RFU's Management Board and was also the RFU's representative on the Rugby Players Association. Settling in Gloucestershire after his RAF career, he joined the CB in 2009 and oversaw all their representative rugby from U16s to their County Championship side, and their relationship with Bristol Bears and Gloucester Rugby.

In 2012 he was elected as Gloucestershire's RFU Council representative (only the second person to represent 2 different CBs following Jimmy Lawson who interestingly also represented the RAF and Middlesex in the 1950s before becoming RFU President). Nigel has been a member of the Community Game Board, the Governance Committee and the International Ticket Sub-Committee, and chaired the sub-committee responsible for the development of coaches, referees and medical support



Deborah Griffin OBE

(Junior Vice President and World Rugby)

Deborah started playing rugby at University College London in 1978. She was a founding member of the WRFU in 1983 and chaired the organization of the first Women's Rugby World Cup in Cardiff in 1991. Deborah captained the first English women's club side at Finchley in its first year and went on to play for a further 7 years at Richmond.

Returning as Finance officer to the RFUW in 2002 and subsequently Chair of the Board, Deborah saw the RFUW to full integration in 2012. Deborah is Bursar at Homerton College, Cambridge University and has taken on duties of Secretary of the Cambridge University Rugby Football Union. Deborah has previously served as a member of the RFU Board of Directors, and now serves as chair of the Audit Committee. Deborah has also served on the Education sub-committee and Women's Performance Group.



Phil de Glanville

(Students)

Phil's career has been a mix of life at the top end of professional rugby combined with broad experience in sales and marketing in the commercial sector, sports development in the public sector, and leading sports talent development programmes in education. He is now in executive head-hunting, working for Hanover Fox, based in Bath and London.

He played rugby union for England 38 times, including captaining the team for a season in 1996, and was an ever present in the squad from 1992 to the 1999 World Cup. He played for 12 years at Bath rugby club (with over 200 appearances), including captaining the team for an unprecedented 5 years, winning 3 league and cup doubles and the European cup in 1998. Other honours include the Barbarians. He is a regular with Bath Youth and minis – washing up, putting out the post pads, and occasionally coaching or refereeing, supporting his 3 sons, one of whom now plays professionally for Bath Rugby.

He joined the Students RFU and the RFU Council in January 2017, and has been one of the 4 RFU representatives on the Professional Game Board since October 2017. He now chairs the Professional Game Board until the end of this PGA term in June 2024 and is a member of the Remuneration Committee of the RFU.



Simon Halliday

(Championship Clubs)

Simon entered the world of senior rugby when he debuted for Ludlow RFC's 4th XV and then played for North Dorset RFC while at Oxford University. He won 3 rugby blues and one cricket blue, being the proud owner of a first class century. After a first spell at Harlequins he joined Bath in 1981, a year when he was selected for England Students tour of Japan, then U 23's. He left Bath in 1990 and finished his club career back at the Quins. He won the KO Cup 6 times in total with both clubs. He made his debut for England in 1983 when a serious leg injury delayed his senior cap debut until 1986, through to retirement in 1992 after two Grand Slams and 23 caps, plus a World Cup Final in 1991.

He coached Esher and then at Harlequins until the game went professional, was also a trustee at Harlequins and effected the sale of the club to Duncan Savile in 1997. During this time he was a Barbarians Selector and a B&I Lions selector for the 2001 tour of Australia. He served on the RFU Council from 2000-2008 and was a proud member of Club England through the period of England's World Cup win in 2003 and beyond. In 2008 he left the RFU and became a Director at Bath Rugby for 2 years, then served on Esher Rugby's Board and on the Championship Committee. Finally he was appointed Chairman of European Professional Club Rugby in 2014 until the new 8 year agreement was signed in 2021. He is now Ealing Trailfinders strategic adviser and recently appointed Chairman of the Championship Clubs.

In his business world, he spent almost 3 decades in Financial markets, principally at UBS, DLJ, Lehman Brothers and Nomura as an Equities Managing Director.

He is strongly connected to charities, as a Patron of Cardiac Risk in the Young (CRY) and more recently with MyName5Doddie Foundation through his company Sporting Wine Club, in the fight against Moto Neuron Disease.



Gary Henderson

(Sussex)

Gary has been involved in Sussex Rugby since 1993, firstly as a PE teacher, then as a coach and in 1995 a Rugby Development Officer.

He has coached representative rugby from 1993 – 2018 leading tours to Australia, New Zealand, South Africa, Argentina and Canada; after finishing playing, he coached senior adult rugby for a number of years. Gary served as RFU National Coach Development Manager, Head of Coach & player Development and Game Development between 2005 and 2014 and is a Trainer for the RFU, World Rugby and World Academy of Sport delivering training to a range of sports across the world.

He is currently Chairman of Sussex RFU, Non -Executive Director of Governance for the national governing body of Baseball/Softball and as an Associate, delivers support and training to the British Army and NATO.



Charlie Hemmings

(North Midlands)

A former RGS Worcester pupil with Imran Khan and Phillip Serrell as contemporaries. Joined Moseley for two years after school prior to joining Pershore RFC where a number of WRGS alumnae were playing. John Jeavons-Fellows, then the NM RFU Council Member, introduced me into the world of County administration.

Charlie joined Midland Bank (now HSBC) as an employee in 1972 and with whom he maintained a career for 40 years culminating with the appointment as a Commercial Banking Manager for the last 16 years prior to retirement in 2012.



John Hole

(England Colleges)

John has been involved in the game since 1971 when introduced to school's rugby by Elwyn Price at St Brendan's College in Bristol. He then moved on to Colts and Senior club rugby as a player until finally hanging up the boots in 2009.

In 1979 he moved to London and played for Midland Bank where he become involved in administration and coaching. In 1992, John founded a club in his village which has continued to develop and overcome adversities to still be going strong nearly 30 years later.

John has held a number of voluntary positions at club, college, Somerset CB and England Colleges RFU for many years. He is a founder member and Director of England Colleges. John has worked in Education and Sports Development for more than 25 years.



Peter Howard

(Leicestershire)

Peter is Council member for Leicestershire. After a career in the Law he now works as self-employed management consultant in healthcare. Aside from work he was previously an officer in the Territorial Army for many years.

Peter has considerable experience across corporate governance and in committee administration in health, education and sport.

Peter played for his school, college and for his local club, Oadby Wyggestonian RFC where he was chairman for nine years.

He was a panel member and, subsequently, Chairman of the Leicestershire Discipline Panel for 10 years as well as serving on the RFU Disciplinary Panel for several years. Peter now sits on the Governance Standing Committee and the Governance Code Working Group. He has a particular allegiance to the Women's and Girls' game.



Mark Hyndman

(Students)

Mark has been chair of Students Rugby Football Union of the Students RFU since 2019, having filled a number of roles including Club Development Chair and Rugby Growth Chair. As chair of the trustee board he has led the SRFU governance review, developed the digital offer to members and developed the CB Equality, Diversity and Inclusion plan.

Having relocated from the North-East 16 years ago to Surrey to take up a role at Royal Holloway, University of London in their sports department. He joined the closest Rugby Club which was Egham Hollowegians in Surrey 4. A few years later wanting to take his rugby a little more serious he played out his latter years of rugby in Old Priorians supporting their campaign up the London leagues to London 2.

Mark is now Director of Sport & Active Lifestyle at the University of Warwick, Chair of the Competition Development Sub Committee and Community Game Board Member.



Tom Ilube CBE

(Chair)

Tom Ilube CBE became RFU Chair in August 2021. A 30-year career in the UK technology sector has included roles at PwC, Goldman Sachs and the London Stock Exchange. He was Chief Information Officer at Egg Banking plc, the UK's first internet bank, founded venture capital backed tech start up Garlik, which was acquired by Experian, and was an MD of private equity backed Callcredit (now TransUnion). In 2014 Tom founded Crossword Cybersecurity Plc where he remains CEO of the AIM London Stock Exchange listed company.

The Founding Chair of Hammersmith Academy, the UK's first digital and creative media academy, and Chair of ADA College, the national college for digital skills at its launch, Tom has been a governor of several secondary schools from Darwen in Lancashire to Brighton in Sussex and is Chair of the African Science Academy, Africa's leading all girls science and technology school.

A Non-Executive Director of the BBC from 2017 to 2021, he is an Honorary Fellow of both Jesus College, Oxford, and St Anne's College, Oxford. In 2018 he was awarded a CBE for services to technology and to philanthropy and he became a Non-Executive Director of FTSE100 global advertising agency WPP plc in 2020.

Tom played rugby at Teddington School and London Welsh rugby club in the early 70s and has since supported his son's rugby career at St Benedict's School, the Wasps Academy and at Newcastle University and has been involved in the community game for the past 15 years.



John Inverdale

(National League Rugby)

John has been a TV and radio presenter for the past 40 years, and the face of rugby Union on the BBC since Rugby Special in the early 1990s.

He has been on the executive board at Esher RFC since 1993 and his playing career at Esher and elsewhere amounted to 973 adult matches before injury at the age of 48 ended his pursuit of a thousand



Eddie Keal

(Middlesex)

Eddie joined Ruislip RFC when parental duties helped re-establish a direct connection with the game he played at school and university. More through accident than design he rose to become Chair, helping the club overcome a number of challenges on and off the pitch for the next 11 years. He started as Deputy Treasurer at Middlesex County RFU in 2013 and has served as Treasurer and subsequently Chair.

At both Club and County, Eddie has overseen fundamental modernisation and improvement. He has also served on the Club and CB Development Sub-Committee for 3 years and was a part of the Lead-Up and Legacy programme in 2015.

Most of Eddie's rugby spectating and support has been done standing on grass at the side of a pitch, which reveals some thing about the level he is accustomed to.

Away from rugby, Eddie is married with 3 adult children and has worked for IBM for over 30 years, always in a client-facing role. He is a keen runner and an occasional cyclist.



Paul Kaminski

(North Midlands)

Paul from the age of 14, was a member of Whitchurch RFC as a player, Fixture Secretary, six years as Chairman and now an Emeritus Life Member. A keen supporter of the Mini & Junior Section, a son and two grandsons and a daughter all having played for the Club.

Paul has spent a decade as a Society Referee. He was President of the Shropshire RFU and then went on to be President of the North Midlands CB. Chairman of the North Midlands Competitions Committee.

Chairman of the Midlands Divisional Organising Committee for 10 years and a former member of the RFU Competitions Sub Committee and more recently the Adult Competitions Management Sub Committee. He also served on a number of RFU working groups.



Lou Latter

(Women & Girls Rep)

Lou started her playing career at University and played for a couple of years at the fledgling Harlequins Ladies before moving to Wasps Ladies. Lou's representative honours include Middlesex, South East, South, Emerging England and England A player as both a prop and a winger.

Lou has been part of Middlesex CB since 2009 when she took on the women and girls role on the Community Rugby Committee. In 2015, Lou became the Chair of Community Rugby at Middlesex Rugby, the first time a women had been appointed chair of a Middlesex Rugby, the first time a woman has been appointed chair of a Middlesex committee, and went onto the Middlesex Rugby Management Board where she remains as Chair of Rugby Development.

Currently a Lead People Transformation Partner for Flutter Entertainment, Lou was appointed the Women and Girls Rugby Representative on the RFU Council in October 2018.



Mark Lowe

(England Rugby Football School Union)

Over the past 25 years Mark has fulfilled many roles with Rosslyn Park FC, Surrey CB, London & South East Rugby, Surrey Schools and England Rugby Football Schools' Union.

Mark is currently Secretary, Treasurer, Operations Manager and Trustee of England Rugby Football Schools' Union, Chair of London & SE Schools, and sits on the Rosslyn Park National Schools Sevens organising committee. He has recently stood down as Secretary to Surrey Schools Rugby and as Liaison Officer to World Rugby at the HSBC London Sevens.

Mark's background spans both industry and education, as a former Operations Director of a plastic pharmaceutical business, as well as owning a preparatory school in South West London.



Garnet Mackinder

(Co-opted)

Garnet Mackinder is currently employed as a Head of Equality at Sport England. Garnet has played for Exeter Chiefs, Wasps and Saracens in Premiership Women's Rugby, retiring in 2022. She played rugby for over 10 years, was part of the England U20s squad and gained England 7s caps. Outside of work Garnet is a trustee of new community interest company, Tag Sports. The vision of the organisation is to offer opportunities to underrepresented groups in tag rugby. Garnet co-founded the Rugby Black List and is looking forward to supporting the council to open doors to underrepresented communities and show that rugby can be for all.

Garnet believes in the RFU's vision and culture and wants to be a vital part of making rugby as diverse and inclusive as it can be. She is determined to help make change by bringing her lived experiences of being a mixed race female on and off the field.



Kirsty Marlor

(Royal Navy)

Kirsty began her rugby journey in 2003 in her final year at the University of Bath, following a conversation with the Captain of the rugby team. This conversation started a (to date) 17 year love for the sport which has included time both playing and volunteering within rugby. She has played for a number of teams around the country including Portsmouth Valkyries, Redruth Albany and Yeovil Ladies. The most significant part of her rugby life has been through the Royal Navy Rugby Union.

In 2004, she joined the RN Women's squad for the first time. She was fortunate to be able to represent the RN for 14 years as a player with 5 of those years being spent as the Assistant Director of Rugby for the Women's team. Kirsty retired from playing in 2018 and joined the RNRU Executive Committee as the Volunteer Manager. In 2019 she completed the RFU Leadership in Union course and she was selected to be the RNRU representative on the RFU Council from May 2020.

Kirsty is an Air Engineer Officer in the Royal Navy and is currently the Air Engineering and Survival Equipment Branch Manager. Kirsty is married to Andy and they have two daughters.



Robert Masters

(Devon)

Rob has had a long term involvement with Rugby since he started playing when first introduced to the game at the age of 11 at Kingsbridge Community College.

Since then he has been a Player, a Coach, a Referee, a PE Teacher, in mainstream and special schools from 1986 to 1997 and the Rugby Youth Development Officer for Devon from 1997 - 2000. He had a long career as the Rugby Development Officer for Devon from 2000 - 2020 and currently works for an education provider for vulnerable and disadvantaged young people where mainstream education are unable to meet their needs. He is an RFU Coach Educator / Trainer and an RFU Safeguarding Tutor. Rob is Club Coaching Co-ordinator and the 1st XV Team Manager at his local club, Kingsbridge RFC and an active member of the Devon RFU serving on various sub committees including, Coaching, Com-petitions, Women & Girls and Mini & Youth.



Neil Marston

(Cumbria)

Neil has been involved with Upper Eden RUFC for over 45 years which has included Hon Secretary, President, Chairman, Social Chairman, Mini/Youth and ladies coach and currently Chairman. Neils role within Cumbria CB have included Rugby Safe Manager, Compliance Director and currently Chairman.

Neil is Chartered Safety practitioner holding a MSc in Occupational Health, Safety and Risk Management with over 22 years' experience in Safety and Risk Management. Neil holds the position of Managing Director of his Safety and Risk Management Consultancy. Prior to that he was an Executive Director at Stobart Group for sixteen years.

Since joining the Cumbria Board, he has been instrumental in transforming the way that the Board and its members operate. Neil is an advocate of empowering Board Members and Sub Committee members to manage their own disciplines and to be proactive, forward thinking and to engage with Clubs and members across the CB.

He remains passionate about grassroots rugby and encouraging more people to be involved in the game and discover the benefits which come from being involved with rugby union. Married to Joanne with Twin sons James and Matthew who both play Rugby.



Simon Massie-Taylor

(PRL)

Simon's experience places him strongly to lead Premiership Rugby in this phase, joining from the RFU where he is Chief Commercial and Marketing Officer. At the RFU, he was responsible for the organisation's revenue-generating and marketing activities including broadcast, brand partnerships, fan engagement and digital and data transformation projects. Prior to the RFU, he was Commercial Director at the British Olympic Association and Commercial Director at Tough Mudder in New York.



Steve Mead

(Somerset)

Steve has been involved in the game since 1967, when introduced to schools rugby, moving on to Colts and Senior club rugby as a player until finally hanging up the boots in 1998 after taking the RFU Preliminary Coaching badge and then assisting with coaching at Bath Minis. In 1991, took over as Secretary for Bath Mini/Juniors, and was in post for 10 years before taking a (very) short break then appointed as Avon RFC Club Secretary from 2001 until 2013.

A retired export director in the Chemical Industry, Steve was appointed as Somerset County Discipline Secretary in 2005/6 and also elected as Division A Representative to the County Management Committee, serving since that time to the present. Several additional roles on sub committees within the County Committee in addition to Discipline including Competitions, Admin & Governance, also taking on a role as a League Secretary for Somerset Leagues from 2007 onwards until the present and representing the County at SW League and Division, English Rugby Counties Association (ERCA), Bath Combination and Somerset Referees Society. Elected as County Chair for 2017-18, Steve stood down at the end of 2019/20 after three years.

Steve was elected as Somerset RFU President in August 2020. He was elected as Somerset RFU Council Member March 2020, and took over from Andy Shorney in August 2020.



Steve Miles

(East Midlands)

Steve joined Rushden and Higham RUFC in 1971 as a playing member. His first 1st XV appearance was in 1973 and last in 1993. He was elected as club Hon Secretary in 1984 and stood down in 2003 after 19 years as an officer and administrator.

During that time he took the club through several constitutional changes – including the introduction of a Discipline Sub-Committee and refinancing. Appointed Honorary Life Member of the club in 2003 for services rendered and still attend to this day socially as and when time allows.

Invited to join National Discipline Panel in August 2013 and attending as Panel Member or Secretary but stood down in June 2019. Joined East Midlands CB as Assistant Secretary in 1995, Secretary from 2007 to present and President 2015 to 2017. Elected as CB representative to Council in August 2019 and Member Adult competitions Advisory Group (ACAG) in May 2020. Appointed Chair of Council Nominations Committee (NomCom), Chair of International Ticket Sanction Sub-Committee and member of CB and Club Development Sub Committee.



Dr Tim Miller

(Rugby Football Referees Union)

Tim began his refereeing career with the Scottish Midlands Referees' Society in 1980 before moving to the London Society in 1987. He was appointed to the RFU National Referees Panel in 1994, refereeing in the Premiership (a little!) and Championship before stepping down in 2007.

Since then he has remained an active referee as well as re-joining the National Panel as a Referee Coach in 2016. As a member of the London Society, Tim held a number of management positions, including Appointment's Manager, Treasurer, General Secretary and President.

In 2014, Tim led a task group examining the case for payment of match officials and was subsequently co-opted into the RFRU Committee, helping establish it as a Constituent Body. He was a member of the task group developing the national blueprint for match officiating as well as sitting on the RFU Competitions Development Sub-Committee. Tim is the current Secretary of Middlesex County RFU.



Alan Milliner MBE

(Cornwall)

Alan is currently a committee management member of Cornwall RFU, senior selector for last 7 years, Chairperson for Wooden Spoon Cornwall. Former player, Captain, Chairperson for Truro RFC. Former player for Devon and Cornwall Police, Penzance and Newlyn RFC, Camborne. Honours, South West Police, Cornwall and Invitation Cornwall Legends XV v British and Isles Legends.

Retired Police Officer, Currently CEO of White Gold Cornwall CIO and a director of Safer Stronger Consortium and a trustee of Truro and Penwith Academy Trust. He is Married with three children, all involved in the game of rugby. Alan is now a proud grandfather.



Tim O'Brien

(Oxford University)

Tim is the Oxford University representative on Council. He played for Yorkshire and England schoolboys, Headingley RFC, and was the first player to win 'Blues' at both Cambridge and Oxford Universities. He captained Oxford University in 1984. He later coached the OU Greyhounds.

Since 1999 he has been a Consultant Urological Surgeon at Guy's and St Thomas' Hospitals specialising in cancer surgery. He is active in kidney cancer research and has taught at King's College London for 25 years. He was elected President of the British Association of Urological Surgeons in 2020. He loves all sport, swims, plays golf and is a member of MCC.



Nigel Orton JP

(England Rugby Football Schools Union)

Nigel played for his school and club before taking up refereeing, initially with the London Society then with the Hertfordshire Society. Nigel is a former Deputy Head and retired Biology teacher who took school teams and led overseas rugby tours. A former coach of Middlesex's U16, U18 & U20s and he chaired, the CSU, Middlesex's RDP and Governance Committee. Nigel is the current President of Middlesex CB.

Nigel is on the Board of England Rugby Schools and was its Executive Chairman. For the RFU, he has sat on several sub-committees, currently he is chair of Age Grade Governance and serves on RFU Governance and the Community Game Board. From 2002-17 he was the RFU's National Age Grade Disciplinary Secretary.

A magistrate since 1995, Nigel has chaired two London Benches. He sits as a Family Court Judge and is the Chair of the Greater London Family Panel.



Roger Pierson

(Eastern Counties)

Roger is a former Player, then Club administrator, moving on to CB Disciplinary Secretary (5 years), then to CB Hon. Secretary (12 years so far).

He has sat on most of the CB Committees, so has a wide interest in the workings of the CB. A Mentor on the last two Leadership Academies, and a Member of the CB PFR Management Group, he has been closely involved with the development of the CB.

Roger has given particular support to our Safeguarding Group, and was a Panel Member of the CB Disciplinary Group.



Michael Procter

(Staffordshire)

Introduced to Trentham Rugby by a schoolmaster in 1975, Michael played for his club for 25 years at all levels and has served on the committee for over 30 years holding many positions including Chairman and Trustee.

Michael joined Staffordshire Rugby Union in 2000 as Patrons & International Ticket Secretary and served as President and Chairman from 2012-2014, he is also a Trustee to both Staffordshire Youth Trust and Staffordshire Memorial Fund. A Director of Trentham RUFC Ltd and Trustee at Trentham RUFC. In his spare time Michael is a mechanical engineer.

He is currently the Chair of the International Rugby Ticket sub-committee and serves on the Game Development sub-committee.



David Roberts (Hertfordshire)

David Roberts has served as Hertfordshire's representative on Council since 2015. Numerous roles for Letchworth Garden City RFC have included: Mini/Junior Chair, Coach Coordinator and coaching various age groups at Club and CB level. David is part of the Hertfordshire Executive Committee and has held roles which include Chair of the Rugby Development Partnership, Chair of Representative & Player Development Committee and Hon Secretary.

He was the Hertfordshire representative on the Area 2 2015 RWC Lead up and Legacy Committee, David is now Chair of the Community Game Board and former chair of the Club & CB Development Subcommittee. Professionally, David has held positions within the Telecoms Industry and was the Head of Business Improvement at the Open University and his current role concerns Business Improvement and the development and implementation of quality management improvements.



Andrew Smart (Middlesex)

Andrew joined the RFU Council in 2022, representing Middlesex. Andrew has had a longstanding involvement in the administration of CB and club rugby.

At club level, he has been Chairman of Harrow RFC since 1996, also holding the position of Fixture Secretary.

Andrew has been Chairman of Competitions and Group Officers Standing Committees for Middlesex RFU. He runs the Middlesex Merit and Middlesex Vets Merit tables. He is also a Member of Middlesex Management Committee.

He has been a league secretary for around 15 years and is the current league secretary for regional 2 Thames.

During his playing career he played for OMTs, Ealing, Pinner and Harrow, Middlesex Schools and U 21s, Scottish Universities and Combined London Old Boys.

Andrew is now retired but was a Metropolitan Police Officer for 33 years of which he was a detective for 28. Andrew was a Financial Investigator from 1996 specialising in the Proceeds of Crime Act from 2003.



Matt Smith

(Warwickshire)

Matt's playing career was based at the Old Leamingtonians Rugby Club for over 20 years starting in the Junior Section, playing Colts rugby and mainly 3rd/4th XV Senior Rugby. Where for a time he captained the 3rd XV and fulfilled the role of Match Secretary.

Following a number of playing injuries he became Secretary at South Warwickshire Rugby Football Union, where he successfully ran the Harold Stilwell Tournament, Bob Jones Veterans Tournament and the representative sides at U17's, U19's & Seniors.

In terms of involvement with County Rugby he has held a number of positions including Inter-District Secretary, Warwickshire Colts Secretary & Treasurer, South Warwickshire Clubs Representative, Warwickshire U20's Team Manager for 10 seasons and President of Warwickshire 2019 to 2021. From 2010 to 2020 Matt was involved with Divisional Rugby as the Midlands Counties U20's Secretary.

Professionally he is a Chartered Quantity Surveyor working as Head of Commercial for VIVO Defence Services, with an active role with the Royal Institution of Chartered Surveyors as Chairperson for the Assessment of Professional Competence.



Bill Sweeney

(CEO)

Bill Sweeney's achievements in blue chip business and elite sport saw him appointed Chief Executive Officer of the Rugby Football Union in May 2019, after serving nearly six years as Chief Executive Officer at the British Olympic Association.

A record-breaking London 2012 Olympic Games preceded Team GB becoming the first nation to win more medals in the following Rio 2016 Olympic Games, when they came second in the medal table. During Sweeney's tenure, Team GB also delivered best-ever performances at two consecutive Winter Olympic Games.

He left a very strong British Olympic Association, both financially and in readiness for Tokyo 2020. His earlier business career included senior roles at Adidas and Puma, and corporate management with Shell, Mars and Unilever.

Although a lifelong rugby supporter, he was initially a school boy footballer at Chelsea FC and then English Universities Captain. He switched to rugby first with Aberdeenshire RFC and then Abu Dhabi, Rosslyn Park and Weybridge Vandals. He now has strong connections at Richmond.



Penny Stewart

(Northumberland)

Representing Northumberland, Penny has been involved with club rugby for over 18 years, originally joining Alnwick RFC as a 'rugby mum' before being appointed to their senior committee and successfully leading a major fundraising campaign for the redevelopment of the clubhouse. Penny went on to complete the RFU Leadership course and took up a seat on the Board of Northumberland Rugby Union in 2018 to 2021 as Director of Communications, working enthusiastically with all clubs across the CB.

Penny was elected as RFU Council Member for Northumberland in 2021 and sits on the Nominations Committee.

Penny also holds the position of Business Director for a renewable energy company and relaxes by playing touch rugby once a week for Alnwick RFC Ladies. She remains passionate about grassroots rugby and encouraging more people to pick up the oval ball and discover the benefits which come from playing and being involved with Rugby Union.



Auriol Stevens

(INED)

Auriol is currently Vice President, Workplace Experience at Kyndryl where her role is to create a seamless employee experience, in the office or remote, by bringing together collaboration environments & devices for 90,000+ employees worldwide.

With close to 20 years in the technology and innovation industry, prior to joining Kyndryl, Auriol was Global IT Director, Employee Experience Digital Workplace at Unilever. She has also been CEO of Inogesis, a collaboration platform connecting emerging technologies with blue-chip organisations to drive new revenues and solve complex business and a Director of Tech Merchant Bank, Restoration Partners.

Having pursued a degree in Law, Auriol is a great advocate of consumer rights. She is passionate about supporting business growth through building a diverse workforce, and equitable and inclusive work environments.

Auriol is a Non-Executive Board Member for the Royal Navy, and a member of a variety of external boards and committees, including Chair of the Board of Trustees for Tech She Can; Chair of the Advisory Board, Institute for Security Science & Technology, Imperial College; and Deputy Chair of SPRITE+.



Simon Thornton (Gloucestershire)

Simon joined the Gloucestershire RFU Executive Board in 2013, taking up the Treasurer role the following year, a role that he still fills. He has also been a member of the CB's Appointments Panel, and Chair of Governance. In 2017/18 he was able to participate in the RFU's "Leadership in Union" programme.

Since 2019 Simon has been a member of several RFU Work Groups relating to the financial health of clubs, including Insolvency Working Group, Financial Monitoring Support Group and Clubs at Risk Task Force. He now sits on the Governance Standing Committee, is a member of the Club Financial Viability Group, and is the Council Appointed Director of Twickenham Experience Ltd (TEL).

He is a Licensed Insolvency Practitioner, having established his own practice over 20 years ago.



Dick Tyler (Cambridge Uni)

Dick has been Council Member for Cambridge University since 2020. He played rugby for Cambridge University, for whom he won three Blues, Old Patesians in Cheltenham and for clubs in and around London.

He was President of Old Patesians between 2006 and 2022 and has been a Director of Varsity Match Company Limited, which runs the men's and women's Oxford vs. Cambridge matches, since 2014.

Dick was Chairman of Cambridge University Rugby Football Union between 2016 and 2020 and is a member of its Management Committee. He participated in the RFU's "Leadership in Union" programme in 2017/18.

Currently, he is RFU representative on Rugby Europe and sits on the Women's Competition Review Group and the Education & Age Grade and World Rugby Museum Sub-Committees. He is a Director of RFU Hotel Limited and RFU Health & Leisure Limited. Previously, he has been the Council Lead with the National Youth Council and a member of the County Championship Review Group.

Dick was previously Managing and Senior Partner of a City of London law firm and now has his own business advising law firms.



Rob Udwin

(Senior Vice President)

Rob is South African born and came to England when he was 17. He was an enthusiastic and committed player of both rugby and cricket at school, university (Manchester) and at a number of English clubs including Wasps, Manchester and Chiswick.

He started as a rugby administrator during his playing days, and quickly graduated on to the Management Committee of Middlesex RFU. From there he was elected as the Middlesex clubs' representative on the RFU, where he served as a Council Member for 20 years until 2021. During that time, he was chairman of the RFU's Community Game Board, and a member of the Board of the RFU. He also was a trustee of the RFU Injured Players Foundation, and currently represents the RFU on Rugby Europe, where he is a Board Member and Vice-President. Rob has now re-joined the RFU Council to be Junior Vice President of the Union.

Rob is a director and co-owner of a London based software development company.



Robert Walsh

(Oxfordshire)

Rob is the Oxfordshire representative and has served on the Council since 2018. He began playing rugby at Malvern RFC as a schoolboy before moving to London and playing for Thames Poly Old Boys and Centaurs RFC.

He has been a member of Chinnor RFC for 40 years serving in numerous roles culminating with 3 years as its Chairman. He has been a member of the Oxfordshire CB Executive for over 30 years and has served as Head of Playing, Chair of Governance and Discipline.

He was also President of Oxfordshire in 2017. Rob runs his own consultancy business and is a serving magistrate in Oxford.



Jonathan Webb

(World Rugby Representative)

Jonathan represented the Students RFU for 6 years on Council before being elected as the World Rugby representative and RFU Board member in 2016. In 2021 he was voted onto the WR Executive Committee and Chairs the WR Community Rugby committee. He sits on the Head impact committee and is on the Governance and Laws sub committees.

He played full back for University of Bristol (1982-87), Bristol (1985-89), Bath (1990-93) and England (1987-93, 33 caps, 298 points) winning 2 Grand Slams and reaching the 1991 RWC Final played at Twickenham. He was voted Rothmans rugby player of the year in 1992.

He is President of United Bristol Hospitals RFC and Hon. VP of University of Bristol RFC. He is President of Young Bristol a charity supporting the disadvantaged young people in the local area. Jonathan is a full time Consultant Orthopaedic surgeon specialising in knee surgery and sports injuries. He is married to Amanda and they have 4 children and 3 granddaughters.



Matthew Webb

(Co-opted & Chair of Inclusion and Diversity)

Since returning to rugby in 2014, after leaving at 16 at school, I have been playing for Kings Cross Steelers RFC, the world's first gay & inclusive rugby club. Since joining the club I have been a member of the management committee moving to Chair in 2018 having previously been Treasurer.

During my time in the club I have nurtured a culture of inclusion to grow the game. The club now has an active partnership with East London Vixens where we are working to grow the women's game through a joint pathway to rugby program. Additionally working with chairs of other clubs in the International gay rugby community in England, we have worked to support the RFU and provide advice on the work on Transgender inclusion in our sport.

In 2021 I joined the Essex RFU management committee as the D&I lead to help Essex open itself up to more potential players.



Polly Williams

(INED)

Polly Williams is a qualified chartered accountant who spent five years as a Partner at KPMG. She is an experienced board member and is Chair of the Audit and Risk Committee at Jupiter Asset Management, Chair of the Audit Committee at TSB Banking Group and a Senior Independent Director at The Royal Bank of Canada Europe. Outside of the financial services sector she is a Non-Executive Director of XP Power Limited and a Trustee for the Guide Dogs for the Blind Association.

Polly was a keen rugby player during her time at university, she also spent 14 years as a Governor at Rugby School, most latterly as Deputy Chair. As a Twickenham Stadium debenture holder she is a firm England fan. Speaking about her appointment she said: "I'm excited to be joining the RFU ahead of a World Cup year for the Red Roses in New Zealand and with the challenges of getting the game back up and running fully next season. We have a lot to do and to look forward to."



Peter Wilson MBE

(RAF)

Deeply involved in rugby since joining the Royal Air Force in 1992, as a player, representing the RAF through the age groups to Men's 1st XV and Combined Services (now UKAF) at age group level. A coach, Coach Educator, Rugby Development Officer and more recently adding Director of Rugby of RAF and separately DoR UKAF Rugby to the list. Peter is equally committed to local community rugby playing for Cheltenham, Royal Wootton Bassett and teams Oxfordshire, before moving into coaching in the Forces and community game.

Currently Deputy Director of RAF Rugby and since 2021 Director of UKAF Rugby, Women's, Men's, 7's and U23's also currently DoR for Witney RFC (Oxon), a thriving club at all age levels and genders, with 3 Men's Senior, Women's side and a wide range of M&J's, including the Witney Wolves for SEN children and adults.

He has worked closely with members of the RPA in introducing professional players to the potential of a career after/or alongside their rugby careers.



Simon Winman

(Buckinghamshire)

Simon was a teacher at Aylesbury Grammar School before moving into rugby development at the RFU where he led the Club Development team that transformed the development of volunteers, facilities and business across the community club game.

Simon played for Exeter University RFC and Exeter RFC before joining Aylesbury RFC where he was capped for Buckinghamshire RFU. He went onto coach at Oxford University where he coached the U21 and Blues teams. He now referees with the Buckinghamshire Society.

Outside of rugby Simon is working with a specialist coaching & mentoring provider to train and coach military, business and education leaders.

Simon is married to Cathy, and along with Tom, Kate and the cats lives in Aylesbury.

