

GLOBAL RUGBY
PLAYERS
FOUNDATION



**REPORT OF THE TRUSTEES
AND FINANCIAL STATEMENTS
FOR THE GLOBAL RUGBY
PLAYERS FOUNDATION**

FOR THE YEAR ENDED 31 MARCH 2025

WELCOME TO THE GLOBAL RUGBY PLAYERS FOUNDATION



The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Sir W Beaumont CBE
D Carter ONZM
D Quinlan
G Gregan AM
N Frank CGMA (Appointed 22 July 2024)

Charity number (England and Wales)

1204658

Principal address

66 Lincoln's Inn Fields
London WC2A 3LH

Independent examiner

Sedulo London Limited
Office 605 Albert House
256 - 260 Old Street
London EC1V 9DD

Bankers

Barclays Bank Plc
1 Churchill Place
London E14 5RB



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FROM OUR CHAIR



On behalf of the trustees of the Global Rugby Players Foundation, I am pleased to report on the work of the Foundation in the year ended 31 March 2025.

Our founder-defined mission is clear; we are dedicated to helping rugby players who have contributed and shaped our sport to achieve their full potential Beyond the Game.

There are many organisations and charities dedicated to supporting players within the game of rugby; our role is to work with former players and those transitioning from the game, distinguishing ourselves from others who are primarily focused on current players.

Our Chief Executive Sara Heath and the small, passionate team at the Global Rugby Players Foundation have made substantial progress on our journey to achieving this mission and our huge thanks goes to them. From establishing our first four grant funded programmes supporting former players across the globe, to the design and development of our learning platform to be launched later this year, the team has worked tirelessly on the Foundation's behalf.

You will see in our report the activities we are undertaking to expand the reach of our support and services, build and strengthen our global community and network, and ensure a secure and sustainable future. And there is a lot more to come this year.

We will continue investment in our current grant funded programmes and fund new programmes to further increase our impact on players' lives Beyond the Game. The launch of our online learning platform will provide global access to a range of resources from professional knowledge to personal and mental wellbeing. We will continue to build our support for the global community through the development of our community app and Beyond the Game Employers Network, offering professional networking and employment opportunities to former players. In addition, our investment in research will help drive innovation to benefit our community. It will be an exciting and busy time.

Our finances are healthy; like any charity we can go faster and do more with more resources. The Lions Tour in Australia and the Women's Rugby World Cup, hosted in England, offers us an opportunity for fundraising to support the growth and security of our Foundation and the provision of our services.

This is our first report from the Foundation. Our thanks go to our founders and founding partners - World Rugby and International Players Association – whose investment and continuing support of our mission is gratefully acknowledged, as well as to the players who have contributed and shaped the game; we are here to support you as you take the next step.



George Gregan

George Gregan AM

Chair

Date: 11 July 2025





OBJECTIVES AND KEY ACHIEVEMENTS

The Global Rugby Players Foundation seeks to empower players who contributed to the success of the game, to achieve their full potential Beyond the Game.

SUSTAINING SUCCESS BEYOND THE GAME



HOW WILL WE DO IT?

AWARENESS

Raise public awareness of the challenges players may encounter when transitioning away from the game, highlighting the importance of supporting players during this time. By taking a global-to-local approach, we can tailor and enhance our services for maximum impact, increasing awareness of the support available to former players where it's needed the most.

AMPLIFY

Serve as a platform to promote positive practise and drive cultural change within the global rugby ecosystem. Measure and track the progress of the players as they engage with our programmes to magnify, enable, and showcase best practise to empower all players to become self-sufficient, reaching their full potential Beyond the Game.

ALIGN

Bring together current and former players worldwide and actively encourage connection to bridge divides, address inequalities, and build a supportive global community.

ALLY

Cultivate collaboration and engagement within the rugby ecosystem through a shared understanding of the needs of current and former players and guided by a common ambition, allowing for greater contribution and achievement of meaningful impact.

ACTION

Influence and mobilise the rugby ecosystem to promote physical and mental health and wellbeing, and reduce the loss of identity and prevent social exclusion among our most vulnerable players.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.



A NOTE FROM OUR CEO



I am delighted to share my first report as Chief Executive of the Global Rugby Players Foundation.

At the Foundation, we are aware that life after playing can be a daunting prospect for those who have spent their lives dedicated to the game; every player will experience some form of adjustment period. The Foundation seeks to make this adjustment period easier for former players. Our mission is to help rugby players who have contributed and shaped the game to achieve their full potential Beyond the Game. Our vision is that whatever your story, wherever you played, we are there to support you as you take the next step(s) on your path.

The transition away from rugby can be a challenging and transformative time in players' lives as they move from the structured routines and intense competition of their athletic careers to a new phase that often involves finding new roles, interests, and identities. Research data highlights significant, but often underestimated realities: 60% of former players left the game for reasons out of their control (injury, deselection, or out of contract), 45% report financial difficulties in the five years after stopping playing and, 57% of former players have concerns about their mental and/or emotional wellbeing¹.

We believe in the importance of successfully reframing the concept of life Beyond the Game. Our aim is to work with international, national, and local organisations to ensure a smooth transition helping players view the transition as a positive challenge, creating opportunities to sustain success.

So, what have we done in our first year? Since establishing the Foundation in September 2023, we have made great progress. May 2024 saw our global launch at St. Martin-in-the-Fields Crypt in London and in June 2024 we made our first grant funding awards to four pilot programmes and supported their subsequent set up in Ireland, New Zealand, the Pacific Islands, and South Africa. These programmes have provided vital resources, such as Personal Development Managers to oversee and guide the growth of past players, and important services such as career services, mental wellbeing support, and transition support. In the last twelve months we have also onboarded our dedicated team of five and laid the groundwork for sustainability; establishing operational integrity and sustainable financial planning.

We are excited about things to come; 2025-2026 will be a busy time for the Foundation. We will have continued focus on building awareness of the Foundation and its ambitions, alongside ensuring its long-term security. We also look forward to consolidating the great work of our pilot programmes through ongoing funding, as well as establishing additional programmes through further grant funding awards so more players can access support. Our learning platform, offering players access to unlimited educational resources will also be launched later this year, with our community app going live in 2026.

None of what we have, or will achieve, would be possible without the hard work of our brilliant team, the support of our committed trustees and board advisor, and through the vision and support of our founders and founding partners. We are excited by the impact the Global Rugby Players Foundation will have on the future of current and former players' lives and I look forward to continuing to work together to grow our global impact.



Sara Heath

Sara Heath

Chief Executive Officer

¹Source: Rugby Players Association (2018), <https://therpa.co.uk/>





OUR JOURNEY SO FAR...



BIG MOMENTS IN OUR FIRST YEAR:

MAY 2024

The global launch of the Global Rugby Players Foundation in **May 2024** at St. Martin-in-the-Fields, London. Hosted by our Chair, George Gregan; our CEO, Sara Heath; our founders Rachel Burford, Dan Carter, Census Johnston, Conrad Smith, Kristine Sommer, Jonny Wilkinson; and our founding partners World Rugby (Alan Gilpin, CEO) and International Rugby Players (Omar Hassanein, CEO).

JUN 2024

Our first grant funding awards to four pilot programmes in Ireland, New Zealand, the Pacific Islands, and South Africa in **June 2024**.

JUL 2024

Commencement of the pilot programmes.
July-September 2024.

SEP 2024

Our southern hemisphere launch event in Sydney in **September 2024**. Hosted by our Chair, George Gregan; our CEO, Sara Heath; and our founder Richie McCaw.

OCT 2024

Our inaugural engagement event in Paris in October 2024, hosted by Le Rugby Club, alongside meetings with Racing 92 and prospective programme collaborators and delivery partners.

NOV 2024

The Foundation hosted the World Rugby Awards 2024 Pre-Award Reception in Monaco,
November 2024.

FEB 2025

We presented at the International Rugby Players Northern Hemisphere Player Development Managers Conference in Rome,
February 2025.



OUR IMPACT TO DATE



£258,657

awarded in grant funding for four pilot programmes.



4

pilot programmes covering six countries in both the northern and southern hemisphere.



428

former players engaged by the pilot programmes.



164

former players have accessed career focussed support.



700k+

people reached through our digital activity.



43

former players have engaged with specialist mental wellbeing services.



3

dedicated Personal Development Manager roles funded to focus on former players.



4

national awareness campaigns promoting Beyond the Game former player support.



14

transition support methods utilised to assist players in navigating life after rugby.



BEHIND THE SCENES



Our first year has been focused on laying the groundwork for success and sustainability with a focus on demonstrating real impact, building awareness and recognition of our mission and vision, and putting in place structures to secure our future.



Engaged with the global rugby ecosystem to raise awareness, inform understanding and build relationships.



Engaged with specialist partners to design our initial mental health and wellbeing provision.



Engaged with specialist partners to help shape our career and business coaching frameworks.



Identified and initiated engagement with key research collaborators.



Designed and developed our online learning platform for initial launch Summer 2025.



Initiated design of our community app to support community engagement and networking.



Identified fundraising opportunities for 2025 and beyond.



Established the Women's Advisory Group to guide our work specific to the women's game.



Implemented good governance, financial and organisational structure to ensure delivery of the Foundation's ambitions appropriately and effectively.



OUR 2024/25 IMPACT

The Global Rugby Players Foundation's first grant funding was awarded in June 2024 to Ireland, New Zealand, the Pacific Islands, and South Africa.

To be eligible for support through programmes funded by the Foundation, individuals - men and women - must have played internationally for their country or held a professional contract in either 7s or 15s rugby post 1st September 1995.

OUR PROGRAMMES



We are immensely proud of the success of the programmes so far and share our heartfelt thanks to the Programme Leads, Delivery Partners, and Personal Development Managers for their hard work and dedication. And most importantly, to the former players for their enthusiastic participation.

THE PURPOSE OF THE PROGRAMMES IS TO:



Support players in navigating their transition from rugby while empowering them to face the challenges associated with the loss of identity that comes with leaving the game.



Promote the physical, mental, and social wellbeing of players after rugby by offering comprehensive support services, including referrals to World Rugby's Brain Health programme and proactive mental health support.



Prevent social exclusion of the most vulnerable players, including those facing challenges such as unemployment, financial difficulties, physical or mental illness, substance abuse or dependencies by providing necessary support and resources.



Encourage players to use their capacity as role models to create positive change in their communities.



Advocate the importance of supporting players throughout their entire life and not just their playing careers.



RUGBY PLAYERS IRELAND BEYOND THE GAME

A NOTE FROM THE PROGRAMME LEAD

There is a clear and growing enthusiasm among past players to reconnect and play an active role in the programme, often alongside their former teammates. This is something we've always aspired to offer, but until recently, lacked the resources to deliver in a meaningful way. The response so far has been overwhelmingly positive, with players expressing genuine appreciation for the support now available. While not every service will be relevant to every individual, creating a sense of perceived support and belonging is vital. Even for those who may not actively engage, simply knowing they are part of a trusted, supportive network fosters a greater sense of connection and personal control. As we move forward, continuing to tailor our support to individual needs will be key to building lasting value while strengthening a community that is truly by the players, for the players.

PROGRAMME SUMMARY:

Engage a Personal Development Manager for former players who will be responsible for the strategy and development of the Global Rugby Players Foundation initiative. The past-player programme is centered around four main pillars:



CHANGE

Access to transition support to manage the change that comes with leaving the game, adjustment to a new career and life after rugby.



CARE

Access to support to help with mental, physical, social, and/or financial wellbeing.



COMMUNITY

Access to a community of former players that shares experiences and encourages positive impact and social inclusion.



CONNECTION

Access to new networks and mentoring programmes while maintaining a connection to the game.



KEY STATISTICS AND IMPACT:

206

players have been actively engaged to date.



Within the first three months of the programme, nearly double the number of former players were engaged compared to the total engagement from the previous year.

700+

players are part of the former player database and receive monthly RPI 'Beyond the Game' newsletters.



Appointed a dedicated Personal Development Manager for former players.



Mandatory "Transition Talks" in all the professional clubs and with Women's National 15s and Irish 7s squads, supported by former professional players and Olympians.



Support is directed at those who left the game in the past three years, with continued access for those who finished over three years ago.



Former players requiring specialist mental wellbeing referrals are also being supported.



Support topics include Wellbeing, Social Engagement, Education and Skills, and Financial & Legal awareness.

“

The support I received has been invaluable in helping me find my purpose Beyond the Game. You made me see that the skills I developed on the field can translate to new opportunities off it.

”

“

Thanks for linking me in with [another former player], he's really done me a massive service, he's been a big help at work showing me the ropes.

”

NEW ZEALAND PLAYERS ASSOCIATION AFTERMATCH™

A NOTE FROM THE PROGRAMME LEAD

We're thrilled with the impact THE AFTERMATCH™ has made since its launch in July last year. The number of players benefiting from the programme continues to grow each day, and the feedback from those who've taken part has been overwhelmingly positive. Whether it's repurposing their skills for new roles with guidance from our career specialists, enhancing their mental health through fully funded sessions with experienced psychologists, or finding the space to reflect and feel inspired about the opportunities ahead with support from our dedicated Transition Personal Development Manager - these services are making a real, meaningful difference in former players' lives. This is all only possible because of the support and empowerment of the Global Rugby Players Foundation.

PROGRAMME SUMMARY:

Develop and deliver a framework for transitioning and former professional rugby player group:



A dedicated Transition Personal Development Manager.



Career services support for transitioning and former professional rugby players.



Mental wellbeing support for transitioning and former players.



KEY STATISTICS AND IMPACT:



Appointed a dedicated Transition Personal Development Manager.



Former player database of over 1500 have been contacted about the programme.

142

former players have been supported into life Beyond the Game.

82

of those former players benefitting from 1:1 guidance from the Transition Personal Development Manager.

50

career coaching sessions with former players have been completed.



Players requiring specialist mental wellbeing referrals are also being supported.

“

Things are actually going good so far. I have managed to get a job pretty quickly and I'm learning a lot. It's completely different to anything I have done before but so far, I'm enjoying the challenge. I am also trying to stay connected to rugby through coaching which has been good too. I appreciate the message, it's great to know there's still this kind of support there for us when we finish playing.

”

“

I had a pretty solid idea of what I wanted to do post-rugby, but it was great to sit down with the careers specialist and get my CV sorted. It's not something I have had to do throughout my rugby career, so I wasn't sure what to put on it. It's been good to see how my experience playing and my skills can be transferred into other stuff; it's given me confidence to give this new direction a good crack.

”

“

Just wanted to let you know that I had a great catch up with [PDM], she was really good, helped heaps.

”

“

Providing players with the ability to self-refer to mental wellbeing services has removed further barriers.

”

PACIFIC RUGBY PLAYERS

A NOTE FROM THE PROGRAMME LEAD

The Global Rugby Players Foundation's support in running workshops for our former players on the island has been an eye-opener for everyone involved. They've played a vital role in helping our former athletes transition to life after rugby. These men have given so much representing Tonga, Fiji, and Samoa - it's only right that we work just as hard to support them. Through initiatives like these, we're equipping them with tools to build healthy, meaningful lives and continue providing for their families. Simply being together again has a powerful impact. They understand each other's journey, and that shared bond brings healing and hope.

PROGRAMME SUMMARY:

Support and provide entrepreneurial activities and exposure to former Pacific Island players (male and female; 15s and 7s) through awareness and education programmes on:



Financial literacy.



Start your own business.



Business mentoring.



Leadership training.



KEY STATISTICS AND IMPACT:

50

players were engaged with the programme.



The programme supports former players across three countries - Fiji, Tonga and Samoa

6

face-to-face workshops were conducted in collaboration with specialists and former players.



Session topics covered included Finance, Business & Leadership.

“

It's so good for the soul and refreshing to see each other after so many years. I didn't realise how good it would make me feel seeing you all.

”

“

The workshops were well-received, with participants expressing enthusiasm for the content and the opportunity to reconnect with former teammates.

”



SOUTH AFRICA MYPLAYERS

A NOTE FROM THE PROGRAMME LEAD

We have continued to receive positive feedback from the participants and have been contacted by several former players who have heard about the programme and would like to apply for the next intake. We have also had a few full-circle moments, whereby one of the participants has become one of our Player Association's benefit partners, providing services and educational sessions to currently contracted players. It has been wonderful to witness how many of the former players want to "give back" to the younger generation and share their experiences with them. I think this could lend itself to a more formalised mentorship programme in future, whereby we start linking former players with currently contracted players. I am so excited to see the Beyond the Game programme continue to grow from strength to strength, not just in South Africa but on a global level. Thank you so much to the Global Rugby Players Foundation for making this possible for us!

PROGRAMME SUMMARY:

The MyPlayers Global Rugby Players Foundation-funded former players support programme has focused on providing services to an initial cohort of former players across four key areas:



AWARENESS CAMPAIGN

Launching the pilot with an awareness campaign.



TRANSITION SUPPORT

Personal transition planning and coaching. Addressing loss of identity.



WELL-BEING PROMOTION

Promoting the physical, psychological, and social well-being of former players.



SUSTAINABLE CAREERS

Providing career coaching and entrepreneurship training to develop skill sets for life after professional rugby



KEY STATISTICS AND IMPACT:

30

players engaged with the pilot programme, including male and female participants.



All players offered support to complete and learn from the Enneagram personality tool.

300+

individual career support activities.

20+

group transition support forum sessions completed.

3

players have stepped into new contract employment opportunities.



Referrals to the specialist mental health and wellbeing pathway provision have started since service launch.

“

I was a bit skeptical to start because [how] is this gonna help me...I learned more about myself and what my personality is and what works for my personality, I also learned it is good to talk and get things off your chest and then it is also good to humble yourself and be vulnerable at times and with people [who have] the same thoughts...where you thought you were the only one...going through certain battles. For me, knowing that I am not alone in feeling certain ways was a great help. I really enjoy the Beyond the Game Programme.

”

“

The [programme] has truly provided me with the necessary tools and equipped me with coping mechanisms in my transition from retiring from the rugby space over the past 15 years into my new role as a coach. The experience has allowed me the opportunity to speak openly about my challenges I've faced during this transition and also facilitated a safe space to share/be vulnerable with fellow rugby players who share the same experiences in some shape, way or form. It has significantly helped me to realise the opportunities and the potential that also lies beyond the game of rugby and to welcome all new possibilities for the future. This has also been so beneficial in helping me with all the adjustments at home and allowed me to be the best version of myself.”

”

GLOBAL RUGBY PLAYERS FOUNDATION GLOBAL LAUNCH MAY 2024

ST. MARTIN-IN-THE-FIELDS CRYPT,
LONDON, UK

May 2024 saw our global launch hosted by our Chair, George Gregan; our CEO, Sara Heath; our founders Rachel Burford, Dan Carter, Census Johnston, Conrad Smith, Kristine Sommer, and Jonny Wilkinson; and our founding partners World Rugby (Alan Gilpin, CEO) and International Rugby Players (Omar Hassanein, CEO).



GLOBAL RUGBY PLAYERS FOUNDATION SOUTHERN HEMISPHERE LAUNCH SEPT 2024

INTERCONTINENTAL SYDNEY, SYDNEY, AUSTRALIA

In September 2024 we held a southern hemisphere launch event in Sydney hosted by our Chair, George Gregan; our CEO, Sara Heath; and our founder Richie McCaw.



ENGAGEMENT EVENT HOSTED BY LE RUGBY CLUB OCT 2024

PARIS, FRANCE

In October 2024, the Global Rugby Players Foundation was hosted by Le Rugby Club. Our CEO, Sara Heath and founder, Thierry Dusautoir shared the Foundation's mission and ambitions with those in attendance, in addition to updates on the impact of our pilot programmes have had to-date.



WORLD RUGBY AWARDS 2024 PRE-AWARD RECEPTION NOV 2024

MONTE-CARLO SPORTING, MONACO

In November 2024, the Global Rugby Players Foundation hosted the pre-award reception for the World Rugby Awards 2024. This was a fantastic opportunity for the Foundation to connect with current and former players and raise awareness of the Foundation's work and mission.



INTERNATIONAL RUGBY PLAYERS PLAYER DEVELOPMENT MANAGERS CONFERENCE FEB 2025

LINK CAMPUS UNIVERSITY,
ROME, ITALY

In February 2025, the Global Rugby Players Foundation was invited by International Rugby Players to present at the northern hemisphere Player Development Managers (PDM) conference. It was a valuable opportunity to share our work and future plans, highlight the challenges players face when leaving the game, and raise awareness of the support offered by the Foundation.



A NOTE FROM THE CHAIR OF THE AUDIT, GOVERNANCE AND RISK COMMITTEE



As Chair of the Audit, Governance and Risk Committee, I am pleased to provide this first update as part of the Global Rugby Players Foundation Trustees' Report.

Our role is to support the Board of Trustees in ensuring strong oversight of the Foundation's financial reporting, risk management, internal controls, and governance practises. Over the past year, the Committee has worked closely with the leadership team to build a robust framework to safeguard the Foundation's assets and ensure we are delivering on our mission responsibly and transparently.

As a new committee, a key focus this year has been on laying strong foundations and fostering a culture of accountability and continuous improvement. While there is still more to do, we are confident that we have made solid progress and are well positioned to support the Foundation's growth in a thoughtful and sustainable way.

The Foundation's mission is of personal significance to me; my family has deep ties with the game, and I understand first-hand the importance of helping former players achieve their full potential Beyond the Game. I truly believe in the ambitions of the Foundation, and I am proud to be playing a part in helping it thrive.

On behalf of the Committee, I would like to thank the leadership team for their support and openness, and our auditors, Sedulo; we are grateful for their diligence and continued support in helping us maintain transparency and good governance. We look forward to continuing to strengthen the Foundation's governance and operational integrity as we move ahead.



N. Frank

Natalie Frank CGMA

Chair of the Audit, Governance and Risk Committee





FINANCIAL REVIEW



During the year, total income was £979,201 (2024: £Nil), which was made up of £961,479 from World Rugby Funding, £15,000 in fundraising income and £2,722 of other contributions.

Total expenditure for this period was £771,435 (2024: £Nil). £258,657 was invested in grant funding awards for our four pilot programmes, with other costs including PR and Marketing (including launch costs), people costs (salaries and recruitment costs), and travel. The development of our learning platform is also included and is ongoing at the period end date; further cost will be incurred before the learning platform is launched.

The overall surplus for the period was £207,766 (2024: £Nil) and the cash balance held at the period end was £370,120 (2024:£Nil).

RESERVES POLICY

The trustees have established a reserves policy to ensure that the Foundation's financial stability is maintained and that sufficient funds are available to meet ongoing commitments and unforeseen needs. The policy aims to protect the continuity of the Foundation's operations, programme commitments, and provide flexibility to respond to opportunities or challenges.

GRPF's reserves are explicitly designated by the trustees into three clear categories:

OPERATIONAL RESERVES

Covering essential operating costs and redundancy or closure obligations. This should be equivalent to three (£125,000) to six (£250,000) months core operational expenditure.

PROGRAMME RESERVES

Specifically safeguarding ongoing commitments and managed wind-down scenarios related to the programme delivery partners. This should be equivalent to three to six months programme expenditure.

FREE RESERVES (EMERGENCY FUNDS)

Reserved for immediate response to emergencies or strategic opportunities. This should be equivalent to 5% of the Foundation's annual budgeted turnover. This level is considered appropriate to provide cushion against income volatility and unexpected expenditure.

Surplus unrestricted funds exceeding these requirements may be allocated to an Investment Reserve, subject to trustee approval and supported by a detailed business case.

As a newly established charity, the trustees recognise that its current reserves levels fall short of the ideal target and are taking steps to build reserves based on our four-year financial plan through prudent budgeting, effective fundraising, and responsible financial management. Progress towards achieving the reserve target will be monitored regularly and communicated transparently to stakeholders. The reserves policy is to be reviewed annually, taking into account the Foundation's financial status, operational risks, and strategic objectives.

The operational and free reserves balance at the year end was £207,766 which amounts to five months operational expenditure and within our target.

Principal funding sources

For the financial year ended 31 March 2025 our principal source of funding was both seed funding and core grant funding from World Rugby.



RISKS AND FUTURE PLANS

MAJOR RISKS



At the year ended 31 March 2025 the principal risks we face include:

Financial:

- Diversification of Foundation funding sources to ensure suitable income to scale the Foundation and achieve its global ambitions, creating tangible impact and a lasting legacy.
- Prudent oversight of grant funded programme spend to ensure realisation of intended benefit and impact.

Engagement with stakeholders:

- Successful engagement with our partners in order to build strong, collaborative relationships ensuring congruence, appropriate cultural sensitivity, effective delivery, and full realisation of intended outcomes.

Demonstration of impact:

- Our ability to deliver programmes and services that provide real benefit to vulnerable players and rugby communities, validating the impact of the Foundation's ambitions.

A risk register has been prepared and is regularly reviewed by the trustees to ensure the risks are appropriately mitigated.

FUTURE PLANS

The Global Rugby Players Foundation will continue to focus on enhancing awareness and ensuring long-term sustainability to fulfill its ambitions in 2025-2026.

Furthermore, the Foundation will expand on the work done this year in four key areas:

Grant Funded Programmes

- Award second year funding for our four pilot programmes to enable ongoing support and service delivery to players in Ireland, New Zealand, the Pacific Islands, and South Africa.
- Provide further grant funding awards to broaden the range of support and services offered to former players globally.

Central Programmes

- Launch our learning platform offering players access to unlimited courses supporting skill and knowledge development in areas such as business, finance, and mental wellbeing.
- Undertake an initial former player global baseline provision consultation across 27 countries to improve our understanding of the current context of former player support to help inform future Foundation initiatives.
- Build and implement our Beyond the Game Employers Network facilitating second career opportunities for former players.

Coaching

- Career and business coaching frameworks will be developed, drawing on global best practise, to grow former player access to specialist coaching support worldwide.
- Develop our community app to connect our global former player network, bringing them together in a digital space where they can communicate, collaborate, and support each other.

Partnerships

- Continue to seek partnership and sponsorship for our programmes and services to ensure we are able to provide sustainable, long-term support to all players.
- Fund third party research supporting player welfare.



STRUCTURE, GOVERNANCE AND MANAGEMENT



The Global Rugby Players Foundation is controlled by its governing document, a Constitution of Charitable Incorporated Organisation (CIO).

The trustees who served during the year and up to the date of signature of the financial statements were:

Sir Bill Beaumont GBE DL

Dan Carter ONZM

David Quinlan

George Gregan AM

Natalie Frank CGMA (Appointed 22 July 2024)

Recruitment and appointment of new trustees

Apart from the first trustee, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the trustees. Any individual retiring as a trustee is eligible for reappointment, provided that a trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term. In selecting individuals for appointment as a Foundation trustee, the Foundation trustee must have regard to the skills, knowledge, and experience needed for effective administration of the CIO.

Induction and training of new trustees

The Foundation's trustees will make available to each new trustee, on or before their first appointment a copy of the current version of its constitution, and a copy of the Foundation's latest Trustees' Report and statement of Accounts. Annual training is also provided to all trustees to ensure full awareness of their accountabilities and responsibilities.

Organisational structure

Our five trustees are responsible for overseeing the integrity of the Foundation's operations and activities, ensuring it complies with its governing document and is carrying out the purposes for which it is set up. In addition, the trustees support the Chief Executive to mobilise the Foundation, contribute to the ongoing development of its objectives, strategy and operating plan, along with fundraising and the management of the Foundation. The Foundation has six permanent, and one part time member of staff comprising the Chief Executive Officer; Head of Operations and Business Development (appointed August 2024); Head of Global Programmes (appointed August 2024); Funded Programme Lead (appointed February 2025); Communications Manager (appointed January 2025); and Finance Manager (part-time, appointed March 2024).





Decision making

The Board of Trustees is responsible for all governance and decision making and are the Foundation's only voting members. Day to day management is delegated to the Global Rugby Players Foundation's Chief Executive. In planning their activities, the trustees have paid due regard to the Charity Commission guidance on public benefit.

The Foundation also has a number of committees and advisory groups:

Audit, Governance & Risk Committee

Natalie Frank CGMA, Chair
Sally Evans
George Gregan AM
Sara Heath
Sajid Hussain
David Quinlan

Grant Funding Committee

Dr Neil McCarthy, Chair
Sara Heath
Ben McGregor
David Quinlan

Remuneration Committee

George Gregan AM, Chair
Peter Brown
Natalie Frank
Sara Heath (non-voting member)

Stakeholder Advisory Group

Sally Evans, Chair
Sara Heath
Ben McGregor
Myles Green (World Rugby)
Peter Hannon (World Rugby)
Mark Harrington (World Rugby)
Atlanta St. John (World Rugby)
Ben Broster (International Rugby Players)
Omar Hussain (International Rugby Players)
Conrad Smith (International Rugby Players)

Women's Advisory Group

Ben McGregor, Chair
Rachael Burford (Founder)
Sara Heath
Alicia Quirk (Founder)
Amy Salmon
Kristine Sommer (Founder)
Atlanta St. John (World Rugby)





Remuneration policy

Employee pay and remuneration is benchmarked against comparable roles within both the sports, not-for-profit, and comparable charitable organisations, in addition to consideration of the skills and experience they bring to the role, pay equality and affordability. Pay is reviewed annually in March when the cost-of-living and inflationary environment is reviewed. Any pay review is subject to the recommendation of the Remuneration Committee and approval of the Board of Trustees. We have a defined contribution pension for all employees after their probationary period has passed, alongside wellbeing benefits.

Fundraising

The trustees take their responsibility under the Charities (Protection and Social Investment) Act 2016 seriously and have considered the implications for the Foundation's activities. Both the Audit, Governance and Risk Committee and Board of Trustees have oversight of the Foundation's fundraising plan and activities, ensuring all activities are ethical, transparent, and compliant with regulation, congruent with the Foundation's mission, and appropriately reported on.

The trustees' report was approved by the Board of Trustees.

George Gregan

George Gregan AM

Chair

Date: 11 July 2025



MEET THE TEAM



SARA HEATH

CEO

Sara brings extensive leadership experience from both the sport and business sectors. Prior to this role, she held senior positions at PwC and served as CEO of Pentathlon GB, guiding the organisation through challenging times. Sara also contributes her expertise as an experienced Non-Executive Director both nationally and internationally. Her strategic vision focuses on holistic support programmes that address health, career development, and community engagement, ensuring that former players are empowered to thrive in their post-rugby lives.



SALLY EVANS

HEAD OF OPERATIONS AND BUSINESS DEVELOPMENT

Sally spent time at PwC and Deloitte, gaining experience across human capital and organisation consulting. She subsequently joined the leadership team of a fast-growing tech startup, helping shape growth strategy and operations in a dynamic, fast-paced environment. With a strong focus on collaboration and practical problem-solving, Sally is passionate about creating the right conditions for the Foundation to run smoothly behind the scenes.



BEN MCGREGOR

HEAD OF GLOBAL PROGRAMMES

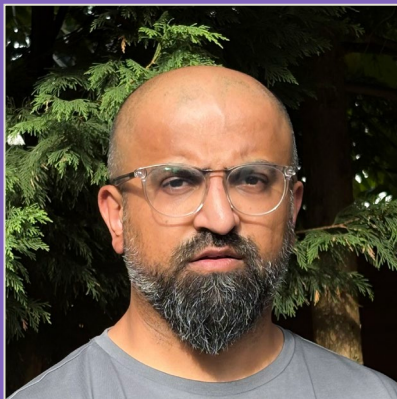
Prior to joining the Foundation, Ben was Director of Sports Partnerships with an award-winning global consultancy specialising in professional sport wellbeing programme delivery. He also worked for over 11 years with the Rugby Players' Association, leading the national Player Development and Wellbeing Programme in support of current and former players across England. As a former Leicester Tigers senior academy player who stopped playing due to injury, Ben brings extensive and varied experience from working with the rugby ecosystem and is passionate about caring for the person behind the player, so they are heard, understood and have access to the support needed to thrive.

MEET THE TEAM



PAUL EVANS
FUNDED PROGRAMME LEAD

Paul spent over 12 years at UK Sport, working in their International Relations team to deliver programmes and activities to ensure the UK has a strong respected and supportive voice in international sport. That experience gave him valuable insight into the broader sporting landscape, including the ability to deliver world-leading programmes through a collaborative partnership approach. He also has experience in sport politics, cross cultural working, project management and board leadership roles. At the Foundation, he helps shape programmes and partnerships that put players first and provide meaningful, practical support for life after rugby.



SAJID HUSSAIN
FINANCE MANAGER

Sajid brings a valuable blend of financial expertise and hands-on experience in the sports sector from working at British Judo and as CEO of the Muslim Sports Foundation. In his part-time position at the Foundation, he plays a key role in managing budgets, reporting, and strategic planning - helping the team deliver sustainable, impactful support for players transitioning out of the game.



AMY SALMON
COMMUNICATIONS MANAGER

With a background in content development, and a passion for sport, Amy ensures that the voices of current and former players are at the heart of the Foundation's messaging. She works across digital channels, partnerships, and campaigns to raise awareness of the support available and to highlight the journeys of players around the world. Having created content for the Foreign Commonwealth and Development Office's Travel Aware campaign and completed the United Rugby Championship (URC) Women's Leadership Academy programme, Amy's experience lends itself well to this task. She plays a key role in shaping how the Foundation communicates its mission - supporting players through their transitions and Beyond the Game.

MEET THE TRUSTEES



GEORGE GREGAN AM

CHAIR

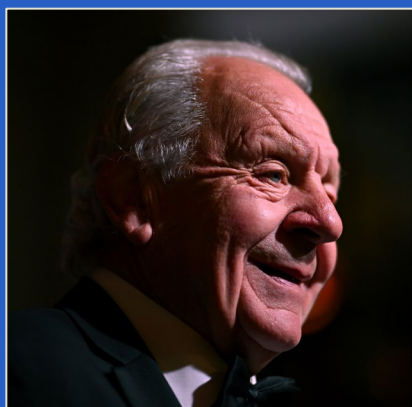
George represented Australia in 139 Test matches and captained the Wallabies 59 times over a distinguished 14-year international career. He led Australia to victory in the 1999 Rugby World Cup and remains a foundational figure in the sport's professional era. Following his playing career, George has remained deeply engaged with the global rugby community, bringing his leadership, integrity, and strategic insight to a range of roles within sport and business. As Chair of the Global Rugby Players Foundation, he is a passionate advocate for player welfare and transition. His lived experience, combined with his commitment to long-term impact, helps guide the Foundation's vision to support former players in building meaningful lives Beyond the Game. George's continued contribution to rugby and the wider community reflects a deep dedication to service, excellence, and legacy.



NATALIE FRANK CGMA

TRUSTEE AND CHAIR OF THE AUDIT, GOVERNANCE AND RISK COMMITTEE

Natalie is a Managing Director at Barclays, where she serves as the Barclays Bank PLC Controller. With extensive experience in financial management, she has demonstrated a strong track record in overseeing performance management, cost control and financial operations within the banking sector. Natalie's commitment to excellence in financial governance and expertise in accounting and financial strategy contributes significantly to the Foundation's fiscal responsibility and efficiency.



SIR BILL BEAUMONT GBE DL

TRUSTEE

Sir Bill captained England to a Grand Slam victory in 1980 and led the British & Irish Lions on their tour to South Africa the same year. His distinguished playing career, marked by 34 caps for England, laid the foundation for his enduring influence on the sport. On leaving the game, Sir Bill transitioned into significant leadership roles within rugby administration. He served as Chairman of the Rugby Football Union from 2012 to 2016 and was elected Chairman of World Rugby in 2016, a position he held until 2024. His tenure was characterised by a steadfast commitment to player welfare, the global development of the men's and women's game, and the promotion of rugby's core values.

MEET THE TRUSTEES



DAN CARTER ONZM

TRUSTEE

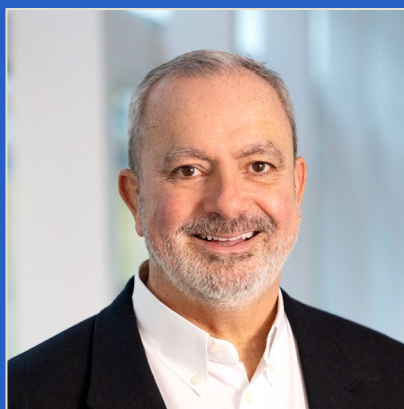
Dan enjoyed a 13-year international career, earning 112 caps for New Zealand and scoring a record 1,598 points. He was crucial in the All Blacks' Rugby World Cup wins in 2011 and 2015, earning the Man of the Match award in the 2015 final. His leadership and skill have left a lasting legacy in rugby. Beyond his playing career, Dan is committed to philanthropy, serving as a UNICEF Ambassador focused on child welfare. His dedication to using sport for positive social impact aligns with the Foundation's mission to support players post-rugby. Dan's ongoing involvement in rugby and community service highlights his commitment to making a difference off the field.



DAVID QUINLAN

TRUSTEE

David, a former Irish international rugby player, earned two caps for Ireland during the 2005 tour of Japan. He played professionally for Leinster and Northampton Saints, where he also captained the team. His playing career ended in 2007 due to concussion-related issues, leading him to advocate for player welfare. David then pursued a legal career, qualifying as a corporate lawyer with Freshfields in London in 2010. He specialised in commercial and sports law, contributing to major events like the London 2012 Olympics and the Rugby World Cup 2015. In 2019, he joined International Rugby Players (IRP) as Head of Legal and Player Welfare, supporting and representing players on global matters. David has since transitioned to a consultancy role with IRP in the area of commercial rights.



PETER BROWN MBE

BOARD ADVISOR

Peter is a Partner at PwC leading the Global Workforce Management Consulting practice. With over two decades of experience, he advises clients on People & Workforce strategies for sustainable outcomes. Before joining PwC in 2010, Peter served in the Royal Air Force from 1989 to 2001. He is committed to charitable causes, serving as a trustee of the RAF Charitable Trust and an ambassador for the RAF Museum. His leadership and dedication to making a meaningful impact align closely with the Foundation's mission and values.

STATEMENT OF TRUSTEES' RESPONSIBILITIES



FOR THE YEAR ENDED 31 MARCH 2025

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF GLOBAL RUGBY PLAYERS' FOUNDATION

I report to the trustees on my examination of the financial statements of Global Rugby Players Foundation (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.
2. The financial statements do not accord with those records; or
3. The financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Emma Houghton FCCA

Sedulo London Limited, Office 605 Albert House, 256 - 260 Old Street, London, EC1V 9DD

Date: 15/07/2025



RUGBY
WORLD CUP
2015



1987
2011

ALL BLACKS

STATEMENT OF FINANCIAL ACTIVITIES

INCLUDING INCOME AND EXPENDITURE ACCOUNT



FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from:			
Donations and legacies	2	979,201	-
Total income		979,201	-
Expenditure on:			
<u>Raising funds</u>			
Fundraising and publicity	3	113,147	-
<u>Charitable activities</u>			
Programmes	4	658,288	-
Total expenditure		771,435	-
Net income and movement in funds		207,766	-
Reconciliation of funds:			
Fund balances at 1 April 2024		-	-
Fund balances at 31 March 2025		207,766	-

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.



BALANCE SHEET



AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	11		2,305		-
Current assets					
Debtors	12	15,393		-	
Cash at bank and in hand		370,120		-	
		<u>385,513</u>		<u>-</u>	
Creditors: amounts falling due within one year	13	(180,052)		-	
		<u></u>		<u></u>	
Net current assets			205,461		-
			<u></u>		<u></u>
Total assets less current liabilities			207,766		-
			<u></u>		<u></u>
The funds of the charity					
Unrestricted funds	15		207,766		-
			<u></u>		<u></u>
			207,766		-
			<u></u>		<u></u>

The financial statements were approved by the trustees on 11 July 2025.

N. Frank

Natalie Frank

Trustee and Chair of the Audit, Governance and Risk Committee



STATEMENT OF CASH FLOWS



FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	17		373,016		-
Investing activities					
Purchase of tangible fixed assets		(2,896)		-	
Net cash used in investing activities			(2,896)		-
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			370,120		-
Cash and cash equivalents at beginning of year			-		-
Cash and cash equivalents at end of year			370,120		-





FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting policies

Charity information

Global Rugby Players Foundation is a Charitable Incorporated Organisation.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Grant income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

NOTES TO THE FINANCIAL STATEMENTS

CONTINUED



FOR THE YEAR ENDED 31 MARCH 2025

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	33% straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

NOTES TO THE FINANCIAL STATEMENTS

CONTINUED



FOR THE YEAR ENDED 31 MARCH 2025

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2. Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	17,722	-
Grants - World Rugby	961,479	-
	979,201	-

NOTES TO THE FINANCIAL STATEMENTS

CONTINUED



FOR THE YEAR ENDED 31 MARCH 2025

3. Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Launch event	91,547	-
Fundraising agents	21,600	-
	113,147	-

4. Expenditure on charitable activities

	Programmes 2025 £
Direct costs	
Staff costs	85,839
Education	7,397
	93,236
Grant funding of activities (see note 5)	258,657
Share of support and governance costs (see note 6)	
Support	271,054
Governance	35,341
	658,288
Analysis by fund	
Unrestricted funds	
	658,288

5. Grants payable

	Programmes 2025 £
Programme grants:	
New Zealand	83,911
Pacific Islands	30,480
Ireland	84,593
South Africa	59,673
	258,657

NOTES TO THE FINANCIAL STATEMENTS

CONTINUED



FOR THE YEAR ENDED 31 MARCH 2025

6. Support costs allocated to activities

	2025	2024
	£	£
Staff costs	174,068	-
Depreciation	591	-
Subscriptions	1,041	-
Insurance	4,510	-
Office expenses	1,290	-
Marketing	14,010	-
Telephone	823	-
Travel & subsistence	38,416	-
Website costs	2,828	-
Recruitment fees	32,755	-
Printing & stationery	575	-
Bank charges	147	-
Governance costs	35,341	-
	306,395	-

Analysed between:

Programmes	306,395	-

	2025	2024
	£	£
Governance costs comprise:		
Accountancy	8,838	-
Legal and professional	1,200	-
Finance consultancy	25,303	-
	35,341	-

7. Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,200	-
Depreciation of owned tangible fixed assets	591	-

8. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

NOTES TO THE FINANCIAL STATEMENTS

CONTINUED



FOR THE YEAR ENDED 31 MARCH 2025

9. Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	4	-
Employment costs	2025 £	2024 £
Wages and salaries	225,397	-
Social security costs	21,927	-
Other pension costs	12,583	-
	259,907	-

The charity considers its key management personnel to comprise the Trustees (who are not remunerated) and the Chief Executive Officer and Head of Operations and Business Development (who are remunerated).

The total employment benefits, including employer pension and national insurance contributions, of those Key Management Personnel were £166,450 (2024: £Nil).

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£90,001 - £100,000	1	-

10. Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

NOTES TO THE FINANCIAL STATEMENTS

CONTINUED



FOR THE YEAR ENDED 31 MARCH 2025

11. Tangible fixed assets

	Computers £
Cost	
Additions	2,896
At 31 March 2025	2,896
Depreciation and impairment	
Depreciation charged in the year	591
At 31 March 2025	591
Carrying amount	
At 31 March 2025	2,305

12. Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Prepayments and accrued income	15,393	-

13. Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	12,193	-
Trade creditors	38,123	-
Other creditors	122,236	-
Accruals and deferred income	7,500	-
	180,052	-

Included within other creditors is an amount in relation to committed grant payments which are due to be paid in the new financial year totalling £119,819.

14. Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	12,583	-

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

NOTES TO THE FINANCIAL STATEMENTS

CONTINUED



FOR THE YEAR ENDED 31 MARCH 2025

15. Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
General funds	-	979,201	(771,435)	207,766

16. Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

17. Cash generated from operations

	2025 £	2024 £
Surplus for the year	207,766	-
Adjustments for:		
Depreciation and impairment of tangible fixed assets	591	-
Movements in working capital:		
(Increase) in debtors	(15,393)	-
Increase in creditors	180,052	-
Cash generated from operations	373,016	-

18. Analysis of changes in net funds/(debt)

The charity had no material debt during the year.



GLOBAL RUGBY
PLAYERS
FOUNDATION