

WORK OUT FOR SPORT CASE STUDY

Heriot's Rugby Club

Introduction

Delivered by Winning Scotland Foundation and Sported the Work Out For Sport programme matches the skills of volunteers from the business sector with sports clubs and sports governing bodies in Scotland to help create stronger, more sustainable clubs for young people and communities to enjoy.

Heriot's Rugby Club in Edinburgh has been around for 125 years. Due to the scope of activities and club assets it recognised a need to formalise the club structure and operate more like a business.



How Did Work Out for Sport Help?

The club was matched with Senior Corporate Lawyer, Chris Smith of Maclay Murray & Spens to provide guidance and expertise on the business elements the club was looking at. As Chris stated

"I am a keen sportsman and was interested by Work Out for Sport. I thought my expertise as a corporate lawyer would be of benefit to likeminded sportsmen and women in their sports clubs and organisations."



Chris chaired a session with Donald Gray, the Club President, Allan Sim, the Club Treasurer and Pete Cook of Scottish Rugby Union to brainstorm the club's requirements. The club came away from the session with a better understanding of what legal structure would work for them and an action list of points they needed to implement to complete this process.

As Allan Sim Club Treasurer stated *"It assisted in cementing our views about the Club's future strategy and our approach to structures. It is always good to get an external perspective on things."*

On having Chris involved he continued *"It was good to discuss things with a lawyer who understands the circumstances and who has an excellent grasp of the possible options for the future structure of a rugby club."*

Results and Next Steps

As a result of working with Work Out for Sport, the change to a limited company was approved at the AGM and Heriot's Rugby Club Limited was established in August 2015. Allan Sim explained what this meant for the club

"The Club is now in a much stronger position in terms of governance. The directors deal with strategy, a number of committees and key individuals manage day to day matters under strict terms of reference and the members, now free of potential personal liability for the Club, retain overall control through the annual general meeting and a set of working Rules.

Work Out For Sport was an important part of our development process and I can recommend their involvement with absolute confidence."

Chris has also been helping another Scottish Rugby Club on similar issues through Work Out for Sport.