Oman Rugby Club Consortium Charter

DOCUMENT CONTROL					
DATE	**Version Number**	**EVENT**	**EDITS BY**	**APPROVED BY**	**NOTES**
September 2026	V1	Creation	Brian Hopkins	Trish Pienaar	First Edition

Next version review is scheduled: **August 2027**

1. *Establishment and status*

1.1. The Oman Rugby Club Consortium (the "Consortium") is established as an ORC-recognised advisory and collaborative operational forum for clubs participating in rugby in Oman.

1.2. The Consortium is not a separate governing body, legal entity, disciplinary authority or substitute for the ORC Committee. It operates within the ORC Constitution and applicable Statutes, Regulations, Policies and Codes.

1.3. This Charter takes effect only following formal ORC approval. Approval and adoption established September 2025. If inconsistent with a higher-ranking ORC instrument, that instrument prevails; the ORC shall determine and document any necessary amendment.

2. *Purpose and objectives*

The objective of the Club Consortium is to give clubs meaningful ownership of rugby development while maintaining a clear, accountable relationship with the Oman Rugby Committee (ORC).

2.1. Strengthen communication, trust and constructive consultation between clubs and ORC.

2.2. Identify shared barriers and opportunities in participation, player welfare, facilities, volunteers, competitions and sustainable club development.

2.3. Develop practical joint proposals and coordinate approved club-led activities that benefit rugby across Oman.

2.4. Support emerging clubs in understanding affiliation requirements, without conferring membership or voting entitlements.

2.5. Encourage transparent, inclusive and respectful cooperation across clubs, age groups, genders and rugby formats.

3. *Participation and eligibility*

3.1. Full voting participation: an ORC-affiliated club in Good Standing may nominate one primary representative and one alternate. Only one representative may exercise that club's vote at any meeting.

3.2. Conditional participation: an affiliated club holding conditional status may attend and contribute, but does not vote under this Charter. Any stricter condition imposed under ORC governance remains applicable.

3.3. Prospective Club Observer: a club actively progressing towards ORC affiliation may, with the Consortium Lead's agreement and ORC confirmation, attend and contribute but may not vote. Observer status is not affiliation or ORC membership.

Table 1 – Membership and Voting Rights

Participation Category	Eligibility	Attend	Contribute	Vote
Full Affiliated Club	ORC-affiliated club in Good Standing	Yes	Yes	Yes
Conditionally Affiliated Club	Affiliated club holding conditional status	Yes*	Yes*	No
Prospective Club Observer	Club actively progressing towards ORC affiliation	Yes**	Yes**	No
ORC Liaison	Designated ORC representative	Yes	Yes	No
Invited Specialist	Individual invited to provide expertise	By invitation	By invitation	No
Consortium Lead	ORC-appointed or subsequently approved Lead	Yes	Yes	No

**Subject to any applicable restrictions imposed through ORC governance.*

***Subject to the Lead's agreement and ORC confirmation, as specified in Clause 3.3.*

Voting rights are allocated to eligible clubs, not individuals. Each eligible club shall have one vote, exercised through its nominated representative or registered alternate.

3.4. The ORC liaison and invited subject specialists may attend and contribute but do not vote solely by virtue of their role.

3.5. The ORC shall confirm eligibility and Good Standing before any formal vote; the Consortium cannot determine, suspend or restore affiliation or voting status.

3.6. Clubs shall ensure their nominated representatives are appropriately briefed, participate constructively, communicate relevant Consortium outcomes to their club leadership and undertake agreed responsibilities.

4. Leadership and succession

4.1. During the establishment phase, the ORC shall appoint the Consortium Lead and record the appointment, including its duration and applicable terms.

4.1.1. The ORC may appoint an interim Lead where the position becomes vacant or where the appointed Lead is unable to fulfil the responsibilities of the role. Any replacement shall be made in accordance with the applicable appointment arrangements.

4.2. The position of Consortium Lead is voluntary and unpaid. The Lead shall not receive a salary, honorarium or other remuneration for undertaking the role. Reasonable expenses incurred in performing authorised Consortium duties may be reimbursed only where expressly approved by ORC in advance and in accordance with applicable financial procedures.

4.3. The voluntary nature of the position does not remove the Lead's obligation to comply with applicable ORC governance requirements, policies and codes of conduct.

Table 2 – Responsibilities of the Consortium Lead

Responsibility	Description
Leadership	Provide direction and coordination for the Consortium within its approved remit.
Meetings	Convene and facilitate meetings, ensuring fair participation by all eligible clubs.
Agenda	Prepare and circulate meeting agendas, incorporating relevant club submissions.
Representation	Act impartially and represent the collective interests of the Consortium rather than any individual club.
Communication	Maintain effective communication between the Consortium and ORC.
Recommendations	Coordinate the preparation and submission of formal recommendations to ORC.
Operational coordination	Oversee agreed Consortium initiatives and working groups within their approved remit.
Accountability	Ensure meeting minutes, decisions and action registers are maintained.
Reporting	Provide regular progress updates and reports to ORC.
Governance	Ensure Consortium activities comply with applicable ORC governance requirements.

4.4. The Consortium Lead shall act independently of individual club interests when undertaking the responsibilities of the position.

4.5. The Lead may be a member of, or otherwise associated with, an ORC-affiliated club. However, while serving as Consortium Lead, the individual shall not act as that club's nominated representative within the Consortium.

4.6. The Lead shall not exercise a club vote, receive an additional vote or hold a casting vote.

4.7. Where the Lead is associated with an affiliated club, that club retains its normal representation and voting entitlements through a separately nominated representative, subject to the eligibility requirements established under Section 3.

4.8. The Lead shall facilitate discussions and decision-making impartially, ensuring that no individual club receives preferential treatment.

4.9. The Lead must act impartially, in the collective interests of rugby development in Oman, and declare any actual, potential or perceived conflicts of interest.

4.10. A Deputy Lead and meeting Secretary may be nominated from Consortium participants and confirmed by the Lead, subject to ORC oversight. These appointments confer no additional votes.

4.11. After approximately 12 months ORC should review readiness for club-proposed leadership, considering attendance, effective governance, delivery and continuity. There is no automatic transfer.

4.12. In the established phase, voting clubs may propose a Lead through a documented nomination process; appointment requires ORC approval before the person takes office. ORC shall publish the approved process, tenure and replacement arrangements before this phase begins.

5. *Meetings, quorum and voting*

5.1. The Consortium should meet at least quarterly; monthly meetings are encouraged during establishment. Additional meetings may be called by the Lead in consultation with ORC.

5.2. Agendas and papers should normally be circulated at least seven calendar days before meetings; minutes and an action register should normally be circulated within ten working days afterwards.

5.3. Consensus is preferred. For formal decisions within the Consortium's remit, each eligible club has one vote. A simple majority of votes cast determines the outcome, except where a higher threshold is required by applicable ORC governance. Abstentions are not votes cast.

5.4. Where votes are equally divided, the proposal shall not be adopted and may be reconsidered following further consultation.

5.5. Quorum: more than half of eligible voting clubs, with a minimum of two voting clubs. If fewer than two voting clubs are eligible, formal votes are deferred and business remains consultative.

5.5.1. Where quorum is not achieved, the meeting may continue for consultation and discussion, but no formal Consortium decision requiring a vote may be taken. Matters requiring a formal decision shall be deferred to a subsequent meeting or considered through an ORC-approved written voting procedure.

5.6. No proxy votes are permitted beyond a club's registered alternate unless ORC subsequently approves a written procedure. Remote attendance may count where identity and participation can be verified.

5.7. Decisions must be recorded with voting eligibility, attendees, declared conflicts, votes, actions, owners and deadlines. No Consortium vote can override ORC authority.

Table 3 – Meeting and Voting Procedures

Matter	Requirement
Meeting frequency	Minimum quarterly; monthly encouraged during establishment
Meeting facilitator	Consortium Lead
Club representation	One nominated representative per club, with a registered alternate permitted
Voting entitlement	One vote per eligible club in Good Standing
Conditional clubs	May contribute but cannot vote
Prospective clubs	Observer participation without voting rights
Consortium Lead	Facilitates decisions but does not vote
Decision-making	Consensus preferred
Formal voting	Simple majority of votes cast
Quorum	More than half of eligible voting clubs, with a minimum of two
Abstentions	Not counted as votes cast
Voting records	Decisions, voting eligibility and outcomes documented in meeting minutes

6. Advisory and operational remit

6.1. The Consortium may consult clubs, identify priorities, develop proposals and recommend changes to ORC.

6.2. Within a written ORC-approved programme or delegation, the Consortium may coordinate joint recruitment campaigns, volunteer development, workshops, shared resources, club engagement and other non-regulatory initiatives.

6.3. Each approved operational initiative must have a named owner, purpose, scope, delivery timetable, resources, risk controls and reporting route.

6.4. The Consortium may recommend competition formats, schedules and development activities, but competition approval, sanctioning, regulatory changes and official directives remain with ORC unless lawfully and expressly delegated.

6.5. No Consortium representative may enter contracts, incur expenditure, make public commitments on behalf of ORC, issue binding policies or represent an ORC decision without specific written authorisation.

6.6. The Consortium should identify and maintain a limited number of annual development priorities, agreed through consultation with participating clubs and aligned with ORC's strategic objectives. Progress against these priorities shall be reviewed periodically and reported to ORC.

Table 4 – Consortium and ORC Responsibilities

Area	Consortium Responsibility	ORC Responsibility
Club development	Identify needs, coordinate initiatives and propose improvements	Establish strategic direction and approve relevant programmes
Club communication	Facilitate collaboration and exchange of information	Issue official governance and regulatory communications
Competitions	Consult clubs and propose formats, schedules and improvements	Approve and regulate competitions
Player recruitment	Coordinate approved joint recruitment initiatives	Provide strategic oversight and relevant authorisations
Youth development	Identify opportunities and coordinate approved club initiatives	Establish safeguarding and development standards
Coaching development	Identify requirements and collaborate with the Coaches Society	Oversee education, accreditation and standards
Referee development	Identify requirements and collaborate with the Referees Society	Oversee officiating standards and appointments
Shared resources	Identify opportunities and coordinate approved arrangements	Approve commitments or delegations where required

Club affiliation	Provide development feedback and support prospective clubs	Determine affiliation and compliance status
Governance	Provide consultation and recommendations	Retain constitutional and regulatory authority

7. Reserved powers and safeguards

7.1. ORC retains powers assigned to it by its Constitution and governance instruments, including affiliation, membership, sanctioning, regulatory policy, disciplinary and appeals processes, official appointments, financial commitments and external representation.

7.2. The Consortium shall not investigate or determine disciplinary, safeguarding or medical matters. Concerns must be referred promptly through the relevant ORC procedure, preserving confidentiality and welfare.

7.3. Nothing in this Charter creates enforcement powers or sanctions. Any delegation must be lawful, explicit, written, time-limited or reviewable, and recorded by ORC.

8. Working groups

8.1. The Consortium may propose time-limited working groups on topics such as competitions, youth development, recruitment, facilities or shared resources.

8.2. Each working group must have a written brief identifying the convenor, participating clubs, deliverables, deadline, reporting obligations and reporting dates approved by the Lead and ORC where required.

8.3. Working groups may consult specialists, including the Referees Society and Coaches Society, but cannot direct those bodies or exercise independent ORC regulatory authority.

8.4. Working groups report to the Consortium and close on completion or when their mandate is withdrawn.

Table 5 – Working Group Responsibilities

Role	Responsibility
Consortium Lead	Coordinate the establishment and oversight of working groups
Working Group Convenor	Organise activities, coordinate participants and report progress
Participating Clubs	Contribute resources, expertise and agreed actions
Consortium	Review progress and consider recommendations
ORC	Provide approval or oversight where required under the working group's remit

9. Conduct and conflicts of interest

9.1. All participants shall act respectfully, in good faith and in the wider interests of rugby in Oman, consistent with applicable ORC codes and policies.

9.2. Participants must declare any actual, potential or perceived conflicts of interest before relevant discussions or decisions.

9.3. The Consortium Lead, in consultation with ORC where appropriate, shall determine and record proportionate measures to manage declared conflicts, including withdrawal from discussions or voting where necessary.

9.4. Where a conflict concerns the Consortium Lead, the matter shall be referred to the designated ORC representative for appropriate determination.

9.5. Confidential information, personal data and safeguarding information must be handled under applicable ORC rules and law. Consortium discussions do not authorise disclosure of confidential club or individual information.

9.6. The Consortium is a constructive forum; it does not replace formal complaints, appeals, affiliation or disciplinary channels.

10. Reporting and communication

10.1. The Lead will submit meeting minutes, an action register and material recommendations to the designated ORC liaison.

10.2. Recommendations requiring ORC approval must identify the issue, rationale, affected clubs, costs, risks and decision sought.

10.3. ORC shall acknowledge formal recommendations submitted by the Consortium and communicate their status or outcome through the appropriate governance process within a reasonable timeframe. Where a recommendation requires further consideration, ORC should provide an indicative timeframe for a decision. Absence of a response shall not constitute approval.

10.4. Official ORC positions may be communicated externally only by authorised persons. Consortium participants may report agreed non-confidential outcomes to their clubs.

11. Review, amendment and cessation

11.1. ORC should conduct a formal review 12 months after commencement and at least annually thereafter.

11.2. The Consortium may recommend amendments by a recorded vote, but amendments take effect only after ORC approval and publication of a revised version.

11.3. ORC may suspend, revise or discontinue the Consortium in accordance with its governing authority, with reasons and a transition plan recorded where practicable.

Annex A – Decision and authority matrix

Matter	Consortium	ORC
Club consultation	Discuss and recommend	Consider and determine
Shared club initiative	Coordinate within approved remit	Approve scope/delegation where required
Competition rules / sanctioning	Propose	Approve / regulate
Affiliation and Good Standing	No determination	Determine under applicable rules
Disciplinary / safeguarding cases	Refer appropriately	Manage via authorised procedures
Financial commitments / contracts	No independent authority	Approve or delegate in writing
Lead appointment	Clubs propose in established phase	Appoint initially; approve successors

Annex B - Consortium annual priorities 2026/2027

To be decided during Consortium actions at each season beginning

Priority	Description	Responsibility
1		
2		
3		