



International Gay Rugby
71 Holland Road,
West Ham,
London,
E15 3BP,
United Kingdom.

22nd January 2021

Dear Mr. D. Avery,

On 23rd December 2021, you wrote to me and your letter gave an account of the events surrounding Dr. G. Ventura's final six months on the Board of Trustees for International Gay Rugby.

As stated in our previous letter sent to Mr. G. Ventura in August 2020, we as a Board of Trustees set out a timeline and method to bring this issue to a conclusion. Since July 2020, no engagement or contact has been received from Mr. G. Ventura, as such the matter was closed by the Board of Trustees.

The Board of Trustees will not carry out the requested actions set out in the IV. Conclusions of the letter you sent on 23rd December 2020.

The 2020-2022 Board of Trustees want to learn from these events, and so Mr. G. Ventura's active involvement in the process is welcome. We are committed to a mutual process of reconciliation and learning. We feel it is important for a shared understanding to be reached, so that all parties participate in a frank and transparent discussion to lead to a suitable resolution. As such, the Board of Trustees offer to engage in a mediation process to come to a mutually agreeable solution. Please let me know if your client wishes to engage in this process.

The IGR Board of Trustees would like a response to this letter in the next four weeks, to discuss how a solution can be found that is suitable for all parties. Should no response be received by Friday 19th February 2021, then we shall consider the matter closed.

Yours Sincerely

A handwritten signature in blue ink, appearing to read 'KAG', is positioned above the printed name.

Karl Ainscough-Gates
Chair, International Gay Rugby

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