



2020-21

ENGLAND LACROSSE

ANNUAL REPORT

Inclusion. Integrity.

Respect. Excellence. Teamwork

England Lacrosse
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Contents

3	CEO Welcome
6	Chair Welcome
8	Timeline
10	Governance
12	Key Achievements
14	Finance

Throughout the last year I have seen all those involved in the Lacrosse family display resilience, patience, adaptability, and a superb positivity to all that we have had to endure.

Mark Coups, CEO

CEO WELCOME

I want to begin by stating that this has been the most difficult year for Lacrosse, Sport, and the country in living memory as we have all sought to combat the COVID-19 pandemic. I never envisaged a situation in which Lacrosse would be stopped from playing, international and domestic events cancelled and individuals not able to play the sport we love.

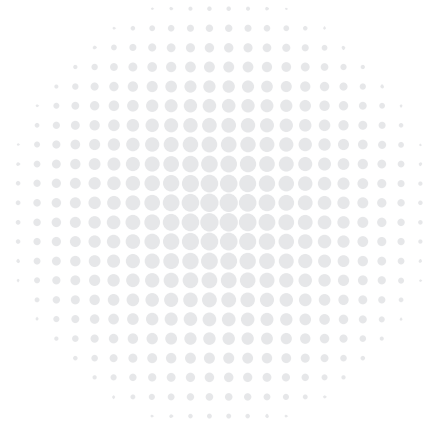
Throughout the last year I have seen all those involved in the Lacrosse family display resilience, patience, adaptability, and a superb positivity to all that we have had to endure. I am truly thankful to all of you and very proud of the responsible way Lacrosse has conducted itself as a sport during the pandemic.

It is important to be realistic and we are all aware that issues presented by the pandemic are not yet resolved. However, we should be hopeful and positive about the future, and look forward to the full restart of Lacrosse in September.

Whilst the last 12 months have presented some of the most challenging circumstances, I have experienced in over 30 years working in sport, it is so important for us to celebrate what we have achieved in these difficult times.

The ways in which you have responded to the latest guidance, assisted us in following the correct messaging, and worked tirelessly to make the return of lacrosse as safe and as smooth as possible has been a true testament to the people involved in our sport.

Our national teams, regions, clubs, schools, universities, and volunteers have all played their part in a collective effort to bring back the return to Lacrosse and I am massively grateful for all your support.



CEO WELCOME

During the last 12 months there has been an increased focus on communication, information sharing and support not only in terms of lacrosse but also on an individual basis. This has brought us all closer together, more caring, considerate, and collective in our actions making the sport stronger and better placed to make the most of the opportunities we have. I am committed to ensuring that this way of working across the organisation continues in the future.

The next few years present great opportunities for the development of Lacrosse in England. The last year has given us time to think about what we all want our sport to look like in the future, and as part of our extensive planning and consultation process with you, we have developed a four-year strategy for the sport that is bold, exciting and forward thinking.

The global vision for Lacrosse, with full Olympic recognition and an eye on future Olympic inclusion, provides a platform for unprecedented growth of the game and with our 'Olympic Aspirations' strategy we intend to lay the foundations for embracing this growth.

We will put the structures in place to support increased participation and retention within the sport, while also improving standards, to ensure that our athletes who do excel, are given the platform to succeed in a safe and positive environment in which they are able to thrive.

We are determined to provide opportunities within the sport for all sections of society, making real change across the sport and ensuring our vision is a reflection of the broad spectrum of communities we are here to represent.

As well as providing leadership to our lacrosse communities, we have also listened.

We have helped to support our members speaking out on social justice issues and we have reiterated our commitment to tackling discrimination, making our sport fairer, and more representative in the new strategy.

As we see our game begin to reopen, we now face the challenge of re-engaging with players across the country and driving participation, and it will be important that we work together with the community to support each other.

We will need to continue to demonstrate the togetherness I have witnessed in the sport over the last 12 months.

With your support, I am confident about the future of lacrosse, and am sure we will all work as one to meet the challenges and embrace the opportunities that may come post pandemic.

Thank you once again for your support, I wish you well, stay safe and healthy.

Mark Coups
England Lacrosse CEO



CHAIR WELCOME

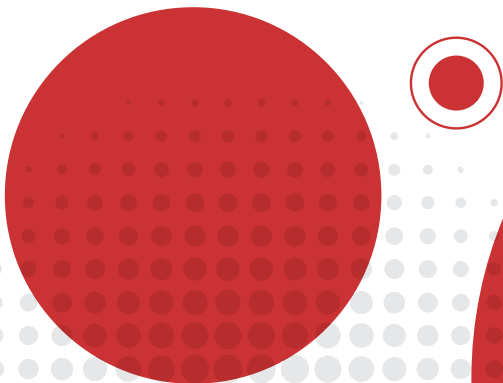
I would like to begin by expressing my gratitude to everybody involved in the sport for the way in which you have risen to the challenges of the last year and the part you have played in bringing back the return of lacrosse in England.

Whilst the sport has obviously been restricted in its activities, I think it is still important to take immense pride in the achievements of the last year as set out in this year's Annual Report.


This year I have witnessed the best of the people in our sport through the dedication and collaborative efforts across all sections of lacrosse; from the Board and the staff to the committees, volunteers, and members all working together for the benefit of the sport – thank you. And despite the unprecedented challenge that forced all sports to take stock during the period, we can now look forward to a return boosted by some new initiatives kickstarted during the hiatus – The inaugural Fly to name one.

The pandemic has of course placed financial pressures on all NGBs, England Lacrosse included, and it is testament to the work carried out over the last few years by our staff and committees in improving our financial resilience that we are able to come through the last year in a relatively positive position.

Our thanks also go to Sport England for their assistance in providing stability for the organisation as well as supporting our Return to Play framework that has enabled the sport to get back to action.



I would like to wish you all well for the coming year, both on and off the lacrosse field.



This year I have witnessed the very best of people in our sport.

Our objective has always been to facilitate a safe and responsible return for the sport, and I've been delighted with the way our community has responded to the challenges we have all faced.

As a collective, the Board continues to go from strength to strength, focused on ensuring the future success of the sport and its foundations, and I am genuinely grateful for all the support they provide to me, Mark, and the leadership team.

Our committees and working groups continue to do crucial work in informing the decision-making of the organisation, particularly during testing times, and then of course, the England Lacrosse staff, who have shown tremendous dedication and adaptability in the face of adversity.

In my position as Chair, I have been working very closely with the team, and seen first-hand the hard work put in over the last year in leading the sport through the pandemic and guiding the organisation through to the return of lacrosse. We don't get everything right, but I assure you the dedication to delivering for our sport is unrelenting.

Finally, Mark and The England Lacrosse team have also been working hard with stakeholders across the sport to finalise the development of a new bold, forward-thinking strategy for the organisation.

Our new 'Playground to podium' strategy has been the culmination of extensive work and consultation to produce a strong vision for the future of the sport that gives opportunity to all sections of our community as well as opening doors to new fans.

The global direction of Lacrosse, with Olympic recognition and eyes now on Olympic inclusion, presents a catalyst for real growth in an evolving sporting landscape.

And whilst our updated strategy rightly looks at the future possibilities for the sport with that in mind, it also keeps the community at its heart; aiming to provide a platform for all to flourish in the sport no matter their background. The community hub project is a good example of this. Offering a relaxed, pay as you go, opportunity to engage with the sport.

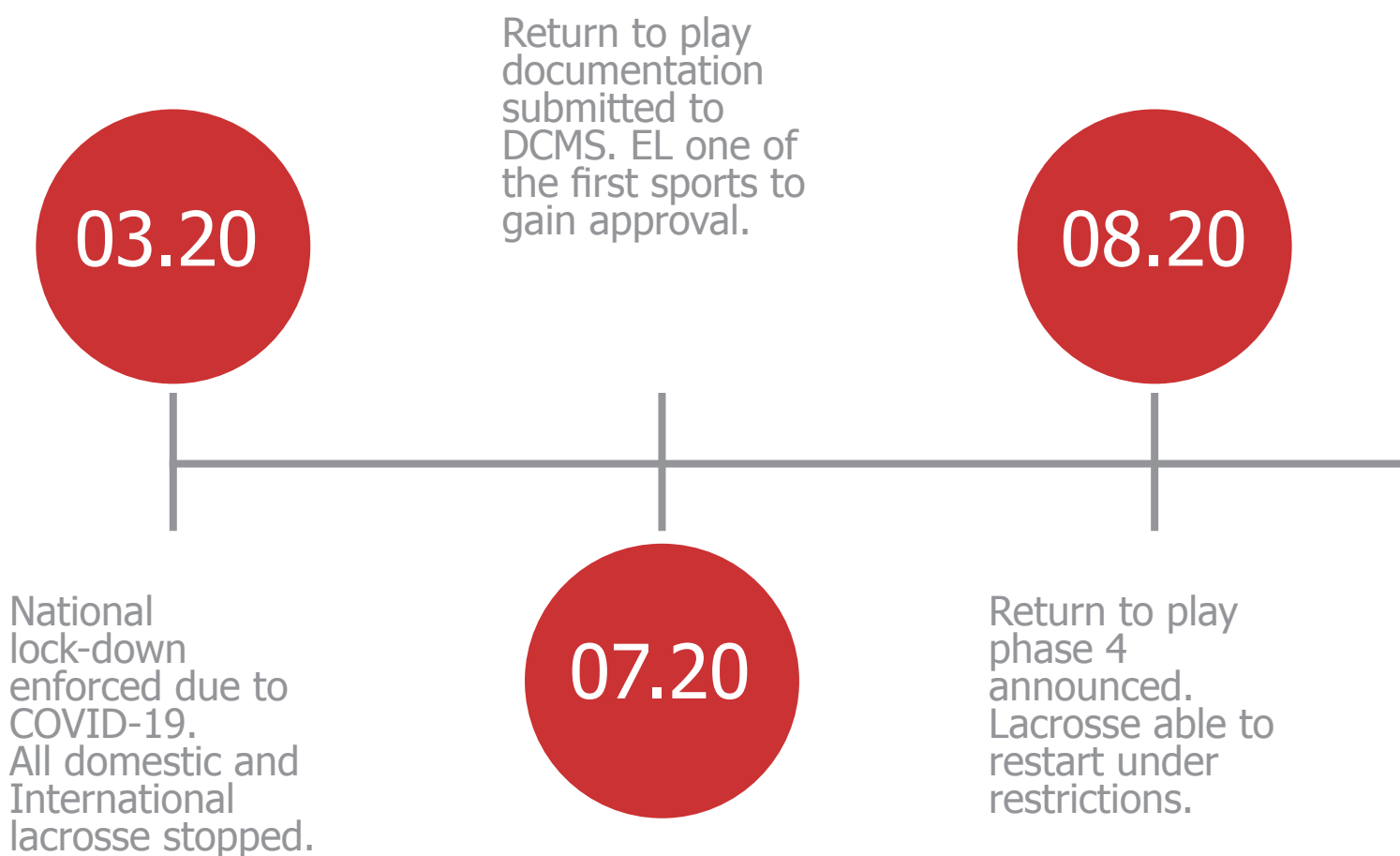
As we take our recovery forward, we are hopefully now set for an action-packed next 12 months with a huge appetite from all regions to get back to the game we love.

That determination has been clear across the lacrosse community throughout, from the staff right through to the grassroots, and I know that our members, volunteers, and supporters will continue with that same resolve to see the sport thrive as we continue our recovery.

Thank you once again for your support and I wish you all well for the coming year, both on and off the lacrosse field – no doubt there's plenty more fun to come.

Hannah Bowe,
England Lacrosse Board Chair

TimeLine



England Lacrosse responded to the threat of the pandemic by developing an organisational structure tasked with preparing the sport to return to play as soon as and as safely as possible.

A dedicated COVID officer, working group, web area and email address were launched. A medical panel was also initiated. This was made up of medical professionals who all had unique experience of

After a period of a nationwide tier system a 2nd National lock-down enforced

01.21

A 3rd National lock-down enforced.

11.20

Tier system reinstated as lock-down restrictions eased. Lacrosse able to return under RTP phase 4 restrictions

03.21

dealing with the pandemic.

England Lacrosse gained authorisation from DCMS to be a recognised sport able to return to play under agreed restrictions when lock-down easing took place.

Thank you

England Lacrosse would like to say a heartfelt thank you to the whole of the lacrosse community. We would not have been able to navigate 2020/21 successfully without your support and engagement.

Governance

The COVID pandemic has presented some challenges to all areas of the system and the effect on structures and the people supporting them is not immune. However, EL has made significant steps in key governance areas.

EL has gone beyond the code for sports governance by developing the composition of the board with people who recognise themselves as female increasing to 42% from 33%, and those identified as independent also increasing from 66% to 75%. This has enabled EL board to maintain a broad view on the direction of EL, ratifying the new Business Plan and providing clarity of decisions in difficult circumstances.

As part of the partnership with Sporting Equals, EL has implemented a series of training events to address equality and implicit bias in staff and the volunteer workforce. All EL staff have undergone implicit bias training with specific additional sessions for both senior and operational staff, alongside one of the four regional committees receiving equality training. EL will be rolling out the support over the coming 12 months.

As we look towards 2022, EL will be working to meet the refreshed Code for Sports Governance alongside working with UK Anti-Doping and the "Clean Sport" framework.



'20 Highlights



As a lacrosse community we have pulled together and met the challenges of 2020 with resilience and positivity.

- The Wall Ball Challenge raised money to give those in need computer kits at home to allow them to continue their education. We partnered with Raspberry Pi on this project. Through the lacrosse communities generosity and commitment we raised £8,703 which meant 43 young people received computer kits!
- EL held 150 webinars with the lacrosse community helping us stay connected and deliver the right messages throughout 2020.
- Sporting Equals have undertaken work directly with SEMLA to create a bespoke regional action plan. This is a pilot scheme for replication nationwide

Key Achievements



Finance

Emergency action was taken by the board and overseen by the Finance Audit and Risk Committee (FARC) to secure the organisation's finances due to the pandemic. This required detailed, regular management of all expenditure and income, recovery of outlaid finances, issuing insurance claims and maximising cost savings.

FARC and EL's finance team deserve great credit in achieving the 2020/21 financial outcome and delivering on the financial strategy outlined by the board and we look forward to ensuring a robust return of lacrosse in 2021.



Partners

EL has benefited from wonderful support from vital partners over the last 12 months.

The support of Sport England (SE) has been exemplary, from access to key staff to flexibility in meeting contractual obligations. The SE coordination of information surrounding COVID protocols has been vital to supporting EL messaging in accessing lacrosse participation.

Association of Colleges
CPU
BUCS
Sporting Equals
Birmingham Uni
UK Anti - Doping
YST



Communication

It is a paradox that in a time where we have never been so isolated, we have been able to come together far more than ever before.

New platforms or better used existing platforms have allowed us to stay connected, deliver messages and information, that at times seemed to change daily. 150 webinars were run over 12 months

Communication works best when it is a dialogue, and we would like to thank everyone who stayed engaged and in touch over the last 12 months and longer.



Future Planning

The last 12 months, although extremely challenging has also seen the launch, by World Lacrosse of the Sixes format. This has provided EL with an opportunity to refocus the introductory participation offers to education and communities.

EL has developed and instigated the "Playground to Podium" Strategy (P2P) which sets out the key interventions to: remove barriers to participation, widen access, and expand the participation base.

It will engage with new markets and improve offers to retain current participants. Two key initiatives have already been launched.

Through a new partnership with Association of Colleges Sport and support from The Lacrosse Foundation charity EL has implemented the Lacrosse Accredited College Scheme to 24 FE / 6th Form Colleges, with a further 10 registered interest for 2021-22. And secondly 5 "hubs" based in London (2), Bristol, Nottingham, Manchester providing mixed social lacrosse.



Commercial

EL have continued to maintain existing business partnerships, improve contractual terms and sign new deals throughout this challenging period.

We would like to take this opportunity to thank our partners, existing and new. 2020/21 threw challenges at us that through partnership working we have navigated together.

Opro
STX
RPC Law
First Point USA
Physique
Kukri
Raspberry Pi
Sweet Chariot
OddBalls



Inclusion

EL has made a commitment to place inclusion at the heart of the organisation.

From the current Code for Sports Governance, the partnership with Sporting Equals, work undertaken with Pride Sports and the formation of a new board sub-group to oversee Equality, Diversity and Inclusion, to new participation interventions which have been developed from market insight, EL is on a journey to identify and remove barriers to widening access to participating in lacrosse.

Financial Highlights

Income	2020/1
Sport England Grants	£673,877
Events, Participation	£297,422
Performance (Player Contributions)	£279,296
Performance (Other Income)	£9,103
Club Subscriptions / League Entry Fees	£36,021
Training of Coaches & Officials	£34,249
Individual Registration	£107,254
Other Income	£84,501
Total Income	£1,521,723
Expenditure	
Staff Costs Administrative	£367,477
Staff Costs Operational	£259,048
Overheads / Core Costs	£292,158
Irrecoverable VAT	£61,960
Camps, Events, Participation	£192,344
Performance (Training & Tour Costs)	£176,156
Training of Coaches & Officials	£25,830
Total Expenditure	£1,374,973
Reserves	£146,750

England Lacrosse received £354k as an emergency sector partner fund grant in addition to the core grant.

In March 2020 England Lacrosse took immediate action to secure the organisational finances. This was necessary because of the pandemic and subsequent ceasing of all lacrosse activity.

This emergency action was led by the board and overseen by the Finance Audit and Risk Committee (FARC) and required detailed, regular management of all expenditure and income, recovery of outlaid finances, issuing insurance claims and maximising cost savings.

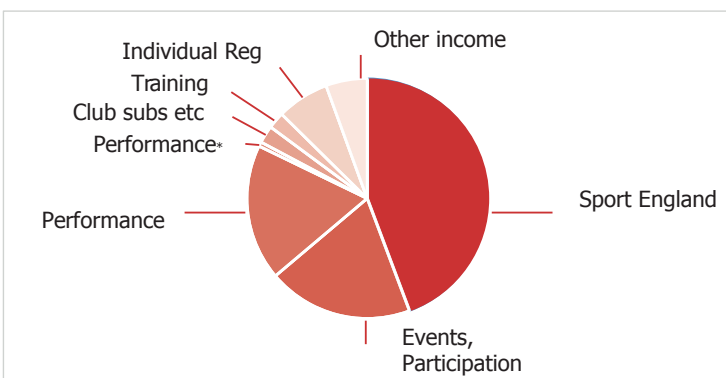
In June 2020 EL detailed our financial position to Sport England who awarded a sector partner fund grant to Lacrosse in recognition of the difficulties presented by the pandemic during the first lock-down. At this time, they also confirmed a rollover of our existing core grant funding. Lacrosse is grateful for the support and consideration shown by Sport England, the assistance was invaluable.

EL then worked through the summer to detail to board the on-going financial plan for 2020/21 and 2021/22. In September 2020 the board approved a "linked" 2-year budget and financial management strategy. The strategy was based on ensuring that the organisation was a going concern in the short term and working hard to have financing available for restarting the sport when government rules allowed.

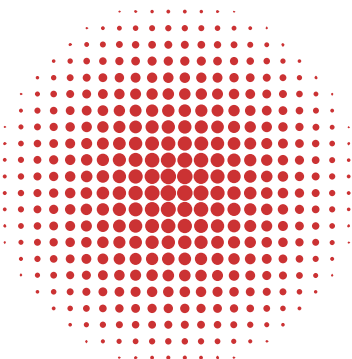
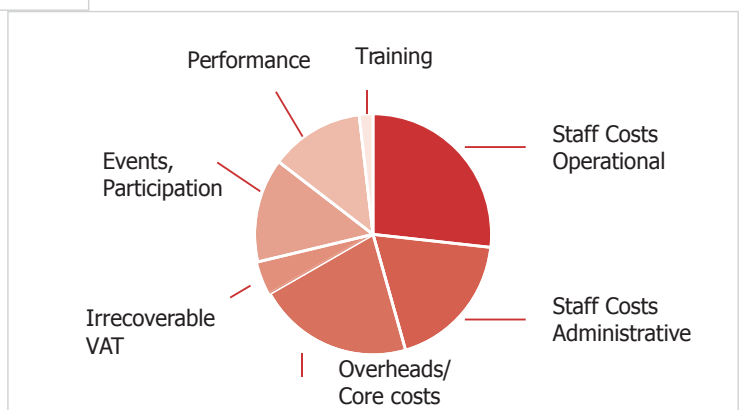
The 2020/21 out-turn of £146,750 is the result of delivering the first part of this strategy with the second part currently underway as government restrictions were ended enabling Lacrosse to be supported to return in the 2021/22 season

FARC and EL's finance team deserve great credit in achieving the 2020/21 financial outcome and delivering on the financial strategy outlined by the board and we look forward to ensuring a robust return of lacrosse in 2021.

Income



Expenditure



England Lacrosse

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