



ANNUAL REPORT

England Lacrosse
2021/22

INCLUSION

INTEGRITY

RESPECT

TEAMWORK

EXCELLENCE

ACCOUNTABILITY

ENGLAND LACROSSE in numbers

1

Top ranked in Europe across all field lacrosse formats

34

University Lacrosse Officers driving higher Education participation

4500

young people engaged within Further Education LACS Programme

42k

regular participants

42%

female representation at Board level

20%

growth across social media channels

57%

of EL Registered Individuals are female

13th

Sporting Equals NGB Race Representation Index

200k

people played lacrosse at least once in the last year

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MARK'S WELCOME

Welcome to England Lacrosse's (EL) 2021/22 Annual Report.

We look back on the last 12 months in which much was achieved, the lacrosse community came together as one in tough circumstances, and we set the platform for another exciting year ahead of us.

Our number one priority during this period has first and foremost been to get the sport back up and running as quickly as possible as restrictions allowed, and we were delighted with the speed and enthusiasm with which the lacrosse community has returned to action.

Our Return to Play guidance provided a clear pathway for the sport to get back on the field and the huge collective effort from clubs, players, coaches, officials, organisers and volunteers to follow the guidance in a safe and responsible manner. Thank you to everyone who makes lacrosse the sport that it is.

"It has been brilliant to see leagues and cups back in full action, universities back together in person, and the National Schools Lacrosse Championships with over 3000 young lacrosse players celebrating the return to our sport."

The Board, committees and EL staff have continued to work together under Hannah's guidance as we have continued to recruit experienced and knowledgeable directors to join the Board and I am excited for the future progression of the organisation.

Once again, many thanks to all our committees and groups that have served the organisation over the last year. These groups comprised largely of volunteers, give their time and effort to improving the sport and shaping the future direction of lacrosse without which we would not be in the position we are.

It has been brilliant to see the leagues and cups back in full action, universities back together in person, and the National Schools Lacrosse Championships back at Aldershot with over 3000 young lacrosse players out on the fields all together celebrating the return of the sport.

While it is good to reflect on the achievements and challenges overcome this year,

we have also been busy setting our sights on the future of lacrosse with a new Strategic Plan which sets our vision and underpins our over arching goals for the next 10 years. As part of our refreshed vision for the next decade, we are committed to putting people and their experiences at the forefront of what we do and we are determined to ensure that no matter your background or opportunity, lacrosse should be a game for all to enjoy.

As you will see throughout the Annual Report, we are continually making strides to open up the sport to the widest possible audience, and have made significant work in creating interventions in new areas, as well as supporting the existing game with its COVID recovery.

A significant point for development that I personally have always felt our sport has needed to make the next step, has been a National League that brings together the best players from around the country as a flagship showcase for lacrosse.

The Fly now represents the early stages of that development and as we further establish the competition and the brand in the coming years, along with the competition's innovative approaches to technology and player-fan engagement, I hope it proves to be a real game changer for our sport.

The creation of The Fly comes off the back of the emergence of the Sixes format and the hugely exciting developments around Olympic inclusion for the sport. The work being done both here, and by World Lacrosse, has been significant and I fully support the push for multi-sport inclusion that would prove a monumental moment for the sport and open up so many new opportunities for funding, exposure and investment.

There will still be challenges to face off the back of the recovery of the sport, yet I am confident about the future of lacrosse and with your support we can make a success of the opportunities to come.

Mark Coups
CEO



A MESSAGE FROM OUR CHAIR

I want to begin by thanking everybody for the collective efforts of the last year (and more) in rising to meet the challenges faced and the part that you have all played in helping to bring such a quick and successful return of lacrosse in England.

It has been testament to the work carried out over the period by EL staff and volunteers up and down the country that we have come through it in a positive position.

Our thanks also go to Sport England for their continued assistance and their support for our Return to Play framework that enabled the sport to get back to action.

As I enter the last few months of my fixed term as Board Chair, I would like to thank everyone who has been so welcoming at EL, the wider lacrosse community and everyone who has provided support to the role over the last three years. It's genuinely been a privilege to be involved, and humbling to see the work and passion of all involved – whether it be summer lax, Triple Arrow camps, club leagues, Box leagues, academies and national squads, National Schools or The Fly.

Once again, I owe my thanks to my fellow Board members who have assisted me ably throughout the last year and provided their time and knowledge to the organisation. The strength and expertise that we have continued to recruit to the Board during my tenure leaves me with no doubt that the organisation will continue to flourish going forward.

I would also like to thank the staff who continue to keep the organisation running day-to-day and work tirelessly in the best interests of the sport in what have been testing circumstances at times, as well as the Committees and Groups for their commitment and providing expertise and insight to assist the Board in our decision-making, often in unfamiliar situations.

“Being able to visit the first year of The Fly, the National Schools Lacrosse Championships in the sun and see lacrosse back in full action have been my highlights of the year ”

The sporting landscape has changed and there are some new ways of doing things that will take time to get used to, but some that have also greatly improved. I am a firm believer that standing still is going backwards; EL has sought to accelerate and we need to continue to do so in order to let others see and experience the sport and community lacrosse has to offer.

The Annual Report sets out our significant achievements for the year and, with our refreshed vision and the exciting opportunities ahead, we can continue to use this COVID recovery as a platform for accelerating our growth and development.

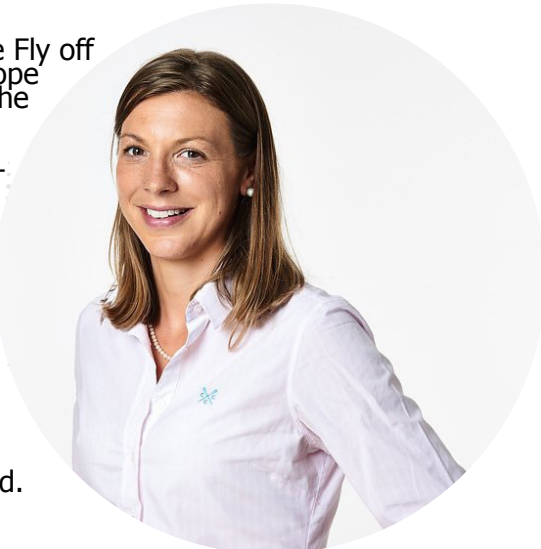
Throughout my time as Board Chair, I have encouraged the Board and EL staff to make strong, bold decisions as we look to the future and none more so than through the development of The Fly, our leading national event, as part of the 'Playground to Podium' pathway.

The time and effort dedicated by EL staff during the pandemic to get The Fly off the ground, along with the ambitions for its future, is something that I hope will be a lasting development for the sport – particularly with an eye on the potential for six-a-side inclusion at multi-sport events in the future.

The progression from World Lacrosse in advancing the bid for Olympic inclusion is an extremely exciting opportunity for the sport and the growth alongside the investment that would come with it would be incredible for all from the elite level right through to the grass roots.

Being able to visit the first year of The Fly, the National Schools Lacrosse Championships in the sun and see lacrosse back in full action have been my highlights of the year and I look forward to this continuing throughout the rest of 2022, as well as seeing national squads getting to represent their country again.

I wish you all well for the future and thank you for an ultimately very rewarding few years, that all of us should be proud of. Keep moving forward.



Hannah Bowe
Board Chair



KEY TAKEAWAYS

All regions completed a full league season for the first time post COVID

University lacrosse shows encouraging signs of recovery

Further education colleges are developing quickly after the introduction of lacrosse sixes

Summer lax established as an accessible, relaxed lacrosse playing option over the summer months.

LACROSSE FOR ALL

RETURN TO PLAY (RTP) has enabled the sport to fully restart, and regular lacrosse participation is showing signs of stabilising, with an increase in regular participation since November 2021. We have helped the community game get back on its feet with support for membership, changes to the learning platform and targeted support in operations highlighted below outline our commitment to providing more opportunities to participate in lacrosse.

Changes to our membership structure and categories as a direct response to feedback from the Regional Associations and key volunteer committees have been positively received by the lacrosse community with over 800 taking up new membership categories. This includes our 50% membership discount for the latter half of the season, addressing the changing nature of lacrosse in England and a requirement for a fairer offer for those who may play outside the traditional lacrosse season and our commitment to improving the accessibility of the sport. We also introduced a COVID recovery fund for clubs and universities to access for financial support. To date, at least 25 universities and clubs have successfully accessed support (financial or in form of kit/equipment) enabling retention of lacrosse activity in areas that were vulnerable to cessation especially through facility pressure.

This help has seen a 9% increase in Affiliated Clubs since April 2021 alongside our community game showing a rebound through increasing club participation by 16% over the same period.



As part of our commitment to improving inclusion and accessibility in lacrosse, we have helped a number of areas detailed throughout this report to begin to provide a more flexible offering across the sport, from universities and Further Education to new playing offers.

UNIVERSITY LACROSSE

The revitalisation of Higher Education Institution (HEI) activity, as well as the new programme interventions, are key to maintaining growth and addressing residual issues from COVID across participation segments. The HEI programme, although having contracted over COVID, restarted with 85 men's and 136 women's teams in BUCS

alongside 34 ULOs across the university network. Congratulations should go to the University of Nottingham (women) and University of Durham (men) as 2022 BUCS Champions.

We continue to monitor the effect of engaging with sport at university through a bi-annual social-outcomes and student well-being survey. This provides us with vital knowledge about student participation in lacrosse.

Our recent surveying shows how the university sector brings new people (69% of the 11,500 HEI participants never having played before) and from more diverse backgrounds (11% of participants are from diverse backgrounds and 9% from the most deprived areas) into lacrosse.



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LACS FE PROGRAMME

The Lacrosse Accredited College Scheme (LACS) in partnership with AoC Sport has continued to boom with 31 FE institutions in the programme for 2021/22, representing over 4500 students accessing lacrosse.

With the support of AoC Sport, 4 lacrosse 'festivals' are planned for summer 2022 in key areas identified as strategically significant for participation growth: North-East, Greater Manchester, Midlands, and South Coast.

Ongoing support from The Lacrosse Foundation with equipment grants alongside our team overseeing teacher and young leader training is proving positive for participation expansion in this market.



The FE sector is also seen to underpin the successful HEI programme and provides a platform for expansion of the talent pool. We will work to create methods to track the FE participants as they progress through the lacrosse pathway.

As the FE and HE programmes strengthen post-pandemic, we are now focusing on the participation and competition exit routes beyond the education sector and moving into the

community sector.

BACKING THE BEST

RTP has enabled us to restart the 'Backing the Best' programme, focusing on low socio economic group participation in the North West, feeding into the talent pathway as part of the Playground to Podium pathway.

The programme has provided equipment and trained 20 staff in Salford who are now delivering in community hubs throughout the area.

15 community leisure coaches had also been trained in Rochdale, however the staff were unfortunately made redundant due to COVID. New staff are now set to be trained in May 2022.

SUMMER LAX & MIXED LACROSSE

Establishing more options to play is key for EL to harness the positive participation initiatives highlighted above and strengthen the existing community lacrosse offer. The "Summer Hub" programme is seen as an initiative which can be delivered easily, with EL providing the governance and over arching coordination, but with local

leads. After the successful roll out of Summer Lax Hubs in 2021, the offer is being refined for 2022 to ensure quality of delivery and maximisation of participant retention.

2021-22 also saw the roll out of a National Mixed League, with 16 teams divided into 2 regions, with 2 groups per region. The competition saw round robin league fixtures and inter-group fixtures, followed by regional play offs. The National Final, held at the National Club Championships was played between Oxford City (South East Regional Champs) and Cambridge University (Midlands Regional champs) at the National Club Finals on 8th May, won 12-6 by Cambridge University Mixed Lacrosse Club.

The combination of Summer Hubs, Mixed Leagues and FE festivals provides more options for more people to play lacrosse in more places, creating more opportunities for community lacrosse.



GREATER MANCHESTER STIMULUS

Schools have been particularly hard hit during the pandemic, with many significantly reducing their PE provision alongside suffering the impact of lock down protocols. This has had a knock-on effect to links with after-school sport and community club sport. As part of the post-COVID stimulus to community lacrosse, we have worked with the North West region to reinvigorate school lacrosse in Greater Manchester through deployment of a Greater Manchester Officer. The officer has co-ordinated and developed links between the school games offer and lacrosse clubs, focusing on developing links where they didn't exist while also enhancing existing links. They worked with club volunteers to identify the health of their programme and identify areas to implement our support, worked with 8 boroughs to run POP competitions partnering with local clubs, administered and managed the GM Pop finals, and worked with clubs and School Games Officers to deliver 5 clubs school festivals.

Data from Youth Sport Trust has shown the impact of the stimulus with 180% increase in teams participating in lacrosse school games, tournament and festivals. The initiative is set to continue into 2022-23 where the impact of the work will be built on.





BOSS
HUGO BOSS



CHAMPIONS

STC



KEY TAKEAWAYS

Over 1000 athletes in the talent pathway

County talent camps at U13 age level introduced

Sixes format introduced into the international event calendar

Olympic and Commonwealth inclusion by 2030

The Fly introduced as the first national league in England

**TALENT &
PERFORMANCE**

The Talent and Performance programme continues to work to empower individuals to become elite athletes as development of the Talent Pathway system strives to meet the increasing expectations of the organisation.

As the sport of lacrosse restarted, over 1000 athletes (18 and under) have been part of our Talent system this year across our Girls and Boys pathways. The addition of the County Talent Camps at U13 level has strengthened the talent identification process and given a clearer and more robust entry point into the system.

To support the programme, we have also begun to improve the experience for our young athletes with increased digital resources, development webinars with top athletes and sports professionals, and for next season we will be implementing expert-led mental health resilience workshops into all our programmes.

The addition of sixes to future international calendars will also provide new and exciting opportunities with a format that is being put forward for Olympic and Commonwealth inclusion. The Fly provided the first formal 6s competition in the world, and enabled our elite athletes to play high-level competition at a time when no international matches were possible and will be in all our squads' training programmes moving forward.

Alongside the Fly, we sent a U23 squad to EuroLax Sixes in Portugal in February, and with many England squad members training with British Lacrosse ahead of The World Games, we are now looking at how Sixes is fully incorporated into our performance programmes.

Global travel restrictions over the last 12 months has limited high-level competition for our national squads in the lead up to major championships in 2022. However, each squad has shown great resilience in adapting their training programmes to address this and are well set ahead of the events coming up this summer.

Our Women's Senior squad were able to travel to Florida in January for training and limited competition which has allowed us to establish clear COVID protocols for overseas competition and will set up our international squads for travel this summer. There are three England squads set to compete in major Championships in the 2022 summer after another blank year due to the pandemic, we wish them all the success they deserve.



KEY TAKEAWAYS

Over 1000 registered officials and 500 coaches in the lacrosse community

New volunteers entering our sport being supported by existing people

A strong line of communication between regions and EL staff to help mitigate against challenges ahead

22 Officials selected for the 2022 summer international tournaments

**PEOPLE IN
LACROSSE**

We have continued to actively support the volunteer workforce via all avenues available and at all levels of the our structure to keep them engaged during the low activity periods and then adequately prepared for the return of the game.

This was highlighted in the restart to the game where we engaged with new and welcomed back existing volunteers to work alongside our team in delivering our flagship National Schools Championships successfully in its return to Aldershot.

The level of volunteer support for the event demonstrated the hard work carried out in engaging with and supporting our volunteer workforce during the pandemic.

People who volunteer in lacrosse help players to participate more often, with over 1000 registered officials and 500 registered coaches, community lacrosse has the platform to continually develop.

However, it is evident that volunteers face fresh challenges with the increased cost of living. We have had an open dialogue with regional chairs and committees to monitor and support them in what will be continue to be a challenge in recruitment and retention of volunteers moving forwards into 2023.

We are still seeing the impact of COVID on our active workforce with a backlog of assessments to undertake, although this has stabilised as the season has progressed.

To support all workforce training we provided improved flexibility for accessing courses and assessment by offering blended hybrid learning to the first two levels of all workforce learning to help stimulate activities and reduce learner costs.

In addition, both new and continuing learners now have access to a wider range of resourcing through investment in our online platforms.

- Use of video assessment for coaches alongside all theory (including officiating) now online.
- Improved "how to complete" messaging to provide clarity to learners on the hybrid format of learning.
- Teacher CPD - new online support with access to online resources, new videos and activity cards.
- Access to resources across all education and training through the Learning Hub.

Even with the issues emerging from COVID, over 800 young leaders, teachers, coaches and officials have accessed learning through EL courses.



EVENTS

KEY TAKEAWAYS

A full season of leagues and events completed for the first time since COVID

National Schools Lacrosse Championship returned with over 3000 lacrosse players able to take part

National Club Finals crowned the season champions

The Fly established as the first national lacrosse league

Having had the event programme curtailed via the pandemic for over the last year, it was great to finally be able to complete a year of competitive events at Regional and National level within the 2021-22 season. England Lacrosse would like to thank all the volunteers, coaches, officials, players, family and friends who all enabled this to happen.

Being able to host the National Schools Championship again, having had a break for over a year was a highlight to the season. In all its history the Championship has never had to have a fallow year, which meant that the return needed to highlight a celebration of lacrosse for players, coaches, volunteers, officials, and spectators. With the weather on our side, we were able to create that feeling of togetherness.

The four days of the championship showed off some fantastic schoolgirl lacrosse and provided a true feeling of excitement being back on the competitive stage. The event was topped off with Putney High being crowned as champions in the U19A age category. This was the first time in National Schools history that Putney had taken the win. We look forward to the 2023 Championships, which will be hosted at Aldershot March 11th – 14th.

National Club finals was back and saw the addition of the mixed finals added to the schedule. The competition was hosted for the first time at Moulton College, Northampton and it didn't disappoint.

Both the Men's and Women's teams were fighting it out to be crowned National Club Champions and gain a place in the European Club finals. Having been unable to host the competition due to the pandemic, it was great to see the skill and enthusiasm of all the club teams come together and develop an exciting competition. Hosting the mixed final in the schedule just added to this excitement and unity

Walcountian Blues Women and Spencer Men were both too the title of National Championships and booked their place at the European Club Championships in Barcelona.

Full lacrosse leagues and competitions were also able to take place at regional levels with both the Southern and Northern knock-out "Flags Final" weekends delivering a true festival of lacrosse, which hadn't been possible in previous years due to COVID restrictions. The Northern Flags saw for the first time a fully combined tournament, with the women's U14 and Open age knock-out finals alongside the men's competition.







The Fly, utilising the new Olympic-proposed format, is a pioneering competition for both EL and the wider international game as the first elite level competition using the Sixes rules of the sport.

With no international events for 2021, the opportunity was taken to support our world class, high-performance athletes in expressing themselves on the biggest stage.

And with lacrosse on the path to Olympic inclusion, we've recognised the need to support high-performance, international athletes on their journey to the Olympics.

The 6s format will see its first introduction to the international arena at the 2022 World Games and our event will make sure our top athletes are ready to compete with the world's best.

The Fly featured side-by-side men's and women's competitions, giving our male and female athletes absolute equality in profile and performance, and was hosted at Lilleshall National Sports Centre, an elite internationally recognised venue for world class sport.

This work with the venue has also provided opportunity for other areas of the organisation such as Talent & Performance squads to fully

utilise the facilities on offer throughout the year. With uncertainty around COVID for spectator events, the focus for The Fly in its first year was centred around athlete provision and performance.

We have also invested significantly in the digital output of The Fly, creating a product that is much more than in-person event and promotes the sport in a new, modern way with the aim to reaching audiences who engage with sport in different ways.

After a successful first year in which we had positive feedback from athletes, we will continue to expand the offering within the event, as well as for our audiences both at the event and across our digital offering.

The Fly was a significant undertaking for the Events department and the wider organisation, and to take the event from an initial idea to its inception in just over a year has been a monumental achievement.

With the momentum behind The Fly and the bid for Olympic inclusion, we see the Fly as being the ideal vehicle to progress the growth and stature of the sport as a national league attracting external investment and attention from new and engaged audiences.

FINANCE

The main focus of this year's financial activities was supporting our COVID recovery plan. The recovery plan has been regularly reviewed to secure the business during the year, secure the return of as many of our priorities as possible and to support our members and partners in recovering from the impact of the pandemic.

EL received a 5th "additional" Sport England grant for 2021-22 funding totalling £673,875. The grant investment has sustained the organisation, improved our governance, ensured that support was provided to the recovery of the sport post pandemic and improved Lacrosse's inclusion priorities enabling more individuals to be a part of the game.

As part of the recovery plan tight fiscal control over income and expenditure has taken place which has enabled us to successfully meet the financial targets set in the annual budget as demonstrated by the figures on page 25.

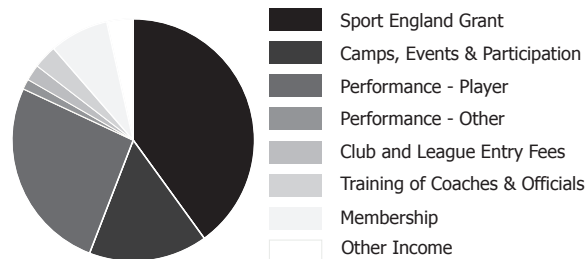
game including a freeze of membership and affiliation fees at 2019-20 levels, a 50% reduction in the cost of all education courses, a regional administered COVID fund to support clubs with costs of sustaining facilities, retaining membership, and providing support for lacrosse returning during the year. This package has assisted in the quick and strong return of the sport as highlighted in this annual report.

During the year we held the first formal Sixes event with support from World Lacrosse. "The Fly" marked a significant step for the business by piloting a new asset for development.

England Lacrosse is pleased to have secured £2,962,000 Sport England Sector Partner Funding for the 1st April 2022 to 31st March 2027. The award is based on an agreed set of objectives to support our systems and governance, delivery, and talent programme. This support from Sport England for Lacrosse and the good financial management during the year provides us with a strong financial base for the future.

Income - Period 1 April 2021 - 31 March 2022

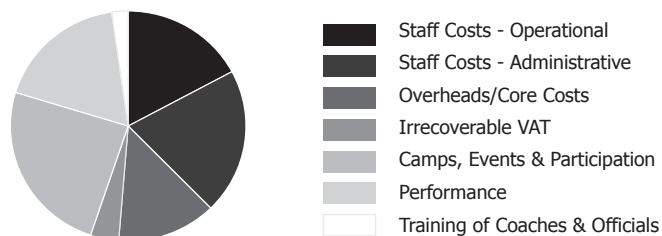
Income Source	Additional	Income Generated	% of Total
Sport England grants		£673,875	40%
Camps, events and participation		£266,541	15.8%
Membership		£132,544	7.9%
Performance	Player contributions	£439,067	26.1%
	Other performance income	£22,867	1.4%
Club subscriptions & league fees		£36,302	2.2%
Training of coaches & officials		£53,085	3.1%
Other income		£59,060	3.5%



Total Income **£1,683,341**

Expenditure - Period 1 April 2021 - 31 March 2022

Expenditure	Additional	Amount Spent	% of Income
Staff costs	Operational	£288,064	17.1%
	Administrative	£343,479	20.4%
Overheads/Core costs		£229,080	13.6%
Irrecoverable VAT		£65,170	3.9%
Performance - training/tour costs		£302,515	18%
Camps, events, participation		£412,087	24.5%
Training of coaches & officials		£37,602	2.2%



Total Expenditure **£1,677,997**

Reserves **£5,344**



GOVERNANCE

We have continued to go beyond the Code for Sports Governance guidelines by maintaining at least 40% female and 70% independent representation on the EL Board, allowing the Board to maintain a broad view on the strategic direction of the organisation.

We have also welcomed Tim Hunt and Jill Giddins to the Board as new Independent Directors and are looking forward to their skills and expertise adding value to our organisation.

Cascading governance and good practices throughout the lacrosse community is a key focus for modernising EL governance. The coming months allow space for continued momentum, that has been gained via the monthly regional chairs calls and the increased regional officer engagement with regions following the submission of development plans for the 2022-23 season.

Since October, we have also addressed areas requiring progress identified in the annual review with the CPSU. The key areas have focused on the cascading of safeguarding monitoring, which has now been included as part of a full-time administrative role, to improve our administration and better align training to individual requirements.

Website content and signposting has been improved and EL has launched a bespoke 1-to-1 mentoring system for Regional, Club and Talent welfare officers. This system is in its early stages, but the feedback has been positive with individuals feeling better prepared for their roles, with a full evaluation to be undertaken at the end of 2022.

We have also published a new Adults at Risk policy and procedure to complement our safeguarding policies. This has been developed with the Ann Craft Trust and provides up to date information and procedures for all in Lacrosse working with adults.

We are delighted to have worked with UKAD to comply with the Anti-Doping Assurance framework, aligning with our values in promoting and advocating clean sport.

All of the Board committees and supporting groups have continued to undertake their duties to support the Board and the development of EL with the National Lacrosse Committee (NLC), Finance Audit and Risk Committee (FARC), Remunerations Committee (RemCom) and Performance Committee all assisting with smooth running of the organisation.



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