



ENGLISH LACROSSE ASSOCIATION Ltd.

BYE LAWS (Article 48)

1. **The Governance Structure**

The English Lacrosse Association Board (EL Board) – is comprised of appointed independent directors and elected directors from lacrosse (the game) and chaired by a board elected independent director. The Board legally administers and strategically directs the organisation; supported by a number of committees and working groups. The EL Board operates within the guidelines set down by Government (the Companies Act), the Articles of Association and Sport England (the Code for Sports Governance), while also being an affiliated membership organisation supported and directed by an AGM and an underpinning committee / group structure. The Board is the ultimate decision-making body for EL.

The EL Board is supported by a number of committees including:

- (a) National Lacrosse Committee;
- (b) Performance Advisory Group;
- (c) Finance, Audit and Risk Committee; and
- (d) Remuneration Committee.

The Board also has working groups to support Governance and Nominations, Events, Commercial Partnerships and Initiatives. The EL Governance Structure will be under Board review on an on-going basis to reflect the changing nature of lacrosse in England, as set out in Article 5. The role and delegated authority of each committee and group is summarised below in Bye Law 2.

The governance and policies of EL are underpinned by the EL values: integrity, respect, accountability, teamwork, excellence and inclusivity. The EL values should be demonstrated by volunteers, affiliated members, members and staff in all lacrosse activities.

2. **Delegated Authority**

The Board delegates authority, as required, to ensure the effective running of the organisation, as set out in Article 3.3 (<https://static1.squarespace.com/static/59f9cf6de9bdf609e447562/t/5cde98682ba0320001783f92/1558091884228/ENGLISH+LACROSSE+-+ARTICLES+OF+ASSOCIATION+October+2018.pdf>).

National Lacrosse Committee (NLC) – comprised of appointed individuals recommended from the Regional Associations and chaired by a board member. Oversees and reports to board on the implementation of the National Strategies that expand and develop the domestic recreational game. Supported by the Regional Associations and Officiating Advisory Group.

Performance Advisory Group (PAG) – comprised of appointed performance sport experts, game representatives and chaired by a board member. Oversees and reports to the board on the National Strategies that develop the talent development and performance programme for Team England. Supported by coaching, technical and management working groups

Finance, Audit and Risk Committee – comprised of appointed individuals from the board, game representatives, CEO, Finance Manager and chaired by a board member or game representative, overseeing and reporting to the board on budgets, management accounts, independent audits, risk management and risk mitigation

Remunerations Committee – comprised of CEO, independent representatives, EL Finance Manager and chaired by a board member, overseeing and reporting to board on staff, volunteer remuneration and Human Resource issues.

Regional Associations – comprised of and chaired by game representatives. Oversees the domestic regionalised structures including competition and support for affiliated clubs, universities and schools; including administration, officiating, coaching and identified club expansion. The Regional Associations are supported by counties, schools, universities and clubs.

Officiating Advisory Group (OAG) – comprised and chaired by representatives of the registered officials, providing advice to NLC on new rules alongside overseeing the training, certification, deployment, appointment and performance of lacrosse umpires and referees in England. The OAG is supported by code specific groups: Umpiring Advisory Group and Referee Advisory Group (UAG/RAG).

3. **Regional Associations**

3.1 Women

The Regional Associations currently affiliated to EL are:

- (a) South East Women’s Lacrosse Association (SEWLA);
- (b) South West Women’s Lacrosse Association (SWWLA);
- (c) North West Lacrosse Association (NWLA) joint men’s & women’s; and
- (d) Yorkshire and The North East Association (YCLA) joint men and women.

3.2 Men

The Regional Associations currently affiliated to EL are:

- (a) North of England Men’s Lacrosse Association (**NEMLA**, North of England Men’s Competition Management Committee);
- (b) South of England Men’s Lacrosse Association (**SEMLA**);
- (c) North West Lacrosse Association (**NWLA**) joint men’s and women’s; and

- (d) Yorkshire and North East County Lacrosse Association (**YCLA**) joint men and women.

Others Regional and County Associations may be affiliated as formed subject to Board approval.

3.3 Regional Associations

- (a) Within every Region there shall be a Regional Association comprising any affiliated members of EL which are situated or based or who are resident within its boundaries. Any borderline case shall be decided by the NLC.
- (b) Each Region will confirm its constitution, rules or Bye Laws, and any alterations subsequently made to those documents to the NLC by 31st July each year. The Board may, if it considers that an article does not conform to the Aims and Objects (as determined by the Board from time to time) or the general policy of EL, call upon the Region concerned to make appropriate amendments.
- (c) Each Region will confirm their rules under which the games shall be played and administered for approval by the NLC, by 31 July each year. Once submitted, no alteration shall be made other than those agreed with the NLC.
- (d) Each Regional Association shall forward to the NLC, not later than 31st July each year, details of two individuals who shall act as the Regional Association's contacts and representatives. The details to be provided are her/his name and address, telephone number and e-mail address (and where appropriate Committee nominees).
- (e) Each Regional Association shall submit to NLC by the 31st July each year, a regional plan, developed with support of EL staff which supports the development of lacrosse in that region in line with EL National Strategy.
- (f) Formation of a new regional association shall be agreed by NLC and the Board.

3.4 County Associations

Within a Region there may be County Associations comprising any members of EL which are situated or based or who are resident within its boundaries. Any borderline case shall be decided by the NLC. A County Association may adopt appropriate Bye Laws, reflecting the policies and Bye Laws of EL.

4. **Membership and Voting Rights (Article 15, 26 and 27)**

4.1 Affiliated Membership

Any club, including educational establishments, affiliated to EL in good standing shall be entitled to vote at general meetings of EL (Article 26). The approval of any affiliated membership and entitlement to vote at general meetings shall be given at the discretion of the board of directors of EL (the Board).

4.2 Individual Membership (Adult, Student, Junior and Volunteer)

All individuals must be registered as members through the EL membership system prior to taking part in lacrosse activity related to playing, coaching, officiating, managing and any other volunteer work (such as committee members) where liability cover (through registration) is relevant. An individual category of membership is provided to allow for individuals to access the membership offer provided by EL.

The membership offer benefits are outlined on the EL web site: <https://www.englishlacrosse.co.uk/register>. The individual membership does not include any voting rights.

4.3 Regional Associations

Regional Associations are affiliated to EL and have representation at the National Lacrosse Committee (NLC). This category does not have any voting rights.

5. **Subscriptions (Article 26.3)**

Affiliated and individual membership categories and levels will be determined by the Board and advised to the membership at each Annual General Meeting of EL.

6. **Playing Qualifications**

All players must be individual members of EL.

Rules	National	Regional	Super County and County
<p>Women</p> <p>6.1 EL adopt the women’s rules as set out by World Lacrosse (WL) for Senior National, U19 National and Inter-Regional competition</p> <p>6.2 The National Lacrosse Rules are adopted for the recreational game including interclub league and cup competition for senior, U19 and junior age categories.</p> <p>6.3 Each region may utilise adaptive</p>	<p>6.4 EL adopt by the criteria for national teams as set out by WL.</p> <p>https://worldlacrosse.sport/wp-content/uploads/2018/08/FIL-Eligibility-Criteria-2018-.pdf</p>	<p>6.5 Birth within the regional boundary</p> <p>6.6 Bona fide residence for a period of at least six months or in the case of a university, college or school, three months for the season in question</p> <p>6.7 Three seasons as a member of the Regional Team</p> <p>6.8 Registered to a club, university of school affiliated to EL which is registered to that region or</p>	<p>6.9 Member of a school, university or club affiliated to EL located within the county boundary.</p>

<p>rules according to age of player and competition ratified by NLC and publicised on the relevant regional web site.</p> <p>https://worldlacrosse.sport/rules/</p>		<p>competing in the league system of that region.</p>	
<p>Men</p> <p>6.10 EL adopt the men’s rules as set out by WL, for Senior National, U19 National and inter-Regional competition.</p> <p>6.11 The National Lacrosse Rules are adopted for the recreational game including interclub league and cup competition for senior, U19 and junior age categories.</p> <p>6.12 Each region may utilise adaptive rules according to age of player and competition format ratified by NLC and publicised on the relevant regional web site.</p> <p>https://worldlacrosse.sport/rules/</p>	<p>6.13 EL adopt by the criteria for national teams as set out by WL.</p> <p>https://worldlacrosse.sport/wp-content/uploads/2018/08/FIL-Eligibility-Criteria-2018-.pdf</p>	<p>6.14 A member of a club or university affiliated to EL and affiliated region or county.</p>	<p>6.15 member of a club or university affiliated to EL and affiliated region or county.</p>
<p>Box Lacrosse</p> <p>6.16 EL adopt the box rules as set out by WL, for Senior national and inter-Regional competition.</p> <p>6.17 National Box Lacrosse Rules are adopted for the recreational game including interclub league and cup competition for senior,</p>	<p>6.19 EL adopt by the criteria for national teams as set out by WL.</p> <p>https://worldlacrosse.sport/wp-content/uploads/2018/08/FIL-Eligibility-Criteria-2018-.pdf</p>	<p>6.20 member of a club or university affiliated to EL and affiliated region or county.</p>	<p>6.21 member of a club or university affiliated to EL and affiliated region or county.</p>

<p>U19 and junior age categories.</p> <p>6.18 Each region may utilise adaptive rules according to age of player and competition format ratified by NLC and publicised on the relevant regional web site.</p> <p>https://worldlacrosse.sport/rules/</p>			
<p>Mixed Lacrosse</p> <p>6.22 The National Mixed Lacrosse Rules are adopted for the recreational game including interclub league and cup competition.</p> <p>https://static1.squarespace.com/static/59f9cf6de9bdfd609e447562/t/5ce7c9f5971a18614dea8dcf/1558694389693/2019MixedRulesFV.pdf</p>	<p>6.23 member of a club or university affiliated to EL and affiliated region or county.</p>	<p>6.24 member of a club or university affiliated to EL and affiliated region or county.</p>	<p>6.25 member of a club or university affiliated to EL and affiliated region or county.</p>

6.26 All equipment, including sticks, balls, goals, nets, protective equipment (goggles, helmets, throat guards, gloves, chest pads, shin / leg guards, shoulder pads, arm pads and kidney pads) shall be of the approved lacrosse pattern and style. It shall be manufactured by a recognised lacrosse manufacturer, and, in the opinion of the officials, it shall not endanger the wearer or any other player. Any equipment manufactured in the U.K. must be approved by the EL (NLC and PAG in consultation with OAG and the league bodies, see 6.28) before it is used.

6.27 Adoption and Adjustments to Playing Rules

EL from time to time may adjust or alter the playing rules. EL will work in conjunction with WL to alter or adjust the international rules to support the development, expansion and progress of lacrosse on the international sporting stage (see Adoption of Playing Rules Process).

6.28 Additional Notes on Playing Criteria (see also Equal Opportunities 6.29)

6.28.1 Women

(a) No player shall represent more than one County and or Region in the same season.

- (b) No girl may play for a Senior Region if she is under 18 years at the beginning of the relevant season (generally commencing in September) or still at school at the time of the relevant event, unless selected for their Senior Elite National Squad (England A, Scotland A, Wales A) whereby the individual can choose to play at Senior and/or Junior level for their region.
- (c) Players must be over 14 years of age to play in senior (open age group) games or Senior County.
- (d) Any exceptions must be agreed between the regions and referenced for the NLC.

6.28.2 Men

- (a) Club Competition and National Club Championship Eligibility
 - (i) No player may represent more than one Club in any matches in the same season which form part of a competition under the jurisdiction of EL unless his transfer has been approved by the North West Lacrosse Association, Yorkshire and North East Lacrosse Association and or South of England Men's Lacrosse Association under which the clubs concerned are controlled. Any such player who does transfer during the season is ineligible to play in the National Club Championship.
 - (ii) University students who participate in BUCS and play for a Club team in NEMLA or SEMLA Leagues and Cup Competitions can chose who they represent should their University team and Club team both become eligible to compete in the National Club Championship.
 - (iii) Players shall play a minimum of four league and or cup games during the relevant season for a competing club to be eligible for selection to compete in the NCC.
- (b) Eligibility for Regional Competitions
 - (i) Cup Competitions eligibility is subject to the respective Regional Cup competition rules.
 - (ii) Birth within the YCLA regional boundary.

6.29 Equal Opportunities

It is the aim of EL to:

- (a) ensure that all present and potential members / employees receive fair and equal treatment; EL Equality Policy (updated November 2021)
- (b) provide all its services in a way which is fair to everyone;

- (c) ensure that in its relationships with its members / employees and in its provision of services does not disadvantage any individual by imposing any conditions or requirements which cannot be fully justified;
- (d) apply the three key laws in relation to Equal Opportunities: Equality Act (2010), Gender Recognition Act – GRA (2004) and the General Data Protection Regulations – GDPR;
- (e) may take special measures / positive action for any group which is currently underrepresented in its membership, representative bodies or workforce taking account of any relevant legislation; and
- (f) reserves the right to discipline any members /employees of EL who practice any form of discrimination on the grounds of a person’s age, gender, disability, ethnic origin, creed, colour, social status or sexual orientation.

6.29.2 Separate Sporting Competitions for Men and Women

- (a) Sporting competitions where physical strength, stamina or physique are important factors in deciding who wins can be restricted on the basis of gender. If one gender is **generally** at a disadvantage compared to the other, it’s not unlawful to hold separate competitions for men and women.
- (b) Mixed Lacrosse is designed to allow mixed gender teams to compete using rules generally comparable to those used in the Women's game (see 6.23).
- (c) For teams with players under the age of 18, or who are adults at risk and those fielding players of different gender to the competition format, there are safeguarding and facility considerations to be addressed. These must be agreed and authorised as necessary with the relevant competition body.

EL will monitor and evaluate this policy on an on-going basis and will inform the members / employees of its impact in line with development of the transgender policy through World Lacrosse and engagement with outside agencies.

7. **England teams**

The Board shall have responsibility for deciding the manner in which teams representing England shall be chosen and for all team England appointments including managers, coaches and officials. The Board delegates this authority to the Performance Advisory Group (PAG).

7.1 National Representative Touring Teams

The PAG shall have the authority to issue and accept invitations for national representative touring teams to tour at home and abroad. The Board will be advised by the PAG and invitations will normally be issued / accepted by Head of Talent and Performance or CEO.

8. **Responsibilities, Policing and Sanctions**

The implementation of policing and sanctions to oversee the participation in lacrosse at levels will be delegated by the Board to the respective Regional League Management Committees, NLC, PAG and affiliated members. The policing and sanction processes includes but is not exclusively to:

- (a) all league or competition disciplinary protocols;
- (b) non-compliance with league, competition or event rules;
- (c) bringing the game into disrepute;
- (d) use of inappropriate language or bullying on social media, email or other communication platforms;
- (e) safeguarding concerns or allegations;
- (f) non-adherence to or breaches of relevant codes of conduct;
- (g) non-payment of debt;
- (h) fielding unregistered members; and
- (i) non-adherence to anti-doping (Bye Law 10).

The appointment of appropriate external panels, agencies or companies to undertake investigation of disciplinary matters and provide recommendations can be actioned by the EL Board, NLC or PAG on a case by case basis.

8.1 Responsibilities

Affiliated members, regional associations, the NLC and PAG have responsibilities to regulate and implement of the membership system (Bye Law 4), playing qualification (Bye Law 6) and additional regional association competition rules.

8.1.1 Affiliated Members

It is the responsibility of the affiliated members to ensure that:

- (a) the affiliated member is registered with the EL;
- (b) the affiliated member is registered with the relevant Regional Association;
- (c) all players are registered as members with EL;
- (d) all coaches and officials hold relevant EL qualifications and are registered members with EL;
- (e) abide by all regional and national competition rules; and

- (f) abide by regional league rules in relation to transfers of players.

If an affiliated member does not undertake their responsibilities, they are liable to relevant regional, national or legal sanctions.

8.1.2 Regional Associations

It is the responsibility of the Regional Associations to ensure that:

- (a) all affiliated members are registered with the relevant Regional Association;
- (b) all regional competition guidelines and rules are available;
- (c) specific Regional Association Bye Laws which are additional to these Bye Laws are available; and
- (d) there is a clear and transparent sanction process for non-compliance with Regional Bye Laws, regional competition rules or the EL Bye Laws

8.1.3 NLC

It is the responsibility of the NLC to ensure that:

- (a) all Regional Association Bye Laws and constitutions are submitted to NLC (see Bye Law 3.3), adhered to and working in conjunction with the EL Bye Laws;
- (b) all associate members of the Regional Association are duly notified of all vacant Regional Association officer roles (and as such those due to be vacated) in advance of the Regional Association Annual General Meeting and are provided with the relevant job description(s) and process for election of those officers in accordance with the Regional Association bye-laws;
- (c) all national competition guidelines and rules are available:
 - (i) National Schools Lacrosse Championship;
 - (ii) Schools Challenge Cup;
 - (iii) Universities Challenge Cup;
 - (iv) National Club Championship;
 - (v) Women's Junior and Senior Regional Tournaments;

- (vi) Women's Super-Counties;
 - (vii) Women's and Men's Junior and Senior County Games; and
- (d) there is a clear and transparent sanction process for non-compliance with national competition rules or the EL Bye Laws.

8.1.4 PAG

It is the responsibility of the PAG to ensure that:

- (a) all players in the talent and performance pathway are registered as members with EL;
- (b) all coaches in the talent and performance pathway hold relevant EL or agreed equivalent qualifications and are registered members with EL;
- (c) there is clarity on all international competition guidelines, rules and national team selection; and
- (d) there is a clear and transparent sanction process for non-compliance with inter-national competition rules or the EL Bye Laws.

8.2 Sanctions and Disciplinary Procedures

In the event of an affiliated member, registered member, employee or spectator (being a member or associated with an affiliated member) committing an act which brings the game into disrepute they shall be subject to the NLC Respect Code of Conduct and Disciplinary Guidelines (<https://static1.squarespace.com/static/59f9cf6de9bdfd609e447562/t/5cff9e80edd92000140463a/1560279535025/ELCodeofConductFinal.pdf>).

It is within the remit of the NLC and PAG to follow policies and procedures to ascertain whether the issuing of relevant sanctions to individuals or teams is appropriate. Sanctions can take varying forms and can include (but not exclusive to):

- (a) points deductions;
- (b) removal from current or future league or competitions;
- (c) suspension from participation in lacrosse;
- (d) fines to individuals or clubs; and
- (e) legal action.

The NLC and PAG will undertake the appointment of relevant sub-groups (including delegation to regional or league associations) as appropriate, to apply this bye law. The relevant Regional Association, league or committee controlling the relevant fixture can apply their own additional published procedures (e.g. points

reduction). Matters that are outside regional or current league disciplinary procedures shall be dealt with by the NLC and PAG in accordance with relevant procedures. As required, the NLC or PAG may refer disciplinary matters to the Board. Video evidence may be considered for use by a disciplinary panel where it is thought relevant, however video evidence may not be used to alter the result of a match, tournament or competition.

8.3 Appeals Procedures

Any member, registered member or employee shall, after exhausting local and regional appeal processes, have the right of appeal to the sanctioning group. The appeal can be escalated to NLC or the PAG if warranted, with EL Board as the final point of appeal whose decision shall be final (see Disciplinary and Appeals Policy).

8.4 Safeguarding Young People and Adults at Risk (<https://www.englishlacrosse.co.uk/safeguarding>)

A Safeguarding Young People and Adults at Risk Group will deal with issues related to safeguarding issues. The group will consist of an appointed National Safeguarding Officer and two or three others to be decided and appointed by the CEO.

The EL complaint and appeal procedure will be used to deal with formal complaints and/or appeals. The EL Safeguarding Young People and Adults at Risk Group will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social service inquiries. Irrespective of the findings of the social services or the police, the Safeguarding Young People and Adults at Risk Group must assess all individual cases under the appropriate misconduct/disciplinary procedure, to decide whether a member of staff or volunteer can be re-instated and how this can be effectively handled with other staff or volunteers.

This may be a difficult decision, particularly where there is insufficient evidence to uphold any action by the police. In such cases the Safeguarding Young People and Adults at Risk Group must reach a decision based on the available information that could suggest, on a balance of probabilities, it is more likely than not that the allegation is true. In all cases, the welfare of the children is paramount. In identified cases the Safeguarding Young people and Adults at Risk Group may seek the support of outside agencies, such as the Child Protection in Sport unit or the National Safeguarding Panel for Sport and they may assist or lead in the investigation and misconduct/disciplinary processes and procedures on behalf of England Lacrosse.

8.5 On the field of play the responsibility for controlling the behaviour of participants lies with the officials and coaches as described in the rules and Respect Code of Conduct. Where incidents occur regarding spectators or others not actively participating in the game, disrupting play through unacceptable behaviour including directing abusive or threatening comments at game participants, the match officials will take appropriate action which may include suspension of play or abandonment of the game.

It is the responsibility of the match/event organiser/host to enforce the terms of the Respect Code of Conduct and ensure that the appropriate steps are taken to stop the unacceptable conduct including removal of individuals from the facility.

Where incidents do occur, and play is suspended (including cases of pitch invasion), the Head Official must prepare an incident report to be submitted to the appropriate regional body who shall consider any further action to be taken. This may involve advice and support for event organisers or initiating disciplinary procedures in respect of clubs or individuals who breach the terms of the Respect Code of Conduct.

9. **Medical and Risk Assessment**

- 9.1 It is the responsibility of the host team or organiser to ensure a relevant risk assessment has been undertaken which is signed, dated, and retained as a record.
- 9.2 It is the responsibility of the host team or organiser to ensure suitable medical provision and First Aid policy is in place relevant to the activity being undertaken.
- 9.3 All lacrosse activities will abide by the EL Concussion Policy;
<https://static1.squarespace.com/static/59f9cf6de9bdf609e447562/t/5c08f7202b6a2871149ab468/1544091425493/EnglandLacrosseConcussionPolicy.pdf>.
- 9.4 It is the responsibility of the host team or organiser to maintain an injury or medical register, which is available and kept up to date.

10. **Anti – Doping**

The anti-doping rules of the English Lacrosse Association are the UK Anti-Doping Rules published by UK Anti-Doping Limited (or its successor), as amended from time to time. Such rules shall take effect and be construed as rules of the English Lacrosse Association.

Persons who assist or incite others to commit such misconduct will be liable to the same disciplinary actions (Bye Law 8).

11. **Betting**

It is not permitted for any person involved in competition activity to bet on any game in that competition or event. "Persons involved" in this context includes:

- (a) all playing members of the team;
- (b) all members of the coaching, managerial, support, medical staff and other staff associated with the team;
- (c) all match officials for the fixture or event, whether associated with a team or not, including officials (referees, CBO, bench manager, assessors, umpires and technical delegates) and all bench officials (timekeepers, penalty timekeepers, scorers etc.);
- (d) competition / event organisers; and
- (e) other persons deemed relevant by the Board.

Any person who falls into categories (a) and (b) above, who does not comply with this restriction and who has been confirmed as undertaking inappropriate betting, will be immediately asked to leave the team and take no further part whatsoever in the game or event. Failure of the relevant team management to comply with this penalty may result in disciplinary action.

Any person who falls into categories (c), (d) and (e) above will be asked to vacate their positions with immediate effect if found to have violated the betting restriction as set out above.

In addition to the immediate exclusion from the game / event, for all persons who have been found to have violated the betting restrictions, disciplinary action may be instituted.

Further, the relevant Organising Committee will consider whether other additional measures are appropriate, to restore a fair balance to the game / event taking into consideration all known circumstances to ensure that no team is unfairly disadvantaged by the actions (specifically betting and any related activity) of others.

12. **Stakeholder Engagement**

As part of the "Code for Sports Governance" contractual obligations with Sport England, EL has set out a "Stakeholder Engagement Strategy" and supporting action plan. As a key part of providing a well-run organisation and being better informed, EL is committed to widening and improving the consultation with its stakeholders.

EL has defined its stakeholders as:

- (a) affiliated members;
- (b) members;
- (c) committees and groups;
- (d) Regional Associations;
- (e) national statutory bodies (Sport England, UK Coaching, BUCS, YST, CIMSPA, CSP's);
- (f) commercial partners; and
- (g) any other group identified.

The Governance and Nominations Group (Bye Law 1) is the delegated group for coordinating, ratifying and reviewing all stakeholder consultation for EL.

13. **Data Management**

EL stakeholders (as defined in Bye Law 12) are all responsible for compliance with the General Data Protection Regulation Act May 2018 (GDPR) in respect of all matters related to the administration, membership records, individual registrations and general data management of the EL.

