



# **British Lacrosse**

## **British Lacrosse Performance Programme (BLPP)**

### **Selection Policy 2025**

This document outlines the procedure British Lacrosse will use to select athletes for the Olympic Performance Programme for the 2025 calendar year. This policy specifically relates to the selection of Podium, Podium Potential and Development teams.

Any questions surrounding this policy should be directed to [performancedirector@britishlacrosse.org](mailto:performancedirector@britishlacrosse.org) and will subsequently be distributed to:

Performance Director: Chris Russell

COO: Mark Coups

Head Coaches: Tom Wenham & Ailsa Stott

Last Edited: 24<sup>th</sup> May 2025.

## 1. Intro

All athletes wishing to be considered for selection to the Olympic BLPP for 2025 agree to adhere to this Selection Policy and agree to facilitate the various procedures laid out and to provide such assistance and information as British Lacrosse (BL) or UK Sport (UKS) shall reasonably require. The policy describes in detail the process and criteria by which athletes are selected to the BLPP. Selection to the BLPP is based solely on the selection criteria laid out in this document (section 2.2 for Podium/Podium Potential and section 2.3 for Development).

### a. Definition of a Performance Program

British Lacrosse is recognised by UK Sport, the British Olympic Association, the ELF, WL as the National Governing Body (NGB) for the Olympic 6s Lacrosse discipline for the United Kingdom of Great Britain and Northern Ireland. British Lacrosse works in partnership with UK Sport to support the development of athletes who demonstrate the greatest potential for medal success at future Olympic Games. This partnership includes investment by UK Sport into British Lacrosse to deliver a Performance Programme (BLPP) that supports athletes to train, compete and progress towards Olympic success. For athletes selected to Podium and Podium Potential level this may also involve receipt of direct financial support from UK Sport. The BLPP is made up of 3 distinct groups of athletes; Podium, Podium Potential and Development (see figure 1 below):

***Figure 1:***



**Podium and Podium Potential athletes** have demonstrated the ability to be successful at the Olympic Games in Los Angeles 2028 (Podium) or LA2028/Brisbane 2032 (Podium Potential). They are supported through the BLPP. The process of selection to Podium and Podium Potential levels is outlined in sections 2 and 3 of this policy.

**Development athletes** are supported by British Lacrosse to train and compete on a pathway towards achieving Podium Potential status in the near future, and towards potential success at Olympic Games in 2032 and beyond. The level of support provided may differ between disciplines dependent on available resources. The process of selection to the Development status is outlined in sections 2 and 3 of this policy.

## **2. Selection of athletes**

### **a. Framework for Selection:**

The selection criteria set out below are those identified by the Performance Director and Head Coaches as fundamental to selection to the Team. In developing this framework, it is acknowledged that lacrosse is a team sport and whilst athletes can do a great deal to develop / perform as an individual, ultimately the athlete has to be able to realise their potential and perform within a team. Acknowledgement is made that in selecting for a team sport, factors such as the combination of athletes and the balance of a squad shall be taken into account by the selectors at all times in determining selection to the Team. Valid and robust selection in a multi-faceted team sport is most effectively achieved through the combination of expert decision making, the consideration of multiple appraisal/perspectives (coaches), objective and subjective information, and effectively drawing together a player's performance history. It is the combination of these factors that contributes to effective and impactful individual and team selection. All selection decisions will be taken on the basis of relevant information and will be taken fairly and equitably. The selection criteria below are not definitive and may be revised from time to time as a result of further comment and feedback from the Performance Director, Head Coaches, and other relevant parties (e.g., UK Sport). Any changes will be communicated in writing to athletes.

The Selection Panel will take into account a combination of the following factors, including those outlined with the BL Performance Roadmap and individual player personal development plans, when determining the selection of teams in their reasonable discretion:

### **BL Performance Roadmap Factors:**

#### *Human Performance:*

- S&C
- Medical
- Nutrition
- Performance Psychology
- Performance Lifestyle
- Recovery

#### *Game Play (Skills, Psycho-social, Tactical, Physical):*

Handling under pressure, Finishing, One 2 One Offense, Team Defense, Sixes IQ, In game Decision Making, Goalie Play, Offensive transition (clearing),

Defensive transition (riding), Tactical adaptability and variance, Subbing, ground balls, in game communication, personal game planning, speed of play.

b. Eligibility Criteria

In order to be considered for membership of the BLPP, an athlete must fulfil the following eligibility criteria:

- Meets the UK Sport Eligibility Policy (see <https://www.uksport.gov.uk/resources/eligibility>).
- Holds a British Passport, is eligible to represent Great Britain under WL rules and is eligible to compete for Team GB at the Olympic Games. Or has the ability to hold a UK passport, prior to the start of the BL LA 2028 Selection process .
- Is UK resident. Please see the schedule outlined in Appendix 5 regarding timelines for Heritage Player eligibility (i.e. non UK resident players who hold, or could hold, a British passport and be eligible for selection).
- Agrees to adhere to this WCP Selection Policy.
- Is not currently serving a provisional or permanent suspension for a doping violation.
- Has signed the British Lacrosse Code of Conduct. Has not, whether by an act or omission, brought British Lacrosse into disrepute.
- Has not been disciplined by British Lacrosse for misconduct., as a result of violation of the Code of Conduct.
- Is not currently serving a period of ineligibility as a result of a transfer of allegiance, and is in good standing with their respective Home Nation.

c. Podium / Podium Potential Selection Criteria

Athletes who have been selected for Major Competitions in the previous 12 months will automatically be considered for Podium or Podium Potential

selection. There is therefore no requirement to express interest. The BLPP Selection Panel will use the following criteria (in no particular order) as the basis for athlete selection.

- i. Performance in senior Major Competitions since 1st January 2023, with particular focus on winning medals.
  - ii. Performance in senior Major Competitions since 1st January 2022, with particular focus on qualification for finals and winning medals.
  - iii. Performance trajectory since 1st January 2023 at senior Major Competitions, a consistent upward trend being most favorable, and at a level that demonstrates athletes could qualify for a final and win medals now, or in the near future, in senior Major Competitions.
- d. iv. An athlete profile that reflects, in the view of the expert selection panel, the potential ability to frequently deliver future medal winning performances, and demonstrates the ability to win a medal at the 2028 (Podium) or 2032 (Podium Potential) Olympic Games. 'Major Competitions' are defined as Olympic Games, World Championships, World Games, World Cups, European Championships and European Games. All Major Competitions since 1st January 2023 are listed in Appendix 1. In selecting places for the WCP, the selection panel may consider the breadth and depth of Olympic medals available across all disciplines, and the depth of athletes within each discipline, and therefore select to optimise future Olympic medal opportunities. This is at the sole discretion of the selection panel and cannot be appealed.
- e. Development Team Criteria  
Athletes who are not presently members of the World Class Programme must submit an expression of interest form to be considered for selection.

The WCP Selection Panel will use the following criteria (in no particular order) as the basis for athlete selection:

- i. In the view of the expert selection panel, the ability to deliver medal winning performances in individual events at Major Competitions by the

2032 Olympic and Paralympic Games. The panel may consider outputs from the assessment process when considering this criterion.

ii. Performances since 1st January 2023 at Major Competitions and International Minor Competitions, with emphasis on finals qualification and medals, and Domestic competitions.

iii. Performance trajectory since 1st January 2023 at Major, International Minor and Domestic Competitions, with emphasis on clear progression towards achieving World Class performance standards, that indicate future medal winning success. 'Major Competitions' are defined as Olympic Games, World Games, World Championships, World Cups, European Championships and European Games. These competitions are listed in Appendix 1. 'International Minor Competitions and Domestic Competitions' are defined as those recognised by British Lacrosse and are listed in Appendix 1. In selecting places for the Development Team, the selection panel may consider the breadth of Olympic medals available across all disciplines, and the depth of athletes within each discipline, and therefore select to optimise future Olympic medal opportunities. Selection is at the sole discretion of the selection panel and cannot be appealed.

iv. Athletes who meet expectations against the pillars for identifying world class development talent (see BL Performance Roadmap & Performance Models), and can commit to the forecasted time on task ahead of the LA28 Olympic Games.

f. Expression of interest

Any athlete not currently on the Development, Podium Potential or Podium Squad who wishes to be considered for selection must submit an expression of interest form. This will be available on the 'Selection Policies' page of the British Lacrosse website (<https://www.britishlacrosse.org>). Athletes currently on the Development Team will automatically be considered. Please see Appendix 6 for expected timelines for future EOIs. The process for submission will be outlined in detail on the website. Failure to submit an expression of interest will result in not being considered for further stages of the selection process. Late submissions will not be considered. The Head Coach may contact applicants, or other coaches, to gain clarity or context on information submitted in the expression of interest form. The decision for

an athlete to progress to consideration for selection is at the sole discretion of the relevant Head Coach and there is no right of appeal. Should an athlete not progress at any stage feedback can be requested.

g. Minimum Standard Timeframe

The minimum standard timeframe for consideration will be 14 days. There will be at least 1 window for consideration in every 12 month period.



### **3. Selection Process**

Selection of athletes to the BLPP will be decided by the BLPP Selection Panel. The makeup of the panel is outlined below.

a. Panel

Voting:

British Lacrosse Performance Director: Currently Chris Russell (Chair)

British Lacrosse Head Coach (mens): Currently Tom Wenham

British Lacrosse Head Coach (womens): Currently Ailsa Stott

Non Voting:

Procedural Advisor: Appointed for each selection meeting

Independent Athlete Representative: Invited for each selection meeting

Attendance will preferably be in person but, where this is not reasonably possible, attendance via video conference or other methods will be permitted.

**The Procedural Advisor**, who will normally be a qualified barrister or solicitor with appropriate experience and expertise, will be responsible for ensuring that British Lacrosse's selection procedures are complied with. Any questions of procedure that the Selection Panel may have will be referred to, and advised upon, by the Procedural Adviser. The Procedural Advisor will be recruited by the Performance Director.

**The Independent Athlete Representative** will be responsible for providing independent oversight for the selection process. The Independent Athlete Representative will be recruited by the Performance Director, who may work with other relevant organisations such as the British Olympic Association (BOA), the British Paralympic Association (BPA) or the British Elite Athletes Association (BEAA) as part of the recruitment process. The Independent Athlete Representative will attend the selection meeting.

The Performance Director may, exceptionally, co-opt one more additional voting members of the Selection Panel where this is necessary by virtue of the absence of one or more of the Selection Panel members, or some other substantial reason. Any such co-opted voting members will be required to have significant and demonstrable knowledge and experience of the sport of Lacrosse.

b. Procedures

The relevant British Lacrosse Coaches and support staff may input their professional opinion and advise on athlete performances and potential to the Selection Panel. This information will be considered by the Selection Panel in determining their decisions, which will be solely based on the selection criteria set out in this Selection Policy (section 2). This input may be given in person by any of the above in attendance at the selection meeting. The Selection Panel may consult specialists including relevant sports science and medicine practitioners and other consultants and coaches where this is believed likely to assist with a selection decision. Where this happens, the Performance Director will determine what reasonable requirements in relation to confidentiality and otherwise should be applied.

Any such attendees may be asked to leave when other athletes are being discussed, or at any other time, and will not be present when any voting takes place.

Voting members of the Selection Panel will be required to declare any conflicts of interest prior to BLPP selection. Voting members of the Selection Panel will be encouraged to exercise their votes, save where the Procedural Adviser advises that one or more voting members should abstain by reason of a conflict of interest or another legal requirement. Where, exceptionally, a voting member of the Selection Panel is required to abstain, the Procedural Adviser will consider and advise upon whether fairness requires that voting member to abstain in respect of any other related selections. Decisions are made by majority vote.

The Performance Director will have the final decision in the event of any dispute and will have the casting vote where the votes cast are not decisive. The selection process is an exercise of judgement and is guided by, but not determined by, results in competitions. The selection decision is based on consideration of all the BLPP selection criteria (section 2.2 and 2.3) which utilises objective performance data and the opinion of the expert selection panel.

## 4. Timeline

The timeline below outlines key dates and activity within the BLPP selection process for 2025:

Date / Time	Activity
31 <sup>st</sup> March – 4 <sup>th</sup> April	BLPP Athlete Reviews
w/c 7 <sup>th</sup> Apr	BLPP Selection Panel Meeting
Friday 11 <sup>th</sup> Apr	Individual athletes informed of selection decision
Friday 11 <sup>th</sup> Apr – 17.00	British Lacrosse Selection Announcement
Wednesday 16 <sup>th</sup> Apr - 17.00	Deadline for athletes to submit a notification of appeal
Thursday 17 <sup>th</sup> Apr - onwards	Appeals process

## 5. Communication of selection

Communication of selection decisions for 2025 will fall in line with the timeline above. The Performance Director or a member of the coaching staff will inform athletes individually of BLPP selection decisions and an overview of the rationale behind them, either in person or by telephone. This will be followed up with an email. Subsequently, a provisional list of selected BLPP athletes will be published via the British Lacrosse website and social media channels on Friday 11<sup>th</sup> April 2025 by 17:00. Selected athletes are not to make any announcements to the media or general public in any form whatsoever of their possible or confirmed selection or non-selection prior to the official announcement by British Lacrosse.

## 6. Performance Service Support

The service support an athlete receives as a result of their selection to a team. Please see Performance Service Support levels outlined below in Figure Two:

**Figure Two.**

	Podium	Podium Potential	Development
Coaching	As per transition roadmap	As per transition roadmap	As per transition roadmap
Medical Consult	Ongoing	Ongoing	Ongoing
S&C Personalised Consultation	1 session per month	1 session per quarter	2 sessions per year
Wellbeing Personalised Consultation	1 session per month	1 session per quarter	2 sessions per year
Mental Coach Personalised Consultation	1 session per month	1 session per quarter	2 sessions per year
Nutrition Personalised Consultation	1 session per month	1 session per quarter	2 sessions per year
AMS Access	100%	100%	100%
Access to BL Partners	Defined on an individual partnership basis	Defined on an individual partnership basis	Defined on an individual partnership basis

## 7. Athlete Code of Conduct

All selected athletes will be bound by the British Lacrosse Athlete Agreement, and Code of Conduct, contravention of which will trigger a disciplinary process and may result in de-selection. Specific detail can be found within the relevant documents which will be published and circulated by British Lacrosse.



## **8. Appeals Process**

1. Athletes are entitled to appeal a decision by the Selection Panel not to select or re-select them for the BLPP in accordance with the procedure set out here. The appeal process is intended to be fair and independent.

Athletes are entitled to appeal a decision where:

- There has been a failure to follow the applicable Selection Policy;
- The Selection Panel reached a decision on the basis of an error of fact; or
- The Selection Panel (or any member of it involved in making the relevant selection decision) has shown actual bias when making the decision; and/or may have a conflict of interest;
- The decision is one that no reasonable decision maker could ever have reached

2. If an athlete wishes to appeal, he or she must notify the Chief Operating Officer (COO) (Currently Mark Coups) of British Lacrosse that they wish to appeal as soon as possible, and in any event no later than by 4pm on the second working day after the announcement of selection on the British Lacrosse website. A notification of an intention to appeal must be given in writing (an e-mail is acceptable; this should be sent to [info@britishlacrosse.org](mailto:info@britishlacrosse.org))

3. The athlete must, by 5pm on the third working day following such notification, provide to the COO of British Lacrosse a written document setting out the grounds for the appeal (the “Grounds of Appeal”). The Grounds of Appeal must include the fullest explanation possible, in the time available, of the basis for the athlete’s appeal, together with any evidence that they rely on. Athletes should note that the only available grounds of appeal are either that the Selection Policy was not followed, or that the decision in question was unreasonable and/or not reached in a manner consistent with the principles of natural justice and procedural fairness.

4. If, in the reasonable view of the COO of British Lacrosse, the appeal may affect other athletes (“Affected Athletes”), then at his discretion, he may provide the Grounds of Appeal to any such persons as soon as possible.

5. The selection appeal will then as soon as possible be referred to Sport Resolutions (UK) for determination by way of binding, confidential, arbitration. The parties agree that they will not commence, continue or maintain any legal challenge to decisions taken by the Selection Panel other than through this Appeals Procedure.

6. An athlete seeking to appeal may, accordingly, be required to pay to British Lacrosse a deposit of £250 towards the cost of using Sport Resolutions’ services, which should be

paid at the same time as the Grounds of Appeal are provided. This sum will be reimbursed to the athlete in the event that the appeal is upheld.

7. British Lacrosse must, as soon as possible and by no later than by 4pm five working days after receipt of the Grounds of Appeal, serve on the appealing athlete and on any Affected Athlete a written response to the appeal, including the fullest explanation possible, in the time available, of the basis for that response together with any evidence that British Lacrosse wishes to rely on.

8. Any Affected Athlete may also, as soon as possible and by no later than by 4pm three working days after receipt of the Grounds of Appeal, serve on British Lacrosse a written response to the appeal, including the fullest explanation possible, in the time available, of the basis for that response together with any evidence that they wish to rely on. British Lacrosse must provide this written response to the appealing athlete as soon as possible.

9. The appeal will then proceed, on the earliest possible date by way of oral hearing in front of a single legally qualified arbitrator appointed by Sport Resolutions (UK). The appealing athlete, British Lacrosse and any Affected Athlete are entitled to attend such a hearing, with representatives if they so wish. Sport Resolutions will be responsible for arranging the hearing and for notifying the appealing athlete, British Lacrosse and any Affected Athlete of the time, date and location of the hearing. Alternatively, if the athlete, British Lacrosse and any Affected Athlete agree, the appeal will be determined on the papers by the arbitrator. The arbitrator may set any directions in connection with such a hearing or written determination as they consider fair and appropriate and may likewise determine how any such hearing is to be conducted in order for that hearing to be fair.

10. The arbitrator will endeavor to render a decision in respect of the appeal as soon as possible. In the interests of expediency, the arbitrator may initially render a brief summary of the decision orally at the conclusion of the hearing, or in writing after the hearing, with full reasons to follow. Sport Resolutions (UK) will be responsible for notifying all participants of the decision.

11. The arbitrator may either dismiss the appeal or uphold the appeal and remit the selection decision back to the Selection Panel, with any guidance which the arbitrator may consider appropriate. The arbitrator will not have jurisdiction to select or de-select any athlete.

12. The arbitrator's decision will be final: if an athlete's appeal is dismissed, he or she will have no further right of appeal. Equally an Affected Athlete shall have no right to appeal the decision of the arbitrator.

13. Save as may otherwise be agreed between them, all participants to the appeal process are required to keep the fact and contents of the appeal process confidential.

14. Save as provided for above, all parties to an appeal shall bear their own costs.



## **Appendix 1 - British Lacrosse Terminology**

### ***Podium Athlete:***

A podium athlete is defined as one of the top 12 athletes, who is likely to reach the necessary performance level to warrant selection for the LA28 Olympic Games within the next 3 years.

### ***Podium Potential Athlete***

A podium potential athlete is defined as an athlete who could reach the reach the necessary performance level to warrant selection for the LA28 Olympic Games within the next 3 years.

### ***Development Athlete:***

A development athlete is defined as an athlete who could reach the necessary performance level to warrant selection for the Brisbane32 Olympic Games within the next 5 years.

### ***Performance Service Support:***

The service support an athlete receives as a result of their selection to a team. Please see Performance Service Support levels outlined below in Figure Two:

	<b>Podium</b>	<b>Podium Potential</b>	<b>Development</b>
Coaching	As per transition roadmap	As per transition roadmap	As per transition roadmap
Medical Consult	Ongoing	Ongoing	Ongoing
S&C Personalised Consultation	1 session per month	1 session per quarter	2 sessions per year
Wellbeing Personalised Consultation	1 session per month	1 session per quarter	2 sessions per year

Mental Coach Personalised Consultation	1 session per month	1 session per quarter	2 sessions per year
Nutrition Personalised Consultation	1 session per month	1 session per quarter	2 sessions per year
AMS Access	100%	100%	100%
Access to BL Partners	Defined on an individual partnership basis	Defined on an individual partnership basis	Defined on an individual partnership basis

### **Major Competitions**

The Major Competitions for each year of the cycle will be defined in this selection policy, which is redrafted on an annual basis.

#### ***Tier One:***

- World Games, China: August 2025
- (Provisional) European Championships: March 26 & March 27
- 6s World Championships: Oct/Nov 2027
- Olympic Games: July/Aug 2028

#### ***Tier Two:***

- US Lacrosse Experience
- Canada Super 6s

#### ***Tier Three:***

- Hong Kong Super 6s
- International Friendlies vs Germany

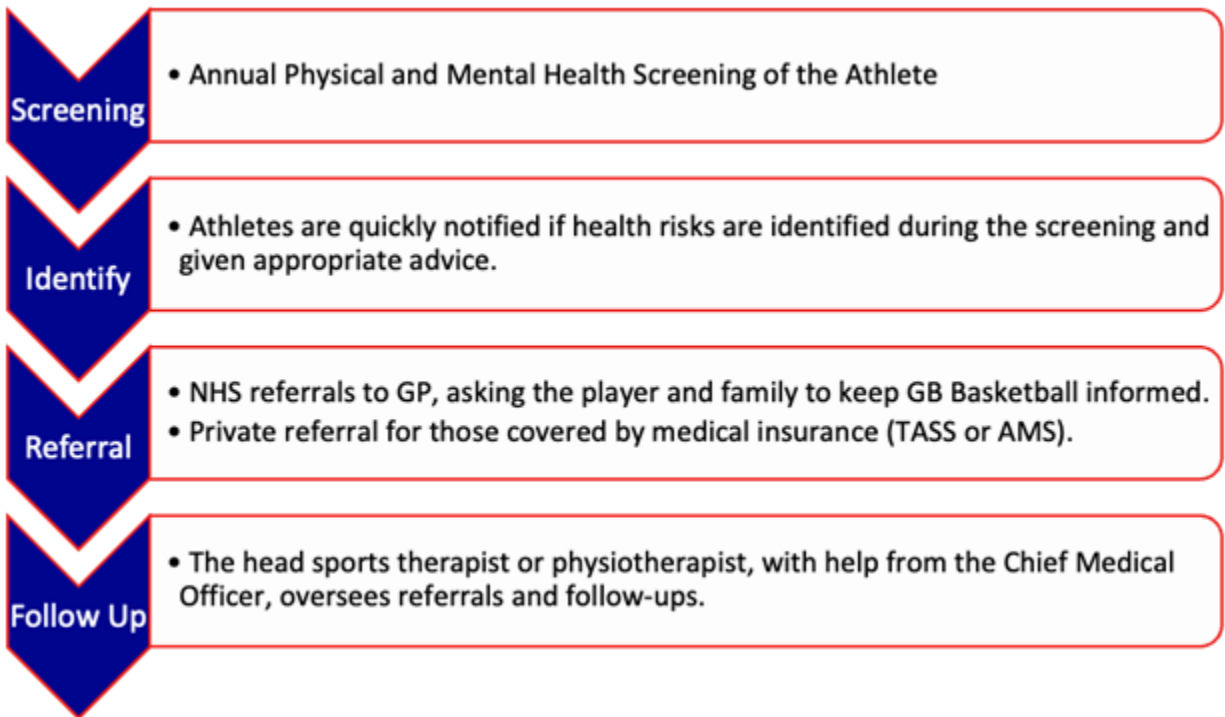
## **Appendix Two – Athlete Transitions**

1. The policies and processes British Lacrosse will follow and the support available for the health and welfare of athletes leaving the program will be updated and made available online by April 2025.
2. A minimum of a one-month notice period will be provided to all athletes that are no longer nominated at Podium or Podium Potential level or will receive a reduction in British Lacrosse Performance Service Support, as a consequence of the level at which they have been nominated.
3. This period of notice will be within an athlete's current selection term, i.e. athlete reviews will be conducted before selections are due to expire to allow for this notice period and paperwork to be turned around.
4. British Lacrosse will provide continued access to essential services and support during the transitional period and specifically to medical services where this is necessary to support the treatment of a pre-existing medical condition.
5. Once an athlete leaves the program, they will no longer receive access to medical cover, or any other British Lacrosse Performance Support Service.
7. Where an athlete is leaving the program for disciplinary reasons, or due to a lack of engagement in the program, British Lacrosse have the discretion to revoke any transitional services.

## **Appendix Three – Injury & Illness**

1. In the event of injury/illness (both physical and mental), and in cases where an athlete is considered likely to recover to full fitness for training and competition, the athlete will continue to receive their full British Lacrosse Performance Service Support up to three months from the point the injury/illness occurred or was identified.
2. If after three months the athlete remains unavailable for full selection or training, an expert review should be undertaken to confirm the likelihood that the athlete remains able to pursue success in the Olympic Games, to agree a program of rehabilitation and to plot a timetable for return to full training and competition.
3. Each case will be considered on its own merit, and further expert advice may be sought where the long-term impact of the injury/illness is unclear (such as referral to the mental health panel).
4. Subject to satisfactory evidence of the likelihood of return, the BL Performance Service Support should continue to be made available at the preexisting level for up to a year but will only be extended beyond this in exceptional circumstances.
5. Where there is medical evidence that the injury/illness will affect the long-term potential of the athlete, or where the athlete has shown neither progress nor commitment to the agreed rehabilitation program, the athlete can be removed from BL Performance Service Support providing an appropriate period of notice is given – see Appendix 2 and the policy below relating to Medical Deselection.

## Medical Deselection



### Overview and Purpose

The primary objective of this section is to provide a comprehensive and detailed account of the steps involved in the medical deselection of an athlete. It seeks to elaborate on the specific procedures and guidelines that British Lacrosse adheres to when confronted with the need to make such decisions.

### Policy

Once a year, athletes undergo a thorough medical screening to ensure their fitness and safety to participate in sports. The athlete will be provided with no less than 72 hours notice regarding medical screening.

If any potential health risks or issues are identified during this screening, the athletes are promptly informed and provided with appropriate advice. In some cases, parents of athletes are also involved in the discussion. If it is found that a player is not physically ready to participate in a competition, British Lacrosse may suggest a plan of action to fix the issue. However if there is no way to solve this problem within the required timeframe

then this may involve removing the player from the team or selected squad and referring them for further medical treatment.

Depending on the athlete's insurance coverage, they may be referred to their NHS GP along with a letter detailing their condition and recommendations for further action (see Appendix 1 for a template handover letter). It is important for the athlete or their parents to keep us informed if they choose to follow the NHS pathway.

For athletes who are covered under the insurance of another entity e.g. a club or Home Nation governing body, we will liaise with healthcare professionals associated with said entity. If such professionals are not available, the responsibility of maintaining the athlete's medical information lies with the athlete.

We can provide the option of a private healthcare solution for athletes who have insurance or prefer to self fund their treatment.

It is worth noting that for athletes who are insured through TASS or AMS, we will comply with the procedures outlined by their respective insurance providers.

The lead sports therapist or physiotherapist, is responsible for monitoring the referrals and ensuring appropriate follow-ups.

Athletes are given at least 72 hours to inform the organisation if they plan to appeal against their deselection. Athletes who are deselected will receive an explanation for why they were not selected to help them decide if they want to challenge the decision or not.

## Medical Handover to NHS care template

### **Private and Confidential**

**Dear Dr,**

**Re:**

**DOB:**

**URN:**

**Clinic Date:**

### **Summary**

Diagnosis	
Management	
Actions for GP	
Actions for referrer	

Please see clinical notes attached for more information.

### **Copy of clinic notes**

**(S)ubjective / (H)istory):**

**(O)bjective / (E)xamination:**

**Consultation Type:**

Please contact me if you require any further information.

Yours Sincerely, <INSERT RELEVANT BL MEDICAL PROFESSIONAL>



## **Appendix 4 - Pregnancy**

Being pregnant and an elite athlete should not be mutually exclusive. To ensure support is provided for athletes who wish to have a child whilst they are in membership of a high-performance program and in receipt of BL support, the following policy will apply:

1. Athletes in receipt of BL Performance Service Support will remain eligible to access their full performance support services, as commensary with their selection level, at the time of becoming pregnant and for up to nine months post childbirth.
2. Continued access to BL Performance Service Support post childbirth will be dependent on: a) The athlete's intention to return to the sport and the program being discussed and confirmed no later than six months post childbirth. b) At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition – this plan should acknowledge the athlete's experience of pregnancy, the impact on them physically and mentally and the nature of the event they are returning to. c) Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.
3. If the level of commitment and or progress against this plan are not demonstrated, the athlete would be given notice and offered a period of transition before any BL Performance Service Support stops (see Appendix 2).
4. An athlete who announces retirement from their sport during pregnancy or in the initial six months post childbirth, will not be given a further period of notice before deselection occurs.
5. In the event of complications either during the pregnancy or post childbirth, this policy will be flexed as is reasonable to accommodate these circumstances on a case-by-case basis.
6. UK Sport has commissioned further research into athletes' experiences of pregnancy, with the aim of providing further guidance about how athletes should be supported through pregnancy and post childbirth. UK Sport reserves the right to adjust this pregnancy policy where the findings of this research suggest the policy should change.

## **Appendix Five – Heritage Player Eligibility**

A heritage player is defined as any player who is non-UK resident, yet is or may be eligible for future selection.

Any heritage player wishing to represent British Lacrosse, may be selected for any individual competition under the World Class Competition Selection Policy, whilst not being a part of the BLPP. All costs for heritage player participation at an international competition, will be absorbed by the player.

Any heritage player wishing to attend training (either UK or international based) may do so, with the express permission of the Head Coach, providing said player pays the monthly subscription cost, plus any other costs associated with said training, in the month in which the training falls.

It is expected that any Heritage Player, to be eligible for selection for the LA2028 Olympic Games, will have committed to the required training with the team by December 31<sup>st</sup> 2026, and be resident no later than 30<sup>th</sup> April 2027 . It is also expected that any heritage player, wishing to be considered for selection, must attend at least 2 of the residential training camps in the UK in 2026 in January, September and December (dates TBC).

## **Appendix Six – Expression of Interest Timelines**

### **2025 (Selection for 2026 Team)**

- Expression of interest period opens for 2 weeks from the first week in November.
- Following closure of the EOI period, the pool of selected athletes will be presented to the Selection Committee (as outlined in the above process).
- Full team selections will be named by 31<sup>st</sup> December each year.

### **2026 (Selection for 2027 Team)**

- Expression of interest period opens for 2 weeks from the first week in November.
- Following closure of the EOI period, the pool of selected athletes will be presented to the Selection Committee (as outlined in the above process).
- Full team selections will be named by 31<sup>st</sup> December each year.

### **2027 (Selection for 2028 Team)**

- Expression of interest period opens for 2 weeks from the first week in November.
- Following closure of the EOI period, the pool of selected athletes will be presented to the Selection Committee (as outlined in the above process).
- Full team selections will be named by 31<sup>st</sup> December each year.