

BRITISH BASEBALL FEDERATION

This is how our Governance works

A short guide to the BBF's five-layer governance structure — what each document is, what it is for, and where to find it

What this guide does

The British Baseball Federation (BBF) is the national governing body for baseball in Great Britain. As a governing body, we publish the rules that everyone in our sport agrees to play and operate by — players, coaches, umpires, parents, club officials, volunteers and BBF officials alike.

There are a lot of documents that make this work. To keep them simple to find and to use, we have arranged them into five layers, from the BBF Constitution at the top down to the operational policies that guide day-to-day decisions. This guide explains what is in each layer, names every document, and tells you in plain English what each one is for.

If you ever have a question about a rule, a process or a policy in BBF baseball, this guide will point you to the right document.

Why we use a layered structure

Each rule lives in one place. Where you would expect a rule to be, that is where it lives — and nowhere else. If a different document needs to refer to the rule, it points to the layer that owns it rather than restating it.

This means: less duplication, fewer places where the same rule can drift over time, and clearer accountability for who owns and updates each document.

The five layers, top to bottom, are:

- Layer 1 — Constitutional Authority
- Layer 2 — Governance and Membership
- Layer 3 — Strategic Direction and NGB Role
- Layer 4 — Competition Governance
- Layer 5 — Behaviour, Integrity and Operational (BBF on the left, GB Baseball on the right)

All documents are published at v1.0 — June 2026. Prior versions have been retired.

Layer 1 — Constitutional Authority

What this layer is: the foundation. The single document that sets out what the BBF is, how it is governed, and the authority under which everything else operates.

Documents in Layer 1

BBF Constitution (v1.0)	The founding document of the BBF. Defines the BBF as the national governing body, sets out its objects, its membership, its Board and its officers, and the rules by which decisions are taken.
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Layer 2 — Governance and Membership

What this layer is: the agreement that everyone in BBF baseball signs up to when they take part. The route through which members commit to the BBF's rules and standards.

Documents in Layer 2

BBF Terms of Membership (v1.0)	The agreement between the BBF and its members — players, coaches, officials, clubs and others. Signed up to when registering with the BBF (typically via Sport:80). The route through which members commit to the Code of Conduct and the rest of the BBF's rules.
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Layer 3 — Strategic Direction and NGB Role

What this layer is: what the BBF is here to do, the strategic direction the Board has set, and the values the sport operates by. Includes the BBF's approach to equality, diversity and inclusion.

Documents in Layer 3

BBF NGB Approach (v1.0)	Describes the BBF's role as the national governing body, the five-layer architecture, the BBF's strategic priorities, and how the BBF delivers on its remit. Embeds the BBF's EDI Strategy and Statement, so there is one place to read about how the BBF makes baseball welcoming to everyone.
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Layer 4 — Competition Governance

What this layer is: the rules of the competitions the BBF organises — the senior leagues, the umpire framework, and the route by which individuals register to participate in BBF baseball.

Documents in Layer 4

BBF Senior Leagues Handbook (v1.0)	The rule book for the BBF's senior leagues (NBL, Divisions, AA, AAA). Covers competition format, scheduling, registration and rostering of players, teams and player restrictions, postseason eligibility, age requirements, and on-field administration. Updated annually.
BBF Individual Participant Registration (IPR) Guide (v1.0)	The step-by-step guide for individuals — players, coaches, umpires, volunteers — registering with the BBF via Sport:80. Includes the under-18 process, fees, MyWBSC rostering and what registration entitles a participant to.
BBF Umpire Handbook (v1.0)	The operational guide for BBF umpires. Covers umpire registration and training, assignments, fees and travel, on-field procedures, and the handling of conflicts and confrontations. Maintained by the BBF Umpire Director.

Layer 5 — Behaviour, Integrity and Operational

What this layer is: how everyone in BBF baseball is expected to behave; how concerns, complaints and grievances are handled; and the day-to-day operational policies that keep the

BBF running. Layer 5 is bifurcated because GB Baseball — the BBF's national team programme — maintains its own complementary documents that sit alongside the BBF-wide policies.

Layer 5 (left) — BBF Behaviour, Integrity & Operational

BBF Code of Conduct (v1.0)	One behaviour rulebook for everyone in BBF baseball — players, coaches, managers, parents, club officials, BBF staff and officials. Covers general standards of conduct, inclusion and equality, anti-bullying and harassment, safeguarding, online and social media conduct, competition conduct (including respect for umpires), and the role-specific expectations on each group.
BBF Integrity, Complaints and Grievance Framework (v1.0)	One mechanism for handling complaints, grievances, alleged misconduct, investigations, sanctions and appeals. This is the route used when someone reports a breach of the Code of Conduct or any other BBF policy.
BBF Whistleblowing Policy (v1.0)	Standalone, easy-to-find policy that protects people who raise concerns about wrongdoing (fraud, financial impropriety, safeguarding failure, discrimination, bullying, serious policy breaches) and sets out how concerns can be raised in a protected way.
BBF Supporting Policies pack (v1.0)	A single pack containing the BBF's operational policies, including: Conflicts of Interest Policy; Anti-Bribery and Corruption Policy; Safeguarding Policy; Privacy Policy; IT Policy; Sex-Based Competition Categories and Transgender Participation Policy; and others as listed in the pack itself. Each policy sets out the BBF's position on a specific operational area.
BBF Communications Operations Guide (v1.0)	How the BBF communicates — channels, voice, sign-off, branding and digital presence. The operational counterpart to the behavioural rules on communications and social media that live in the Code of Conduct.
BBF Financial Governance Framework (v1.0)	How the BBF handles money — including expenses, reserves, loans, donations, and the financial delegation arrangements.

Layer 5 (right) — GB Baseball

GB Baseball is the BBF's national team programme. The BBF's scope for GB Baseball is the Women's National Team, U18, U15 and U12 cohorts. The U23 squad and the Men's GB squad sit outside this scope — they are delegated by the BBF to BaseballSoftballUK (BSUK).

The GB Baseball documents are the responsibility of GB Baseball and approved and governed by the BBF Board. They supplement the BBF Policy Documents and are subordinate to them. Where a GB Baseball document and a BBF policy say different things, the BBF policy prevails.

GB Baseball Coaches and Programme Staff Conflicts of Interest Policy (v1.0)	Covers how conflicts of interest involving GB Baseball coaches, team managers, scouts and other programme staff are declared and managed — including selection decisions, family relationships, external coaching arrangements and concurrent governance roles.
GB Baseball Head Coach Disengagement	Sets out the expectation that GB Baseball Head Coaches prioritise the GB programme and disengage from external coaching

Requirement Statement (v1.0)	commitments while in role, with permitted exceptions and transitional arrangements.
GB Baseball Head Coach Role Descriptions	The role specifications for the four GB Baseball Head Coach roles: Women's National Team, U18, U15 and U12. Each Job Description points to the BBF Code of Conduct, the Disengagement Statement and the Coaches Conflicts of Interest Policy as part of the appointment.
GB Baseball Code of Conduct	Programme-specific behavioural expectations for GB Baseball players, coaches and staff while representing Great Britain. Complements (does not replace) the BBF Code of Conduct.
GB Player Selection Policy	How players are identified, evaluated and selected into GB Baseball squads — the criteria, the process, the selection panel arrangements, and the route for raising concerns about a selection decision.
GB Coach Selection Policy	How GB Baseball Head Coaches and Programme Staff are identified, evaluated and appointed — the criteria, the process, the panel arrangements and the Board approval step.

Footnote — GB Baseball documents supplement the BBF Policy Documents and are subordinate to them.

How to use this page

Click any document name on the Federation Documents page to open the current published version. If you spot something that looks out of date or unclear, please tell us — we maintain these documents in response to what we hear from members. Contact details are at the foot of the page.

If you are not sure which document covers what you need, the Code of Conduct (Layer 5) and the Senior Leagues Handbook (Layer 4) between them cover the great majority of questions about how BBF baseball is played and how people in it are expected to behave.

When documents change

Every document carries a version number and a status. When a document is updated, the version number changes and the change is noted at the front of the document. The Federation Documents page always carries the current version. With this refresh, every BBF document is published at v1.0 — June 2026; all prior versions have been retired.

The BBF Board approves changes to all five layers. Operational guides (the IPR Guide, the Umpire Handbook, the Communications Operations Guide) are maintained by their named owners and reviewed at least annually. The GB Baseball documents on the right side of Layer 5 are owned by GB Baseball, with BBF Board endorsement.

Questions

If you have a question about a specific document, the relevant contact is named in that document. For general questions about BBF governance and how the five layers fit together, contact the BBF Secretary at secretary@britishbaseball.org.uk.

If you want to raise a complaint, grievance or report misconduct, start with the BBF Integrity, Complaints and Grievance Framework (Layer 5). If you want to raise a protected disclosure about wrongdoing, the Whistleblowing Policy (Layer 5) explains the route.

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