

# GB BASEBALL HEAD COACH — DISENGAGEMENT REQUIREMENT STATEMENT

**v1.0 — FINAL, approved by the BBF Board**

*FINAL — issued for distribution to the 2025 Head Coach cohort, 19 June 2026*

## Document control

Owner	National Team Programme Official (NTPO), GB Baseball
Status	v1.0 — FINAL, approved by the BBF Board
Issued by	GB Baseball, with BBF Board endorsement
Target distribution	2025 Head Coach cohort, on or before Friday 19 June 2026
Source	BBF Board direction and the letter of 28 May 2026
Relationship to other documents	Sits alongside, but does not form part of, the BBF Layer 5 governance pack. Cross-references the BBF Code of Conduct (Section 12) and the Integrity, Complaints and Grievance Framework where appeals or alleged misconduct arise.

## 1. Purpose

GB Baseball requires the full commitment of its Head Coaches to develop the future of baseball in the United Kingdom. The GB national team programme represents the pinnacle of the sport in this country, and the people who lead its squads carry direct responsibility for the development pathway that follows. The expectation is therefore that the GB programme is prioritised in the use of a Head Coach's coaching time, experience and energy. Disengagement from external coaching commitments while in role is the practical expression of that priority.

This statement records that requirement in a single, accessible document. It is published so that all Head Coaches, prospective Head Coaches and the wider baseball community understand the position from the outset. It does not introduce a new rule; it puts existing expectations into clear written form.

## 2. Scope

This statement applies to all GB Baseball Head Coaches across the GB national team programme, including youth and senior age groups. It does not apply to assistant coaches, team managers or other team staff (the position of those roles is addressed in the GB Baseball Coaches and Programme Staff Conflicts of Interest Policy, when in force).

## 3. The requirement

On accepting the role, and for so long as a person serves as a GB Baseball Head Coach, the individual shall not hold any other coaching position in baseball, including with any club,

academy, league or programme operating in the United Kingdom or overseas, except where a permitted exception in Section 4 applies.

The requirement covers the head-coach period in full, including pre-season preparation, in-season activity, tournaments, tours and post-season debrief. Any pre-existing external coaching commitment is to be resigned, ended or paused on or before the date of appointment, subject to the transitional arrangements in Section 5.

## **4. Permitted exceptions**

The requirement in Section 3 does not prevent a Head Coach from any of the following, where each is operated transparently and within the limits set out below:

### **4.1 Parental support for the Head Coach's own child**

A Head Coach may attend their own child's training sessions or games in a parental, not a coaching, capacity. They may not deliver instruction, run sessions, manage line-ups, make selection decisions or otherwise act in a coaching role. The standing requirements of the BBF Code of Conduct, including the expectations around selection, playing time and undue influence (Code of Conduct Section 12), apply to the Head Coach in that capacity in full.

### **4.2 Guest assistant coaching at clinics, camps or one-off events**

A Head Coach may accept a guest assistant coaching invitation for a clinic, camp, single training session or one-off event, subject to written approval by the NTPO. Approval requests should be made at least ten (10) working days before the event and should set out the host organisation, the date(s) and the nature of the involvement. The NTPO may grant, vary or refuse the request taking into account the GB programme's needs, the Head Coach's existing workload and any conflict-of-interest considerations. Approval is granted in writing.

### **4.3 International coaching engagements**

A Head Coach may, with the written agreement of the NTPO, accept an international coaching engagement — for example with a professional team, overseas club or recognised international programme — where the engagement does not materially conflict with GB programme commitments and where the professional development benefit to the GB programme is clear. Each engagement is considered on its own facts. Approval is granted in writing and may be subject to conditions.

### **4.4 Other roles outside coaching**

Non-coaching engagements with clubs, leagues or other baseball organisations (for example umpiring, scoring, administrative or volunteer roles) are not coaching positions and are not restricted by this statement. They remain subject to the BBF Code of Conduct and any applicable Conflicts of Interest declarations.

## **5. Transitional arrangements**

Where a person accepts appointment as a GB Baseball Head Coach while holding a pre-existing external coaching commitment, the NTPO may agree a short transitional period — ordinarily no longer than 60 days from the date of appointment — to enable an orderly exit from that commitment. The transitional period is agreed in writing and any exceptions to the requirement during that period are time-limited and recorded. The Head Coach is responsible for ensuring the external organisation is informed and managed appropriately.

## **6. Governance roles — out of scope of this statement**

This statement governs external coaching commitments. It does not govern governance roles — for example membership of the BBF Board, GB Baseball committees, or other governing-body positions. The treatment of governance roles for Head Coaches and other GB Baseball Programme Staff, including any restriction on concurrent service on the BBF Board, is addressed in the GB Baseball Coaches and Programme Staff Conflicts of Interest Policy, which is in development and is targeted for adoption by end September 2026.

## **7. Annual review**

This statement is reviewed annually by the NTPO and the Director of Operations of GB Baseball. The review considers whether the requirement, the permitted exceptions and the transitional arrangements remain appropriate in light of operational experience, the wider development of the GB programme, and any feedback from the Head Coach cohort. A material change to this statement requires BBF Board endorsement.

## **8. Breach**

A breach of this statement — including failure to disengage, undertaking an external coaching commitment without an applicable permitted exception, or providing false or incomplete information about external commitments — is treated by GB Baseball as a serious matter and may result in the suspension or termination of the Head Coach appointment. Where the conduct also engages the BBF Code of Conduct, it may be referred to the BBF for handling under the Integrity, Complaints and Grievance Framework, including the appeal route set out in that Framework.

## **9. Acknowledgement**

Each Head Coach within scope is expected to acknowledge receipt of this statement in writing on or after distribution and before the requirement applies to them. Acknowledgement is recorded by the NTPO.

## **10. Relationship to other documents**

This statement should be read alongside: the BBF Code of Conduct (especially Section 12 on selection, playing time and undue influence); the BBF Integrity, Complaints and Grievance Framework (which provides the appeal route); and, once in force, the GB Baseball Coaches and Programme Staff Conflicts of Interest Policy.