



BRITISH BASEBALL FEDERATION NGB APPROACH

v2 — Refreshed to include 'how the NGB governs' and EDI Strategy/Statement
Layer 3 — Strategic Direction & NGB Role

Document control

Status	Working draft for Board review (v2)
Governance layer	Layer 3 — Strategic Direction & NGB Role
Replaces	BBF NGB Approach (previous version)
Consolidates	Previous NGB Approach + EDI Strategy/Statement (replacing the standalone DEI Policy's organisational commitments)
Owner	BBF Board
Review	Periodically and on material change

1. Introduction

The British Baseball Federation (BBF) is the National Governing Body (NGB) for baseball in Great Britain. We serve the public interest by improving how baseball functions and how clubs, teams, officials and stakeholders conduct their business. We aim to deliver good outcomes for a wide range of participants of the sport of baseball.

2. Strategic roadmap

Our strategic roadmap is linked to the following objectives:

1. To organise and promote baseball in Great Britain on behalf of its membership and the public;
2. To ensure the operational running of baseball is dealt with in a satisfactory manner;
3. To administer a national teams programme to represent Great Britain in international baseball competitions;
4. To carry out any other duties as the National Governing Body of baseball.

We are committed to being open and transparent about how we oversee our sport and why we make the decisions in the manner that we do.

3. How the NGB governs

The BBF operates a governance framework in five layers. Each layer plays a distinct role; together they form a coherent system.

Layer	Role
Layer 1 — Constitutional Authority	The Constitution establishes the legal authority of the BBF, the powers of the Board, member categories and decision-making structure. It does not contain operational rules, competition regulations or behavioural standards.
Layer 2 — Governance & Membership Framework	The Terms of Membership define the relationship between the BBF and its members (clubs and participants), including eligibility, membership obligations and rights. It does not define discipline processes or behavioural rules.
Layer 3 — Strategic Direction & NGB Role	The NGB Approach (this document) describes the BBF's role as the National Governing Body, the strategic direction for the sport and the principles by which we govern. It does not establish enforceable rules or disciplinary procedures.
Layer 4 — Competition Governance	The Competition Rulebooks (Sr. Leagues Handbook and any Youth Handbook) govern how the sport is played and how competitions operate, including rules of play, competition administration and in-game disciplinary actions. They do not govern organisational complaints or federation-wide behavioural standards.
Layer 5 — Behaviour, Integrity & Operational Governance	The Code of Conduct establishes the behavioural expectations for participants, clubs, volunteers and officials across the sport. The Integrity, Complaints and Grievance Framework defines how complaints, safeguarding concerns, misconduct and appeals are handled. The Financial Governance Framework (when in force) establishes financial accountability, oversight and spending controls. Supporting policies — Whistleblowing, Anti-Doping, Conflicts of Interest, Safeguarding (BBF-side reference to BSUK), Privacy, IT, Website Terms of Use, and the Anti-Bribery & Corruption Policy — sit at Layer 5.

Each governance document has a defined purpose and does not duplicate the content of other documents. Behavioural standards are consolidated in the Code of Conduct. Disciplinary process, complaints and appeals are consolidated in the Integrity, Complaints and Grievance Framework. Each supporting policy holds substantive content specific to its domain and routes its enforcement through the Framework.

4. Approach to Supervision

Our approach to supervision is pro-active, intelligence-led and data-driven. We engage with clubs, participants, officials and stakeholders, and we look at operational models, culture and the things that drive behaviour within clubs, competitions and our national team programme. We use that information to prioritise our activities and we take action once a breach to our standards, policies or rules has been identified.

5. Approach to Enforcement

Our aim is to achieve fair and just outcomes in response to misconduct and to ensure our rules and requirements are obeyed. We carry out investigations in an open-minded way to reach the right outcomes. Enforcement is administered through the Integrity, Complaints and Grievance Framework. In-game and at-event discipline is administered under the Sr. Leagues Handbook, with mandatory referral to the Framework for the most serious matters.

6. Approach to Participants

Our approach to overseeing participants sets out our initial views on what good looks like for all participants of our sport, and aims to clearly explain how we will work to diagnose and remedy actual and potential harm (misconduct, misinformation, abuse, integrity risk). The Code of Conduct sets the behavioural standard for all participants. The Integrity, Complaints and Grievance Framework explains how we respond when standards are alleged to have been breached. Together, these two documents give participants more certainty about our framework.

7. Approach to Competition

We look at how we and others deliver baseball competition, to promote competition in the interests of clubs, teams, the national team programme (GB Baseball), participants and stakeholders, and not for its own sake. We focus on keeping competition open to entry and innovation, tackling anti-competitive conduct and intervening to ensure competitive forces drive good outcomes for participants. Competition is governed under Layer 4 — primarily the Sr. Leagues Handbook.

8. Approach to Member Authorisation

We use authorisation as a tool, primarily to prevent harm from occurring, by ensuring that all member clubs and their participants meet common sets of minimum standards. Member authorisation operates under the Terms of Membership (Layer 2) and is enforced through the Integrity, Complaints and Grievance Framework where the standards are not met.

9. Approach to National Teams

The Great Britain national teams programmes are overseen by the BBF's National Teams Programme Official, who manages GB Baseball's structure and operational matters. The selection, conduct and welfare of national team athletes and staff are subject to the Code of Conduct, the safeguarding regime adopted from BSUK, and the UK Anti-Doping Rules adopted by the BBF Anti-Doping Policy.

10. Equality, Diversity and Inclusion Strategy and Statement

This Section sets out the BBF's affirmative commitments to equality, diversity and inclusion (EDI). It replaces the standalone DEI Policy, the behavioural elements of which are consolidated into the Code of Conduct.

10.1 The BBF's commitment

The BBF is committed to making baseball a sport in which everyone can participate, develop and enjoy the game, free from discrimination, harassment and exclusion. We recognise that diversity strengthens the sport, that representative leadership is a public good, and that inclusion is a measurable outcome rather than a slogan. Our approach to EDI applies at every level of BBF activity — from the Board and committees, through officials and volunteers, to clubs, teams and individual participants.

10.2 Scope

This Strategy applies to all BBF activities, including governance, club affiliation, competition, national team programmes, communications, recruitment of officials and volunteers, and stakeholder engagement.

10.3 Strategic objectives

The BBF's EDI strategic objectives are:

5. Inclusive participation — to make baseball accessible to people of all ages, backgrounds, identities and abilities;
6. Representative leadership — to widen the diversity of the Board, committees, officials and coaches over time, and to make leadership pathways visible and accessible;
7. Inclusive culture — to maintain a culture in which discrimination, harassment and exclusion are not tolerated and in which people feel safe to raise concerns;
8. Accessible competition — to ensure competition structures, fixtures and venues support participation by people who might otherwise be excluded;
9. Transparent reporting — to track and report on participation and representation over time, and to use that data to improve.

10.4 Protected characteristics under the Equality Act 2010

The BBF recognises and protects participation regardless of the protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The behavioural standard is set out in the Code of Conduct, Sections 4, 5 and 6. The Equality Act 2010 carve-out (the right to proceed directly to formal complaint without informal resolution) is set out in the Integrity, Complaints and Grievance Framework, Section 6.4.

10.5 What the BBF will do

- Embed EDI in governance documents (already reflected in the Code of Conduct and the Framework);
- Ensure all BBF Board recruitment and committee appointment processes have regard to representative diversity;
- Encourage clubs to adopt inclusive recruitment, retention and development practices;
- Promote inclusion in communications, imagery and language;
- Partner with BSUK and other organisations on programmes that broaden participation;

- Provide guidance and resources to clubs on inclusion, including in relation to women's baseball, disability participation, LGBTQ+ inclusion and access to under-represented communities;
- Treat discrimination, harassment and exclusion as serious breaches of the Code of Conduct and respond proportionately under the Framework;
- Report annually to the Board on participation and representation, and refresh this Strategy as required.

10.6 What participants and clubs are expected to do

Every person within the scope of BBF activity is expected to support the BBF's EDI commitments by following the Code of Conduct, in particular Sections 3 (Core Principles), 4 (General Standards), 5 (Inclusion, Equality and Dignity) and 6 (Bullying, Harassment and Abuse). Clubs are expected to operate in line with this Strategy and to promote inclusion in their own membership, leadership, recruitment and activities.

10.7 Monitoring and accountability

The Board oversees EDI performance and receives reports on participation, representation, complaints and outcomes. EDI is considered as part of the BBF's annual planning. Where complaints raise EDI concerns, they are handled under the Integrity, Complaints and Grievance Framework with the Equality Act 2010 carve-out.

11. Relationship to other BBF documents

This NGB Approach is one of seven core governance documents identified in the BBF's governance architecture (see Section 3). It is read alongside the Constitution, the Terms of Membership, the Code of Conduct, the Integrity, Complaints and Grievance Framework, the Financial Governance Framework (when in force), and the Competition Rulebooks (the Sr. Leagues Handbook and any Youth Handbook). The supporting policies at Layer 5 — Whistleblowing, Anti-Doping, Conflicts of Interest, Safeguarding (BBF-side reference to BSUK), Privacy, IT, Website Terms of Use, and the Anti-Bribery & Corruption Policy — sit alongside the Code of Conduct and the Framework.

12. Review and ownership

This NGB Approach is owned by the BBF Board and is reviewed periodically and on material change. The EDI Strategy and Statement (Section 10) is reviewed at the same time.