



# BRITISH BASEBALL FEDERATION WHISTLEBLOWING POLICY

## Layer 5 — Behaviour, Integrity & Operational Governance

### Document control

Status	Working draft for Board review
Governance layer	Layer 5
Operating mechanism	Integrity, Complaints and Grievance Framework
Owner	BBF Secretary

## 1. Purpose

This Policy provides a clear and protected route for individuals to raise concerns about wrongdoing in the conduct of British Baseball Federation (BBF) affairs. It complements the Code of Conduct and is operated through the Integrity, Complaints and Grievance Framework.

## 2. Scope

This Policy applies to any participant, official, club representative, employee, volunteer, parent or guardian, contractor, or member of the public who wishes to raise a concern about the BBF or any person engaged in BBF activity.

## 3. What is a protected disclosure

A protected disclosure under this Policy is a disclosure of information which, in the reasonable belief of the person making the disclosure, tends to show that one or more of the following has occurred, is occurring or is likely to occur:

- A criminal offence;
- A failure to comply with any legal obligation;
- A miscarriage of justice;
- The endangerment of the health or safety of any individual;
- Damage to the environment;
- A significant breach of BBF policy, regulation or governance;

- A safeguarding concern;
- Financial irregularity, fraud, bribery or corruption;
- Abuse of position, including undisclosed conflicts of interest;
- Retaliation against a person who has raised a concern in good faith;
- The deliberate concealment of any of the above.

## 4. How to raise a disclosure

Disclosures should be made in writing to the BBF Secretary. Where the disclosure concerns the BBF Secretary, the Chair or another Director, disclosures should be made to a different Director. Disclosures may be made anonymously, although the BBF may have limited ability to investigate or to confirm outcomes.

Disclosures relating to safeguarding may be made directly to the BSUK Safeguarding Officer at [welfare@bsuk.com](mailto:welfare@bsuk.com). Disclosures relating to anti-doping may be made directly to UKAD.

## 5. Protections for the discloser

A person who makes a disclosure in good faith is protected. The BBF will:

- Treat the disclosure confidentially, sharing information only on a need-to-know basis;
- Not subject the person making the disclosure to retaliation, victimisation or other detriment;
- Treat any retaliation as a breach of the Code of Conduct.

Disclosures made knowingly false, misleading, malicious, vexatious or frivolous are not protected and may themselves be treated as a breach of the Code.

## 6. How disclosures are handled

Protected disclosures are routed into the Integrity, Complaints and Grievance Framework. Where the disclosure alleges a rule breach, it is processed as a complaint or grievance. Where the disclosure raises a concern but does not allege misconduct, the BBF Secretary may handle it through informal resolution, escalate to the Board, or refer to an external authority as appropriate.

## 7. Statutory rights

Nothing in this Policy limits any statutory right to make a protected disclosure under applicable whistleblowing legislation, including the Public Interest Disclosure Act 1998.

## 8. Records and review

Disclosures and their outcomes are recorded by the BBF Secretary in accordance with the Integrity, Complaints and Grievance Framework. This Policy is owned by the BBF Secretary.

## 9. Cross-references

Code of Conduct; Integrity, Complaints and Grievance Framework (Section 5.4); Anti-Doping Policy; Conflicts of Interest Policy; Anti-Bribery & Corruption Policy; BSUK Safeguarding Policy.