



# LEICESTER BLUE SOX BASEBALL CLUB MISSION STATEMENT



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## 1. Vision

The Leicester Blue Sox Baseball Club aspires to be an outstanding educational-athletic organisation that provides a high-quality experience for all its members.

We pursue excellence through personal development, teamwork, and responsible behaviour on and off the field. With adherence to the spirit of the rules as well as to their letter, we aim for true leadership, strength of character and sportsmanship.

Whilst adhering to our vision, we aim to promote a winning mentality and compete against the best, both regionally and nationally.

## 2. Values

**In every way we conduct ourselves, we should always aspire to be the club that everyone else would like to be.**

Baseball participation helps our Members grow, learn, and enjoy themselves whilst developing their physical and personal skills. When someone has fun playing sport and feels like an important part of a team; the skills, strategies and “life lessons” learnt have value far beyond the playing field.

Our core values are the beliefs that shape the way everyone involved with the club should behave and make decisions. These values provide a framework for how our Members treat each other and interact with others, whether that be officials, sponsors, supporters, other clubs, or potential new members, both in person and digitally.

Common values shared by all help the club attract new members, volunteers, and leaders to contribute to our collective goals.

<b>Accessible:</b>	Our Members both welcome and value questions about our club.
<b>Dedication:</b>	Our Members are expected to make a commitment to the club and its culture.
<b>Excellence:</b>	Our Members aspire to the highest standards in all that they do.
<b>Integrity:</b>	Our Members act in a fair, consistent and transparent manner.
<b>Respect:</b>	Our Members treat teammates, coaches, officials, and other clubs as they would want to be treated.
<b>Support:</b>	Our Members support and encourage your fellow teammates, coaches, officials, and the Club.
<b>Service:</b>	Our Members are valued for the time, effort, and money they have committed.
<b>Transparency:</b>	Our Members and the Club are open about what, how and why we operate the way we do

## 3. Mission

The club’s primary mission is to promote the growth and development of baseball in the East Midlands by:

- Providing equal opportunities for individuals of all abilities, ages and backgrounds in a variety of roles.
- Teaching the fundamentals of the game and promoting good sportsmanship and respect for all participants.
- Providing a safe and friendly environment where our players, coaches and staff can develop.
- Building community spirit and creating an arena where neighbouring communities can enjoy a combined experience.
- Committing to the vision, values, and longevity of the Club.
- Entertaining our supporters by providing a comfortable environment for the enjoyment of our sport.
- Helping our sponsors to build their brands and grow their businesses.
- Creating a culture in which staff, coaches, players, supporters, and officials can work together to achieve our mission.

## 4. Culture

Leicester Blue Sox Baseball Club passionately believes in operating a lean and modern, values and culture-based structure.

**“Perception is reality. Providing the environment and encouraging positive thinking will lead to individual and collective success”.**

### Coaching Culture (the ‘Process’)

Those who say “we must win this game” are not coaching but applying unnecessary pressure to players who may not understand what they can do to make it happen. Our Club firmly believes in a coaching culture which redefines winning by focusing on development rather than the scoreboard. We encourage our Coaches to:

- Teach players the ‘process’ of winning, and not to focus on winning as the ‘event’.
- Teach that winning comes naturally through a mastery of the basics and implementation of strategy.
- Commit to and encourage your players. Provide positive motivation, mutual respect, and constructive advice.
- Promote success by winning individual battles - one inning at a time, one at-bat at a time, one pitch at a time. Win these and the game follows.
- Know the rules, respect opponents, officials, and yourself.
- Always think of the *process* – both mental & physical. These are the only things within the control of the player.
- Teach players how to recognise and take responsibility for things they can control to be successful.
- Teach players how to improve their game. This leads to less stress, greater enjoyment, satisfaction, and more wins.

We should never be afraid of aiming for professional levels of development. This is the “*process*”.

### Team culture

As a Club, we always encourage our team members to focus on:

- Support your teammates with positive motivation, mutual respect, and constructive advice.
- Committing to and encouraging your teammates and respect for yourself.
- Doing more for your teammates: support them, help with scoring, coaching, base coaching, offering lifts, storing equipment, etc.
- Regular communication through social media to encourage the information flow. (fixtures, results, news, recruitment).
- Regular engagement and communication with the coaching staff to encourage common strategies and integration.
- Integrating into the Club culture, by being accepting of others, whilst expressing your individualism.
- Being individually and collectively responsible for representing the Club through personal presentation and conduct.
- Maintaining a clean uniform and presenting a consistency of Club colours.
- Respect Club property and contribute to the management and maintenance of playing equipment and areas.
- Being open to receiving new players into training and gameday programmes.
- Helping with the recruitment of new players, coaches, volunteers, and supporters.

## 5. Welfare

The Club wants all its Members to feel like they are part of a **'family'** when they are with us.

We will therefore not tolerate any behaviour from anyone associated with the Club which affects this, or which negatively reflects us.

This includes (but is not limited to): foul & abusive language; verbal, physical or emotional abuse; discrimination; harassment or cheating. We also expect that anyone who have regular contact with minors to undertake DBS checking and that all Members follow, promote, maintain, and enforce the Club Codes of Conduct (below).

### Mental Health

Mental health issues are more common among sports people than the general population. Every year a third of us will experience mental health problems, and yet it continues to be something that we avoid talking about or admitting to ourselves.

#### **It is time for this to change.**

We intend using the collective potency of training, coaches, management, and players to ensure that the Club is inclusive for all, promoting mental health and wellbeing and remove the social stigma that surrounds mental health.

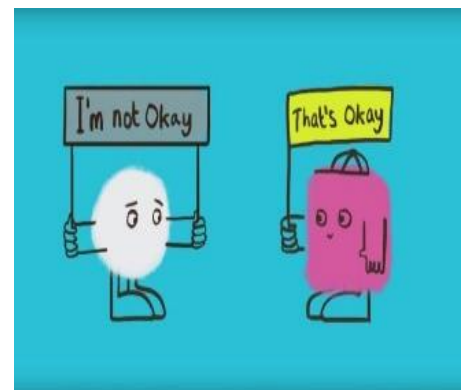
We want to actively encourage our Members to openly discuss issues of mental health and well-being and to access help and support when it is necessary. Following are the actions we can take to ensure mental health and wellbeing are a priority and to improve the day-to-day lives of all those within the Blue Sox family.

In pursuit of these aims we will:

- Foster a culture of openness and commit to regularly reviewing our performance.
- Promote and adopt evidence-based policies and best practices.
- Actively challenge discrimination and foster a culture of dignity and respect for all.
- Promote positive mental health messages, underpinned by role models and ambassadors.
- Regularly monitor and review our progress and take positive action on mental health issues.
- Address issues of mental health and wellbeing, resilience, recognising signs and symptoms of mental distress.
- If necessary, refer Members to local and national resources and demonstrate how these can be accessed.

We hope that within our sport, mental health discussions become normalised and that anyone reading this will have the potential to recognise their own behaviours and seek help earlier without fear.

**We will always support any Member of the Blue Sox family to find the help they need.**



**Anti-bullying Policy**

Bullying is recognised and defined as any deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are:

- Physical** (e.g. hitting, kicking, theft),
- Verbal** (e.g. racist comments, threats, name-calling, sexual references, starting rumours) and
- Emotional** (e.g. isolating an individual from the activities and social acceptance of their peer group).

The damage inflicted by bullying can be severe and is frequently underestimated. It can cause considerable distress, to the extent that it affects a person’s health, development, mental wellbeing or causes them physical harm (including self-harm).

Bullying in any form will not be accepted within the Blue Sox family.

The possibility of people being bullied should be discussed openly within the Club. All members and staff shall be informed of both the Clubs’ views on bullying and ways in which bullying can be prevented. It should be emphasised that anyone can be the victim of bullying and that being or feeling bullied is not a sign of weakness and does not make the victim a less valuable person.

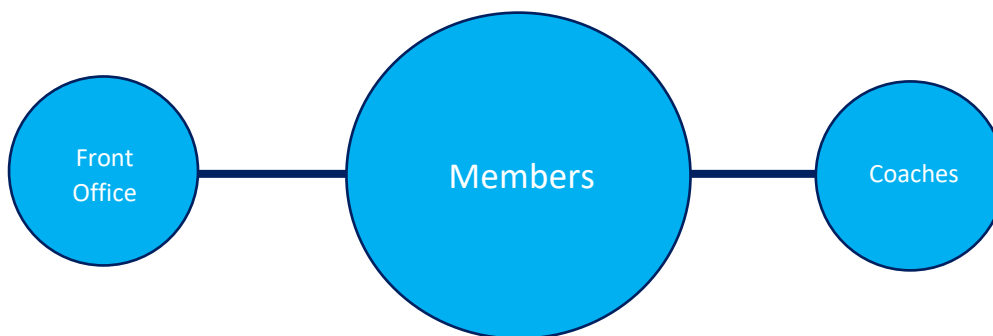
**Action to be taken if a Member states they are being bullied:**

- Give the Member time to explain how they are being bullied and reassure them that they are right to express their feelings.
- Inform and agreed course of action and timeframe with a member of the Front Office.
- Inform the Member of the proposed action, ask for their agreement and take their feelings and perspective into account.
- If the Member is a young person, inform their parents or guardian of your concerns and proposed response.
- Implement the agreed course of action and inform the Front Office, so that policies and practices can be reviewed.

**6. Administration**

The Club prefers to keep its ambitions focused on the development of our Members and let our core values lead us organically to better things, **as one**. We believe a **Member-centric culture** gives us the opportunities to create an ethos where the playing experience and a fluid structure sets us apart from other clubs.

We need the flexibility to utilise **all** our strengths, at any time, and as required, if we are to survive and thrive. We require individuals who embrace agility, execute at speed, get things done and move onto the next project. Therefore, at the beginning of 2021 (our 15<sup>th</sup> year), the Club adopted a much ‘flatter’, more **member-centric** and less hierarchical structure. This change included disbanding the committee, with its individual roles, voting rights and stated NGB affiliations and adopting a management structure, like many used in Major League Baseball, which is based on this document, and comprises just **3** sections, as follows:



<b>Front Office</b>	Executive Chairman (Brett Melville)	Senior executive authority at the club. Provides overall guidance and direction. Sets, promotes, and represents the values and culture of the Club.
	General Manager (Matt Crawshaw)	Member-facing focus. Leading communications. Financial authority and control. Driving the overall values and culture of the club.
<b>Coaches</b>	Coaching Staff	In conjunction with the Members, drive strategy and ‘Process’ based development. Represent and promote Club values and culture.
<b>Members</b>	Players & volunteers	In conjunction with other sections, develop individual and team skills. Represent and promote Club values and culture.

Our flexible approach allows the Club to call upon volunteers for specific tasks, as required. The Front Office or Coaches can define tasks, recruit volunteers, form Sub-Commissions or consult Members as and when required. Via this route, we aim to not over burden or continually call on the same individuals. Once a task has been completed, volunteers can resume normal duties safe in the knowledge that they have contributed to the continuing success of the Club as a **whole**.

## 7. Membership

Membership is open to all, in accordance with our Equal Opportunities Policy (see below) and no role within the Club is restricted by sexual identity, race, sexual orientation, political or religious views.

Membership consists of the Executive Chairman; the General Manager; Coaching staff; Officials, Volunteers and Players.

Individuals can belong to more than one category and shall report to the Front Office, Coaches, or Sub-Commissions (as appropriate).

The Front Office has final responsibility for membership and in all matters relating, the Executive Chairman's decision is final.

By accepting membership, individuals agree to abide by the contents of this document, and to support the Club's vision, values, & culture.

Those under the age of 16 years are considered Junior Members. They do not have the right to vote at meetings (unless asked to by the Front Office), but their parents or guardians are entitled to vote on their behalf.

### Membership voting, liabilities, and vacancies

- The Front Office may fill any casual vacancy occurring as required.
- When voting on Club matters, as directed by the Front Office, one member equals one vote.
- In accordance with the Club values and culture, all decisions will be determined by a majority of the voting members present.
- In the event of a voting tie, the Executive Chairman shall have a casting vote.
- Interpretation of this document, and the final decision on all matters relating to the Club lies with the Executive Chairman
- All decisions relating to Club matters shall be in accordance with the Equal Opportunities policy.
- Any motions relating to changes to this document or Club structure require a two thirds majority.

### Membership Fees

- Membership fees are determined by the Front Office. Changes to subscriptions or charges are at its discretion.
- Fees can distinguish between different groups, as appropriate (e.g. age groups, etc).
- Membership fees are annual, and payable by direct debit to the Club in six monthly instalments beginning in March of each year.

### Discipline and Appeals

The Club will not tolerate any behaviour from our Members, coaches, volunteers, or supporters which reflects negatively on us. This includes (but is not limited to): foul & abusive language; verbal, physical or emotional abuse; discrimination; harassment or cheating.

Behaviour which breaches the rules laid out in this document, which brings the Club into disrepute or which does not reflect the Club's vision, values or culture, will be treated very seriously and could lead to suspension or exclusion from the Club.

The Front Office has the authority to take appropriate disciplinary action against any member, including membership termination, of anyone guilty of conduct deemed to be to the detriment of the Club. Members have the right of appeal to a Disciplinary Commission, which will be convened when such an appeal arises. Such Commissions shall include a majority of non-Front Office members.

Appeals should be made to the Front Office in writing within 14 (fourteen) days of notification of the decision of the Disciplinary Commission. Appeals should then be considered within 14 (fourteen) days of it being received by the Front Office.

## 8. Finance

- Club accounts shall be the responsibility of the General Manager and bank accounts shall be maintained in the name of the Club.
- The Club's financial year ends in October as per the club account records.
- Financial statements up to and including this date shall be presented at the Annual General Meeting (AGM).
- Proper records shall be kept of all money received & paid out by the Club (These are available to Members wanting to peruse them).
- All monies raised by, or on behalf of the Club shall be used to further the objectives of the Club, and for no other purpose.
- All cheques, drafts etc. drawn on these accounts must be signed by either the Executive Chairman or General Manager.
- Responsibility for all property owned or leased by the Club and employment of volunteers' and paid staff rests with the Front Office.

## 9. PR, Media and Marketing

The organisation's official name is '**Leicester Blue Sox Baseball Club**', but it is also commonly referred to as 'Leicester Blue Sox'; the 'Blue Sox'; 'LBS' or sometimes just 'Sox'. In the correct context, all are acceptable.

When working with PR, media, marketing and social media, Club Members should always focus on:

- Sharing, commenting, and promoting engagement with Baseball in general and raising awareness of the sport.
- Sharing, commenting, and promoting engagement with Baseball stories (MLB, London Series, Olympics, our league, other clubs).
- Engagement with our Members and supporters (nights out, questions, polls, surveys, opinions & quizzes).
- Engagement with other Leicester teams: Leicester Falcons (American Football), Leicester Riders (Basketball), Leicester Tigers, etc.
- Using a consistent branding. Never deviate from our style, language, colours, fonts, and imagery.
- Using visual imagery, photographs, and videos wherever possible (players, games, and events),
- Engagement with our local media (Radio Leicester, Leicester Mercury, etc),
- Identifying potential new sponsors and exploring partnering opportunities with other clubs & groups (share ideas and resources).

Logos & Monograms



Signed as official club copy:



**Brett M. Melville**  
Executive Chairman  
Leicester Blue Sox Baseball Club

(1<sup>st</sup> January 2021)

# Appendix

## 10. Equal Opportunities

The Leicester Blue Sox Baseball Club is fully committed to the provision of equal opportunities. We aim to eliminate any barriers to participation in any role with the club, and ensure that all members are aware of, understand and follow the club's equality policy. We aim to provide development opportunities for all our Members for them to make the most of their abilities within a successful team. None of our Members will be subject to unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, gender identity, sexual orientation, marital status, or disability. Any allegations will be dealt with in accordance with the Club's procedures and will always be open and honest.

### Definitions

- **Sexual harassment** is any unwanted conduct of a sexual nature or other conduct based on sex. It is distinguished from mutual, acceptable, friendly, or social behaviour which may occur during contact between people. Sexual harassment is a form of sex discrimination. It is unlawful, improper, and inappropriate behaviour which is contrary to the Sex Discrimination Act. Sexual harassment refers to behaviour, which is unsolicited, repeated and personally offensive to the recipient.
- **Racial harassment** is a form of racial discrimination and includes a wide range of abusive and/or threatening behaviour. Defined as a hostile act or expression on racial grounds by a person of one racial or ethnic group against another, or incitement to such acts.
- **Bullying** is persistent, offensive, abusive, intimidating, malicious or insulting behaviour, abuse of power or sanctions which makes the recipient feel upset, threatened, humiliated or vulnerable or undermines their self-confidence and may cause them to suffer stress.
- **LGBT** people suffer harassment on the grounds of their sexuality. It includes hostile acts and expressions of a homophobic nature. The Club also recognises discrimination against gender identity and transgender people.
- **Disability harassment** is a form of disability discrimination and includes any hostile act or expression by a non-disabled person(s) against a disabled person. Harassment on grounds of disability may contravene the Disability Discrimination Act.
- **Sectarian harassment** is conduct, based on religious belief or political opinion, which is unreasonable, unwelcome and offensive.

### General principles

- Unacceptable behaviour will not be condoned or tolerated in any area and will be dealt with under disciplinary procedures.
- Given the nature of harassment, any individual may make a complaint through any appropriate channel, this includes Coaches, another Member or Front Office.
- The Club has an obligation to provide an environment free of harassment. All Members have a responsibility to help ensure that there is no such harassment.
- Coaches have a particular duty to ensure that harassment does not occur in the area for which they are responsible.
- Any threat, or insinuation that a complaint of harassment will influence decisions affecting them will also be treated as serious.

### Procedure

- Members who feel they are suffering from harassment should attempt to make clear that such behaviour is unacceptable.
- These same Members can seek advice or support in confidence with no obligation to take a complaint further.
- Where a complaint is not resolved through an informal process, or if it continues in any form, a formal complaint should be made.
- Where a formal complaint is made, the accused Member has the right to bring along a friend, if desired.
- Where a complaint is made against the Member's immediate supervisor, the matter shall be referred to the Front Office.
- Investigations should be handled with sensitivity and with due respect for the rights of both parties.
- Investigations and any subsequent disciplinary action need to be carried out quickly, confidentially and sensitively.
- It is NOT a defence to claim that the incident, words or behaviour being complained about, are commonplace or intended as a joke.
- If the investigation reveals that the complaint is valid, prompt action will be taken to stop the harassment immediately and prevent its recurrence. This action should not be to the detriment of the person suffering harassment.

### In addition, the Leicester Blue Sox also subscribe to and uphold the following BSUK policies:

BSUK Anti-Bullying Policy: [https://www.baseballsoftballuk.com/uploads/documents/Files/Welfare/BSUK\\_Anti-Bullying\\_Policy.pdf](https://www.baseballsoftballuk.com/uploads/documents/Files/Welfare/BSUK_Anti-Bullying_Policy.pdf)

BSUK Codes of Conduct: [https://www.baseballsoftballuk.com/uploads/documents/Files/Welfare/Joint\\_Code\\_of\\_Conduct.pdf](https://www.baseballsoftballuk.com/uploads/documents/Files/Welfare/Joint_Code_of_Conduct.pdf)

BSUK Diversity Action Plan: <https://www.baseballsoftballuk.com/uploads/documents/Files/BSUK/BSUK%20Diversity%20Action%20Plan%20Published%20Oct%202017.pdf>

BSUK Safeguarding Policy: <https://www.baseballsoftballuk.com/uploads/documents/Files/Welfare/Joint%20Safeguarding%20Policy%20for%20Baseball%20and%20Softball%20July%202020.pdf>

BSUK Safeguarding Adults policy: <https://www.baseballsoftballuk.com/uploads/documents/Files/Welfare/BSUK%20Safeguarding%20Adults%20Policy.pdf>



## 11. Policies & Procedures

### Review of this Mission document

- This Mission document is open to review at any time.
- Proposed amendments to the Mission document must be submitted in writing to the Executive Chairman not less than 10 days before the date of an AGM. No amendments can be proposed from the floor of a meeting.
- Amendments to the Mission can only be agreed at an AGM and will require a two-thirds majority of those present.
- Should a question or other matter arise which is not covered by this Mission Document, the Executive Chairman shall give due consideration and respond on behalf of the Club. The Executive Chairman's response shall be considered final.

### Dissolution

- The Club can only be wound up on a resolution of Members, passed by a two-thirds majority of those present at a special meeting convened for that purpose.
- At least 28 (twenty-eight) days' notice of such a meeting shall be sent to all Members.
- In the event of the winding up resolution passing, the Members shall appoint a commission empowered to distribute Club assets, including cash and investment in hand, to Charities, other clubs or as directed by the Front Office at the time.
- No Member (including the Front Office) shall obtain any assets from the Club.

### Emergency action/first aid

All coaches and members should be prepared with an action plan in the event of an emergency and be aware of our First Aid Procedures. This includes:

- Access to First Aid equipment
- Telephone contact if the participant is a minor
- Telephone contact to the Emergency Services

### Incidents

These are the pointers to be followed to ensure an incident is dealt with to the best of our ability:

- Stay calm but act swiftly and observe what is going on around you. Is there danger of any further injuries?
- Utilise other people, if needed, to keep back a crowd of people or onlookers who might hinder what you are doing.
- Listen to what the injured person is saying.
- Alert a first aider. They should take appropriate action for any minor injury.
- Call for help immediately, if necessary.

## 12. Meetings

- The Front Office shall set the dates of General, Club or Front Office meetings.
- Informal Coaching or Team meetings can be called by Coaching staff as required.
- The Executive Chairman may call additional meetings as necessary, or upon the written request of at least two Members.
- All members are entitled to vote at General meetings and have equal voting rights.
- The Annual General Meeting (AGM) of the Club shall be held annually following the financial year end, as soon as is practical.
- At the AGM, a report for the previous season and financial statements up to the end of the financial year shall be presented.
- No less than fourteen days' notice of the AGM shall be given to all members by the Front Office (via any means deemed appropriate).
- The Front Office may receive applications for Officers at any time, including during the AGM.
- A successful application requires the agreement of the Front Office (nominated and seconded).

## 13. Codes of Conduct

### General

The Club is fully committed to safeguarding and promoting the wellbeing of all its members.

It is important that members, coaches, administrators, and all associated with the club should, at all times shows respect and understanding for the safety and welfare of others.

Be mindful of health & safety at a times. You have a responsibility to ensure your own safety as well as the safety of those around you.

Members, parents, fans and others associated with Club are encouraged to be open at all times and to share any concerns or complaints they may have about any aspect of the club, with their Coach or the Front Office, as they feel is appropriate.

### Conduct (Adult Members)

In support of our vision and values, Adult members are expected to:

- Be a positive role model for baseball at all times and accept responsibility for your actions.
- Participate according to competition conditions and rules, and in the spirit of fair play.
- Respect opposition players and officials and treat them with proper regard for their rights, obligations and position held.
- Never not use foul, insulting, harassing or otherwise offensive language or gestures.
- Always accept victory or defeat with equal dignity.
- Always comply with an umpires' decisions in a professional manner.
- Behave with dignity and respect and maintain high standards of personal hygiene and appearance when representing the club.
- Co-operate with Club requests to promote and market baseball in a professional manner.
- Never participate in sexist or racist jokes, jokes about sexual orientation or identity or about the ability of a participant.
- Never participate in derogatory or demeaning remarks about any athlete, coach, or participant.
- Never participate in sexual innuendoes towards any athletes, coaches, or participants.
- Do not tolerate acts of aggression.
- Not smoke on club premises or whilst representing the club at competitions.
- Not consume alcohol or drugs of any kind on the club premises or whilst representing the club
- Players should avoid intimate relationships with their coach.
- Refrain from using any form of social media in a way that undermines the integrity of the Club, for example: Sledging, being undignified in defeat or victory, questioning of official's decisions, expressing personal opinions regarding the Club, the management, opposing teams, officials and baseball in general.

Please refer to the BaseballSoftballUK Safeguarding Policy for more information regarding harassment issues.

This is available as a download from the website:

<https://www.baseballsoftballuk.com/uploads/documents/Files/Welfare/Joint%20Safeguarding%20Policy%20for%20Baseball%20and%20Softball%20July%202020.pdf>

### Conduct (Junior Members)

Children & young people (under 16) have the particular right to:

- Be safe, happy and enjoy sport in a protective environment.
- Be listened to, believed, respected, and treated fairly.
- Be referred to professional help if needed.
- Be protected from abuse.
- Privacy.

Any misdemeanours and general misbehaviour will be addressed by the immediate coach and reported verbally to the designated person.

Persistent misbehaviour can and will result in dismissal from the club. Parents will be informed at all stages.

Dismissals can be appealed with final decisions taken by the Front Office. Junior members are expected to:

- Be loyal to your teammates and always give them a second chance and offer comfort when required.
- Be friendly and particularly welcoming to new members.
- Not get involved in inappropriate peer pressure and push others into something they do not want to do.
- Keep within the defined boundary of the playing/coaching area.
- Behave and listen to all instructions from the coach. Take care of equipment owned by the club.
- Play fairly within the rules and respect the officials and their decisions. Never argue with an umpire or protest an umpire's call.
- Always accept victory or defeat with equal dignity. Respect opposition players and officials and treat them fairly.
- Never shout at, abuse or try to make opponents lose concentration. Never cheat or be violent or aggressive.
- Respect the rights and dignity of all participants regardless of age, gender, ability, race, background, beliefs, or sexual identity.
- Do not use bad language or racial references. This includes online platforms such as chatrooms, social media or texting.
- Keep to agreed timings for training and competitions or inform their coach or team manager if they are going to be late.
- Wear suitable kit for training and match sessions, as agreed with the coach/team manager.
- Keep themselves safe. Report inappropriate behaviour or risky situations for youth members.
- Challenge or report any bullying of your teammates.
- After the game, always shake hands, have a cheer for the opposition and thank the umpires and your coach.

Useful numbers/websites:

<b>Childline</b>	0800 1111	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
<b>NSPCC Helpline</b>	0808 800 5000	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
<b>Kidscape</b>	0207 730 3300	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
<b>Anti-Bullying Alliance (England)</b>		<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>

### Conduct (Coaches)

- No discriminatory practices based on age, gender identity, religion, ethnic origin, sexual orientation, or ability will be tolerated.
- Respect the rights, dignity and worth of every individual. Be fair, open, considerate, and honest with Members.
- You are responsible for ensuring that another member's time spent with you is a positive experience.
- Provide training programmes that are planned and suitable for the age, experience, and ability.
- Be reasonable in your demands on the Members' time and ensure an appropriate balance between Club and outside objectives.
- Implement and represent the Club's vision, values, and culture with clear instructions, both in training and general conduct.
- Be professional in your appearance and manner and accept responsibility for your actions.
- Display high standards in language, manner, punctuality, preparation, and presentation at all times whilst representing the Club.
- Display control, respect, dignity, and professionalism to all involved (including players, coaches, administrators, parents, etc).
- Be courteous, respectful, and open to appropriate discussion and interaction.
- Commit to continually improving your skills through study and appraisal. Maintain and improve your coaching accreditations.
- Operate within the rules and spirit of the regulations governing baseball and those administering those regulations.
- Reject the drug use in sport and abide by the regulations of relevant sporting organisations and government regulatory bodies.
- Ensure physical contact with other Members is appropriate to the situation and necessary for the athlete's skills development.
- No form of personal abuse will be tolerated, this includes verbal, non-verbal, physical, emotional abuse and sexual harassment.
- Do not initiate a sexual relationship with another Member and discourage, with sensitivity, attempts made by a Member to initiate a sexual relationship with you.
- Provide a safe environment for training and games by ensuring equipment and facilities meet safety standards.
- Show consideration and caution towards sick and injured athletes.
- If an injury requires specialist attention, call the emergency services, or ensure another member do so on your behalf.
- If an injury requires specialist attention, ensure the rest of the group are supervised.
- Do not move someone with serious injuries; always wait for the specialist services.
- Make sure you are aware of where the injured person is being taken and contact the injured person's parent/carer/spouse.
- Complete an incident form. Make sure you have a map and details of the route to your local A&E service. These details should be with every team medical kit or coach.
- Incidents and accidents to be recorded in the club incident/accident book.

### Coaching (when dealing with those under 16)

- Ensure the safety of young persons by careful supervision, proper pre-planning of sessions and always using safe methods.
- Prioritise the wellbeing and safety of participants over development of performance.
- Encourage and guide participants to accept responsibility for their own performance and behaviour.
- Treat all young people equally and ensure they feel valued. Have no favourites.
- Encourage all children not to discriminate on the grounds of religious beliefs, race, gender identity, social classes or ability.
- Do not allow any rough or dangerous play, bullying, or the use of bad language or inappropriate behaviour.
- Appreciate the efforts of all young people and do not over-train them.
- Never exert undue influence over performers to obtain personal benefit or reward.
- Be positive, approachable and offer praise to promote the values of the club at all times.
- Never let any allegations of abuse of any kind to go unchallenged or unrecorded (if appropriate).
- Keep Parents & Guardians informed. Maintain confidentiality about sensitive information.
- Administer minor first aid in the presence of others and where required refer more serious incidents to the club "first aider".
- Have access to telephone for immediate contact to emergency services if required.
- Respect and listen to the opinions of young people.
- Take time to explain coaching techniques to ensure they are clearly understood.
- Be a role model, displaying consistently high standard of behaviour and appearance.
- Never smoke or consume alcohol during club activities or coaching sessions.
- Do not spend excessive amounts of time alone with children away from others.
- Always hold appropriate valid qualifications and insurance cover.
- Make the activity **fun**.

### Conduct (Umpires)

- Place the safety and welfare of the participants above all else.
- Ensure that equipment and facilities meet rule requirements and safety standards.
- Be impartial and avoid any situation that may lead to a conflict of interest.
- Be a positive role model for your sport and for umpiring.
- Respect the rights, dignity and worth of every individual regardless of age, gender identity, ethnic origin, religion, or ability.
- Never engage in any discriminatory practices based on age, gender, ethnic origin, religion, or ability.
- Display consistently high standards in language, manner, punctuality, preparation, and presentation.
- Display control, respect, dignity, and professionalism to all (including players, coaches, officials, scorers, parents, and spectators).
- Commit to improving your umpiring skills through study and self-appraisal. Maintain and improve your umpire accreditation.
- Abide by the rules and spirit of the regulations governing baseball and the organisations administering those regulations.
- Refrain from any form of personal abuse or harassment, including verbal, physical, emotional abuse.

**Conduct (Parents, Guardians & Supporters)**

Parents, guardians, and supporters have the right to:

- Be listened to, believed, respected, and treated fairly.
- Know their young person is safe.
- Be informed of problems, concerns or injuries relating to their young person.
- Be consulted on decisions by the Club which related to their young person.
- Raise any concerns they have about standards within the club, e.g. coaching, safeguarding, etc

In return, the club expects Parents, Guardians, and supporters to:

- Positively reinforce their young person and their teammates.
- Not place their young person under undue pressure or push them into activities they do not want to do.
- Complete and return Health and Consent Forms pertaining to their child's participation with the Club.
- Deliver and collect their young person punctually to and from coaching sessions/matches.
- Ensure their young person is adequately dressed for the conditions, including shirt, socks, tracksuit, sweat-tops, hat, gloves etc.
- Ensure that proper footwear and protective equipment are worn at ALL times in accordance with Health and Safety Regulations. Any child not in possession of the fundamental requirements will not be permitted to participate.
- Ensure their child's hygiene and nutritional needs are met.
- Detail any health concerns pertaining to the young person on the consent form, (in particular breathing or chest conditions).
- Report any changes in the young person's state of health to the Coach prior to the session.
- Inform the Coach prior to the session if the young person is to be collected early.
- Be realistic and supportive and teach their young person that they can only do their best.
- Behave responsibly on the sidelines. Do not embarrass your young person, yourself, or the Club.
- Show support for Coaches and an official's judgement. Never argue with an umpire or protest an umpire's call.
- Acknowledge the importance and role of the Club officials and Coaches, who provide their time voluntarily

All misdemeanours and breaches of these codes of conduct shall be dealt with by the appropriate Coach or the Front Office.

Persistently raised concerns or breaches by Parents, Guardians or supporters' risk being asked not to attend games, if their attendance is detrimental to a young person's welfare or the Club.

Should a parent, guardian or supporter continue to breach this code of behaviour, the Club reserves the right to, regrettably, ask the young person to leave the club.

**Signed as official club copy:**



**Brett M. Melville**  
**Executive Chairman**  
**Leicester Blue Sox Baseball Club**

(1<sup>st</sup> January 2021)

**Leicester Blue Sox Baseball Club, Western Park, Park View, Leicester, LE3 6SJ**

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