

Glasgow Softball League

Team Pack



2025 Outdoor Season

Last Updated: 19 Apr 2025

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DEFINITIONS

The World Baseball Softball Confederations shall be referred to as the **WBSC**.

The British Softball Federation shall be referred to as the **BSF**.

The Glasgow Softball League shall be referred to as the **GSL** or **league**.

Any person or persons taking part in any activity directly associated with events or the running of the league shall be referred to as a **member** or **member of the league**, where membership fees have been paid or otherwise.

Any person or persons taking part in a scheduled game, where that person is not an associated umpire or match official, shall be referred to as a **player**.

The person designated by the league to oversee the proper conduct, running and application of rules for a league game shall be referred to as the **umpire**.

The list of players submitted to the Executive before the start of the season shall be referred to as the **season roster** or **roster** for that team.

The list of players submitted to the game Umpire or match official, before the start of a league game, shall be referred to as the **game line-up** and shall define the players for that game only.

Any player who does not appear on the submitted season roster for any particular team, but does appear on the game line-up, shall be classified a **guest** player for the duration of that game only.

A player who appears on another team's roster but is playing for another team shall be classified as a **ringer**.

The annual general meeting (**AGM**) refers to the full meeting of all members of the GSL that occurs annually to review and address changes for the following season.

As per the inclusivity rules, players will be referred to as **Big Ball Hitter (BBH)** and **Small Ball Hitter (SBH)**, based on the size ball they hit.

LINKS TO FORMS

You must be logged in to access these forms.

Umpire Incident Report Form:

- <https://www.glasgowsoftball.co.uk/umpire-report/>
- This form is for reporting the following:
 1. Umpires can use this to report incidents that happen within a game that require the Umpire in Chief to be aware (i.e. player misconduct, ejections, protests lodged, illegal equipment use, etc.)
 2. Players / captains can use this to provide any feedback on an umpire, to the Umpire-in-Chief
 3. Captains may use this report to lodge formal protests (see Section 5.1)

Accident / Injury Report

- <https://www.glasgowsoftball.co.uk/accident-report/>
- This form is for reporting the following]
 1. Any (and all) injuries
 2. Any use of the medical / first aid kit
 3. Any incident that Safeguarding and Welfare Officer would need to be aware of

SECTION 1: CAPTAIN'S DUTIES

1.0 General Remarks

In addition to organising your team, GSL requires specific tasks to be carried out to ensure that the league runs smoothly. This handbook contains all the details of what is expected and herein contains a summary. Any questions or guidance can be directed to the Executive Committee.

This handbook refers to “captain” for the role that WBSC rule refer to as “manager”. Regardless of which terminology is used, each team should have a single contact who is able to make and take on decisions on behalf of their team. This person is not required to be captain of the team for every game of the season but is overall responsible for team behaviour and will be the first point of contact for any disputes or discussions.

GSL play WBSC rules with a few local amendments and some of our own regulations. These are detailed in the following sections of the handbook. If you require any further clarification of the rules, please contact the UIC.

Team Captains will be held ultimately responsible for the conduct of their players during official game time. This includes all pre-game warm-ups and post-game activity, until the Umpire has left the field of play.

Please respect Committee Members, game Officials, opposing team members, members and officials connected with the BSF, the general public, and the sport in general both on and off the field. Disciplinary proceedings can now be taken against any BSF affiliated member in connection with any dealings with the sport, in accordance with the BSF Code of Conduct.

It is your responsibility to ensure your team complies with all the requirements set down by the league for proper membership. This includes all administration and financial deadlines.

1.1 Maintain Team Rosters

The captain is responsible for submitting a roster of players to the RRTC Officer prior to the first game of the season. The captain is also responsible for providing updated rosters to the RRTC Officer as changes occur. For more information on what constitutes a legal roster, see Section 3.

1.2 Game Day Duties

Forfeit in advance. If you are unable to field a team, you *must* notify the following people: the captain of the other team, the Fixtures Chair, and the Umpire in Chief (UIC) by 16:00 on the day of the scheduled game.

Before the game starts, the captain should complete a written line-up that can be shared with and recorded by the umpire. This line-up card shall be used to track player involvement and substitutions and will act as an official record for the game. Failure to do so may result in forfeiture if player participation is protested. Before the game begins there is an official **pre-game meeting** between captains from the two teams and the umpire(s), held 5 minutes before game play. At this meeting, captains must indicate which players are playing as guests or ringers, identify any players under 18 years of age since there are strict rules specifically concerning minors, and discuss and agree upon any local ground rules (field conditions, dead ball lines, etc.), pinch runners, substitutes, and ‘auto-outs’ (for an incomplete lineup). It is also useful to identify team scorers for exchanging scores at the end of each inning. The player present at the pre-game meeting will be considered the captain in relation to rule stipulating actions that are restricted to the ‘manager’ or if the umpire needs to confer with the captain(s).

During the game. Both teams must keep accurate scores and track of substitutions. It is best practice to agree upon the score after each inning (or half-inning). Captains are also responsible for the behaviour of the team (which includes the individual players). Captains should ensure players on their team are not using any illegal equipment and maintain conduct as indicated in the Players Code of Conduct section. At no point should the captain or any member of the team need to have a direct and prolonged argument with any match official or opposing team captain or player. Protests should be made in a calm and controlled

manner by the team captain only. From the time the game starts to point at which the Umpire leaves the game a forfeit may be called by the Umpire if they are subject to abuse or judge a player to be acting in a non-sporting manner.

End of game. The captain of the winning team (or home team if a game is tied) is responsible for submitting a copy of the umpire scorecard to the Fixtures Chair via the dedicated “Score Submissions” WhatsApp chat in the GSL WhatsApp Community. The scorecard should indicate each team’s lineup, the final score, and MVPs. Captains are also encouraged to submit an Umpire Incident Report Form for evaluation (see *Links to Forms* section). For the purposes of BSF National player eligibility, you must either record your line-up on the official BSF website or have your score sheet signed by Umpire at the end of the game.

1.3 Communications

Captains have a responsibility to be the voice of their team as part of the Captains Committee (see Section 2.3). Captains therefore have a duty to look for communications from the Executive Committee, respond accordingly, be available for any consultation, and be available for a Captains’ Meeting should one be necessary. The preferred means of communication between captains and the Executive Committee will be via the Captains’ WhatsApp chat, with email as a backup.

Finally, it should go without saying that as captain you are the main conduit for information from the Executive Committee to the players and vice versa.

1.4 Inclusivity Gender Rules

GSL has adopted the inclusive gender rules proposed by the BSUK LGBTQ+ Committee. These rules recognise that people defining as gender non-binary are defined as neither ‘male’ nor ‘female’ and that trans players can identify anywhere along the spectrum. Therefore, the GSL will adopt terminology based on the size ball the player opts to hit. Players identifying as male will be termed ‘big ball hitters’ (**BBH**) and female will be termed ‘small ball hitters’ (**SBB**). All other players will indicate which of these categories (BBH or SBH) they wish to register as. No assumptions regarding gender identity will follow this choice.

Players will not be permitted to change this declaration during the season. The chosen ball-size will be indicated on the team roster provided to the RRTC Officer.

For all rules and situations where formally a distinction between ‘male’ and ‘female’ was made, the distinction will now be between BBH and SBH. Note, teams must still consist of a legal pre-season roster and per-game lineup and batting order.

1.5 Players’ Additional Needs

Captains and one other (regular) player in each team should be aware of any special needs among their teammates, especially for example of pre-existing medical conditions which may influence treatment of or reaction to any situation that may arise during a game. The Safeguarding and Welfare Officer (SWO) should also be made aware.

1.6 Welfare of Under-18s

In accordance with BSUK requirements introduced in 2014 and updated in 2017, any team which includes an under-18 player on its roster must appoint a Team Safeguarding Officer who will ensure that the appropriate welfare procedures and checks are followed and that there is a process in place to assess whether the young player is competent to play, umpire or coach at the level at which the team is competing. This assessment must be undertaken by the team coach, or the captain, who must be PVG-checked once the league is PVG registered. The League’s SWO will assist and oversee this process.

All players under the age of 18 are required to use a helmet, with facemask when batting, baserunning, base coaching or playing catch. They must also wear a mask if playing catch and must have a gumshield if playing infield and the appropriate guidance by BSF must be followed, including all safeguarding requirements.

Additionally, any player between 14 and 17 years of age must have written consent from their parent or legal guardian, which shall be submitted to the SWO via email. For all players under 18, the parent or legal

guardian assumes full responsibility and liability for said player. For those under 16 years of age, this parent or legal guardian must also be at the field for any practice, clinics, or games.

GSL does not permit players younger than 14 to play in the league.

1.7 Recruitment

Teams struggling for regular players should let the RRTC Officer know. They shall not reject any reasonable player offered to them. 'Lack of ability' shall not be considered a reasonable rejection.

SECTION 2: GSL COMMITTEES

2.0 Members of the Executive Committee

The Executive Committee as a whole can be contacted via email at committee@glasgowsoftball.co.uk

Information request to the league can be made to info@glasgowsoftball.co.uk

Position	Name	Email
Chair (Tournament Chair)	Justin Sperling	chair@glasgowsoftball.co.uk tournaments@glasgowsoftball.co.uk
Vice Chair (Kit Manager)	Michael Kier	equipment@glasgowsoftball.co.uk
Treasurer	Jennifer Hahn	treasurer@glasgowsoftball.co.uk
Umpire-in-Chief	Stephen Coyle	UIC@glasgowsoftball.co.uk
Fixtures Chair	Derick Turner	fixtures@glasgowsoftball.co.uk
RRTC Officer	Bobbie-Jo Paysen	RRTC@glasgowsoftball.co.uk
Safeguarding and Welfare Officer	Callum McCrosson	safeguarding@glasgowsoftball.co.uk

2.1 Duties of Executive Committee

This section is intended to set out the roles of executive members in a generic manner, for future as well as present use. In some instances, the duties are taken on by other people by special arrangement, but this should not be seen as defining their respective roles. Any delegation of the duties listed below should be agreed and noted as an Executive Committee meeting minutes.

The role of the executive committee is to handle the 'day-to-day' requirements to ensure the league runs smoothly. Any major changes to rules, regulations, or items that would require a large financial cost must be agreed upon and voted upon either at the AGM or presented to the Captain's Committee for a vote.

Additionally, the executive committee is responsible for planning the end-of-season party and AGM.

2.1.1 Chair

- **Overall Leadership:** Acts as the leader of the committee, ensuring that the league runs smoothly.
- **Committee Oversight:** Leads meetings, makes high-level decisions, and ensures all members are fulfilling their responsibilities.
- **Liaison Role:** Serves as the primary point of contact between the league and external organizations, such as other leagues, sponsors, or governing bodies.
- **Strategic Planning:** Helps set long-term goals and strategic direction for the league.
- **Conflict Resolution:** Mediates disputes between committee members, players, or external organisations when necessary.

2.1.2 Vice Chair

- **Support the Chairperson:** Assists the Chair in their duties and steps in if the Chair is unavailable.
- **Substitute for the Chairperson:** Takes over the Chair's duties in their absence.

- **Committee Coordination:** May oversee specific projects or areas within the league, depending on the needs.
- **Succession Planning:** Prepares to step into the Chair role if the Chair role is vacated before the next AGM.

2.1.3 Treasurer

- **Financial Management:** Oversees the league's finances, ensuring proper budgeting and handling of league funds.
- **Record Keeping:** Keeps accurate financial records and tracks income, expenses, and transactions.
- **Fundraising Oversight:** Manages fundraising activities or sponsorships and ensures all funds are properly accounted for.
- **Local Tournament Financial Oversight:** Liaise with the Tournament Officer for any funds needed for the GSL Tournament.

2.1.4 Umpire-in-Chief (UIC)

- **Umpire Recruitment:** Recruits and trains umpires for games throughout the season.
- **Umpire Scheduling:** Assigns umpires to games based on their availability and experience.
- **Umpire Education:** Ensures that all umpires are knowledgeable about the league's rules and any changes in regulations.
- **Quality Control:** Monitors the performance of umpires and addresses any issues or concerns raised by captains or players.
- **Conflict Resolution:** Addresses disputes during games involving umpires and ensures fair play.

2.1.5 Fixtures Chair

- **Game Scheduling:** Coordinates game times, dates, and locations for league games and ensures all teams are aware of their schedules.
- **Scheduling Conflicts:** Handles any scheduling conflicts (i.e. rainouts) and makes adjustments as needed.

2.1.6 Roster/Recruitment/Training/Communications (RRTC) Officer

- **Recruitment:** Attracts new players and teams to join the league through social media outreach and any other initiatives.
- **Player Development:** Organizes training sessions and clinics for players to improve their skills.
- **Coaching Support:** Assists with captain training and resources to ensure teams are properly supported.
- **Retention:** Ensures that existing players have a positive experience and are encouraged to return for future seasons.
- **Roster:** Maintains current team rosters and handles any transfers within the league.
- **Content Creation:** Manages the league's social media accounts (e.g., Facebook, Instagram, Twitter) by posting regular updates, news, and game results.
- **Promotion & Engagement:** Promotes league events, tournaments, and games to increase public awareness and engagement.
- **Team & Player Recognition:** Highlights teams, players, and other league members to build a sense of community.
- **Communication:** Acts as a communication tool to relay important information to players, families, and fans.
- **Crisis Management:** Handles any negative feedback or concerns that arise on social media platforms.

2.1.7 Tournament Chair

- **Tournament Planning:** Organizes and runs tournaments for the league, including scheduling, venue selection, and coordination of teams.
- **Logistics:** Handles all tournament logistics, such as ensuring there are enough umpires, fields, and equipment.
- **Promotion & Registration:** Promotes tournaments and ensures teams know how to register and participate.

- **Award & Recognition:** Organizes trophies or awards for winning teams or individuals.
- **Post-Tournament Evaluation:** Evaluates tournaments to determine what worked well and identifies areas for improvement.

2.1.9 Safeguarding and Welfare Officer (SWO)

- **Requirement:** A valid PVG (Protecting Vulnerable Groups) / Disclosure Scotland check
- **Ensure league safety compliance:** Keep up-to-date with national requirements to ensure the league is in compliance with safety and safeguarding as required.
- **Manage first aid kit:** Coordinate with the Kit Manager to ensure the first aid kits are well stocked.
- **Medical point of contact:** Be the first point of contact for anything relating to a medical nature for the league, which includes documenting any incidents that require medical treatment.
- **U18 rostering and checks:** Liaise with individual teams with rostered U18 players to ensure that the appropriate safeguarding procedures and checks are in place and carried out, including assessment of their competence to play, umpire or coach at the level at which the team is competing

2.1.10 Kit Manager

- **Equipment Management:** Oversees the inventory of all league equipment (bases, balls, gloves, bags, etc.).
- **Procurement:** Orders and purchases new equipment as needed and ensures the equipment meets league standards.
- **Maintenance:** Ensures that equipment is kept in good condition and brings to the attention of the committee, any equipment that may need replaced.
- **Storage:** Organizes the storage of equipment when not in use, making sure it's accessible when needed.

2.2 Election of the Executive Committee Members

All positions on the Executive Committee, except for Chair and Vice Chair, will be elected and confirmed at the start of the AGM. The positions of Chair and Vice Chair will be internally selected from within the Executive Committee.

2.3 Captain's Committee

The Captain's Committee is made up of representatives from each of the 10 teams that make up the GSL. All significant decisions about playing rules, league structure, and expenditure over a certain amount (that have not already been approved at an AGM) must be approved by the captains. The Executive Committee will propose said item to the Captain's Committee for a vote for a majority vote.

SECTION 3: GSL REGULATIONS

3.1 Affiliation

3.1.1 Fees

All teams must affiliate to the league each year by paying their league fees by the due dates indicated by the Executive Committee. Any team that fails to pay their fee may be removed from the league at the discretion of the Executive Committee.

New teams may be permitted to join GSL mid-season if the structure of the bottom division permits it. New teams will be required to pay the full fee for the season, as this is a BSF requirement.

Fees are determined based on the number of scheduled games, BSF fees, and projected equipment costs.

The 2025 fees are as follows:

- D1: £685
- D2: £595

Captains are responsible for ensuring the team fee is paid.

Fees may be paid in one or two instalments. For 2025, the payment dates are as follows:

- Instalment 1 (or full) by 30 May 2025
- Instalment 2 by 30 June 2025

3.1.2 Roster

All players must be registered with the GSL before playing by using the online registration portal available on the GSL website. In addition, the league may request information such as email address, umpiring and coaching qualifications, squad number, rookie status, and so on.

Players must be at least 14 years old. Any player under 18 must have their parent or guardian complete a BSUK Permission to Play form, which must be sent to the SWO. Any player under 16 must be accompanied at games by either (a) their parent or guardian or (b) by an adult who has passed a PVG (Protecting Vulnerable Groups) check for the GSL and has the written consent of the parent or guardian identifying the adult accompanying the player.

Spectators under 16 must also be accompanied by an adult.

Players may be rostered to one team only.

A player who has registered for one team but wishes to change team before having played for their original team may transfer. All transfers will be handled by the RRTC Officer. Anyone who is unable to be transferred will be treated as a 'ringer' under the ringer rules.

3.1.2.1 New player

New players joining the league may register at any time during the season.

3.1.2.2 Ringers and guests

See 3.5.6.

3.1.2.3 Derostering

A player may be removed from a team's roster on notification to the RRTC Officer. That player then becomes a free agent. Should they subsequently play for another team, they will have been considered to officially have transferred to that team in accordance with the transfer rules.

3.1.3 Transfers

Players wishing to change teams (or transfer) during the season may do so by contacting the RRTC Officer. The RRTC Officer is responsible for contacting the captain of the team the player is leaving of and the team the player is transferring to.

Players may transfer once per season via this process, without any penalty. Any player transferring or obliged to transfer for a second (or subsequent) time will miss the first played fixture with their new team (i.e. rainout or cancelled games do not count).

3.2 League Structure and Fixtures

The structure and format of the league, including promotion and relegation issues, shall be determined at the AGM.

The league is comprised of two divisions. Division 1 (D1) consists of 6 teams and Division 2 (D2) consists of 4 teams. Games will be played at Greenfield Football Centre on Mondays through Thursday nights starting 22 April 2025 and ending 21 August 2025. In coordination with the Glasgow Baseball League, make-up games may also be played at the Tollcross Baseball Field should there not be enough space in the allotted nights at Greenfield Football Centre.

D1 will play 3 full rotations (15 games per team). For the first two games between the same two teams, the home team will rotate between teams. For the third game, home team will be decided by a coin toss.

D2 will play 4 full rotations (12 games per team). Between the same two teams, each team will play 2 games as home team.

3.2.1 Rest weeks and postponements

If a general rainout occurs, fixtures will be rearranged so as to complete the rotation as soon as possible. Decisions regarding rearrangement of the fixtures will be made by the Fixtures Chair. If an 'excessive' number of rainouts have occurred by the midpoint of the season, the Fixtures Chair may bring a vote to the Captain's Committee for reducing rotations for each Division by 1 (i.e. D1 would play 2 rotations and D2 would play 3 rotations). Any changes to the number of rotations for each Division must be approved by the Captain's Committee.

3.2.2 League position calculations

GSL rankings will be determined by the following points system:

- Win = 3 points
- Draw = 2 points
- Loss = 1 point
- Forfeit = 0 points

In the case of a tie for first place, in either Division, then a play-off game shall be held to determine the overall winner and runner-up for the season.

All other ties will be determined by (1) head-to-head record and if a tie still exists (2) lowest 'runs against' in all league play through all appropriate head-to-head games.

3.2.3 Promotion and relegation

Promotion and relegation between D1 and D2 will normally be top team of D2 has the option to move up and bottom team of D1 has the option to move down. This will be agreed upon at the AGM pre-season.

3.2.4 New teams and disbandment

A name change of a team does not constitute a 'new team'.

New teams wishing to enter the league must be 'accepted' for entry at the AGM (or if the AGM has already passed, by a majority vote of the Captain's Committee). New teams will enter through D2 if the structure of the league permits it, unless determined by the Executive that the new team strength would put it at an unfair advantage by entering in D2.

However, it sometimes happens that existing teams disband or split and new team(s) is/are formed. The Executive will determine how to accommodate such instances, but in the case of dispute will be guided by team affiliations of players from the previous year: the league place will normally go to whichever team has more players who were rostered to the old team the previous year.

Any spare places cause by teams folding or by league expansion shall be first discussed by the Executive then suggested resolutions will be brought to the Captain's Committee for approval.

Players from disbanded teams may join the roster of existing teams using the 'Transfer' process from Section 3.1.3. Any player from a disbanded team who is unsure of which teams are in need of players should speak with the RRTC Officer.

3.2.5 Fixtures

All games must be played on the date and field as specified by the Fixtures Chair. Teams should not set up on a different field, even if it appears to be free. In principle, no rearranging of fixtures is permitted without approval of the Fixtures Chair.

3.2.5.1 Rescheduling allowed

However, rearrangement of a game **that would otherwise be forfeited** may be permitted if requested (1) in good time (at least 1 week before the scheduled date), (2) by the team that would otherwise **win** by walk-over, (3) if a suitable time, place, and umpire can be arranged, and (4) as long as the arrangement does not interfere with the league structure. Such requests should be initiated by the team that would other win by

a walk-over (not the forfeiting team) and addressed to the Fixtures Chair. Note, the date for the rearranged game should be set when the arrangement is agreed, not negotiated subsequently.

3.2.5.2 Rescheduling of postponed games

In the case of postponement or abandonment (due to weather, field conditions, etc.), the remainder of the fixture list will be adhered to, and the postponed game will be arranged at a later date by the Fixtures Chair. In the case of postponement, the league season may be extended unless the provisions has been made for a rainout week. Games may also be arranged at Tollcross. See Section 3.2.1.

Postponed or incomplete games will otherwise be replayed or completed on a date to be arranged by the Fixtures Chair. Games may be played under tournament rules if necessary. If teams affected can agree an alternative date for playing outstanding fixtures, **and** a suitable venue is available, then the league **may** give permission for the fixture to be rearranged. Coercion of opponents to play the fixtures on an alternative date will not be tolerated. Games for which no date can be found and which do not affect the overall standings may be declared void.

3.2.5.3 Complete and incomplete games

Any game that plays at least 5 full innings (or is ended by the ‘mercy’ rule) is considered a complete game.

The ‘mercy’ rule applies based on the following: should a team be up by more than (a) 20 runs after the 4th inning or (b) 15 runs after the 5th inning, **and** the team that is behind has already batted for that inning, the game shall be called by the umpire.

Incomplete games will normally be completed from the point at which they were halted, as long as at least two full innings have been played. If less than two innings have been completed, the game will be replayed from the start. Teams may not bilaterally agree to let the result of an incomplete game stand, as the result could affect other teams in the division. If it is necessary to fit in the completion with another game (for example as a double header), the Executive will determine whether any special playing rules apply, for example a time limit, tournament rules, or playing rules such as 1-1 count to speed up the game.

3.2.6 Double headers

Postponed or incomplete games may be played as double headers where scheduling allows and in agreement with the Fixtures Chair, UIC, and team captains. In this case, the first games will start at the earlier time of 18:45 and will be played as a timed game, with no new innings after 50 minutes of play. The current inning at that time will be completed; there will be no rollback of scores. The second game should start as soon as both teams are ready, or at 19:50 at the latest, and will also be played as a timed game. The starting ball-strike count may be set to 1-1 for either or both games at the discretion of the umpiring official.

The two games are considered independent, so line-ups can be altered and substituted players can be used between games. A player may play for two different teams as long as both games are played under double header rules and the player still qualifies under guest/ringer rules. Two sets of paperwork should be submitted after the game.

3.3 Equipment

All equipment shall meet the requirements of the WBSC Rules, except bats, which must meet the eligibility requirements laid down by the BSF.

Gloves. All fielders are required to wear a softball glove (or mitt if playing catcher or 1st base).

Footwear. WBSC rule 2.4.2 states that ‘all players must wear shoes’. Open-toed sandals, flipflops and bare feet are not suitable for softball, due to the danger of tripping, or being stamped on by a player wearing studs/cleats. Captains should ensure that their players wear suitable footwear, especially in wet conditions. Players slipping and sliding out of control are a danger to themselves and to other players, and umpires are entitled to eject players wearing unsuitable footwear. Note also that studs, spikes or cleats made of metal are illegal. Detachable studs that screw into the shoe are allowed, but not those that screw onto the shoe. These rules are for the safety of opponents.

Helmets, masks, gumshields. Helmets are mandatory for all U18 players when batting, running, base-coaching, and bat-collecting. Helmets worn by U18s must be fit with a faceguard. If playing pitcher or catcher, 1st base, or 3rd base, U18 players must wear a mask or faceguard. U18 players must wear a gumshield if playing in any other position (as well as mask if required).

Uniforms. For the 2025 season, GSL does not enforce WBSC rules on matching uniforms but encourages teams to wear the same 'main' colour of their uniforms wherever possible. No appeal will be accepted by the umpire in connection with WBSC Rule 2.5.1.

3.4 Umpires

3.4.1 Payment

Umpires shall be paid £30 (£15 by each team) for each game officiated. Payment will be arranged by cash-in-hand (or if agreed upon, bank transfer). It is the responsibility of the Captain to ensure that umpiring officials receive their payment. Note, umpiring fees are NOT included in the GSL League Fees.

3.4.2 Allocation

Umpires are selected from the Umpire Pool by the UIC in consultation with the Fixtures Chair. Allocation is based on need, past provisions of umpires by the teams involved, and finally with a view to ensuring that provision of umpires is spread evenly and fairly across teams.

Should there be two umpires at a given game, the home plate umpire is responsible for any decisions affecting the game.

3.4.3 Neutral umpire

For whatever reason, should no umpire arrive at the field, a neutral umpire may be agreed by both teams. A player who is rostered to one of the teams involved but happens not to be playing may umpire the game if this is acceptable to the opposing team, and will be counted as an umpire for the purpose of payment as described in 3.4.1 provided they umpire the whole game. The UIC and Fixtures Chair must be notified immediately should a scheduled umpire not attend a game.

3.4.4 Objecting to the individual selected to umpire a game

A team cannot reject an umpire selected by the UIC. Other umpires who turn up to assist that are not officially assigned must be accepted by both teams.

3.4.5 Umpire feedback

An umpire feedback form can be submitted to the UIC after any game by filling out the Umpire Report form on the website (see *Links to Forms* section - you will need to log in to access this form). This may be completed by any player (not just the captains) and should be submitted as soon as possible after a game has concluded. The UIC will review the content and decide if any action is warranted, including notifying the umpire evaluated of the content of the form, if necessary. Confidentiality will be maintained.

3.4.6 Protest procedure

It is the responsibility of the captain to know the rules and procedures of the game. Ignorance of a rule shall not be considered during a protest or appeal.

A team shall not refuse to start or continue to play if they suspect the opposition is fielding an illegal line-up.

To lodge a protest, the captain of the protesting team simply needs to notify the Umpire that their team is "playing under protest" before the next pitch is made, after the infraction in question. The Umpire and both teams should agree and record on the state of the game and grounds for protest at this point and play should continue. If the team playing under protest wins the game then the protest is automatically nullified.

If the team playing under protest does not win then the Umpire shall inform the UIC, Executive, and Captains Committee by using the online Umpire Incident Report Form (see *Links to Forms* section). A Protest Panel will be arranged by the Executive and shall be convened to review and judge on the facts

within 14 days of the incident. If the protest is upheld, the game shall be replayed from the point at which the protest was lodged at a time agreed upon by both teams, as arranged by the Fixtures Chair. Normal substitution rules shall apply at recommencement of the game.

See Section 5 for more details.

3.5 Game time

3.5.1 Forfeits in advance

If unable to field a team, the captain must notify the following people: the captain of the other team, the Fixtures Chair, and the UIC by 16:00 on the day of the scheduled game. Failure to do so will result in the forfeiting team still having to pay the umpire for their time.

Any game which is forfeit in advance when all games are postponed or abandoned as in Section 3.5.2 will not count as a forfeit. (NOTE the reason for this is that a team should not be penalised for having been courteous.)

3.5.2 Start time

For the first and last week of the season, games shall start at 18:45 (due to light).

Unless otherwise notified, all other games for the season shall start at 19:00.

Captains may mutually agree to make an earlier start either by prior arrangement or at the time (e.g. because everyone, including the umpire, is ready to start early). Teams wishing to change the start time by prior agreement must submit their request to the Fixtures Chair at least four days in advance of the game being played, to enable appointment of an umpire. Any team unable to start by the officially agreed time will forfeit the game.

3.5.3 Home team

The home team is listed second in the fixture schedule. The home team will bat second and take the field first in the inning.

3.5.4 Game balls

Game balls will be provided by the Umpire and will be stored in the kit bag. It is the responsibility of the umpire to notify the kit manager should the availability of game balls run low.

3.5.5 Setting up the field

The Umpire is responsible for setting up the field (bases, out-of-bounds cones, etc.).

3.5.6 Guest and ringer rules

Team captains are responsible for ensuring their lineup has legal players. RRTC Officer will also ensure these rules are being followed and may penalise teams for rule violations.

A team may NOT use ringers to play 12 players on the field.

3.5.6.1 Definition of 'ringer'

Ringers are players rostered to another team in GSL that is not your team.

Ringers:

- Can only play the positions of right field or catcher ^[a]
- Must be placed at the bottom of the batting order
- Follow the standard position/batting order rules in place in the GSL (see Section 3.5.7)
- Are limited to 3 games maximum over the season for any single team
- Can only be used to make a legal team/not be used as an extra hitter
- Should be sourced from the same, or lower divisions, first and only higher divisions when absolutely necessary

Teams are restricted to a maximum of 2 ringers in the lineup for a game.

[a] Ringers can also be used as pitchers in two cases. The first is when none of the teams' rostered pitchers are able to play and they have no other substitutes. The second is when a team has been granted dispensation from this rule by the league, for example, when the team is brand new and has not yet developed any pitchers. In both cases, this is for player safety.

3.5.6.2 Definition of 'guest'

Guests are a player not yet rostered to any team in the GSL. ^[a]

Guests:

- Are not restricted to positions in the field
- Are not restricted in position in the batting order
- Must follow the standard fielding position/batting order rules in place in the GSL (see Section 3.5.7)
- Are not limited to the number of times they can play for any single team
- Are expected to join the roster of a league team within their first month of playing (to prevent any potential issues with insurance) ^[b]

[a] If the guest is already on an active roster of another softball team in another league, they will not be considered a guest player. They will instead be considered rostered to the first Glasgow League team they play for and a ringer for any others

[b] Dispensation can be granted on a case-by-case basis, for example, when the player is not able to commit to a single team due to other commitments and can only play occasionally. This will be agreed upon with the committee member responsible for maintaining league rosters, who will communicate this exception to the captains

3.5.7 Amendments to WBSC rules (lineup, gameplay, etc.)

The GSL follows the WBSC rules and guidelines on lineup and gameplay with the following amendments:

- 1) Amendment to Rule 3.2.2.a.iii:
 - a) Co-ed Slow Pitch:
 - i) Ten players – (five BBH and five SBH or six BBH and four SBH or four BBH and six SBH) with the following positioning requirements: at least one SBH in the outfield and two SBH in any positions in the infield including Pitcher (F1) and Catcher (F2). A team shall only be allowed to play a maximum of 10 (no EP) or 12 (BBH and SBH EP) players in batting lineup.
 - ii) Nine players – (six BBH and three SBH, five BBH and four SBH, four BBH and five SBH, three BBH and six SBH) with the following positioning requirements. Pitcher(F1) and Catcher (F2) must be present and one SBH must occupy the position of either: first base, second base, shortstop, or third base.
- 2) Amendment to Rule 3.2.2.a.iv.:
 - a) (CO-ED ONLY) If two EPs are used, all twelve must bat and any ten (five BBH and five SBH or six BBH and four SBH or four BBH and six SBH) may play defence. Defensive positioning may change as long as the required BH positioning is followed. The batting order must remain the same throughout the game. Fielding restrictions apply as for ten players.
- 3) Addition to Rule 3.2.2.a.iv:
 - a) Teams cannot field Extra Players when using Ringers in the line-up. Teams can field extra players when using guests. The idea being guests are there to get game time and practice before joining a team and they should be encouraged to play.
 - b) A team which is reduced from 10 to 9 players, without Extra Players, or from 12 to 11, with Extra Players, through injury to a starting player and who cannot continue to play due to that injury, or by act of mercy by a starting player who is assisting another human being, in such need, and cannot continue to play and cannot be legally replaced, may continue the game while replacing the absent player with an "Automatic Out" in their place in the batting order.
 - c) A team which is reduced from 10 or 9 to 8 or fewer players, without Extra Players, or from 12 to 10 or fewer players, with Extra Players, through injury to or by act of mercy by a starting player in assisting another human being, in such need, and who cannot continue to play and

cannot legally replace the absent players, shall be granted the option to apply for postponement to the game. Continuation shall be treated in accordance with Rule 1.2.1.f. The commencement of the game shall be arranged by the Executive in agreement with both team Captains and the game Umpire.

- 4) Amendment to Rule 1.2.7.c.:
 - a) The score of a forfeited game shall be 10-0 in favour of the team present.
- 5) Amendment to Rule 3.1.14.:
 - a) The list of starting players and substitutes that is given to the plate Umpire before the start of the game. The plate Umpire retains a line-up card for the duration of the game Ringers must occupy the final positions for their corresponding player type (BBH/SBH) and be clearly identified on the line-up card. Guest players can play anywhere in the line-up.
- 6) Amendment to WBSC Rule 3.2.2.a.111:
 - a) The batting order shall alternate between BBH and SBH, except when there are uneven numbers of BBH and SBH players in the team. No three batters of the same BH may appear in the batting order consecutively and the order must stick, as closely as possible to the WBSC rule.
- 7) Addition to Rule 3.2.2.c.:
 - a) Where the starting batting order contains only 9 players then, the tenth entry shall be designated an “Automatic Out” and, while only 9 players are listed on the line-up, shall be considered of the BH for which there are the least players are represented in the line-up; i.e. for a team playing with 6 BBH and 3 SBH players the 10th batter shall be considered a SBH. When this position is reached in the order the batter will be called out and the game continues. If a tenth player substitutes in for the “Automatic Out” position, then they shall, from the time of the substitution, assume a position in the line-up, nearest to the tenth batting position, which shall allow a legal batting order to be continued. This change in order shall not affect any previous portion of the game proceedings and all scores and out shall count before this substitution is made.
- 8) Addition to appendix 5. Point A.8.h.:
 - a) The umpire, with agreement from both captains can decide to not enforce a section of the rules if that decision benefits the league in general and does not negatively impact the integrity of the game. This decision should be reported to the Executive and Captains Committee by using the Umpire Incident Report Form (see *Links to Forms* section) and if complaints were received from within that group regarding Captains Committee would need to decide if the decision was in line with the league standards.

3.5.8 Ground rules

Umpire and captains shall agree on any ground rules (i.e. hazards, dead ball zones, etc.) at the pre-game meeting.

3.5.8.1 Pitches with fences

Note that additional rules apply on any pitch which has fences and/or a backstop.

The use of a windbreak behind the catcher’s box to prevent balls being lost in shrubbery is also permitted as long as it is set up beyond the dead-ball zone.

On any pitch with outfield fences, a batted ball directly hitting a tree overhanging in the outfield will be considered a homerun.

3.5.8.2 Trees and shrubbery

On any pitch with trees in the outfield, a batted ball hitting a tree on the fly (i.e without bouncing) will be considered a home run, unless previously agreed otherwise by the umpire and captains; a batted ball hitting a tree on the bounce will remain live unless the ball becomes lost in shrubbery.

Any ball fair ball that batted into shrubbery on a bounce will be awarded a ground-rule double.

Any team playing defence that appears to 'let the ball go dead' to limit the batting team to a ground-rule double may be awarded a homerun by the umpire.

A thrown ball hitting a tree or lost into shrubbery will count as a ball thrown dead, and the usual base awards will apply. These ground rules apply even if the tree overhangs fair territory.

3.5.8.3 Greenfield Football Centre Hill

Leftfield at GFC sharply ends at a drop-off to the football pitches below.

Any ball hit on the fly over this hill that is in fair territory, will be awarded a homerun.

Any ball hit into fair territory that bounces then goes over the hill shall be called 'dead' and the baserunner shall be awarded a ground rule double.

Any team playing defence that appears to 'let the ball go dead' to limit the batting team to a ground-rule double may be awarded a homerun by the umpire.

3.5.9 Warm-up

Teams should warm up, out of the way of the umpiring official while the umpiring official is setting up the field. Batting practice should use 1st and 3rd bases to minimise wear and tear on the batter's box and avoid disputes about 'having the diamond'.

3.5.10 Pre-game meeting

At the beginning of the game, captains and neutral umpire, if provided, will meet to confirm the following: whether they are playing 6&6, the status of players on the line-up (guests, under-18s), to agree ground rules, and to decide 'coin-tosses' should they be applicable. The player who presents at the pre-game meeting will be considered the captain in relation to rules stipulating actions that are restricted to the manager, or if the umpire needs to confer with the captain(s).

3.5.10.1 Under 18s

At the beginning of the game, captains must clearly and explicitly indicate to the umpire and to their opposing captain which players are playing as ringers and guests. They must also indicate if any of their players are under 18 years of age, and if so confirm that all the provisions for under-age players have been met (see 1.6, 3.3).

3.5.10.2 Courtesy runners

Other than for a blood replacement player, there is no rule for temporarily replacing injured base-runners in the WBSC rules. However, the BSF have introduced a rule regarding suspected concussion, which is in line with the blood replacement rule. Any team requiring a courtesy runner should make their expectations for these clear at the pre-game meeting with the Umpire and opposing Captain. All three parties should agree and abide to a procedure before the commencement of the game.

3.5.11 Weather and grounds conditions

On all questions of fitness for play, any global decision made by the UIC or their appointed deputy in consultation with the ground staff will overrule decisions made by individual neutral umpires or the players themselves. This applies in particular to conditions at the start of play, and any decision to abandon play due to lightning or other inclement weather.

Regarding the suitability of individual fields, for example due to standing water, any decision to relocate shall be taken by the umpire only. Teams should not set up on an alternative field before the game starts. If the conditions are such that players feel there is a danger, umpires should first ensure that players have appropriate equipment. Any game that is abandoned because of the conditions before five innings have been completed will be rearranged and replayed from the point at which it was suspended or, if less than two innings have been completed, replayed from the start.

3.5.11.1 Notification of cancellation

The ground staff at GFC will undertake to notify the UIC and or League Chair of cancellation **by 16:00 on match day** in case of persistent bad weather or if the fields are not playable. All players should assume

games with go ahead unless they explicitly are told otherwise. In the case of cancellation, the Captains Committee WhatsApp will be notified. Captains are responsible for notifying their teams.

As already stated, unless Captains hear otherwise games will go ahead. **Captains must NOT make independent bilateral decisions on this issue.** If in doubt, turn up.

Once the decision to cancel a game has been made, the game will be considered cancelled, even if conditions improve.

3.5.11.2 Rainouts

If not notified by the GFC staff, UIC, or League Chair, the final decision to declare a rainout will be made by the officiating umpiring or their designated representative, **by 16:00 on match day**. The officiating umpire or their designated representative shall have final say on whether a field is playable. Rain on its own is not usually sufficient cause for abandonment: long-term damage to the pitch and safety of players are the main concerns. If a team refuses to play, then they shall be deemed to have lost the game (see 3.5.14). As mentioned above (3.3), captains should ensure that players have suitable footwear for wet conditions.

3.5.11.3 Wind

Wind shall not prevent any games being played unless large debris (e.g. tree branches) are being blown across the playing area. If so, then play should stop until the wind has calmed down or debris has cleared. Umpires shall not change their calling of balls and strikes because of windy conditions.

3.5.11.4 Lightning and thunder

All players should be aware that the danger of being struck by lightning is increased in open spaces, near trees, metal fences, electricity pylons, and when holding long metal objects. **At the sound of thunder or sight of lightning, play must stop immediately**, and players should seek shelter (do not shelter under the trees). If after 30 minutes there is no further lightning/thunder, then the game shall resume. Otherwise, the game shall be abandoned. See 3.5.14 for rules regarding incomplete games.

3.5.11.5 State of the field

The 'state of the field' includes (but is not limited to): grass height, field markings, conditions of the batter's box, uneven ground, standing water, and other hazards.

If, prior to the start or at any time during a game, the state of the field constitutes a danger to the players, the officiating umpire may call the game. If players notice a dangerous condition (i.e. hole in the field), they should warn fellow players and notify their captain to tell the umpiring official and the opposing team captain. The umpiring official should report any field conditions (i.e. holes in the field) to the UIC so that it can be addressed with GFC via the Umpire Incident Report Form (see *Links to Forms* section). Any conditions impinging on the playing rules (i.e. overhanging trees) are 'ground rules' and shall be agreed by the umpire and captains at the pre-game meeting.

Further information concerning deterioration of the field during the game is covered below.

3.5.12 Field side music

Teams are requested to be mindful when choosing their playlists for music to avoid songs where lyrics might be offensive or inappropriate, especially considering that a number of players are minors, and spectators often include young children.

3.5.13 Injuries and incidents

It is important that every team be aware of their responsibilities in case of injury. Section 7 provides information about reporting injuries and other incidents, including a two-page guideline with important phone numbers and instructions, which team captains should keep with them as part of their match-day pack. It is hoped that each team will have at least one qualified first aider.

GSL has a first aid kit on site in the kit bag.

The BSF policy on head injuries is to recommend that all injuries, no matter how trivial they might seem, shall be taken to A&E.

In conjunction with BSF, the league would like to keep a record of serious injuries (i.e. requiring hospital attendance and/or resulting in long-term inability to play). Any such injuries should be reported to GSL SWO who keep record and (for insurance purposes) report injuries using the BSF website (see Section 7) using the form provided.

3.5.14 Incomplete or tied games

3.5.14.1 Regulation game and tied game

A minimum of five innings must be completed for a result to stand (WBSC Rule 1.2.1c), unless a game is subject to the run-ahead rule after 4 innings. Tied games should be resolved by extra innings (WBSC Rule 1.2.1b) if the conditions permit. Note that tie-break rules apply in extra innings (start with a runner on 2nd). However, should the conditions prevent continuation, a game can be declared a tie. For any game that does not run its full course, the reason should be stated on the score sheet.

3.5.14.2 Cancelled or non-regulation games

Any games cancelled or incomplete when curtailed by playing conditions, or an exceptional injury or similar event, will be completed at a later date (see 3.2.5). As long as at least two full innings have been completed, games will start from the point at which they were halted, and so it is important for score sheets to be kept. The batting line-up for each team should be the same as before, though any players who are unavailable for the continuation game may be substituted in the normal manner. A team which started the original game playing 6&6 but is unable to field 12 players in the continuation game may, exceptionally, request permission to revert to 5&5 before the start of the game, omitting two players from the line-up (though they may not do this once the game has restarted, i.e. due to injury). Any game abandoned with less than two innings completed will be replayed from the start.

3.5.14.3 Forfeiture after a game has started

Any game forfeited after it has started will be recorded as a 10-0 loss to the team at fault, unless the score at the time of the forfeit represents a bigger loss. The game will count as a “forfeit” for the purposes of determining league position.

3.5.15 Decision to abandon game

If the playing conditions deteriorate during a game (and assuming no global decision to abandon has been taken by the UIC, senior umpire, or ground staff as in 3.5.11), it will be up to the neutral umpire alone to decide whether to abandon a game. If possible, one inning’s notice should be given. If there is no neutral umpire, then the decision to halt play will be taken by a majority vote of 10 players from either side. If either team is playing one short, then the missing player’s vote will be considered an abstention. The majority must include at least one player from each side. If a team unilaterally decides to stop playing, they will be deemed to have lost the game (WBSC rule 1.2.2c) and the game will be recorded as a 0-10 defeat or the score at the time if the defaulting team is losing by more than 10 runs after the last complete inning. As above, the game will not count as a ‘forfeit’ for the purposes of determining league position.

3.5.16 Game MVPs

Each team will select one BBH and one SBH from their own lineup, as MVP for the game. MVPs must be players rostered to the team (aka they cannot be ‘guest’ or ‘ringer’ players).

3.5.17 Score sheets, score cards, team sheets

Both teams should keep track of the score during the game and the umpiring official should update the official scorecard between innings. The official scorecard should show batting order and identify ‘guests’, ‘ringers’, and any substitutions as well as team MVPs and the final score. Scores should be submitted by using the Scores Submissions chat in the GSL WhatsApp Community. The umpire’s record will be used in case of any dispute or disparity.

Serious injuries that occurred during the game should also be communicated/reported to the SWO using the Accident Report Form (see *Links to Forms* section and Section 7) If a game is abandoned due to serious injury, the Executive Committee may regard the game as incomplete rather than forfeited, depending on the circumstances and precedence.

In addition, umpire feedback may be submitted at any time after a game.

3.5.18 Umpiring fees

It is the responsibility of the captains to ensure the umpiring fees are paid. See section 3.4.

3.6 Trophies

3.6.1 Divisional shields

Divisional winners will take possession of the divisional shield, which they keep for a year.

3.6.2 Voted awards

MVPs. All players with at least 3 MVP votes from the season will be eligible for BBH or SBH MVP of their division. At the end of the season, each division will vote to select one BBH and SBH MVP from the division.

Additionally, each team may nominate one BBH and one SBH for each of these awards: **rookie of the year**, **most-improved**, and **pitcher of the year**.

All voting will be made by division.

SECTION 4: CODE OF CONDUCT

By registering for the GSL, players, umpires, and any of their associated spectators agree to abide by the rules outlined in this handbook and the following code of conduct.

4.1 Players' code of conduct

Players agree to

1. Be a positive role model for softball at all times and accept responsibility for their actions.
2. Participate within the competition's conditions and rules, and in the spirit of fair play.
3. Respect opposition players and officials and treat them with proper regard for their rights, obligations, and position held in Softball and the community.
4. Refrain from offensive or abusive language and gestures.
5. Accept victory and defeat with dignity.
6. Comply with Umpires' decisions in a professional manner.
7. Maintain high standards of personal hygiene and appearance.
8. Cooperate with all official requests to promote and market softball in a professional manner.
9. Refrain from making sexist or racist jokes, jokes about a particular sexual orientation/gender, or jokes about an athlete's, coach's or other participant's ability.
10. Refrain from making derogatory or demeaning remarks about any athletes, coaches, umpires or other participants.
11. Refrain from using profane, insulting, harassing or otherwise offensive language.
12. Refrain from making sexual innuendos towards any athletes, coaches or participants.
13. Not tolerate acts of aggression.
14. Refrain from smoking or drinking on playing grounds.
15. Respect the grounds and facilities.

4.2 Umpires' code of conduct

Umpires agree to

1. Respect the rights, dignity and worth of every human being regardless of age, gender, sexual orientation, ethnic origin, religion or ability; and refrain from any discriminatory practices on the basis of age, gender, ethnic origin, sexual orientation, religion or ability.

2. Be professional in their appearance and manner and accept responsibility for all actions taken.
 - a. Display high standards in language, manner, punctuality, preparation and presentation.
 - b. Display control, respect, dignity and professionalism to all involved with softball (including athletes, coaches, officials, scorers, administrators, the media, parents and spectators) and encourage other umpires to demonstrate the same qualities.
 - c. Be courteous, respectful and open to discussion and interaction.
3. Make a commitment to providing quality service to umpiring, by seeking continual improvement of their umpiring knowledge and skill through study, performance appraisal and regular updating of competencies.
4. Operate within the rules and spirit of Softball.
5. Refrain from any form of personal abuse towards athletes. This includes verbal, physical and emotional abuse.
6. Refrain from any form of sexual harassment. This includes explicit, implicit, verbal and non-verbal sexual harassment.
7. Place the safety and welfare of the participants above all else. Ensure that equipment and facilities meet rule requirements and safety standards.
8. Be impartial.
9. Value the individual in sport.
10. Avoid any situation which may lead to a conflict of interest.
11. Show concern and caution towards sick and injured athletes.
12. Encourage inclusivity and access to all areas of umpiring.
13. Be a positive role model for Softball.
14. Respect the grounds and facilities.

4.3 Spectators' code of conduct

Spectators agree to

1. Remember that young people participate in sport for their enjoyment and benefit, not yours.
2. Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
3. Respect the decisions of umpires and teach young people to do the same.
4. Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
5. Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
6. Show respect for your team's opponents. Without them there would be no game.
7. Encourage players to follow the rules and the umpires' decisions.
8. Do not use foul language, sledge or harass players, coaches or umpires
9. Respect the rights, dignity and worth of every person regardless of their gender, sexual orientation, ability, cultural background, or religion.
10. Respect the grounds and facilities.

4.4 Reporting procedures and dealing with breaches

It is important that unacceptable behaviour is dealt with quickly and appropriately. Therefore, if you have a concern and wish to report an incident, please contact the SWO via email.

4.5 Relevant policies

This policy should be read in conjunction with the other GSL policies including those on:

- Safeguarding Adults Policy and Procedures
- Safeguarding Children Policy and Procedures
- Anti Bullying
- Inclusivity Rules and Guidelines

4.6 Further information

For further information or to report an incident, please contact the GSL SWO or Chair via email.

4.7 Review date

This policy will be reviewed every two years or sooner in the event of legislative changes or revisions to policy.

SECTION 5: PROTESTS, RULES BREACHES, COMPLAINTS, AND SANCTIONS

5.1 Protests lodged during a league game

The WBSF Rules of play clearly define the allowable protests during a game, and the procedure for making a protest during a game (Rule 1.2.8-14). Protests about player eligibility may additionally be made after the end of a game but must be made within a reasonable time (normally 48 hours) after the infringement is discovered. Any protest not made following these procedures shall be rejected.

A team that makes a protest must also pay a protest fee of £25 to the League and after the game must supply a written description of the protest using the Umpire Incident Report Form (see *Links to Forms* section). Both must be received by the Executive Committee within 7 (seven) days of the protest first being made. Receipt shall be acknowledged in writing. Once an official protest has been made the fee is payable even if the protest is subsequently withdrawn and/or no written description is received. If the protesting team won the game any protest shall be ignored and no fee shall be charged. (A protest about player eligibility may separately be investigated as a breach of league rules).

If the protest is upheld the fee may be refunded at the discretion of the Executive Committee. If a protest is upheld the actions that must follow are laid out in the WBSF rulebook (Rule 1.2.14), but the League may also apply additional sanctions if the investigation concludes that the rules breach was a result of unacceptable conduct by the offending team.

5.2 Reasons for taking disciplinary action

From time to time it may be necessary for the League to impose sanctions on individual members or teams within the League.

Possible reasons for sanctions being imposed include, but are not limited to:

- Failure of an individual or team to comply with the rules and regulations of the League
- Unacceptable conduct, by an individual or team, either on or off the pitch.

The imposition of sanctions shall usually follow an investigation prompted by:

- A complaint to the Executive Committee lodged by any person, whether a member of the League or not.
- A decision of the Executive Committee that a breach of the League's rules and regulations may have occurred.

5.3 Breaches of the League's rules and regulations

Among possible breaches of the rules and regulations that might occur, punishment tariffs for some have been set by precedent as follows. These tariffs will normally be applied automatically, without the need for an investigation.

Where multiple breaches occur in connection with the same game, only the most severe will be punished. Sanctions involving points deductions should allow for a range of points deductions, potentially on a punitive basis (i.e. not just the points at stake in that game) so that repeat transgressors can be punished to a greater extent, but even a first offence should normally result in the loss of at least 1 league point.

In all the below cases, the Executive Committee reserves the right to take into consideration the circumstances of the misdemeanour. Teams being served with notice of a tariff punishment may appeal the decision and request an investigation as detailed below and in 5.5.3.

Protests and appeals regarding breaches of the League's rules and regulations that are subject to an automatic tariff must be made within 48 hours of notification of the tariff. Other protests and appeals may be made within a reasonable time after the alleged offence has taken place. Protests may be normally made only by parties who are affected by the rule breach, including teams affected by the result of a game between two other teams. The Executive Committee may choose to investigate any rule breach that comes to its attention, regardless of whether an official complaint or protest has been received, but will do so only if it judges that such an investigation to be in the League's interest overall.

5.3.1 Forfeit of the game in question (Type A)

For any of the below, the forfeiture will be counted as a "forfeit" (0 points) as far as points are concerned.

- If an illegal side is fielded (i.e. not consisting acceptable numbers of BBH and SBH, allowing for legal substitutes, playing with extra players, or playing one short)
- Use of ineligible player in a league fixture (i.e. illegal guest or ringer, suspended player)
- Knowingly using a guest or ringer when a rostered player of the same BH size is present and capable of play.
- Contravention of the ringer batting or fielding rules deemed to have affected the result (i.e. legal ringer playing in an influential position). The affected team must lodge an appeal in the normal manner.
- Knowingly using or having been found to use illegal equipment that has affected the result of the game. The affected team must lodge an appeal in the normal manner.
- Playing 6&6 with ringers.
- Ejection of a player and not having a substitute.

5.3.2 Automatic one-point deduction (Type B)

- A second Type C offence

5.3.3 Warning (Type C)

- Contravention of the batting or fielding restrictions by a legal ringer as long as this has not affected the result
- The use of illegal equipment as long as this has not affected the result.

5.4 Unacceptable conduct

Individuals and teams within the League have an obligation to obey the rules and regulations of the League and conduct themselves in a manner that does not endanger or give offence to others. Unacceptable behaviour may attract sanctions from the League.

5.4.1 Individual conduct

Possible sorts of unacceptable behaviour by an individual include, but are not limited to:

- Assault of a player or official, on or off the pitch. This shall be deemed a Category 1 offence.
- Serious verbal assault, including threats, on or off the pitch, of a player or official. This shall be a Category 2 offence.
- Flagrant disregard for the Code of Conduct. This shall be a Category 2 offence. Where such conduct is prolonged and/or seen to have lasting negative consequences, it shall be deemed to be a Category 1 offence.
- The use of dangerous equipment (i.e. metal spikes) during a game. This shall be a Category 2 offence. If the player was already warned by an umpiring official at the present game or in a past game, this shall be upgraded to a Category 1 offence.
- Continued or sustained abuse of a player or official, on or off the pitch. This shall be a Category 3 offence.
- Coercion or forcing of any member of the sport, where such member is incapacitated by means of age, disability, mental state or any other reason, into inhuman, degrading or illegal activities, including, but not limited to sexual abuse. This shall be deemed a Category 1 offence.

- Conduct by individuals identifiable as members of the League, where such conduct is damaging to the good name of the sport. This shall be deemed a Category 3 offence. Where such conduct is prolonged and/or seen to have lasting negative consequences it shall be deemed to be Category 2 offence.

5.4.2 Team conduct

Possible sorts of unacceptable behaviour by a team include, but are not limited to:

- Complicity with unacceptable player conduct as outlined above. This shall be deemed a category 3 offence for the team.
- Co-ordinated or prolonged intimidatory behaviour. This shall be a category 3 offence.
- Non-co-operation with reasonable demands by an umpire in connection with the officiating of a game. This shall be deemed a category 2 offence.
- Conduct by individuals identifiable as members in any capacity in the sport of Softball where such conduct is damaging to the good name of the sport. This shall be deemed a category 3 offence.
- Where such conduct is prolonged and/or seen to have lasting negative consequences it shall be deemed to be a category 2 offence.

5.4.3 Player ejected or game abandoned by umpire

Any incident resulting in a player or other person being ejected by the umpire, or the game being awarded to either side by the umpire, shall automatically be reported to the UIC and/or League Chair and investigated, preferably before the next game involving that player/team. Whenever an umpire ejects a person from a game, that umpire must complete the GSL Umpire Incident Report Form (see *Links to Forms* section). This form must be submitted to the UIC as soon as possible and, in any case, within 48 hours. If the ejected player wishes to submit a written account of the circumstances surrounding the ejection then this information must also be with the UIC within 48 hours, to be considered.

The UIC will then consider the information and decide if any sanction should be imposed. This decision will be provided electronically at the earliest opportunity but within 5 days from the time of the ejection. It is therefore essential to obtain a current e-mail address for the person under consideration. The decision will be provided to the ejected person, the umpire, and the GSL Executive Committee members. This may involve a suspension but this is not automatic. See 5.6 for details of suspensions.

NB: If the UIC was a player or umpire in the game when the ejection took place, the process will be administered by another member of the GSL Executive Committee who was not involved in the game nor has a conflict of interest. The UIC will indicate who this should be.

Any **appeal** of the decision should be dealt with under 5.5.3 on payment of the appropriate fee.

The final outcome will be published to the league as a whole.

5.5 Investigation and processing of complaints, protests, and breaches of League rules

Complaints, protests, possible breaches of League rules and regulations, and incidents other than automatic tariff penalties are all processed in the same way once they have come to the attention of the Executive Committee. The League is intent upon ensuring all parties are given full and fair opportunity to bring all the relevant evidence to investigation.

5.5.1 Investigating officer and judicial committee

First the Executive Committee shall appoint an **investigating officer**.

- For rule breaches concerning player eligibility the investigating officer shall normally be the RRTC Officer.
- For rule breaches concerning scores, the investigating officer shall normally be the Fixtures Chair.
- For rule breaches concerning payment of fees the investigating officer shall normally be the Treasurer.

- For protests and other rule breaches, the investigating officer shall normally be the UIC.
- For complaints the League Chair or Vice Chair shall normally be the investigating officer.

If the default investigating officer is personally involved in the case or has a vested interest in the outcome the Executive Committee shall appoint another of their number, or an outside party, to investigate. The remaining members of the Executive Committee, excepting any individuals who are personally involved in the complaint, shall form a **judicial committee**, the purpose of which is described below. The judicial committee shall have a minimum of **three** members, and shall appoint members from outside the Executive Committee, if necessary. If all of the Executive Committee are implicated, a Captains' meeting shall be called that shall appoint one of their number to be the investigating officer and at least three others to form the judicial committee.

5.5.2 Initial evidence and finding

Once selected, the investigating officer shall ask for written submissions from each party (team or individual) involved in the incident. **These must be supplied within 7 days.** If submissions are not forthcoming, the investigating officer shall make all reasonable efforts to ensure that the parties involved are aware of the request for submissions and have explicitly declined to provide them. The investigating officer may also require team representatives or individuals to make themselves available for questioning about the circumstances surrounding the incident. The background to the request for information shall be explained clearly to individuals who are questioned in this way.

All evidence supplied to the investigating officer shall be made available to all interested parties and must be attributable to an individual: no anonymous evidence shall be accepted.

The investigating officer shall then study the evidence supplied. Within 7 days of receiving the written submissions they shall provide the (other) members of the judicial committee with:

- 1) copies of all submissions
- 2) their investigative conclusions about the incident
- 3) their recommendation as to what, if any, sanctions shall be applied as a result.

The judicial committee then have 7 days to discuss the investigating officer's submission and agree how to deal with the incident and what if any sanctions to apply. The results of the investigation and of any subsequent sanctions, together with a summary of the submissions made, shall be supplied to the captain of each team involved and any other interested parties and also shall be summarised for the Captains Committee to disseminate to their teams accordingly.

5.5.3 Appeal

Once informed of the outcome of the investigation all interested parties have a right of appeal. **If a party appeals they must inform the League of their intention to appeal within 48 hours**, and then must pay a fee of **£50** to the League and supply a written summary of their appeal within a further 5 days of receiving the original judgement. Any sanctions imposed by the original judgement shall normally be suspended until after any appeal is heard.

Once an appeal is received an **appeal committee** shall be set up by the judicial committee. The appeal committee shall consist of:

- 1) A chairman, who shall normally be a neutral third party not involved in the original investigation.
- 2) The original investigating officer
- 3) A representative of the party that has lodged the appeal (see below)

The appeal committee must meet within 7 days of being created to discuss the case. They may request additional material from all interested parties and meet on further occasions after no more than 7 additional days to complete their deliberations. They shall then produce a report (including a recommendation about possible sanctions) which they shall supply to the original judicial committee. If they cannot agree on a course of action they may make individual representations to the committee. The judicial committee will then rule on the appeal and decide on any sanctions to be applied. The report(s) of

the appeal committee and the decision of the judicial committee shall be summarised for the Captains Committee to disseminate to their teams accordingly.

Should an appeal be successful, the £50 fee will be refunded.

5.5.4 Appellant's representative

If the appellant is an individual they can pick any other member of the League to represent them. If the appellant is a team they can pick any League member from within or outside that team to represent them.

5.5.5 Appealing automatic tariff penalties

Automatic tariff penalties may also be appealed following the above procedure, except that (a) no fee is levied for an initial appeal, (b) the initial case will be considered by an investigating officer and judicial committee as in 5.5.1, (c) their decision can be furthered appealed as in 5.5.3.

5.6 Imposing sanctions

Sanctions are imposed by the Executive Committee, who are the ultimate arbiter on individual and team sanctions within the League. Sanctions come into force immediately the Executive Committee imposes them (subject to any appeal).

5.6.1 Possible sanctions

5.6.1.1 For individual members of the League

Possible sanctions vary according to the seriousness of the offence as follows:

- Category 1 – Any or all of: Permanent expulsion, suspension for a period of up to one calendar year.
- Category 2 – Any or all of: Suspension for less than 8 games.
- Category 3 – Any or all of: Suspension for less than 3 games, written caution.

5.6.1.2 For teams within GSL

Possible sanctions vary according to the seriousness of the offence as follows:

- Category 1 – Any or all of: Permanent expulsion, suspension for a period of up to one calendar year, financial penalties.
- Category 2 – Any or all of: Suspension for less than 8 league games, deduction of league points, overturning of game results, financial penalties.
- Category 3 – Any or all of: Deduction of league points, overturning of game results, written caution, financial penalties.

5.6.1.3 Repeated offences

Repeated Category 3 offences by a team or individual shall be deemed a Category 2 offence, with the proviso that any such sanctions imposed for repeated offence shall be imposed in addition to, and not concurrently with, any other sanctions imposed.

5.6.2 Serving suspensions

Suspensions will be served immediately unless explicitly stated otherwise. If a game which a player was due to miss because of suspension is forfeited in advance (i.e. before it begins), then that game will not count towards the player's sentence. Likewise, if a game is incomplete (less than 5 innings) having been abandoned due to playing conditions, that game will not count towards the player's suspension. The player will miss the next game (not the continuation of this game). Note that an incomplete game, which, having started, is subsequently forfeited, *will* count towards the suspended player's sentence.

Suspensions may also be expressed in terms of a time period. Suspensions will apply to games scheduled to be played by the team to which the suspended player is rostered. But a suspended player may not, while suspended, play as a guest for another team, nor may such a planned appearance count as fulfilling the suspension. A suspended player who transfers to another team while suspended shall serve out their suspension with their new team. Suspensions will not be scheduled to begin before a suitable time has

elapsed which allows captains to organize replacements for a suspended player. This will usually be understood to be three full days from notification of the suspension being received. Players who are suspended are prohibited from participating in any activities associated with normal league games, including coaching, scoring, umpiring or spectating. Suspensions will not normally extend to activities associated with GSL but not part of league play, such as tournaments, representative teams, or social activities other than the after-match gathering, unless explicitly mentioned as part of the sanction.

SECTION 6: SAFEGUARDING POLICIES

GSL takes seriously its role in recognising and removing any barriers faced by people involved in or wanting to be involved in our league, in any capacity, to ensure the culture of our league improves to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of our league.

The league is committed to working together and in partnership with all relevant agencies to ensure that we fulfil our legal and moral obligations to safeguard and promote the welfare of all participants, specifically young and/or neurodivergent individuals.

League members are expected to adopt, implement, and actively promote all aspects of this Anti Bullying Policy.

6.1.1 Definition

Bullying is any repeated and unreasonable behaviour directed towards a person or a group of people that creates a risk to health and safety, whether physical or psychological.

Bullying can include, but is not limited to:

- Physical – pushing, kicking, hitting, pinching, etc.
- Verbal – name-calling, sarcasm, spreading rumours, persistent teasing, emotional torment through ridicule, humiliation, or the continual exclusion of individuals.
- Cyber – posting derogatory or abusive comments, videos, or images on social network sites, including individual teams' communication channels.
- Sexual – sexual comments, suggestions, or behaviours and unwanted physical contact.
- Other- racial taunts, graffiti, gestures, sectarianism.

6.1.2 Responsibilities

The League will:

- Help to create a culture that encourages all members to speak out against bullying and share any concerns they may have
- Commit to providing a friendly and safe environment for members to participate and enjoy.
- Recognise its duty of care and responsibility to safeguard all participants from harm
- Promote and implement this Anti-Bullying Policy and our Safeguarding Policies for Children and Adults at Risk.
- Seek to ensure that bullying behaviour is not accepted or condoned.
- Club/organisation members are required to be given information about and sign up for this policy.
- Take action to investigate and respond to any alleged incidents of bullying
- Encourage and facilitate children and young people's active participation in developing and adopting a code of conduct to address bullying.
- Ensure that coaches are given access to information, guidance and/or training on bullying.
- Each member of the league will:
 - Respect every person's need for, and right to, a play environment where safety, security, praise, recognition, and opportunity for taking responsibility are available.
 - Respect the feelings and views of others

- Recognise that everyone is essential and that our differences make each of us special and should be valued.
- Show appreciation for others by acknowledging individual qualities, contributions, and progress.
- Be committed to the early identification of bullying and take action to deal with it.
- Ensure safety by carefully explaining and displaying rules and practices for all to see.
- Report any incidents of bullying they see. By doing nothing, you are condoning bullying.

6.1.3 Support & Response

It is not the responsibility of any individual to decide whether bullying has occurred or is taking place. The league is committed to addressing and tackling any allegations or suspicions.

6.1.3.1 Within Team

Captains are expected to foster and maintain a positive, inclusive environment with their teams, the standard of which should align with the guidance set out in the Players' Rights Charter. Allegations or suspicions of bullying within a team should first be addressed by an appropriate internal process.

6.1.3.2 Within League

If allegations or suspicions of bullying involve players from more than a single team, or if those involved feel that a timely resolution has not been found through an internal process, then the Safeguarding & Welfare Officer should be notified. This can be done via the contact details listed in the GSL Handbook or via any member of the GSL Committee

6.1.4 Response

- All allegations or suspicions will be dealt with promptly
- Information will be collected by the Safeguarding & Welfare Officer
- A discussion(s) will then occur as appropriate, involving the accuser, the accused, and where applicable, the team Captain(s), and if a player is engaged under 18, their parent or legal guardian.
- If necessary, the league may impose sanctions in line with 5.4 Unacceptable Conduct.
- A written record of all reports and actions will be kept.

6.2 Safeguarding Children Policy

GSL takes seriously its role in recognising and removing any barriers faced by people involved in or wanting to be involved in our league in any capacity. This will ensure that our league's culture improves to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of our league.

This policy is mandatory for all GLS members when engaged in softball activities with young people. You must adopt, implement, and actively promote all aspects of this policy.

GLS accept that we have a duty of care to safeguard and promote the welfare of all children involved in our league. All children have a right to protection, and the needs of disabled or neurodivergent children must be considered.

Safeguarding remains everyone's responsibility.

6.2.1 Definitions

- *Child or Young Person.* Defined as a child that has not yet reached their 18th birthday.
- *Child Abuse.* The maltreatment of a child. Covering both the inflicting of harm and failing to act to prevent damage.
- *Parents.* A generic term to represent a person or people with legal parental responsibility for a child or young person

6.2.2 Types of Abuse

There are four main types of child abuse.

- *Physical:* Involving causing physical harm of any variety or causing deliberate ill health. A relevant example is if a child is required to train beyond their capabilities.
- *Sexual:* Forcing or enticing a child to take part in sexual activities. Activities are not limited to physical contact, as engaging in any form of communication of a sexual nature with a child is deemed to be sexual abuse. All captains should ensure that any social discussions amongst the team do not touch on sexually explicit content should a child be a part of the group or in the nearby vicinity of the group.
- *Emotional:* Persistent ill treatment of a child that adversely affects their development. It may involve conveying to a child that they are worthless, unloved, or inadequate. Placing inappropriate expectations on a child constitutes emotional abuse. In context for the league, putting inappropriate expectations on a child to succeed is abusive.
- *Neglect:* persistent failure to meet a person's basic physical and/or psychological need. Within the context, this may include not providing the appropriate safety equipment or not addressing any issues that may arise in a timely manner.

Bullying, as outlined in the Anti Bullying Policy, is not a type of child abuse, but it does have traits that overlap with child abuse. Not all cases of bullying of a child constitute child abuse. If the severity of the bullying is significant or the length of time it occurs is substantial, then it may be classed as child abuse.

6.2.3 Roles & Responsibilities

This policy is based on the following principles:

- The safety and welfare of the child is paramount
- A child's rights, dignity, and worth will be respected.
- All children, whatever their age, culture, disability, neurodivergence, gender, language, racial origin, religious beliefs, and/or sexual identity, have the right to protection from abuse.
- All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.
- All members have a responsibility to report concerns to the appropriate person.
- Young people and their parents must be informed of these policies and procedures and supported in raising complaints and concerns.
- Confidentiality will be upheld in line with current legislation.

The role of the GLS Committee is to:

- Accept that the Committee is responsible for upholding their Safeguarding policies and responding to any suspected breaches of them.
- Appoint a Safeguarding & Welfare Officer who will form part of the Committee.
- Ensure that the SWO or other member of the Committee has undertaken BSUK 'Safe on Base' Safeguarding training.
- Respond appropriately and promptly to recommendations made by the SWO.
- Carry out disciplinary investigations when appropriate.
- Ensure that any concerns raised, or complaints made regarding the welfare of children are handled following the Complaints Procedure.
- Maintain, as far as possible, the confidentiality of those sharing a concern, those accused of misconduct and any alleged victims.
- Carry out or contribute to disciplinary investigations when appropriate.
- In serious incidents, appropriate legal actions must be initiated through reporting to relevant authorities.

The role of the SWO is to:

- Ensure that any concern raised, or complaint made regarding the welfare of a child is handled following the policy.

- Receive and advise on reports or concerns raised by members.
- Initiate action, ensuring that all appropriate persons have been contacted.
- Inform the BSUK Safeguarding Officer of any cases of misconduct that involve suspected child abuse.
- Maintain up-to-date knowledge of safeguarding issues with support from BSUK.
- Refer all media enquiries about suspected or reported abuse or poor practice to BSUK.

6.2.4 Principles of Best Practice

Best safeguarding practice means:

- Making sports enjoyable and prompting fair play.
- Always working in an open environment.
- Treating all children with respect and dignity.
- Always putting the welfare of each child before winning.
- Build a balanced and professional relationship based on mutual trust, empowering children to share in decision-making.
- Keeping up to date with technical skills, qualifications, and insurance.
- Ensuring that at tournaments, adults (not related) should not share the rooms of children or invite children into their rooms.
- Being an excellent role model includes not smoking or drinking alcohol in the company of children.
- Not playing music with inappropriate lyrics.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Recognising children's development needs and capacity – avoiding excessive training or competition and not pushing them against their will.
- Securing parent consent in writing to act in the need of emergency first aid and/or medical treatment.
- Keeping a written record of any injury and the details of any treatment given.

6.2.4.1 Practices to be avoided

The practices below should be avoided except in emergencies:

- Spending time alone with children away from others.
- Taking or driving off a child to an event or activity.

If cases arise where these situations are unavoidable, it should be with the full knowledge and consent of someone in the club and the child's parents.

6.2.5.2 Practices never to be sanctioned

You should never:

- Engaging in rough, physical, or sexually provocative games.
- Share a room with a child.
- Allow or engage in any form of inappropriate touching.
- Make sexually suggestive comments to a child.
- Reducing a child to tears as a form of control.
- Fail to act upon and record any allegations made by a child.
- Invite or allow children to stay with you at your home unsupervised.

6.2.6 Incidents That Must Be Reported/Recorded

If any of the following occur, you should report this immediately to the SWO by using the Accident report form on the website (see *Links to Forms* section). You should also ensure the parents are informed:

- If you accidentally hurt a player.
- If he/she seems distressed in any manner.
- If a player appears to be sexually aroused by your actions.

- If a player misunderstands or misinterprets something you have said or done.

6.2.7 Use of Photographic/Filming Equipment

We do not actively discourage the creation and use of positive images of children playing in the GSL. However, all clubs should be vigilant and report any concerns to the SWO via email.

6.2.7.1 Best Practice

- Request some form of identification when registering to take photographs or video images.
- All photography equipment will have the audible 'click' sound turned on.
- All photographs and images will reflect a positive impression of the sport and the participants, will feature appropriate sports kits and will be taken to reduce the opportunities for their misinterpretation or abuse.
- If possible, encourage a focus on the activity rather than the child.

6.2.7.2 Not Permitted

- Unsupervised access to any young person or one-to-one photo sessions.
- Unsupervised photo sessions outside of the league's activities.
- Photography in a children's room or during the process of changing clothes in any environment.

6.2.8 Support to deal with the aftermath of abuse

- Consideration should be given to the kind of support that children, parents, and members of the GLS may need -for example, signposting to helplines, support groups, and open meetings.
- Consideration should be given to what kind of support may be appropriate for the alleged perpetrator.

6.3 Pregnancy Policy

This policy is written to protect the unborn baby and the pregnant person.

6.3.1 Risks to the Expectant Person and Baby

The stage of pregnancy is an essential factor in determining whether and for how long pregnant people should continue to participate in sports. As pregnancy progresses, the risks increase.

Risks will vary according to individual circumstances.

6.3.2 Participation & Personal Liability

Individuals who are, or suspect they are, pregnant should consult with an appropriate medical practitioner to confirm that their participation in softball-related activities is suitable for their circumstances.

6.3.3 Specific Risks

It is acknowledged that the specifics of the softball game may not be familiar to all medical practitioners.

Anyone at attendance at a game, even if not on the playing field, is at risk of injury due to a batted or thrown ball.

- Hit in the abdomen. The impact of any ball, at any pace, may have severe consequences for both the unborn baby and the pregnant individual.
- Collision. Player collisions are not common, but they are possible. The result of this impact may have severe consequences.
- Fall or Trip Incidents. Some pregnant people can experience issues with their vestibular system, which may lead to them being more likely to experience a fall during pregnancy. The impact of incidents may have severe consequences.

6.3.4 Declaration

Individuals who suspect they are pregnant or are pregnant should inform both the captain of their team and the SWO of the League.

Suppose the pregnant individual wishes to continue participating in any capacity. In that case, a discussion should be held to ensure that all actions are taken as safely as possible.

The league reserves the right to deny any individual the right to participate if there is a serious risk to their or others' health and/or clashes with restrictions within any insurance policy we are subject to.

6.4 Safeguarding Adults at Risk Policy

This policy is mandatory for all GSL members when engaged in softball activities with adults at risk. You must adopt, implement, and actively promote all aspects of this policy.

GLS accepts that we have a duty of care to safeguard and promote the welfare of all adults at risk in our league. Everyone has a right to protection, and the needs of disabled or neurodivergent adults must receive extra consideration.

Safeguarding remains everyone's responsibility.

6.4.1 Definitions

Adult at Risk. As defined in the Adult Support and Protection (Scotland) Act 2007. Any person aged 16 or over who:

- Is unable to safeguard their wellbeing, property, rights, or other interests.
- Is at risk of harm and
- Because they are affected by disability, mental disorder, illness, or physical or mental infirmity, they are more at risk of being harmed than adults who are not so affected.

All three elements must be met for an individual aged 16 or over to be considered an adult at risk.

6.4.2 Types of Abuse

The following list is representative examples of types of abuse that Adults at Risk may encounter during participation in a recreational sports league and should not be considered exhaustive.

- *Discriminatory.* Abuse which centres on a difference or perceived difference, particularly with results to race, gender, disability, neurodivergence, or any other protected characteristic outlined in the Equality Act.
- *Organisational.* Abuse arising through neglect or poor professional practice resulting from structure, policies, processes, and practices within an organisation.
- *Physical.* Hitting, slapping, pushing, kicking, etc.
- *Sexual.* This can include rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or exposure to sexual content without unpressured consent.
- *Financial & Material.* Theft, fraud, scamming, and coercion about money or property.
- *Psychological.* Threats of harm, abandonment, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation, or withdrawal of services.

Bullying, as outlined in the Anti Bullying Policy, is not a type of abuse, but it does have traits that overlap with abuse. Not all cases of bullying of an adult at risk constitute abuse. If the severity of the bullying is significant or the length of time it occurs is substantial, then it may be classed as abuse.

6.4.3 Roles & Responsibilities

This policy is based on the following principles:

- The safety and welfare of adults at risk is paramount.
- Adults with rights, dignity, and worth will be respected.
- All suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately.
- All members have a responsibility to report concerns to the appropriate person.
- Confidentiality will be upheld in line with current legislation.

The role of the GSL Committee is to:

- Accept that the Committee is responsible for upholding their Safeguarding policies and responding to suspected breaches.
- Appoint a Safeguarding & Welfare Officer who will form part of the Committee.
- Ensure that the SWO or other member of the Committee has undertaken BSUK 'Safe on Base' Safeguarding training.
- Respond appropriately and promptly to recommendations made by the SWO.
- Carry out disciplinary investigations when appropriate.
- Ensure that any concerns or complaints about the welfare of adults at risk are handled per the Complaints Procedure.
- Maintain, as far as possible, the confidentiality of those sharing a concern, those accused of misconduct and any alleged victims.
- Carry out or contribute to disciplinary investigations when appropriate.
- In serious incidents, appropriate legal actions must be initiated through reporting to relevant authorities.

The role of the SWO is to:

- Ensure that any concern raised, or complaint made regarding the welfare of an adult at risk is handled per the policy.
- Receive and advise on reports or concerns raised by members.
- Initiate action, ensuring that all appropriate persons have been contacted.
- Inform the BSUK Safeguarding Officer of any misconduct involving suspected abuse.
- Maintain up-to-date knowledge of safeguarding issues with support from BSUK.
- Refer all media enquiries about suspected or reported abuse or poor practice to BSUK.

6.4.4 Principles of Best Practice

- Best safeguarding practice means:
- Making sports enjoyable and prompting fair play.
- Always working in an open environment.
- Treating everyone with respect and dignity.
- Always putting the individual welfare before winning.
- Build a balanced and professional relationship based on mutual trust, empowering everyone to share in decision-making.
- Keeping up to date with technical skills, qualifications, and insurance.
- Give enthusiastic and constructive feedback rather than negative criticism.
- Keeping a written record of any injury and the details of any treatment given.

6.4.5 Incidents That Must Be Reported/Recorded

If any of the following occur, you should report it immediately to the SWO and record the incident using the insert method of reporting.

- If you accidentally hurt a player.
- If he/she seems distressed in any manner.
- If a player misunderstands or misinterprets something you have said or done.

6.4.6 Use of Photographic/Filming Equipment

We do not actively discourage the creation and use of positive images of any player playing in the GSL. However, all clubs should be vigilant and report any concerns to the SWO.

Best Practice

- Request some form of identification when registering to take photographs or video images.
- All photography equipment will have the audible 'click' sound turned on.

- All photographs and images will reflect a positive impression of the sport and the participants, will feature appropriate sports kits and will be taken to reduce the opportunities for their misinterpretation or abuse.

6.4.8 Support to deal with the aftermath of abuse

- Consideration should be given to the kind of support that members of the GSL may need -for example, signposting to helplines, support groups, and open meetings.
- Consideration should be given to what kind of support may be appropriate for the alleged perpetrator.

6.5 Players' Rights Charter

This charter outlines the fundamental rights of all players participating in the Glasgow Softball League. We believe in fostering a positive, inclusive, and enjoyable environment for everyone.

6.5.1 Right to Participation and Inclusion

- Every player has the right to participate regardless of skill level, experience, age (within league guidelines), gender, race, religion, sexual orientation, disability, or neurodivergence.
- Teams shall strive for balanced rosters to ensure fair competition and opportunities for all players to contribute.
- Players have the right to be assigned to a team and play in a mutually agreeable position within team needs and safety constraints.

6.5.2 Right to a Safe and Respectful Environment

- Players have the right to a safe playing environment, including well-maintained fields and equipment.
- Players have the right to be free from harassment, discrimination, bullying, and abusive language from teammates, opponents, coaches, and spectators.
- Players have the right to report any safety concerns or instances of harassment without fear of reprisal.
- The league shall enforce a strict policy regarding unsportsmanlike conduct, including but not limited to fighting, excessive arguing, and intentional rule violations.

6.5.3 Right to Fair Play and Rules Enforcement

- Players have the right to expect fair and consistent enforcement of league rules by umpires and league officials.
- Players have the right to know and understand the league rules.
- Players have the right to question rule interpretations respectfully.
- Players have the right to a fair and impartial resolution of disputes.

6.5.4 Right to Enjoyment and Recreation

- Players have the right to participate in a fun and supportive environment.
- Players have the right to prioritise recreation and enjoyment over competition.
- Players can learn and improve their skills without undue pressure.
- Players have the right to develop friendships and camaraderie with teammates and opponents.

6.5.5 Right to Communication and Feedback

- Players have the right to clear and timely communication from league officials regarding schedules, rule changes, and other important information.
- Players have the right to provide feedback to league officials regarding their experiences and suggestions for improvement.
- Players can access relevant league information, such as schedules, standings, and contact information.

6.5.6 Right to Reasonable Accommodations

Players with disabilities or those who are neurodivergent have the right to reasonable accommodations to participate fully in league activities, provided that such accommodations do not fundamentally alter the nature of the game or create an unsafe environment.

6.5.7 Right to Voluntary Participation

- Players can participate voluntarily and withdraw from the league at any time.
- Players shall not be pressured or coerced into participating against their will.

6.5.8 Code of Conduct

Players are expected to uphold the spirit of this Player's Bill of Rights and to conduct themselves in a manner that reflects positively on the league and follow the guidelines outlined in Section 4.1.

6.5.9 Enforcement

- Any player who believes their rights have been violated may file a complaint with the SWO.
- The league shall investigate all complaints thoroughly and take appropriate action to address this Player Rights Charter violations.
- The league reserves the right to suspend or expel any player who repeatedly violates this Players Rights Charter or engages in conduct that is detrimental to the league via the processes outlined in Section 5.

SECTION 7: INCIDENTS AND INJURIES

All incidents and injuries, however minor, need to be reported to the SWO the Accident Report Form (see *Links to Forms* section) within 24 hours of the incident.

SECTION 8: GSL TEAMS, SOCIAL MEDIA, WEBSITE, AND TARTAN TOURNAMENT

8.1 GSL Teams

8.1.1 Division 1 Teams

Team	Main Contact	Alternative Contact
CSC Chaos	Josh Hahn	Neil Selvester
Fast Bucks	Laura Cameron	Michael Keir
Fockers	Derick Turner	Justin Sperling
Highland Chargers	Richie Galvin	Christopher Clark
Honey Badgers	Kirsty Craig	
Kelpies	Bobbie-Jo Paysen	Douglas Grant

8.1.2 Division 2 Teams

Team	Main Contact	Alternative Contact
AJs	Craig Meighan	Ross Clements
Isotopes	Fraser Roberts	Callum McCrosson
Rocks	Ross Rankin	Douglas Laing LeClerc
Wreckers	Kyle Murray	Chris McArdle

8.2 GSL Social Media and Website

Website: <https://www.glasgowsoftball.co.uk/>

Facebook Group: <https://www.facebook.com/groups/2370435488/>

Instagram: <https://www.instagram.com/glasgowsoftball/>

8.3 Tartan Tournament

GSL holds an annual tournament open to all BSF-registered teams (and guest teams from outside the UK). Organising this tournament falls under the responsibilities of the Tournament Chair on the Executive Committee.

The 2025 Tartan Tournament will be held at Greenfield Football Centre on 31 May – 01 June. A separate Captain's Pack will be provided for the tournament regarding tournament rules.