NATIONAL POLICY ON
SPORTS & RECREATION
(ANTIGUA AND BARBUDA)

2011 - 2014

“Total Participation, Quality Training & Excellence in Sports”
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NATIONAL POLICY ON SPORTS AND RECREATION OF
ANTIGUA AND BARBUDA

1. PREAMBLE

In Antigua and Barbuda there have been many plans and programmes to develop sports and recreation in the past and some of these efforts may have, directly or indirectly, borne fruit in certain team and individual sports. In the absence of a clearly defined framework, the allocation of resources to facilitate the development of sports and recreation tended to be based on individual activities and their needs at the time, instead of being based on a holistic, structured framework for development of the sector. The popular opinion has always been that the resources required to facilitate the development of sports and recreation in the context of its increasing scientific, competitive and professional nature internationally are inadequate.

Over the years, a number of attempts have been made to develop a national policy on sports. However, such a policy has not been formally accepted and put into practice. In an effort to rectify this situation, the Minister of State with responsibility for Sports established a Sports and Recreational Advisory Council (SRAC), comprised of a number of key sports and recreational stakeholders to review the last submission made for a national policy on sports. The SRAC accepted its mandate to carry out an extensive review of the document, conduct research in the relevant areas and develop a document entitled the National Policy on Sports and Recreation (Antigua and Barbuda) which could in turn be further developed into legislation entitled the National Sports and Recreational Act.

This document is intended to be user friendly and easy to understand to enable a broad based level of participation in the implementation of the policies provided herein.
2. PURPOSE OF THE POLICY

This document has been developed to:

2.1. Provide the Government’s official position to stakeholders as to the manner in which certain actions are to be executed in the interest of sports and recreational development;
2.2. Promote efficiency within the sports and recreational sector;
2.3. Ensure consistency in the performance of activities even in decentralised operating units;
2.4. Ensure compliance with legal and other requirements of the sporting sector; and
2.5. Serve as a tool for quality improvement within the sector.

This National Policy on Sports and Recreation offers a formal, holistic and systematic framework for the development of sports and recreation in Antigua and Barbuda. It is based on recognition of the important role which sports and recreation plays in the life of the individual, the community, the nation, the region and in the world.

The National Policy on Sports and Recreation is based on the democratic principle of equality of opportunity and consequently is one that caters for all our citizens/residents irrespective of race, colour, class, gender, age, creed, physical or mental condition and area of residence. Because of the known health, social and economic benefits which can be derived from participating in sports and recreation, it can be deemed as important as any other activity or field of endeavour to the total development of the individual and the society.

Regular involvement in sports and physical activity is fundamental to good health and wellness at all stages of life. Sports and recreation provides an important environment for the education and socialization of all citizens/residents as well as valuable opportunities for personal enjoyment, social contacts and integration. It contributes fundamentally to the development and maintenance of democratic societies with active and productive citizens/residents. Sports and recreation can also play a major role in the economy and offers potential for economic development. The intrinsic linkage between sports and recreation and economic development can be recognized in many countries. Investing in young people is essential for development, as they
are the next generation of workers, entrepreneurs, parents, active citizens and leaders. Countries that invest in sports and recreation can see a sharp rise in investment, standard of living of its citizens, and many other economic gains. It is imperative, therefore, that sports and recreation be given the due recognition and resources that it deserves in order to facilitate its contribution to the energizing of the society as a whole.

‘That until such time as the NECS is established, the SRAC will carry out the functions of NECS to include recommendations for amendments to the National Policy on Sports and Recreation in Antigua and Barbuda’.

The National Executive Council on Sports is responsible for monitoring and reporting on the state of compliance with the policies herein and will have authorisation to recommend, through an approved disciplinary mechanism, to the Minister with responsibility for Sports, appropriate sanctions as deemed necessary to bring non-compliant parties back into line.

3. OBJECTIVES

Consistent with international trends, the National Policy on Sports and Recreation shall cover the two broad dimensions of contemporary sports:

- Total Participation in Sports (TPS)
- High Performance Sports (HPS)

The term “Total Participation in Sports” is based on the “Sports for All’ concept in which all sectors of the society - children, youth, adults, senior citizens/residents and the specially challenged, regardless of gender, ethnicity or religion are encouraged to be involved in an active lifestyle. It is one of the building blocks on which a successful sports development programme is framed. Total Participation in Sports (TPS) by its very nature therefore is all embracing since it focuses on all.

On the other hand, the term a “High Performance Sport” refers to a
“Competitive sport organised in accordance with International Federations and Olympic Committee rules and conditions at national or international level to determine winners”.

A High Performance Sport (HPS) by its very nature, therefore, tends to focus on an elite set of athletes. In light of the increasing scientific and competitive nature of HPS over the last two decades, the National Policy on Sports and Recreation must give special consideration to our elite athletes if they are to develop and compete successfully on the world stage.

In making provisions for these two broad areas of sporting activity, the National Policy on Sports and Recreation has eight (8) major related objectives:

3.1. To develop a healthy, disciplined, united and productive society through greater participation in sports and recreation by all citizens/residents.
3.2. To actively encourage the establishment of Physical Education Programmes at all educational levels and to foster the sports development phase of these programmes through the provision of sports coaching programmes throughout the education system.
3.3. To encourage and provide for the fullest participation of women and girls in all areas of sports, consistent with the 1994 Brighton Declaration on Women in Sport.
3.4. To provide opportunities for the fulfilment of social, psychological, emotional and physiological needs of the individual through sports and recreation.
3.5. To develop and improve the knowledge and practice of sports and recreation in the interest of the holistic development of the individual and the enjoyment by the public at large.
3.6. To strive to attain excellence at the highest level of sporting competition, develop national pride, patriotism and enhance goodwill among nations.
3.7. To promote and facilitate the development of sports and recreation as an industry that will contribute to the earning capacity of the individual as well as to the national economy.
3.8. To promote Antigua and Barbuda as a preferred destination for sporting events and recreational activities.
3.9. To place sports and recreation in the forefront of efforts to reduce the level of crime in Antigua and Barbuda.
4. SCOPE

The policies contained in this document have relevance for all stakeholders involved in the national sporting sector. While the policies herein recognize the internationally accepted democratic practice of facilitating the independent administration of National Sporting Associations, it also acknowledges the need to provide a framework which will result in a coordinated and consistent approach to sports development.

5. DEFINITIONS

5.1. **Affiliation**: to become closely connected to; to adopt or accept as a member, the act of becoming formerly connected

5.2. **Athlete**: Anyone trained to contend in exercises requiring physical agility and strength; one fitted for, or skilled in, intellectual contests.

5.3. **National Sports Association**: One which is comprised of affiliated clubs and members; is governed by a constitution and has duly elected officers to manage its affairs. It is responsible for organising local or National tournaments and has rights of affiliation to a regional or international parent or umbrella body. It should be registered with the National authority for such organisations.

5.4. **Physical Education**: Instruction in physical exercise; the care and hygiene of the human body generally conducted in a school or college.

5.5. **Recreation**: Refreshment in body or mind by some form of play, games, amusement, or relaxation usually without competitive elements.

5.6. **Registration**: A document certifying registration, an entry on a register.

5.7. **Sports & Recreational facility**: A playing field and/ or an infrastructural (building) element, on and in which sports and recreational activities take place.

5.8. **Sports Club**: An organized and approved group of persons who have joined together for the purposes of participating in a sporting activity.

5.9. **Sport**: Any form of physical activity through which casual or organized participation is aimed at improving physical fitness and mental well being, forming social relationships or obtaining results in competition at all levels.
6. PHILOSOPHY

The fundamental thrust and raison d’être of the policy therefore can be captured in the statement: “Total Participation, Quality Training and Excellence in Sports”

7. MECHANISMS/STRATEGIES

Both Total Participation in Sports (TPS) and High Performance Sports (HPS) must be developed simultaneously. While they may have a different focus or character, they both share certain fundamental, developmental and infrastructural needs and complement each other. Total Participation in Sports (TPS) and High Performance Sports (HPS) must be intrinsically linked to a well structured scientifically developed Physical Education programme which moves systematically through the education system: from pre-school to primary, secondary and vocational schools to the tertiary education level, to include the persons with special needs.

8. INSTITUTIONAL FRAMEWORK

The institutional framework shall comprise governmental and non-governmental organisations or institutions whose collaboration will be critical to the successful implementation of the National Policy on Sports and Recreation.

The governmental/statutory institutions which shall assume the leadership role in the definition, implementation and monitoring of the National Policy on Sports and Recreation and ensuring such institutional collaboration shall be led by the Ministry with responsibility for Sports. The full complement of governmental/statutory institutions includes:

- The National Executive Council on Sports.
- The Ministry with responsibility for Education.
• The Ministry with responsibility for Finance.
• The Ministry with responsibility for Health.
• The Ministry with responsibility for Lands and Marine Resources.
• The Ministry with responsibility for Housing and Settlements.
• The Ministry with responsibility for Social and Community Development.
• The Ministry with responsibility for Planning and Development.
• The Ministry with responsibility for Tourism.
• Ministry with responsibility for Labour and Ministry with responsibility for Legal Affairs
• Ministry with responsibility for National Parks.

The non-government organizations which shall also play a key role in the process are the:

• Antigua and Barbuda National Olympic Committee
• National Sporting Associations
• Community Sports Clubs/Organizations.
• Private/Business Sector Organizations

8.1. GOVERNMENTAL ORGANIZATIONS

8.1.1. THE MINISTRY WITH RESPONSIBILITY FOR SPORTS

8.1.1.1. Initiating and/or facilitating the formulation, monitoring and evaluation of policies relating to sports and recreation.

8.1.1.2. Assisting with the promotion of, and opportunity for total participation in sports and recreation by all residents of Antigua and Barbuda through training and competitive sporting events.

8.1.1.3. Establishing the Inter-Scholastic Sports Association, in collaboration with the Ministry of Education, to assist with the development and implementation of the physical education and sports programme in school.

8.1.1.4. Assisting with the development and implementation of the community sports coaching and competitive programme.
8.1.1.5. Assisting with public education in sports and physical activity
8.1.1.6. Designing and setting standards for the establishment of national and community recreation grounds and indoor sporting facilities
8.1.1.7. Encouraging National Sports Organizations to develop junior sports programmes designed to attract youth to their sporting discipline and to provide suitable developmental activities for those involved, and to provide funding for such development.
8.1.1.8. Establishing closer ties between established individual sports clubs and individual schools, in collaboration with the Ministry of Education, taking care to ensure that students are neither pressured to play for clubs when it was in their best interest to play for the schools, nor be held back by the school if their best sporting interest could be served by moving on to playing at the club or national level.
8.1.1.10. Establishing and managing a National Institute of Sports and Recreation to provide education and training for sports administrators, technicians and high performance athletes. The Institute should also serve to provide sports related services to include research and professional development and enrichment courses.
8.1.1.11. Establishing and managing a low cost sporting hostel to provide accommodations for local and overseas athletes and sports personnel engaged in sports related activities.
8.1.1.12. Assigning developmental priority levels to sporting disciplines following consultations with key stakeholders, with care being given to the historic, cultural or economic significance of the various disciplines.
8.1.1.13. Managing and maintaining national sports and recreational facilities.
8.1.1.14. Setting and collecting such fees as are deemed fit for the use of the sports and recreational sporting facilities and tools and equipment therein by bona fide individuals and or organizations.
8.1.1.15. Developing sports related products/services for economic benefit and/or promotion of national opportunities and/or talent in sports.

8.1.2. **THE NATIONAL EXECUTIVE COUNCIL ON SPORTS (NECS)**

8.1.2.1. The National Executive Council on Sports (NECS) will be comprised of all national sporting associations registered with the Ministry with responsibility for sports. NECS which shall be established by an Act of Parliament shall be responsible for the following:

8.1.2.2. To formulate and or advise the Minister of Sports on policies related to sports and recreational development to include mechanisms to enable public support for national sporting associations and or clubs; this includes the development of the National Policy on Sports and Recreation for presentation to the Parliament of Antigua and Barbuda.

8.1.2.3. To approve the hosting of all official local, regional and international events hosted in Antigua and Barbuda to include Schools Sports Championships, qualifiers for local, regional and international competitions;

8.1.2.4. To approve the use of national symbols by individuals or groups participating in regional/international events;

8.1.2.5. The development of policies/guidelines that promote equality of access to, and participation in sports and recreation;

8.1.2.6. To develop a recognition system to acknowledge the contribution made by persons who have achieved standards of excellence as sports administrators, coaches, officials and athletes;

8.1.2.7. To accredit National Associations for periods of time as determined by the Council;

8.1.2.8. To collate and publish standards for recognised National Associations;

8.1.2.9. To consult and co-operate with appropriate authorities, persons, associations and organisations, on matters related to the activities of the Council;
8.1.2.10. to co-operate with national and international sporting organisations in aiming to foster a sporting environment that is free from the use of performance enhancing drugs and doping methods;

8.1.2.11. to manage a sports and recreation development fund to provide support for athletes and/or national associations/clubs;

8.1.2.12. to establish and maintain a Sports Association Secretariat;

8.1.2.13. to serve as mediator/arbitrator in sports and recreation related disputes;

8.1.2.14. to collect and distribute information, and provide advice, on matters related to the activities of the Council;

8.1.2.15. to provide guidance for and or regulate the operations of sports and recreation in Antigua and Barbuda in accordance with recognised standards.

8.1.2.16. To provide updates on new trends in sports and recreation.

8.1.3. THE NATIONAL INSTITUTE OF SPORTS AND RECREATION (NISR)

8.1.3.1. A National Institute of Sports and Recreation (NISR) shall be established and be responsible for, among other things coaching education. In this regard, the NISR will be responsible for:

8.1.3.1.1. Organizing more local training programmes;

8.1.3.1.2. Reviewing and updating such programmes; and

8.1.3.1.3. Gaining more international exposure for local coaches.

8.1.3.1.4. Minimum coaching standards will be established across three major levels (equivalent to Levels 3, 2 and 1 with 1 as the highest level in the Ministry with responsibility for Sports) as follows:

- a. Junior (L3);
- b. Senior (L2); and
- c. Advanced (L1).

8.1.3.1.5. Standards must not only relate to specific skills but also to the sports science related components.
8.1.4. **THE MINISTRY OF EDUCATION**

8.1.4.1. The Ministry of Education shall ensure that Physical Education and Sports is part of the curriculum at all levels of the education system from pre-school through to the tertiary level. In addition, it will develop and co-ordinate sports and recreation activities in schools in collaboration with the Ministry responsible for Sports.

8.1.4.2. The Ministry of Education shall work in collaboration with the Ministry responsible for Sports and accredited tertiary institutions in respect of the training of teachers in the teaching of Physical Education and Sports.

8.1.4.3. The Ministry of Education shall work with the relevant bodies to ensure that Physical Education and Sports is a mandatory component/course in national Teacher Education Programmes.

8.1.4.4. The Ministry of Education shall be responsible for providing support to ensure that every child from pre-school to secondary school inclusive of schools catering for those with special needs, be exposed to regular quality physical education programmes at least twice weekly.

8.1.4.5. The Ministry of Education shall create an environment where participation and achievement in sports shall be encouraged alongside academic achievement.

8.1.4.6. The Ministry of Education shall ensure that Physical Education and Sports is offered as a course which is examinable by accredited or recognized bodies at the secondary level.

8.1.4.7. The Ministry of Education shall develop and implement a Playground Safety Checklist for each level of the education system, which ensures that school playgrounds/fields are entertaining, developmentally appropriate and most importantly safe for use by children.

8.1.5. **THE MINISTRY OF FINANCE**

The Ministry with responsibility for Sports shall liaise with the Ministry of Finance in matters relating to the financing of sports and recreation.
8.1.6. **THE MINISTRY OF HEALTH**

The Ministry with responsibility for Sports shall liaise with the Ministry with responsibility for Health on matters relating to Health Education in Sports and Recreation.

8.1.7. **THE MINISTRY WITH RESPONSIBILITIES FOR AGRICULTURE, LANDS AND MARINE RESOURCES**

The Ministry with responsibility for Sports shall liaise with the Ministry with responsibility for Agriculture, Lands and Marine Resources on the establishment of nature trails and Parks. The Ministry responsible for Sports shall liaise with the Ministry responsible for crown lands on matters relating to the acquisition of lands for the establishment of sports and recreation facilities.

8.1.8. **THE MINISTRY WITH RESPONSIBILITY FOR HOUSING**

The Ministry with responsibility for Sports shall liaise with the Ministry with responsibility for Housing on matters relating to the provision of sports and recreation facilities for public and private housing settlements/schemes.

8.1.9. **THE MINISTRIES WITH RESPONSIBILITY FOR TRANSFORMATION AND COMMUNITY DEVELOPMENT**

The Ministry with responsibility for Sports shall liaise with the Ministries responsible for Social Transformation and Community Development in the implementation of its Community Coaching, Sports Education and Public Education Programmes.

8.1.10. **THE MINISTRIES WITH RESPONSIBILITIES FOR PLANNING AND DEVELOPMENT**

The Ministry responsible for Sports shall liaise with the Ministries with
responsibilities for Planning and Development in pursuance of its national infrastructural plans for sports and recreation.

8.1.11. **THE MINISTRY WITH RESPONSIBILITY FOR TOURISM**

The Ministry with responsibility for Sports shall collaborate with the Ministry responsible for Tourism on matters relating to Sports Tourism. Through a collaborative process, the Ministry of Sports is required to develop the sports and recreation related products and services for submission to the Ministry with responsibility for Tourism to market/or promote the products and services.

8.2. **NON GOVERNMENTAL ORGANIZATIONS**

8.2.1. **ANTIGUA AND BARBUDA NATIONAL OLYMPIC COMMITTEE**

The Antigua and Barbuda National Olympic Committee will be recognised as the administrative body for all Olympic Sports and the sports disciplines included in the schedule of the Commonwealth Games programmes; it shall have the sole right to approve the selection of national teams to represent Antigua and Barbuda at games sanctioned by the International Olympic Committee and Commonwealth Games Federation.

8.2.2. **NATIONAL SPORTS AND RECREATIONAL ORGANIZATIONS**

There shall be one (1) National Sporting Organization for each individual sporting discipline. This Organization shall be recognized as the official body to administer the sport, based on the criteria established by the Ministry responsible for Sports as well as those of the respective international federations, to include the practice of recognized principles of democracy. National Sporting Organizations shall be autonomous bodies in matters relating to the administration of their sporting discipline. They shall have the sole right to select national teams to represent Antigua and Barbuda at Tournaments and Championships conducted under the
jurisdiction of their respective International Federations.

8.2.3. **COMMUNITY SPORTING ORGANIZATIONS**
Community Sporting Organizations must be affiliated/registered with the Ministry responsible for Sports. These organizations have a crucial role to play in encouraging and sustaining total participation in sports and recreation at the community level.

8.2.4. **PRIVATE SECTOR ORGANIZATIONS**
The Private Sector has a crucial role to play with respect to:

8.2.4.1. Assistance in the construction and maintenance of facilities;
8.2.4.2. Assistance in the funding of athletes and teams to prepare for and participate in competitions; and
8.2.4.3. Assistance in the funding of sports and recreational programmes at all levels (club, community, national).
8.2.4.4. All private sector sports and recreation clubs must be registered with the Ministry responsible for Sports.

9. **FACILITIES**
Access to well equipped, appropriate, safe indoor and outdoor sporting facilities provides the ideal physical environment for the development of sports and recreation. In this regard the following policies apply:

9.1. A Sports & Recreational Facilities Management Division must be established within the Ministry with responsibility for Sports as a technical and advisory entity to develop a plan for the location and establishment of Community Sporting Facilities to achieve a balanced distribution of such facilities in both urban and rural areas. To assist in this process, surveys must be carried out in order to establish the level of demand for and/or popularity of
particular sports and recreation in various regions so as to avoid the under utilization of the facilities constructed.

9.2. The plan shall be developed in collaboration with the National Sporting Organizations and other relevant agencies.

9.3. The authorities responsible for the preparation of urban development plans, rural development plans and housing schemes must incorporate sports and recreation facilities in their plans in accordance with standards and specifications agreed to by the Ministry responsible for Sports.

9.4. The provision of recreation grounds and other sports facilities must be considered an integral part of Housing Schemes. The developer must provide a designated area that is suitable for the purpose of sports and recreation in keeping with the minimum size of recreation facilities identified by the relevant authorities for the sport.

9.5. Special incentives must be given to the private sector to complement the efforts of Government in the establishment of sporting and recreational facilities.

9.6. Joint partnerships with Government and Non-Governmental Organizations in the provision of community sports and recreation facilities must be encouraged.

9.7. All Community Sports/Recreation Grounds must be well maintained, appropriately equipped, and must be constructed so as to provide easy access for all persons, ensuring optimum utilization. In addition, facilities must be designed in a multi-purpose manner in order to accommodate as many disciplines as may be practical.

9.8. The development of partnerships between regional corporations, community sporting organizations and the private sector shall be encouraged in relation to the maintenance of sports/recreational facilities.

9.9. Facilities for the teaching of physical education and the conduct of sports programmes must be an integral part of the design of all primary, secondary and tertiary institutions.

9.10. Based on established criteria community use of the sports facilities at schools, particularly in the semi-urban and rural areas, shall be encouraged. Special grants may be provided for schools and other institutions involved in this partnership.

9.11. In the establishment of community/housing developments and school sports facilities, special play areas for children, with suitably sized equipment must be established.
9.12. All public and private sporting facilities must be registered with the Ministry responsible for Sports.

9.13. Based on established criteria, community groups in rural areas shall be encouraged to assist with the management and control of community recreation grounds.

9.14. Indoor Sports Arenas shall be provided where possible, taking into consideration population density and other relevant factors.

9.15. There shall be a minimum standard set for the establishment of sports and recreational facilities. There must be a system of grading using the traditional scheme, A, B and C.

9.16. Special consideration shall be given to the provision of the flood lighting of sporting facilities at all levels to facilitate and encourage greater participation in sports and recreation.

10. SAFETY/RISK MANAGEMENT

The issue of physical safety in sports and recreation in relation to equipment, sports and recreation facilities or the conduct of the sporting and recreational activity itself must form an integral component of the thrust to develop sports and recreation. In this regard, the following policies apply:

10.1. All public and private sporting facilities must be covered by public liability insurance.

10.2. Coaches, trainers and physical education teachers must be trained in safety measures and first aid.

10.3. Facilities and equipment must conform to international safety requirements.

10.4. The public must be sensitized to the importance of safety at sports competitions.

11. SPORTING EQUIPMENT

The availability of a wide range of good quality and reasonably priced sporting equipment is an important factor in the development of sports. In this regard, the following policies apply:
11.1. Working in collaboration with the National Sporting Organizations and providers of sports goods and or services, Government will assist keeping sports equipment at a reasonable cost in order to facilitate total participation in sports and recreation.

11.2. Through the Customs and Excise Division Government will identify sporting equipment, medals and trophies which shall be exempt from duties and taxes.

12. HUMAN RESOURCES

Modern day sports is very sophisticated and scientific in nature and influenced by the study of several sub-disciplines including sports psychology, nutrition, bio mechanics, exercise psychology and sports medicine. In sports therefore, the term human resources will include sports medical personnel, sports psychologists, bio-mechanists, exercise physiologists, nutritionists, athletes, match officials, coaches, trainers and administrators. The Ministry responsible for Sports and the NECS must therefore be adequately staffed with qualified administrators, coaches and other support stuff. Professional and qualified persons must be employed at all levels in physical education and sports systems, schools, institutions of higher learning, sports organizations and work places.

In this regard, the following policies apply:

12.1. Sports professionals employed at private sports facilities and organizations must be registered with the Ministry responsible for Sports.

12.2. A Code of Ethics for coaches, medical personnel, trainers and administrators shall be established. This code shall be consistent with the requirements of the relevant International Sporting Federations.

12.3. Administrators at both the national and community levels must be exposed to formal training in sports management.

12.4. The National Institute of Sports and Recreation must also provide training sports and recreational officials as well as athletes. The Institute must be fully equipped with the necessary amenities and equipment. Provision shall also be made for their maintenance, management and security by professionally trained staff. As it pertains to athletes the
Institute must be geared particularly towards High Performance Sports.

**13. FUNDING**

Adequate funding is critical to the development of sports and recreation. The Government must create the environment to ensure that funding is available. In this regard, the following policies apply:

13.1. A National Sports and recreation Fund under the authority of the NECS shall be established from which programmes and projects for TPS and HPS shall be funded.

   Possible sources of funding shall include:
   
   13.1.1. Income from merchandising sports goods/services
   
   13.1.2. Contributions from private sector investors
   
   13.1.3. Appropriate budgetary allocations

13.2. Funding for sports and recreation shall not be limited to Government resources only. Corporate entities, donor agents and private organizations will be encouraged to contribute and invest in sports and recreation.

13.3. Public Sector allocations to national sporting organizations and athletes shall be based on an established set of criteria for the granting of financial assistance. Grants to NSOs shall cover up to 75 per cent in the case of approved local and overseas projects and up to 100 per cent in the case of all approved coaching programmes. One of the aims is to supplement funds raised by national sporting associations and not to provide them with handouts.

**14. PUBLIC EDUCATION/AWARENESS**

The public must be made aware of the importance of sports and recreation in individual and national development. The following policies are designed to enhance public education and awareness:

14.1. Government must utilize its communication and information (e.g., TV and radio) capability to promote the benefits of Total Participation in Sports.

14.2. Sports promotion and education must be conducted in collaboration with the mass media and various sports organisations and clubs at the community and national level, in order to encourage a positive attitude towards sports and recreation.
14.2.1. As part of this process, the public has to be informed of the career opportunities in sports and recreation.

14.2.2. Employers must be encouraged to incorporate, where practicable, sports and appropriate facilities related thereto in their provisions for conditions of work for employees.

15. SYSTEM OF INCENTIVES/REWARDS

Incentives and rewards are fundamental to motivating the individual, achieving high levels of performance and showing appreciation and gratitude to all those involved in the development of sports. Apart from facilities and exposure to competition, such a system lies at the heart of developing High Performance Sports and must contain the following elements:

15.1. All employers including the Government and the private sector should make provision for national athletes to train for and participate in international competition without any loss of earnings, status or benefits. This provision should also be extended to administrators and match officials on national duty.

15.2. Based on established criteria national athletes shall have free access to medical and psychological services.

15.3. Based on established criteria, outstanding athletes and National teams shall be given financial assistance in their preparation for, and participation in, international competitions. This provision is aimed particularly at High Performance Sports.

15.4. Based on established criteria National teams and National athletes shall be given free and adequate access to the necessary facilities in order to prepare for approved international competitions to determine Caribbean, Regional or World Champions.

15.5. National athletes who excel in sports shall be given special consideration for employment and admission into institutions of higher learning providing that they satisfy the minimum academic and other requirements for the chosen field. In the latter regard, outstanding athletes must be assisted through the procurement of scholarships to pursue their educational goals or career development either locally or abroad.

15.6. National athletes who excel must be assisted in addressing issues related to life after sports. In this respect, they must be supported where possible in:
15.6.1. Procuring employment; and
15.6.2. Satisfying their basic needs.

15.7. Retired athletes must be encouraged to assist in the development of sports where they are qualified and capable of so doing.

15.8. Outstanding sports performers must be properly honoured.

15.9. Sports Associations, Clubs and officials must also be appropriately recognized for their contribution to the development of sports.

16. DOPING CONTROL

Over the last decade the use of performance enhancing substances among athletes has become an international menace to sports. To deal with this contemporary malaise, all institutions, organisations and individuals involved in sports, particularly coaches, trainers and managers must discourage their athletes from using prohibited substances to enhance their athletic performance. More specifically, national sporting organizations must be called upon to formulate a policy or set guidelines for their organizations to prevent doping in sports, in keeping with international standards.

Consistent with this they shall:

16.1. Make random drug testing mandatory in local competition and during training and incorporated into their constitution;
16.2. Alert or sensitize all athletes and particularly national athletes to the dangers of substance abuse in regard to their health, their personal careers and the reputation or image of their country. This education process must be aimed at schools, clubs and the wider community.
16.3. Obtain and circulate a current list of drugs which are banned. This list should differentiate between restricted and banned drugs.
16.4. Athletes who test positive for banned substances should be dealt with in accordance with the national policy on doping in sports.

17. FAIR PLAY
The Ministry responsible for Sports, the National Executive Council on Sports and the Ministry of Education in collaboration with the national sporting organizations shall encourage fair play and good sportsmanship in all sporting activities.

18. ARBITRATION MECHANISMS
An Arbitration Committee shall be established under the provisions of the National Executive Council on Sports as outlined in the National Sports and Recreation Act. This body should be independent of any sports organisations, with the primary function of settling disputes in a manner adapted to the specific needs of the sports world.

19. IMPLEMENTATION OF THE NATIONAL POLICY ON SPORTS AND RECREATION
This Draft National Policy on Sports and Recreation shall be presented to the Cabinet for Approval in August 2011, with subsequent submission to the Ministry of Legal Affairs for drafting of a Bill entitled the National Sports and Recreation Bill to be tabled in the Parliament for its consideration.
Members of the Sports and Recreation Advisory Council (SRAC)

1. Chairperson - Mrs. Angella Payne-Maginley GCH
2. Deputy Chairperson - Mr. Mervyn D. C. Richards OH
3. Legal Counsel - Ms. Luann De Costa LLB, LEC
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