

# CO-OPERATIVE REPUBLIC OF GUYANA NATIONAL SPORTS POLICY (NSP)

# 2020



THE ARMS OF THE PRESIDENT  
OF THE REPUBLIC OF GUYANA.



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Cultural Organization

**UNESCO**

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# 1. Executive Summary

## 1. Executive Summary

The national dialogue on Sport has been ongoing in Guyana for decades. During that period, the nation has succeeded in producing athletes of national, regional and international caliber from the existing pool of raw natural talent, residing at home and abroad. Other successes include establishing facilities, several multi-disciplinary in nature, to host sporting activities and events and the harnessing of sport in schools and communities as a tool for the development of health, education and social cohesion.

The failures however, have been present into the second decade of the 21<sup>st</sup> century, where citizens cry out for more support, involvement and recognition of their sporting potential, ability and capacity and for more efficient and effective use of sport in the development of people and communities in Guyana. There are calls for more facilities, programmes (developmental), funding, and critically, greater harmony, communication and functionality in the governance, administration and organization of Sport in Guyana to better facilitate the potential of sport as both a medium for social and economic development and a platform for excellence in performance at local, regional and international levels.

Ultimately, this would require a change of the fundamental flaws prevailing in Guyana's sport culture. Many calls for better operational functionality in the nation's sport environment include establishment and/or strengthening of relevant policy, guidelines and systems to ensure greater equity at both the leadership and participation dimensions of sport; addressing the gaps in gender equity in the governance and administration of sport; increased awareness of and support for persons with disabilities (PWDs) to access sports; and increase opportunities for children, youth, adults and seniors to benefit from quality sport experiences that lead to the development of a society that values sport, physical activity and recreation as a national lifestyle which brings fulfillment to pre-existing positives or that halts and addresses negatives affecting any Guyanese citizen.

Organizationally, the effort to get this done requires re-educating the population on *Sports Guyana*, the international provisions and protections available to us as equal members of the global community and informing on the policy and process necessary to achieve desired regional, and international success in sport.

Fundamentally, the citizen's life must be valued, from birth to death, where sports in Guyana is no longer viewed only as a casual pass time, leisure or recreational activity, but as an entire sector which services the fundamental needs and requirements of the Guyanese citizen, from the amateur to the elite athlete. The enhancement of existing sports management structures would be critical in this phase of engagement.

Methodologically, Guyana's National Sports policy is informed by intense research, widespread consultation, meeting both physically and electronically, governmental laws, codes and protocols, as well as several international conventions and treaties to which Guyana remains signatory thereby providing a framework of operation for guidance, implementation and mobilization<sup>1</sup>.

<sup>1</sup> See Section 18 for details of the Policy Development and Consultation Process.

## 2. Introduction

The quest for a National Sports Policy, as a matter of good governance of the arena, has been the point of articulation among athletes, coaches, trainers, students, academics and the public. The contemporary sport landscape beckons towards the development of a sports policy that will govern sport agencies, organizations, associations and federations in the systematic ways that sport entities are expected to function in Guyana. Additionally, a sport policy can ensure that sport is placed at the wider service of Guyana, not being restricted to a competitive milieu, but rather being used to engage the broader society and being a policy for all of Guyana.

The endeavour to engage the state of sport in Guyana towards developing its entire scope and practice is an imperative that has been recognized by past and present governments. The operationalization of this imperative requires the provision of critical resources and other support structures, systems and processes which are necessary to enabling the advancement of sport that will allow it to make essential inputs and throughputs to the extensive development of the nation state of Guyana.

As such, the government's operational framework for sport project the availing of support for the development of our elite level athletes from several sports disciplines to stimulate more regular and consistently successful participation at regional and international level competitions. This is premised on the provision of direct funding among other support provisions that will create opportunities for widening the pool of participation through more grassroots development initiatives; improving quality of coaching at all levels; enhancing local capacity in core sport performance personnel development; and strengthening the leadership, governance and administration of national sport associations to improve their ability to function as athlete-centered and performance-driven agencies.

Another imperative is the need for the innovation and expansion of school sports where all Sport in School (S.I.S.) must be coordinated and supported by key government and other relevant stakeholders within the fields of sport and education. Further, this policy articulate a commitment to ensuring that school sports should not be limited to athletics but must be expanded to include a variety of disciplines, supported by the appropriate technical and capacity development, which will enable a broader participation, thereby contributing to the development of sport, but also ensuring that students derive the positive benefits of a quality sport experience. The embedding of physical education within the education system is an essential crux for the realization of this and creates the foundation for lifelong participation and the development of a healthy and physically active society.

This policy also recognizes the power of sport as a medium for social and economic development and makes provisions for creating a renewed national sport sector that is built on a foundation of good governance and integrity and that deliberately seeks to facilitate the development of health, education, social cohesion and economic activity across all of Guyana.

Therefore, Guyana's National Sports Policy (NSP) policy will be based on a foundation of existing accomplishments, nationally, regionally and internationally; existing institutions; relevant and functional sporting infrastructure and facilities; existing organizations, with the Guyana Olympic Association (GOA) and affiliated groups working towards developing capacity; existing abilities; engaging the wealth of untapped human resources reposed in qualified persons, including former athletes, residing in and out of Guyana; existing resources, based on available funding and finances and a broad framework that can enable mass participation in sport as well as maximize the utility, opportunities and benefits which sport can provide.

The purpose of this policy will be to create a strong and enabling framework that can reposition sport to be an essential contributor to the holistic development of Guyana, transforming our country into an elite sporting nation, sport enabling meaningful social change and creating an opportunity for everyone to participate in sport. Through this, it is envisioned that Guyana will be able to maximize its competitive advantages to become a leading sporting nation within the Caribbean sporting industry and by extension the world. Within the realization of this purpose, the sport policy will seek to inform critical decision making, allocation of resources to facilitate the necessary areas as well as plan and coordinate the strategic priorities within this policy.

The responses required at several levels include policies administered by central government, governing sports bodies, associations and clubs, appropriate and relevant education and training that seek to target sports practitioners as well as the wider society, and cultural bodies, reinforcing the value systems enshrined in guidance codes of sporting disciplines and international best practices as outlined by the principles of international sports governing bodies.

## 3. Historical Narrative

### 3. Historical Narrative

The history of Sport in Guyana is replete with successes, with massive highlights in cricket across all competitive circuits, world rankings in rugby, squash and table tennis, ongoing activity in hockey, speed racing, development in tennis, success in boxing, volleyball, karate, bodybuilding, basketball and activity of overseas based Guyanese residing in the Diaspora.

Guyana's National Olympic Committee (NOC), the Guyana Olympic Association (GOA) was formed in 1948. Since, Guyana has participated in the summer games, in the disciplines of athletics, boxing, cycling, judo, swimming and weightlifting. During the 2008, 2012 and 2016, athletes participated in swimming and judo, with a total of sixty-four athletes afforded the opportunity to represent Guyana at the prestigious games in 11 venues<sup>2</sup>. The Guyana Olympic Association continue to function administratively, affording athletes the opportunity to represent the nation at international sports gatherings, maintaining the critical link between national, regional and international parties, information sharing and enhancing the capacity of representatives to undertake and effectuate projects and programmes of sport development worth.

Guyana's sports legacy is filled with tremendous activity during the 1930s – 60s, and while some view the 1970s as the “glory days” of Guyana's sports, locally bred champions continued to emerge throughout the 1980s, 90s and into the 2000s earning victories and world titles. With one Olympic bronze medal in the sport of Boxing at the 1980 Games, Guyana currently has 4 Gold medals from the prestigious Commonwealth Games, earned in track, boxing and the triple jump.

Hemispherically, and within the Caribbean region, Guyana continues to participate and succeed the Pan American and Carifta Games with competitive national teams and athletes performing in Athletics, Basketball, Bodybuilding, Boxing, Cricket, Cycling, Football, Hockey, Swimming and Table Tennis.

Across the sports spectrum, Guyana and Cricket is synonymous - the nation has produced remarkable cricketers who set or raised the standards of the “Gentleman's game”, with outstanding representation in the West Indies team, unquestionable captaincies and stunning batting records in Tests, ODIs and T20 tournaments.

<sup>2</sup> 50 years of Sports, May 2016, pg. 31., Guyana Chronicle Newspaper

- Important sportsmen and sportswomen include Phil Edwards, James Wren-Gilkes, Jennifer Innis, Aliann Pompey (Athletics), Hugh Ross, Alisha Fortune (Bodybuilding), Winfield Braithwaite, Michael Anthony Parris, Terence Ali, Andrew Lewis, Wayne Braithwaite, Gwendolyn O'Neil (Boxing), Rohan Kanhai, Alvin Kallicharran, Roy Fredricks, Clive Lloyd, Shivnarine Chanderpaul, Charmaine Campbell (Cricket), Neville Hunte, George Cumberbatch (Cycling), Nicolette Fernandes (Squash), the Harris Sisters, George Braithwaite, Sydney Christophe (Table Tennis), Brinsley Lewis 'BL' Crombie, Joseph 'Reds' Perreira (Sports Commentators/Journalists).

Success in competitive cycling emerged in 1970s, and activities in clubs regarding football, from grassroots to international meets, laid the foundation of the “Beautiful game” across the Co-operative Republic.

The practice of highlighting accomplishments of national athletes, across disciplines, exists in the form of the annual National Sports Awards, which began in 1966, and confers multiple titles, including the coveted National Sportsman and Sportswoman of the Year.

In spite of the aforementioned, the absence of formal public policy as guidance during the evolution of Sports from pre-colonial to the 21st century in Guyana created a gap between potential and capacity, where ability was allowed to go dormant or was realigned to other sectors.

In this phase of engagement, Guyana's National Sports policy endeavors to eliminate stereo-types and catapult the country's athletes into 21st C operations, interactions and functionality, internationally representative of vibrant, prosperous citizens, emphasizing fair play in all aspects of Sport administration, athletic performance, steadfast protection of intellectual property rights, attracting media support while serving to promote Guyana as a sporting destination.

With multiple focal points of necessary reference, the national sports policy will additionally address issues of discrimination, bringing proper regard for professional conduct of Sports in Guyana. The contemporary environment will only benefit from analysis and understanding of the historical perspective of Guyana's sports world, replete with excellence in effort of athletes, in the gentleman's games, the grace in performance of basketballers and the brilliant strength of Guyana world championship boxers.



## 4. Philosophy

The world of Sport continues to benefit from the principles and resolutions generated by representatives of the wide cross-section of global sport sector stakeholders and enshrined in several international charters and declarations, including the International Charter of Physical Education, Physical Activity and Sport; the Declaration of Berlin; the Brighton Declaration on Women and Sport<sup>3</sup> and the Kazan Action Plan. The international positions articulated in these seminal documents provide a reference for the development of national sport policy that addresses athletes, government agencies, public authorities, sport organizations, businesses, educational and research establishments, women's organizations and individuals who are responsible for or who directly or indirectly influence the conduct, development and promotion of sport or who are in any way involved in employment, education, management, training, development and administration of sport.

These international declarations and charters are meant to provide guiding principles for the organization and administration of all sport, with the overriding aim to develop a sporting culture that enables and values the full involvement of all citizens, including women, children, the elderly and persons with disabilities in every aspect of sport.

While Guyana is not a signatory to the Brighton Declaration or the updated Brighton Plus Helsinki 2014 Declaration on Women and Sport, which provides clear direction and is being applied elsewhere across the globe with positive effects, Sports Guyana must be so too guided, to leverage the full capacity of our collective functionality.

A recurring problem within Guyana's Sports sector includes the marginalization of some sectors of the population, including women and girls, indigenous peoples and persons with disabilities. Therefore, this policy adopts an overarching philosophy of inclusion that respects the rights of all members of society to participate in and to benefit from the planning, design and implementation of sport, physical education and recreation at the school, community and national levels.

This policy advocates for quality physical education at primary and secondary schools across Guyana so that relevant skills, knowledge and understanding can be acquired at the fundamentally important period in an individual's development, allowing for lifelong participation.

It is within this context therefore, that those responsible for sports, education, recreation and physical education shall ensure that an equitable range of opportunities and learning experiences which accommodate the values, attitudes and aspirations of all is incorporated into programmes to develop physical literacy and

<sup>3</sup> Document generated after conference of leaders in Brighton, United Kingdom (UK), 1994.

basic motor skills, in particular, the provision of quality physical education, as guided by the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the International Council of Sport Science and Physical Education (ICSSPE) guidelines, whereby all Guyanese citizens benefit from quality sport and physical education experiences, noting importantly the Caribbean Examinations Council (CXC) which administers a Physical Education and Sport (PES) syllabus, which includes finishing examinations, in secondary schools throughout the Caribbean region.

As a result, the following vision, mission and values statements and illustrations outline the substantive tenets of Guyana’s national sports policy.

## 5. Vision, Mission and Core Values: “Sports Guyana’s Comprehensive Participation Model (CPM)”

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All of Guyanese society having the opportunity to benefit from quality physical education, physical activity and sport for personal health, fitness, community development and athletic excellence regardless of age, gender, ethnicity, community, economic circumstances or ability.



The CPM would consist of

- Sports Education, theoretical and practical, from **Nursery to Tertiary**.
- Supporting and developing athletes, from **Amateur to Elite**.
- Funding and financing of **national representative bodies**, based on achieving requirements
- Selection of **national representatives and teams**, based on performance achievement and maintenance of set standards.
- Hosting of **annual competitive games** across sports disciplines and geographic regions.

**Mission** – To facilitate quality PE, PA and Sport experiences for all Guyanese through the implementation of the Comprehensive Participation Model under the following three pillars:

1. Inclusive Sport, Physical Education and Physical Activity for All;
2. Good governance and integrity in the administration of sport at school, club and national levels;
3. Harnessing the power of sport as a tool for national development and the achievement of the UN Sustainable Development Goals (SDGs) 2030.

**Values** – The values of the NSP are based on the recognition that sport is a powerful medium that can generate both positive and negative outcomes for individuals, organizations, communities and the nation as a whole. Critical to the generation of positive outcomes is the creation of enabling environments that more effectively and efficiently facilitate the multiple benefits that can be derived from involvement in sport, physical education and physical activity.

**Respect, fairplay, equity** and **integrity** are the core values enshrined in the operationalization of this policy and that are fundamental to the realization of the vision, mission, aims and outcomes.



This policy emphasizes a sporting sector that is fully committed to the promotion and practice of values and ethics in Sport.

## 6. Aims, Objectives and Core Pillars

### Aims and Objectives:

The aims and objectives projection for Sports Guyana, with a phased approach, identifies **improvement** and further **development** in 10 key thematic areas.

#### AIM: EXCELLENCE

**OBJECTIVE:** to develop consistently successful pathways to excellence in selected sporting disciplines at school, community and national levels.

#### AIM: EDUCATION

**OBJECTIVES:** to strengthen local/technical capacity within key areas of the sport sector through the establishment of a National Academy of Sport.

to provide quality physical education across all schools in Guyana.

#### AIM: ECONOMIC DEVELOPMENT

**OBJECTIVES:** to develop sustainable revenue streams for selected priority areas of the local sport sector industry based on an assessment of relevant economic indicators.

#### AIM: SOCIAL DEVELOPMENT

**OBJECTIVES:** to design and implement appropriate sport for development programmes at communities (and schools) to enhance personal and social development of citizens.

#### AIM: GENDER

**OBJECTIVE:** to create increased opportunities for participation and empowerment of girls and women in sport.

#### AIM: INCLUSION

**OBJECTIVE:** to facilitate inclusive/adaptive sport participation opportunities for persons with disabilities.

#### AIM: HEALTH

**OBJECTIVE:** to create opportunities for regular participation in health promoting sport, physical education and physical activity across all of Guyana.

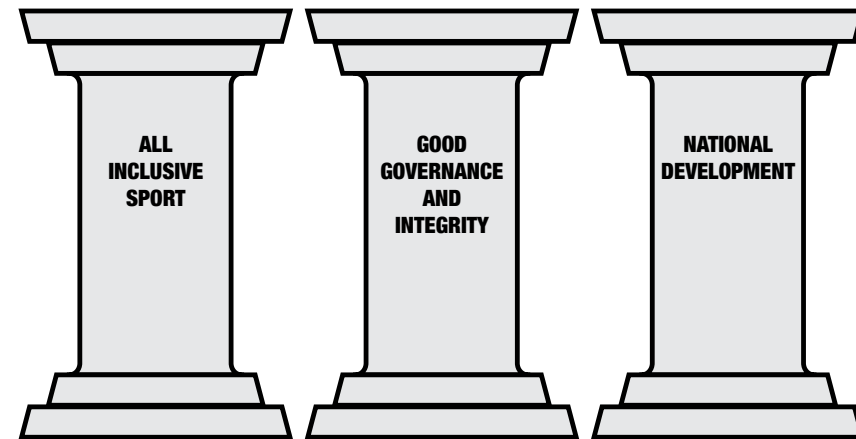
#### AIM: GOVERNANCE

**OBJECTIVE:** to strengthen the leadership capacity of sport organizations based on the establishment of national principles of good governance in sport.

#### AIM: INTEGRITY

**OBJECTIVE:** to preserve the integrity of sport in Guyana based on existing laws, regulations and codes of conduct through the establishment and commissioning of a National Sports Tribunal.

# 6 Aims, Objectives & Core Pillars



### Core Pillars of the National Sports Policy

Any cultural activity, if practiced fairly and equitably, enriches society and friendships between nations. Sport is such an activity, offering individuals of varied backgrounds, race, religion or ability the opportunity for self-knowledge and confidence development, self-expression and fulfillment, personal achievement, skill acquisition and demonstration of ability, social interaction, enjoyment, good health and well-being. Sport and physical activity promote involvement, integration and responsibility in society and contribute to community development, should be an integrated part, an integral aspect of culture of every nation. The justification for Guyana’s national sports policy focuses on the critical role of Sports in the consciousness of the nation. Further justification includes addressing scandals, corrupt practices, serious grievances in organization and administration of amateur and professional sports afflicting institutions of Sport in Guyana, based on feedback from stakeholders. Further, by developing the ten identified thematic areas with a specific sports inclination the national sport policy would ideally address multiple levels of sport and a variety of sport issues in the country, since the aims and objectives were developed around the Comprehensive Participation Model (CPM) emphasizing sports for all citizens, the promotion of health, fitness and lifetime participation in both team and individual sports.

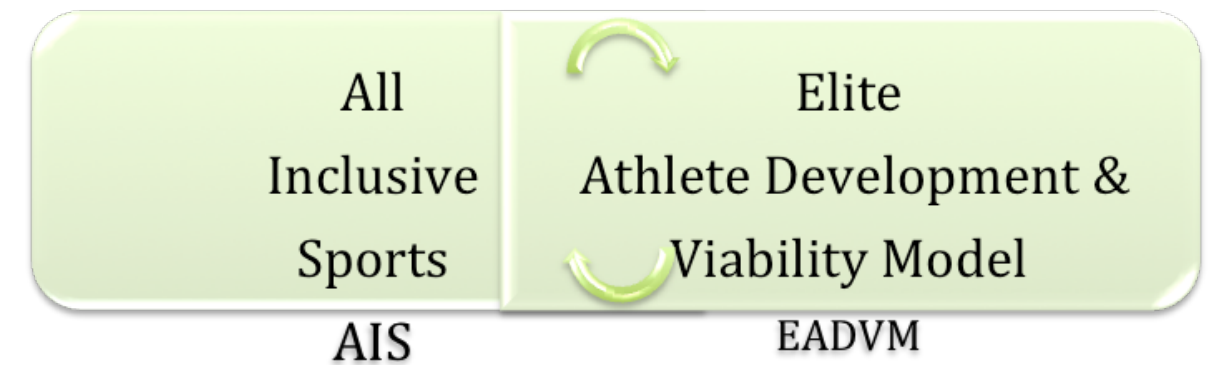
Addressing significant sports reform, elimination of scandals and problems, this policy includes processes that facilitate a formal, holistic and systematic framework for the development of Sport based on the important role sport plays in the life of the individual, the community, the nation, region and in the world, seeking to guide decision making with regard to the development of Sport. Thus the rationale and objectives of the policy, the critical and significant forthcoming points which are central to the development of Sports Guyana and various institutional and organizational mechanisms required for their attainment are organized under three broad pillars that encompass the main themes and that embody the significance of sport in Guyana:

1. **Inclusive Sport, Physical Education and Physical Activity for All**  
 This pillar acknowledges the diverse representations of sport, physical education and physical activity across the landscape of Guyana, including the varying levels of participation at school, community, club and national programmes and competitions, as well as the many and varied participants that range from the recreational to the elite athlete and including indigenous populations, girls and women - youth and elderly and persons with disabilities.
  
2. **Good governance and integrity in the administration of sport at school, club and national levels;**  
 This pillar addresses the existing challenges in the administration and governance of sport organizations and institutions in Guyana that are critical to protecting the integrity of the sport sector. The pillar informs guidelines for transparency, accountability and ethical decision-making and outlines measures to address some of the prevailing ills within the sector, including doping, child abuse, match fixing, discrimination and other human rights violations.
  
3. **Harnessing the power of sport as a tool for national development and the achievement of the UN Sustainable Development Goals (SDGs) 2030.**  
 This pillar recognizes that sport in all its various forms has the potential to facilitate the development of health, education, social cohesion and economic development and the promotion of core values such as respect, fairness, equity and integrity. It also acknowledges that the positive outcomes of any sport/sport-related intervention may not happen by chance and therefore requires deliberate strategies that are designed to facilitate such outcomes; sufficient resources; facilitating structures/frameworks; and leadership from appropriately qualified personnel



Additionally, two dimensional arcs of contemporary Sport would emerge out of the CPM and its implementation pillars.

- a. **All Inclusive Sport (AIS)** – focusing on the nation – Team Guyana
- b. **Elite Athlete Development Model (EADM)** - focus on national athletes. Herein, the definition of and guidelines for “Elite Athletes” are in keeping with International Olympic Committee (IOC) provisions.



These two contemporary dimensions would be applied across each of the core policy pillars outlined above and implemented through the respective government and other key stakeholder agencies and institutions engaged in the new paradigm of sport development in Guyana.

The policy also recognizes that any positive outcomes aligned to the aims, objectives and core pillars outlined above can best be realized when proper structures, systems and organizational leadership coincide with adequate resources, vision and commitment.

## 7. Fundamental Principles, International Charters and Declarations

The National Sports Policy of Guyana is part of an overall effort to remove any existing fear, intimidation, pretenses and insecurities holding sports and athletes from training, competing and achieving success based on abilities. The policy seeks to create an efficient and enabling operating context for all citizens of Guyana to enjoy the benefits of physical education, physical activity and sport participation in an environment that facilitates equity, fairness, respect and integrity. In this regard, the policy adheres to the broad principles outlined in key international charters and declarations, including the UN Universal Declaration of Human Rights; the Declaration of Berlin; the International Charter on Physical Education, Physical Activity and Sport; United Nations Convention on the Elimination of All forms of Discrimination Against Women (CEDAW); the Brighton Declaration; the London Declaration on Sport and Human Rights; the Athletes Rights and Responsibilities Declaration; the Council of Europe's Convention on the Manipulation of Sports Competitions (the Macolin Convention); the International Convention against Doping in Sport (World Anti-Doping Agency Code) 2005; and the Kazan Action Plan.

### United Nations Universal Declaration of Human Rights

As an equal member of the international community and its representative government body, the United Nations, Guyana is party to the Charter of the United Nations, the Universal Declaration of Human Rights, a milestone document. This Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 (General Assembly resolution 217A) as a common standard of achievements for all peoples and all nations. This charter established the fundamental human rights of all persons to be universally protected. It also recognized the inherent dignity and equal and inalienable rights of all members of the human family which is the foundation of freedom, justice and peace in the world.

Article 24 of the Universal Declaration of Human Rights identified that the right to leisure, of which sport is a component, is a basic and fundamental right of all persons. Article 25 stated that all persons shall have the right to enjoy a standard of living that can facilitate adequate health and well-being. As such, persons having access to sport can strengthen the health and well-being of any community and nation state. Further, Article 27 states that all persons have the right to participate in the cultural life of the community. As such, this sports policy acknowledges the fundamental relationship which exists between culture and sport as an experience that everyone within a community should have the opportunity to pursue and enjoy.

Sport has also been recognized as a potent vehicle for the advancement of fundamental human rights, challenging discrimination and promoting an agenda of inclusion. Through the avenue of sport, persons can learn critical values related to inclusivity, non-discrimination, self-worth, dignity, fairness, equality, respect and independence among others.

**The UNESCO International Charter on Physical Education, Physical Activity and Sport** is the first rights-based global reference that recognizes the practice of sport and physical education as a fundamental right to all. The original Charter of 1978 was revised in 1991 and 2015, and while maintaining the universal spirit of the original Charter, the latest iteration integrates significant evolutions in the sector, highlighting the health benefits of physical activity and addressing the inclusion of persons with disabilities. The revised Charter of 2015 is a comprehensive policy reference that also addresses the safeguarding and protection of children, the need to protect the integrity of sport from doping, violence, manipulation and corruption and the role of sport as a tool for development and peace.

The Charter is considered as the global reference for the sector and an expression of the common vision of key stakeholders in the sector. The Charter promotes inclusive access to sport, physical education and physical activity to all members of society without any forms of discrimination and provides policy guidelines for ethical and quality standards for the planning, design, implementation and evaluation of programmes and policies in the sport and physical education sector.

**The Kazan Action Plan** was developed with participation of over one hundred experts and practitioners from the sport and physical education sector, including representatives of UN agencies, governments, academia, sports governing bodies and NGOs. The Plan is recognized as an overarching reference to guide policy-makers in the sector and specifically to align national sport policies and practice with the United Nations Sustainable Development Goals 2030.

The Plan provides guidelines for twenty policy areas under three broad thematic areas:

1. Developing a Comprehensive Vision of Inclusive Access for All to Sport, Physical Education and Physical Activity;
2. Maximizing the Contributions of Sport to Sustainable Development and Peace;
3. Protecting the Integrity of Sport.

**The London Declaration**, a declaration made on sport and human rights, was affirmed by the Commonwealth Forum on National Human Rights Institutions in April, 2018 in London England. This declaration endorsed the role of sport as a important platform through which a broad programme of action for advancing fundamental human rights of all persons can be realized.

**The Athletes Rights and Responsibilities Declaration**, advanced by the International Olympic Committee in October 2018 recognized both the rights and responsibilities of athletes. This declaration cited as its inspiration the Universal Declaration of Human Rights in addition to other internationally recognised human rights standards, principles and treaties. This declaration also recognized firstly, the rights of athletes to practice sport in a fair, open and non-discriminatory way and secondly the responsibilities of athletes to promote fair and transparent sports based on integrity, non discrimination and complicity with all regulations and expectations.

#### **The Declaration of Berlin**

The Declaration of Berlin (UNESCO MINEPS V) – the fifth conference since the inception emphasized three key themes, including

- Access to sport as a fundamental right for all (inclusion in sport, implementing the UN Convention on the rights of persons with disabilities; participation of women and girls in and through all sports).
- Promoting investment in Physical Education and Sports programmes (promoting quality physical education and sport programmes, awarding of mega sports events and their sustainability).
- Preserving the integrity of Sport (commitment to the values of Sport and the fight against match fixing, doping and corruption in Sport).

The evolution of the Berlin Declaration was the result of a year and half of cross sectoral preparation where over 90 researchers and practitioners were engaged through discussion forums to put forth a global position on each of the three conference themes. As a progressive move, the 2013 conference went beyond promoting collaboration in words but embedded it within the meeting and planning process. Opening speeches by the presidents of the International Olympic Committee, the International Paralympic Committee and the Special Olympics emphasized the sports movement's commitment to the conference outcomes.



There was the expressed hope that national governments will give consideration to the Berlin Declaration while framing or amending their national sports policies, keeping in view the place of traditional physical cultures, sports and games. As such, within the national sport policy process in Guyana, the Berlin Declaration continues to play a fundamental role in helping us to develop strategies for effective information sharing whereby all stakeholders will work to develop cross border and multi-disciplinary systems for collaborative, continual, effective and dynamic exchange of information according to their national legislation.

**The Macolin Convention (Council of Europe's Convention on the Manipulation of Sports Competitions)** provides key guidelines and strategies to address match fixing, illegal gambling and other criminal activities that threaten the integrity of sport. The Convention provides guidelines for national sport policies in the establishment of legal frameworks for trans-national cooperation and for effective sanctions as deterrents to any criminal activity that may threaten the integrity of sport.

**United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** recognizes that extensive discrimination against women continues to exist and requests that governments take necessary measures, including legislation, to facilitate the development and advancement of girls and women so that they may enjoy the benefits associated with human rights and fundamental freedoms afforded to all of society. In addition to addressing legal and civil rights issues, the Convention also addresses the issue of stereotypes, customs and norms that often contribute to political, social and economic constraints on the advancement of women. In this regard, the Convention stresses the need for societies to change their views on the traditional roles of men and women in society and to work towards the modification of social and cultural thinking that seeks to eliminate all forms of prejudices that continue to inhibit human rights and fundamental freedoms to women and girls.

**Brighton Declaration of Women and Sport** was adopted at the 1<sup>st</sup> International Conference on Women and Sport in Brighton, United Kingdom, 1994 and by June 12, 2014 Conference in Helsinki which was endorsed by 419 organizations. Legacies include the Windhoek Call for Action 1998, the Montreal Communiqué and the Montreal Toolkit 2002, the Kumamoto Commitment to Collaboration 2006 and the Sydney Scoreboard 2010.

The Brighton Declaration of 2014 was designed to benefit from and complement all local, national and international charters, laws, codes, rules and regulations relating to sport and physical activity which impact on the opportunities and experiences

that women and girls have. The Declaration also sought to develop a sporting culture that enables and values the full involvement of women in every aspect of sport and physical education. The principles and recommendations of the Brighton-Helsinki Declaration are therefore guidelines for developing appropriate policies, structure and mechanisms.

**The International Convention against Doping in Sport** was adopted by UNESCO's general conference at its 33<sup>rd</sup> session in 2005 and enforced from 2007. This convention harmonized anti-doping efforts worldwide, between governments and the sporting movement. The Convention provides a legal framework within which all governments can take action to remove doping from sport. Through the Convention's continuous monitoring mechanisms, state actors are encouraged to re-examine the circumstances of their national laws and policies for areas of improvement. Furthermore, it advocates for the application of doping control policies which seek to establish and enforce guidelines for engaging athletes who test positive for banned substances.

As a party to the World Anti-Doping Agency (WADA) Code 2005, Guyana is committed to playing an important role in the protection of health, in moral, cultural and physical education and in promoting international understanding, peace and clean sport.

**Pursuant** to the International Charters and Declarations referenced above, this policy recognizes the need to have sport embedded within all of our communities in Guyana in an effort to engender a greater understanding of the broad diversity within Guyana and as such build a mutual respect between and among persons, promote greater respect, equity and fairness, strengthen the health and well-being of persons across the vista of our beautiful country and fortify the cultural forte of our evolving society.

Therefore, in Guyana, the government commits to enacting strong, but proportionate sport law, which seeks to encourage the Sport Movement to implement effective, proportionate, clear and binding disciplinary regulations to fight the manipulation of sport competitions; acknowledging the public interest in major sport events and the critical issue considering spectators and security issues; recognizing that participation in the bidding process for hosting a major sport event and the related international exposure can act as a catalyst for sustainable national development, improved cooperation of different societal groups and identity building.

**Herein, the Government of Guyana is committed to** adopting the relevant guidelines and principles outlined in the referenced International Charters and

Declarations to strengthen national sport, physical education and physical activity strategies to reflect scientific evidence concerning the socio-economic benefits of physical education and sport, and to develop accordingly good practices and models so as to give serious consideration to the funding of physical education and sport programmes as a safe investment that will result in positive socio-economic outcomes; investing in community development and in accessible infrastructure to encourage physical activity; supporting the establishment of partnerships and collaborations involving all concerned stakeholders, including public authorities, city planners, parents, teachers, sport and cultural organizations, coaches and athletes to support the national vision and priorities for physical education and sport programmes; strengthening the role of national and regional sport infrastructure with particular consideration to the provision and quality assurance in physical education and sports (PES); supporting and advancing the work carried out by WHO, and other UN entities, on the importance of physical activity, notably in the prevention of non-communicable diseases; treating major sport events as an integral part of national PES planning, ensuring that other programmes do not suffer from budget shifts in favour of the implementation of major sports events or of high-performance sport; establishing clear guidelines which will set out the condition for planning and implementing major and mega sports events as well as for participating in related bidding procedures.

Within this policy, the Government of Guyana intends to place strong emphasis on enabling the participation of women at all levels of sport, from recreational participation to elite competitive level and within the hallways of administration, governance and decision making. Further, the government will commit itself to removing as many barriers that stymie the inclusion of women's participation in all aspects of sport through resource allocation, policy declarations, legislations and other measures that will seek to ensure that sport, in all its ways, can redound (contribute greatly) to the benefit of women and young girls in Guyana.

Holding that equity and equality are essential in society and sport, every effort will be made by the government to ensure compliance with equality provisions, as well as equal opportunities to participate in and be involved as a right of all citizens, regardless of race, color, language, religion, creed, sexual orientation or identity, age, marital status, ability/disability, political belief or affiliation, national or social origin. The policy commits to the fair and equitable distribution of resources, power and responsibility without discrimination on the basis race, color, language, religion, creed, sexual orientation or identity, age, marital status, ability/disability, political belief or affiliation, national or social origin. However such allocation should seek to redress

any inequitable balance in the benefits available to sectors of the society where such inequities exist. These fundamental principles will be based on International Charters and Declarations referenced above to which Guyana is party to, ensuring that the national sporting sector will benefit from the guidance and support of best practices from the global sport sector.

### 2030 Sustainable Development Goals

Looking to the future, the UN 2030 Sustainable Development Goals (SDGs) recognizes the importance of sport as an enabler of sustainable development. As such, it can be a quintessential tool for working towards the realization of the Sustainable Development Goals through the promotion of tolerance and social inclusion, fully realizing the values of sport and leveraging its great potential to achieve objectives in a number of important areas, in particular with regard to the SDGs.

This policy herein is indicative of the value of sport as an essential social and economic development tool, a means of strengthening positive health outcomes, enhancing educational goals, reducing juvenile crime, building social capital and enabling strong economic development. Therefore, the government will commit to allocating greater funding as well as other resources and support, where sport can contribute to achieving these goals. With the relationship between sport organizations and government departments being strengthened, the promotion and support of sports will realize a greater stability in planning and funding of relevant activities.

Perhaps more critical is the value that Government's policies will place on physical education for citizens, from children to seniors, an indication that Guyana recognizes and values the transformative potential of sport. The government will prioritize the actions that are important and consequently how, when and where funding is allocated to. Through this, Guyana's government will demonstrate a greater commitment towards sports contributing to the achievement of social development targets.



SGDs specifically application to the National Sports Policy of the Co-operative Republic of Guyana



# 8 Pillar I: Inclusive Sport, Physical Education & Physical Activity

## 8. Pillar 1: Inclusive Sport, Physical Education and Physical Activity

This policy recognizes the fundamental right to have access to quality physical education as enshrined in the UNESCO Charter of Physical Education and Sport (1978) and that government, in coordination with other relevant stakeholders, has a responsibility to ensure that the right is fully realized by all children and young people regardless of gender, socio-economic status, religion, ethnicity or culture. This policy also recognizes that physical education at early childhood, primary and secondary schools is the only subject on the curriculum that adequately addresses the physical development of students in a learning context that integrates the cognitive, psychomotor and affective domains of learning that leads to authentic physical literacy and the potential for lifelong participation in physical activity and sport. A key facilitator for quality sport, physical education and physical activity in Guyana is the establishment of a National Sports Academy.

### The National Sports Academy

The National Sports Academy is intended to strengthen the capacity of local personnel and organizations to support the growth and development of the local sport sector in Guyana. The Academy would offer tertiary level programmes in selected areas of sport education and allied fields, including coaching education, sport psychology, exercise physiology, sport management, sport entrepreneurship and other relevant fields of study. The Academy would also support research and development to complement the work of local sport stakeholder agencies in the development of excellence across selected sporting disciplines and in improving the efficiency and efficacy of sport and physical education programmes at schools and communities across Guyana.

The National Sports Academy will become a main hub of innovation, research and development driving the local sport sector industry and addressing, informing and supporting all three pillars of the National Sport Policy. It is recommended that the National Sports Academy be established under the existing structure of the local university system (UG), with a strong collaborative approach that facilitates close and meaningful partnerships with government agencies, national Olympic committee, national sports associations and federations, schools and community based organizations. The Academy will also establish partnerships with relevant international agencies to strengthen its work as a key hub of excellence in the Americas.

It is recommended that the National Sports Academy focuses on the following key areas of engagement:

1. Academic Programmes – including undergraduate and graduate courses and athletic scholarship programmes, as well as short courses and professional development courses for personnel in the sector;
2. **Research and Development** – optimizing innovation in the sector in collaboration with local and international research partners to strengthen local sport sector;
3. **Centres of Excellence** – centres in each region operating as satellite hubs to promote excellence in sport performance across Guyana
4. **Sport Enterprise** – focusing on efforts to generate economic activity through development of sport sector services in education, tourism and other viable sport products that may emerge from research in the field.

### Key Principles for Pillar I:

The following key principles will guide the planning, design and implementation of quality, inclusive physical education and sport across schools in Guyana:

1. **Flexible Curriculum:** The core physical education curriculum should facilitate flexibility in both content and methodology to address the respective needs, interests and religious/cultural practices of children and young people in different schools and communities across Guyana while maintaining the required standards as outlined by the Department of Allied Arts and consistent with UNESCO QPE guidelines.
2. **After-school Programmes:** Schools, in collaboration with community and sport organizations should provide adequate opportunities for students to participate in organized after-school sport and physical activity programmes that promote quality sport and health-related physical activity experiences and that build personal responsibility and social cohesion for children and young people.
3. **Pathways for Excellence:** Schools should become hubs of youth sport development through collaboration with sport bodies and other relevant stakeholders to provide quality coaching for students who demonstrate an interest in further development of sport competency. It is recommended that selected schools based on geographical location would be identified and supported to become Youth Sport Development Hubs, working closely with the relevant National Sports Associations and Federations and the National Sports Academy.

4. Safeguarding Children: This policy acknowledges that we have a responsibility to provide a safe and accessible environment for physical education and extracurricular sport in school and in all other educational institutions where children participate, making it mandatory that appropriate safeguards are in place to ensure that children and young people enjoy the positive benefits of sport free from harm and from all forms of abuse. Further detail of safeguarding requirements are captured in chapter 9.
5. Gender Equity: This policy promotes equal opportunities for girls and women at both the participation and leadership levels of sport and physical education. In this context, schools must provide adequate/equal opportunities for girls to participate in quality physical education and sport, including after-school programmes and programmes that seek to further develop sport competencies along the pathway to excellence. Equal opportunities for girls should also be reflected in budget allocations for physical education and in-school/after-school sport programmes.  
  
At the administrative/leadership level, school sporting organizations should include the necessary conditions to promote and include the participation of women in leadership and decision-making roles at the school, regional and national levels.
6. Inclusive Programmes: This policy supports the notion that all children and young people of Guyana should have adequate access to quality physical education and sport. This includes the provision of adapted physical education and sport for children and young people with disabilities, both in the mainstream and in special education institutions. The policy also recommends the provision of additional resources to facilitate the participation of students from hinterland communities in youth sport development programmes and inter-school competitions.
7. Physical Education Teacher Education: This policy recognizes that quality physical education and sport programmes at school require the support of certified teachers who are well equipped to deliver developmentally appropriate sport and physical education experiences that facilitate meaningful engagement of children and young people and that provide a foundation for lifelong participation and pathways for excellence in sport. It is recommended that all teachers at the early childhood and elementary school levels are exposed to core physical education theory and practice as part of their teacher education and that subject specialist teachers complete full undergraduate

- studies in the subject area as a pre-requisite for teaching physical education at the secondary school level. It is also recommended that professional courses in physical education, sport and allied fields be incorporated as part of regular in-service professional development of teachers across all levels of the education system, ensuring that teachers are kept abreast of the latest developments in the field of practice.
8. Coach Education: Recognizing the critical impact of coaching at the primary and secondary school level, this policy recommends that schools work in collaboration with National Sports Associations and Federations for Sport to secure the services of qualified coaches who are experts in selected sport disciplines and who have strong capacity in developmental/child/youth centered approaches to coaching. It is recommended that all coaches working with schools in Guyana are screened to ensure they meet the requisite suitability to work with children and young people in providing quality sport experiences that incorporate positive values and life-skills as a core part of the overall sport development experience.
  9. Collaboration/Partnerships: This policy recognizes that the delivery of quality physical education and sport at schools requires significant resources that demand the collaboration of individuals and agencies working in a coordinated effort to support the development of our children and young people. In this context, it is recommended that deliberate efforts are made to strengthen cooperation between government, sports organizations, schools and all other relevant agencies and institutions to improve the conditions for physical education and sport at school, including sports facilities and equipment, as well as qualified teachers, coaches and volunteers required to support the implementation of sport programmes and events. In the collaborative process, this policy recommends that for each partnership, key roles and responsibilities be established and in the case of multiple stakeholder engagement, that a lead agency is identified to take on the coordinating role that is critical to the efficiency of any collaborative effort.
  10. Target Populations: Based on the commitment to ensure inclusion of all members of society, this policy recommends deliberate attention to the needs of specific target populations that may often have less opportunities for participation, leadership, decision-making, programmes, facilities, equipment and resource allocation. In this regard, the following target populations are identified to ensure equity across all levels of society, including schools,

communities, national sports associations and federations and related agencies and organizations involved in the administration of sport:

- Women and Girls
- Indigenous Communities
- Hinterland Communities
- Seniors
- Youth
- Persons with Disabilities

The following key guidelines are recommended in addressing the needs of all of society:

- i. Equity in the distribution of resources for physical education and sport programmes.
- ii. Provision of required transport, accommodation, meals and other basic needs by relevant agencies to ensure adequate access and accessibility to (development) programmes, competitions and related events for all of society.
- iii. Access to quality facilities and equipment at school and community level that facilitate development, competition and mass participation programmes for all of society.
- iv. Adequate opportunities for all of society to access accredited Sport and Physical Education programmes at primary, secondary and tertiary level.
- v. Equal access to employment opportunities for members of society who meet the requisite education and experience, without bias and/or discrimination on the basis of gender, location, culture and/or age.
- vi. Established guidelines for the election, recruitment and/or appointment of members of the leadership/administration of sport agencies that promote opportunities for all of society to participate in leadership/decision-making roles.

11. Sports and People with Disabilities (PWDs): Ensuring a sports environment hospitable to PWDs. In addition to promoting physical rehabilitation, sports programs have significant impact on the emotional healing and social integration of persons with disabilities. They allow people to come together, share experiences and build camaraderie. Such programs may form the basis for self-help groups or larger advocacy initiatives. The participation of persons with disabilities in sport can lead to a shift in public perception about disability, focusing attention on ability and commonality, rather than disability and difference. To the extent possible, sports programs shall encourage the integration of disabled and non-disabled participants. When such integration happens, many myths and prejudices are dispelled and barriers to inclusion pushed aside.

12. Pathways to Podium: This policy acknowledges that only a small percentage of the national community may have the interest and pre-requisite conditions for enrollment in programmes that are linked to long-term investment in high performance sport. The policy recognizes that those individuals who commit to the journey to excellence in sport performance require significant and specialized support in order to become podium athletes. In this regard, the policy recommends the establishment of the Elite Athlete Development and Viability Model

#### **Elite Athlete Development Model (EADM)**

Considering the support of government, embracing an indigenous model crafted called the Elite Athlete Development Model (EADM); with an emphasis on high performance sporting capabilities, where, at policy level, special consideration is given to the development of clear pathways in support of elite athletes who are invested in competing on the world stage. Herein, the concept of viability is essential, ensuring the sportspersons the “ability of work successfully, ability to survive or live successfully”. Government and sport organizations hereby commit to ensuring all activities also take into account the specific needs of female athletes and that these are built into sustainable infrastructures for developing sport programmes aligned to the EADM.

Physical Education as the platform for Elite Sport: This policy recognizes that quality physical education at primary and secondary school is the foundation for successful performance at the elite level. The policy recommends a pathway that starts with the

development of the ABC's (Agility, Balance, Coordination) at the early primary school level, then to the development of Fundamental Motor Skills and then to Modified Sport skills that incorporate small-sided games and modified competitions. At the secondary school level, the focus shifts to more Sport Specific Skill Development and Standardized games and competition. The policy also subscribes to the UNESCO QPE guidelines and embraces the role of physical education in the development of values and life-skills throughout the pathway to excellence.

Youth Sport Development Hubs: From a structural perspective, this policy recommends the establishment of Youth Sport Development Hubs to serve as community-based sport academies designed to nurture the development of young athletes in multiple sport disciplines in a coordinated decentralized approach. It is recommended that schools and community-based sport facilities can be identified as the venues for Youth Sport Development Hubs and that each selected venue is provided with the necessary equipment and support personnel to function effectively. Hubs will be coordinated by local personnel from the respective NGBs in collaboration with representatives from local schools and communities and will develop and implement programmes based on guidelines from the National Sports Academy to ensure coherence and consistency across all of Guyana. Support personnel from each Hub will benefit from required Youth Sport Development training offered through the National Sports Academy that will include all relevant domains for successful youth sport development. The National Sports Academy will also provide data collection tools to support the monitoring and evaluation of athletes and programmes across all Hubs.

Talent Identification and Sport Specialization: Talent identification is the prediction of future performances based upon an evaluation of current physical, technical, tactical and psychological qualities. Talent identification allows for the identification and development of future talent, instead of selection based upon current results; developing a large number of players at the youngest ages, contributing to a large pool of adequately skilled individuals from which to choose. Using an appropriate Talent Identification Model (TIM), youth athletes would be selected to participate in development programmes at the Youth Sport Development Hubs. However, this policy also recognizes the harms associated with early sport specialization and recommends that students up to the age of 12 have opportunities for semi-specialization in at least three different sports and that they are encouraged to play at least one team sport. Youth Sport Development Hubs would adopt very clear guidelines that ensure the overall well-being of the athlete.

Athlete Education: For some athletes, the demands of training for elite sport can place significant pressure on management of time for other aspects of athlete life. This policy recognizes the need for balance in life and the importance of education as a core part of the total development of athletes. In this context, this policy recommends the following:

- i. Special provisions to be put in place to support the education of youth athletes selected for national training.
- ii. The National Sports Academy to establish an athletic scholarship programme in collaboration with NSA/Fs that allow for high performance sport development for students enrolled in academic programmes.
- iii. Athletic Scholarships are offered to youth athletes who are identified from the respective Youth Sport Development Hubs and who meet both the sport performance and academic requirements for undergraduate athletic scholarship programmes in Sport Studies at the National Sports Academy.
- iv. The National Sports Academy to establish a suite of Sport Studies programmes that offer prospective students the education for employment in a range of sport related careers.

Athlete Health and Well-being: Special arrangements are established to accommodate the full spectrum of health care needs for national athletes at both public and private health care institutions through a national sport insurance health care plan.

The National Sports Academy: The National Sports Academy has a critical role to play in the success of elite athletes in Guyana. Key roles include the following:

- i. Collaboration with NSA/Fs and other relevant stakeholders in the design of training and development programmes for athletes and teams.
- ii. Support for monitoring and evaluation of athletes and programmes enrolled in the Youth Sport Development Hubs.
- iii. Training and certification of coaches, athletic trainers and other relevant support staff required for the successful implementation of the elite athlete development programme.
- iv. Research projects focused on innovation linked to improvements in athlete and team performance.

Recreational and Competitive Sport: A key element of the pathway to podium is the opportunity for athletes to be exposed to competition at various stages of development. In this regard, it is recommended that NSA/Fs, in collaboration with other relevant stakeholders organize regular, structured competitions among schools, clubs and communities across Guyana at both the recreational and competitive levels. As athletes progress along the pathway to podium, it is recommended that tiered competitions be organized among the Youth Sport Development Academies and that the National Sports Academy and NSA/Fs organize regular international level competitions to allow national athletes to be well prepared for traditional regional and international tournaments and games.

National Duty: All employees, including the government and private sector, must make provisions for national athletes to train for and participate in international competitions without any loss of earning, status or benefits. This provision must also be extended to administrators and match officials on national duty.

Professional Management This policy recognizes that as athletes move through the pathway to podium, there are increased opportunities for professional engagements, including endorsements, sponsorship and professional club signings. This policy recommends the establishment of a national framework to facilitate opportunities for athletes who may require initial support in their journey to professional sport status. It is recommended that the National Sports Commission, in keeping with its Act, implement sports programmes according to the guidelines of the national sports policy, and in collaboration with other relevant stakeholders, to support athletes on their journey to professional status, including scouting opportunities and engagement with potential agents, sponsors and investors.

## 9. Pillar II: Sport Governance & Integrity



## 9. Pillar II: Sport Governance and Integrity

For its many positive effects, sport also has the capacity to become a magnet for negative social behaviours. This policy recognizes the increasing challenges to the integrity and governance in sport at a global level and the negative impacts on the sector. Doping scandals, child abuse, corruption and discrimination have all become a sad part of the sport sector. In order to protect the sport sector from further harm at the local level, this policy identifies key guidelines that address doping, match-fixing, child abuse, discrimination and other human rights violations. It is the intention of this policy to put structures and systems in place to address existing concerns and to lessen the occurrences of these negative elements that bring the sport sector into disrepute.

**The Guyana Sports Tribunal:** A key facilitator for the enhanced governance and integrity of sport in Guyana is the establishment of the Guyana Sports Tribunal that is based on the core values of fairness, equity, integrity and respect. This policy therefore recommends the establishment of a Guyana Sports Tribunal to address the frequent and often destructive conflicts and disputes that have become a debilitating feature of sport in Guyana. The Guyana Sports Tribunal is intended to operate as an independent state appointed body that will have statutory powers to both prevent and resolve disputes through the offering of resolution facilitation, mediation and arbitration services for both individuals and organizations involved in the sport sector, including athletes, coaches, administrators and volunteers. The intention is to make access to the Guyana Sports Tribunal affordable, efficient and transparent so that conflicts may be avoided and/or quickly and amicably resolved with the aim of preserving the integrity of sport in Guyana.

Arbitrators serving on the Guyana Sports Tribunal must have significant expertise and/or experience in both sport and law and would be assigned based on specific expertise requirements of a case matter. Such matters addressed by the national Sports Tribunal would include:

- i. Anti-doping violations
- ii. Match Fixing
- iii. Harrasment
- iv. Discrimination
- v. Abuse of children and vulnerable adults
- vi. Appeals against disciplinary matters

- vii. Appeals against non-selection for national/regional teams
- viii. Sports intellectual property rights and trade mark violations
- ix. Other matters that may be referred to the Guyana Sports Tribunal

The establishment of the Guyana Sports Tribunal would be guided by other existing Sport Tribunal models and the legal framework and laws of the Co-operative Republic of Guyana and where necessary with consideration for the laws of other territories.

Conceptually, the Guyana Sports Tribunal has the potential to serve as a Regional Sports Tribunal to address disputes and conflicts across CARICOM member states as there is no other national or regional institution providing these services. In this regard, this policy recommends that the establishment of the Guyana Sports Tribunal gives consideration to providing similar services to other CARICOM member states and to establish formal links with the Court of Arbitration for Sport (CAS). Establishing the Guyana Sports Tribunal as a Regional Service Provider provides the Tribunal with new potential revenue streams in a para-legal service sector that is presently under-served across Guyana and the entire CARICOM region.

### Key Principles for Pillar II:

The following key principles will guide the enhancement of governance and integrity in sport in Guyana based on the core values of fairness, equity, integrity and respect:

### Good Governance Principles

As a good governance mechanism, the NSP, strongly recommends the adoption of a set of Good Governance Principles that provide the operating framework for all organizations involved in the administration of sport and related services in Guyana, including national sport associations and federations, national Olympic committee, government appointed agencies, school sport associations and sport clubs.

The NSP recommends that these good governance in sport principles include the following:

- i. Clarity of Purpose: organizations having clear statements of their vision, mission, core values, goals and objectives so that members, beneficiaries, supporters and the general public would be aware of their main purpose;

- ii. **Appropriate Operational Structures:** organizations have clearly established structures, constitution and code of ethics to support the efficient and effective functioning of their respective organizations;
- iii. **Equity in Leadership:** organizations have systems in place to ensure equity, democracy and fairness in the election of leadership and administrative roles, including term limits on executive officer holders (no more than 2 consecutive terms per officer and/or executive body);
- iv. **Accountability and Transparency:** organizations establish and adhere to transparent and accountable systems of communicating and consulting with members and key stakeholders and regularly sharing reports and evaluations of the performance of the organization at all levels;

### Anti-doping in Sport: Creating a Doping Free Environment

The International Convention against Anti-Doping in Sport was adopted by the general conference at its 33rd session in 2005. The Convention harmonized anti-doping efforts worldwide, between governments and the sporting movement. The Convention provides a legal framework within which all governments can take action to remove doping from Sport. Through the Convention's continuous monitoring mechanisms, countries are encouraged to re-examine the state of their national laws and policies for areas of improvement. Application of doping control policies set guidelines for dealing with athletes who test positive for banned substances.

Guyana National Anti-Doping Organization (GNADO) – government commits to work with relevant local, regional and international agencies in support of anti-doping education and awareness, targeting athletes across all disciplines with special attention to athletes representing Guyana at various levels. The government also commits to working with the relevant agencies in support of strengthening legislation to deter the sale and use of prohibited substances and to support WADA guidelines and operating codes for tracking of athletes and hosting of events.

Government will also commit to the following:

- i. Timely payment of Guyana's dues to WADA and C-RADO.
- ii. Maintaining membership in relevant global and regional sport anti-doping bodies.
- iii. Ensuring ongoing access to updated anti-doping information and training/development opportunities for Sports Guyana.

- iv. Ensuring ongoing anti-doping training programmes are administered to athletes, students, sports associations and federations, in tandem with the efforts of the Guyana Olympic Association;
- v. Ensuring national facilities and staff therein are operating within the awareness of anti-doping and clean sports initiatives
- vi. Ensuring that testing rooms at In-Competition sites are accessible, with relevant electrical, plumbing and other necessary requirements.

### Discrimination and Human Rights Violations in Sport

**Acknowledging** Act No. 2 of 1980, the **Constitution of the Cooperative Republic of Guyana** and the list of provisions enshrined therein relevant to the establishment of a national Sports policy to develop the myriad aspects of the sector to 21<sup>st</sup> level capacity and sustainability.

**Recognizing** Article 17 which speaks to the existence of privately owned economic enterprises. Such enterprises must satisfy social needs and operate within regulatory frameworks of national policy and the law. Further, it is Article 21 which speaks to the source of the growth of social wealth and the well-being of the people, and that each individual is in the labour of the people. As a primary organ that nations utilize in their attempts to meet national development goals, Guyana's national sports policy is based on provided guidelines and operational principles used by governments and sports organizations in Sport governance.

**Highlighting** Article 22 which holds principles that bring foundation to Guyana's sport sector, noting

1. Every citizen has the right to work and its free selection in accordance with social requirements and personal qualifications. He has the right to be rewarded according to the nature, quality and quantity of his work. Women and men have the right to equal pay for equal work.
2. Socially useful activity is an honorable duty of every citizen able to work. The right to work implies a corresponding duty to work.
3. Every citizen's right to work is guaranteed
  - i. by social ownership of the means of production, distribution and exchange.
  - ii. by socialist planning, development and management of the economy.

- iii. by planned and progressive growth of the socialist productive forces and labour productivity.
- iv. by consistent implementation of scientific principles and new and productive forces and labour productivity.
- v. by continuous education and training of citizens.
- vi. by socialist labour laws.
- vii. by sustained efforts on the part of the State, co-operatives, trade unions and other socio-economic organizations and the people working together to develop the economy in accordance with the foregoing principles in order to increase continuously the country's material wealth, expand employment opportunities, improve working conditions and progressively increase amenities and benefits.

Government's commitment to these principles will be further realized through these applications to the Sports sector, where Article 27 highlights that every citizen has a right to a free education from nursery to university as well as at non-formal places where opportunities are provided for education and training, and Article 28's provisions wherein every young person has right to ideological, social, cultural and vocational development and to the right of the socialist order of society.

With the equal rights provision of Article 29, facilitations within the sector will see a gender sensitive approach since Guyana's constitution holds that

1. Women and men have equal rights and the same legal status in all spheres of political, economic and social life. **All forms of discrimination against women on the basis of their sex is illegal.**
2. The exercise of women's rights is ensured by according women access with men to academic, vocational and professional training, equal opportunities in employment, remuneration and promotion, and in social, political and cultural activity, by special labour and healthy protection measures for women by providing conditions enabling mothers to work and by legal protection and material and moral support for mothers and children, including paid leave and other benefits for mothers and expectation mothers.

The **fundamental rights and freedoms** of the individual is accorded to citizens and clearly outlined in Chapter III, noting in Article 40

1. That every person in Guyana is entitled to the basic right to a happy, creative and productive life, free from hunger, disease, ignorance and want. That right includes the fundamental rights and freedoms of the individual, that is to say, the right, whatever his race, place of origin, political opinions, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following, namely –
  - (a) life, liberty, security of the person and the protection of the law.
  - (b) freedom of conscience, of expression and of assembly and association.
  - (c) protection for the privacy of his home and other property and from deprivation of property without compensation.
2. The provisions of Title 1 of Part 2 shall have effect for the purpose of affording protection to the aforesaid fundamental rights and freedoms of the individual subject to such limitations of that protection as are contained in those provisions, being limitations designed to ensure that the enjoyment of the said rights and freedoms by any individual does not prejudice the rights and freedoms of others in the public interest. Title 1 speaks to the protection of fundamental rights and freedoms of the individual, based on articles 138 – 154 (see Appendix).

Therefore, on the issue of the employment within the sporting sector, it is noteworthy that under the constitutionally provided Public Service Commission (PSC), 201, subject to the provisions of the Constitution, the body has the power to make appointments to public offices and to remove and to exercise disciplinary control over persons holding or acting in such offices vested in the PSC. Further, Article 202 holds that where any power of the PSC is exercised under Article 201 (2), any person in respect of whom the power was exercised (including a person who failed to obtain an appointment), may appeal to the Commission from the decision. This policy for sports in Guyana condinely upholds this principle as critical to effectively catering to the needs of citizens.

The employment of sporting staff, in coaching, training, administration, marketing, among others, through this policy, will be protected by the provisions of Guyana's Occupational Safety and Health Act 1997 (OSHA) which provides for registration and regulation of all individual establishments, occupational safety and healthy periods in the workplace.

Wherein in sports administration and organization, employers have a duty to take reasonable care of their workers by providing a safe place to work, a safe system of work, adequate plant and equipment with guards or rails as required (for the facilitation of PWDs), competent staff, training to ensure that workers understand and know safety procedures and all hazards in the workplace.<sup>4</sup>

**Regarding Discrimination**, which can occur where a person makes any distinction and exclusion or preference in relation to another person with the intention of nullifying or impairing equality of opportunity, of treatment in any employment or occupation; that a person can raise grounds of discrimination on basis of race, sex, religion, colour, ethnic origin, indigenous population, national extraction, social origin, economic status, political opinion, disability, family responsibilities, pregnancy, marital status or other except for the purposes of retirement and restriction on work and employment of minors. Further the conduct amounting to discrimination can be direct or indirect, intentional or unintentional. What is important is the identification of the act or omission that amounts to discrimination.<sup>5</sup>

**Acknowledging** the aforementioned, the NSP protects persons in Sports, employed in whatever position or capacity, where complaints can be made to the Chief Labour Officer or designated officers at the Ministry of Labour. An investigation should be conducted and statements taken from perpetual witnesses. The employer or agency that is accused of the discriminatory conduct should be interviewed and a statement taken from the proper officer of the employer.

**Upholding** the OHSA which provides protection from discrimination, that it is unlawful for an employer to discriminate in relation to recruitment, selection or employment of any person for the purposes of training, apprenticeship or employment. The Act holds that there should be no discrimination in advertisement of jobs, arrangements made for the purpose of determining who should be offered employment, in terms or conditions on which employment is offered and in the creation, classification and abolition of jobs; shall be unlawful for any employer to discriminate against an employee -

- In terms or conditions of employment.
- In conditions of work or occupational safety and health measures.
- In the provision of facilities related to or connected with employment.
- By denying access or limiting access to opportunities for advancement, promotion transfer or to any other benefits, facilities or services associated with employment.

<sup>4</sup> Occupational Health and Safety Act, 1997.

<sup>5</sup> The Guyana Association of Women Lawyers, "What you need to know about the law and You IV", 2011 Booklet, USAID Funded, pg. 89-97.

- By retrenching or dismissing an employee.
- By subjecting the employee to any other disadvantage.

Concerning genuine occupational qualification, applicable to professional partnerships, professional or trade organizations, qualifying bodies, vocational training bodies, employment agencies, protection from discrimination in other areas.

Therefore, on the issue of **Sexual Harassment**, any act of sexual harassment against an employee, committed by an employer, managerial employee or co-worker shall constitute unlawful discrimination based on sex and is therefore a discrimination offence.

Sexual harassment means "unwanted conducted of a sexual nature in the workplace or in connection with the performance of work which is threatened or imposed as a condition of employment on the employee or which creates a hostile environment for the employee". Related compounding issues in equal remuneration, general expectations, other penalties, supplemental remedies shall not occur in Guyana's Sports environment as a matter of policy.

Guidance provided by Guyana's Public Service Rules 2004, with updated amendments - on employment, the rules provide clear and proper operational procedures – employing of workers, there are clear rules, regulations and guidelines, the disregard for which is dangerous and would maintain glaring negatives; given the revelation of a large number of ghost employees.

The Public Service rules covers recruitment, appointment, promotion, staff performance appraisal, transfers, secondments, training, official working hours and conduct, discipline allowances, advances, communication through the mass media and critical protections, such as patents for inventions made by public servants and relations with trade unions and staff associations, thereby and towards creating a secure physical and sexual environment to deter any acts of sexual harassment and to promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

### **Safeguarding and Child Protection in Sport**

This policy recognizes that although the majority of children and young people enjoy positive sport experiences, there are some that experience various forms of abuse and harm. It is also noted that children may be abused regardless of their age, gender, culture, religion and/or ability/disability and that there is generally an

under-reporting of cases of abuse. Notably, research suggests that the sport sector also provides a space that can identify and support abuse that may be occurring outside of the sport sector. In this regard, this policy recommends the development of a robust safeguarding of children in sport agenda that is based on government's acknowledgement of the rights of children to participate in sport in a safe and enjoyable environment as enshrined in the United Nations Convention on the Rights of the Child. The key areas of commitment are as follows:

- I. **Safeguarding Education:** Providing safeguarding training for coaches, physical education teachers, sport administrators, volunteers and other individuals who work with children and young people in sport based on the UNICEF International Safeguards for Children in Sport. Persons who work with children in sport in Guyana will be required to have the following:
  - i. Police Record of good character.
  - ii. Safeguarding Training.
  - iii. Certification for Coaching /Physical Education.
  - iv. Signed Self-Declaration.
- II. **Strengthening Capacity:** The government commits to strengthening the capacity of organizations that deliver sport programmes for children and young people in sport to ensure that they meet basic safeguarding requirements as a pre-requisite for government funding. Each organization must have the following:
  - i. Safeguarding children in sport policy/guidelines.
  - ii. Code of Conduct for all staff who work with children in sport.
  - iii. A designated safeguarding officer identified as the lead safeguarding personnel for the organization.
  - iv. Persons who work with children in sport are trained in safeguarding.
- III. **Child Protection:** The government also commits to working with local child protection agencies to support interventions where required and to manage cases of abuse that are reported. In this regard, all organizations working with children and young people in sport would be supported to develop proper guidelines to assess and mitigate risks and for reporting and management of cases.

### Match Fixing and Competition Manipulation

The growth in the popularity of sport and the global nature of sports betting has contributed to increased risks that sporting competitions will be targeted by individuals and organizations involved in the manipulation of sporting competitions or match-fixing. Guyana is not immune to unscrupulous individuals and illegal agencies who wish to use dishonest and illegal means to gain financial benefits for themselves. At the local, regional and international levels, criminal elements target individuals to manipulate the outcomes of games, threatening the integrity of sport and bringing the sector into disrepute.

Match-fixing involves the manipulation of an outcome or contingency by competitors, teams, sports agents, support staff, referees and officials, or venue staff for corrupt or fraudulent financial gain. It includes:

- i. Deliberate fixing of the result of a contest.
- ii. Deliberate underperformance.
- iii. Withdrawal (tanking).
- iv. An official's deliberate misapplication of the rules of the contest.
- v. Interference with the play or playing surface.
- vi. Abuse of insider information.

The manipulation of sporting competitions is usually done for financial gain via gambling on sport. Criminal networks and organized criminal entities are attracted to sports and sports betting as a way to make money. They will target athletes to use them to manipulate sporting results for financial gain, even if there is no sports betting allowed in the country in which the event takes place.

This policy is informed and guided by the Declaration of Berlin (2013) and the Council of Europe Convention on the Manipulation of Sports Competitions. The government commits to the following:

- i. **Awareness:** Promote awareness about the nature and consequences of match fixing and illegal gambling in sport, specifically targeting youth athletes involved in competitive sport and national athletes representing Guyana at international competitions.

- ii. **Regulatory Framework:** Develop a regulatory framework to protect the integrity of sport in Guyana and to provide guidelines for players, officials, administrators and other relevant stakeholders.
- iii. **Inter-Agency Collaboration:** Promote inter-agency collaboration in the monitoring and enforcing of local laws that address match fixing and illegal gambling in sport.
- iv. **Penalties:** Impose clearly established penalties for players, officials, administrators and other relevant personnel and/or agencies who tarnish the integrity of sport in Guyana through their involvement in match-fixing and illegal gambling in sport.

### Protecting Sports Intellectual Property Rights

Intellectual property is an umbrella term used to describe properties created by human intellect and includes patents, trademarks, trade secrets, copyrights and designs. As a matter of international law, the NSP assists in honoring Guyana's World Trade Organization membership, which requires enactment of legislation in order to get trade benefits, with an emphasis on respect for sustaining value of intellectual property (IP) to protect sports coaches, trainers, writers, sports manufacturers and athletes in sports, where a major portion of revenue flows from various activities such as branding, merchandising, licensing, which involve exploitation of various intellectual property (rights). Sport, which for a very long time was considered a recreational activity, has today become a thorough commercial activity, generating profits. The effective operationalizing of the functionality of "sports intellectual property rights" is critical in the context of ensuring relevant laws are in place that can effectively protect innovative ideas and their sources as they emerge, ensuring sporting mechanisms and awareness programmes emphasize respect for the law, in policy analysis and implementation.

Guyana currently prevails with legal IP protection afforded in the law similar to the law of United Kingdom, regulated by the Trademarks Act/Rules (Cap. 90:01; R. 1/1955 No.4 of 1972) and the Patents and Designs Act (Cap 90:03) (1973). Guyana is a signatory to the Universal Copyright<sup>6</sup> Convention and the Berne Convention<sup>7</sup> for the Protection of Literary and Artistic Works, effective October 25, 1994 (121 signatories on March 2, 1997).

<sup>6</sup> Copyright law protects the expression of ideas from the moment the work is created. Copyrights subsists in literary, musical, artistic, dramatic and photographic works, sound recordings and cinematographic films, allowing the owner of the copyright to reproduce, make copies, sell, make derivative works, adapt, license and assign the work. In the process of sporting events and its promotions, artwork in logos, literature in promotional material, merchandise, software of computer and online games are all subject matter of copyright.

<sup>7</sup> Berne Convention (1886), completed at Paris (1896), revised at Berlin (1908), completed at Berne (1914), revised at Rome (1928), at Brussels (1948), at Stockholm (1967) and at Paris (1971) and amended in 1979 (Berne Union)

Generally, Sports and IP refers to the legal protection necessitated to prevent third party infringement since for both sportspersons and sports associations, sports is not just a career or passion. Therefore, multiple laws are necessary in order to safeguard the business interests involved in sports.

- **Trademarks**, one of the most commonly created IP associated with Sports, refers to the names and titles of a franchise, tag lines and other names associated with a sports team are capable of being registered as trademarks and further assist brand building. Working to protect trademarks assumes high importance to safeguard commercial interests. Registration of a trademark is a process which can be done with the help of a registered trademark agent or a lawyer by paying prescribed statutory fees.
- **Patents** protect inventions that are new, innovative and capable of finding industrial application and are also granted to processes of achieving a result. There are a number of sports methods for which patent is being sought, such as method of training swings. A player, team or league gains significant benefits from exclusive control over a technique that provides a competitive advantage. It is very important for the owner(s) registering a patent to approach a proper patent agent/attorney who should be technically and legally sound.
- **Trade secret** refers to a practice, process, pattern or compilation of information which is not generally known or easily acquired by which a business obtains an economic advantage over its competitors. In sports associations or teams, it is possible that there is some information which is confidential in nature and confidentiality has to be maintained, the exposure of which would be violations of trade secret law. Trade secrets are generally protected by having proper confidentiality clauses in the agreements. Thus, having proper agreements between the sports man and sports associations is beneficial in order to avoid such instances.
- **Personality/Publicity right** is the right to control the commercial exploitation of one's name, image, likeness or any other aspect of personal identity, playing an important role in the brand creation of individual sports players and teams. Celebrity status leads to various forms of image creation, brand endorsement and revenue generation capitalizing on fame. Athletes who have trademarked their names include British footballer David Beckham and Indian cricketer Sachin Tendulkar. This is linked to character merchandising, the marketing of name or image for monetary gain by using a celebrity's persona, such as Michael Jordan and Nike. It is essential for sports associations involved in

merchandising to protect the image rights of the individual sports person. A clear line of distinction should be drawn between the image of the sportsman as a team member to that of an individual.

- **Ambush marketing** refers to a company's attempt to capitalize over the popularity of a well-known property or event without the consent or authorization of the necessary parties. It is the attempt by a third party to create a direct or indirect association with an event or its participants without their approval, hence, defying official sponsors and partners, part of commercial value due to their official designation. Brand owners get into ambush marketing as it is a cheap way of attracting customers to their brand, generally including unauthorized use of registered event logo on merchandize, false claims of being official suppliers of a particular team, creating unofficial websites, films, videos, unofficial corporate sponsorship. The protection of the various species of IP would be in various forms like registrations, agreements with proper terms and conditions, towards protecting personality images and rights.

### Penalties and Sanctions

With an environment that prioritizes investment and coordination for education and prevention measures, the Government shall implement comprehensive education and prevention programmes towards the establishment of transparent and democratic decision making structures based on good governance standards, standardise codes of conduct and consistent enforcement of appropriate sanctions within the sports movement.

It is envisioned that **zero tolerance policies**, with the consideration of **sanctions will act as a deterrent against doping in sport, discrimination and other human rights violations, all forms of abuse of children in sport, match-fixing and manipulation of sport competitions, and other breaches of good governance practice within the sport sector.**

Therefore,

- The government commits to strengthening systems for monitoring the use of government resources within the sport sector to ensure that funds and materials are being used as planned and as approved by the relevant authorities. Any indication of discrepancies in the use of government resources shall be properly investigated by the relevant authorities and with appropriate actions taken against individuals and/or organizations involved in the misuse of resources.

- The government shall continue to support the National Anti-doping Organization (NADO) in their efforts to educate athletes and coaches about the unscrupulous use of performance enhancing drugs. The NADO shall be the local organization responsible for implementing WADA anti-doping rules; conducting investigations and managing test results; and for conducting hearings related to anti-doping offences at the national level.
- Government shall support and promote good governance measures among national sports associations and federations and encourage zero tolerance approaches to all forms of discrimination, human rights violations and unethical behavior in the administration of sport.
- Government shall support the education and awareness of measures to make sport safer for children across all of Guyana. Individuals and organizations working with children in sport who place children at risk of abuse shall be reported to the relevant authorities and the relevant sanctions and penalties shall be duly applied.
- Any evidence of criminal activity within the sport sector shall be reported to the relevant law enforcement authorities who shall conduct the necessary investigations and take appropriate actions. It is recommended that the government explore the feasibility of creating a public prosecutor's office specialized in sport-related crimes.
- Any evidence of match-fixing and/or competition-manipulation shall be duly investigated by the relevant national sport association or federation and appropriate sanctions and/or penalties applied to those involved. If criminal activity is suspected, the matter shall be reported to the law enforcement authorities.
- Government shall establish betting regulatory bodies to effectively engage with law enforcement authorities and sport organizations to exchange information and deliver prevention education.
- The NSP calls for compliance with all applicable anti-money laundering laws and regulations. This means the conduct of business in a reputable manner, for legitimate purposes, using legitimate funds.
- The NSP cautions individuals within the sport sector against accepting offers of anything of value with intent to obtain or retain an improper business advantage, including gifts which exceed a reasonable standard, as these may all be

considered forms of bribery. Any forms of bribery reported to a national sport association or federation shall be investigated and where necessary, appropriate sanctions applied.

- Confidential information, including business and strategic plans, contract terms, rates or fees, financial information, employee and salary info, work methods and procedures and internal secrets, should be shared on a need to know basis. This obligation remains, even after leaving related employ. Where necessary, a written agreement must be obtained before disclosing information.
- Zero tolerance for corruption – NSP calls for compliance with all relevant anti-corruption laws and adherence to relevant international standards, wherever sports business is conducted.

**No tolerance will be extended to any form of retaliation against an individual who reports violations of the NSP and the laws and rules it upholds.** Retaliation includes any adverse action taken against an individual who reports violations or acts of misconduct. If violations are observed, actions must be taken. The matter must be reported and necessary enforcement activated. All reports of misconduct will be dealt confidentially to the extent practically and legally permissible and thoroughly reviewed.

Throughout, national sports associations and federations shall abide by/adhere to the rules of their international governing organization, as well as the sovereign laws of the land. Breaches of the NSP will result in appropriate sanctions under applicable employment law as well as other disciplinary measures, up to and including termination.

Relations with UNESCO for oversight shall be retained and maintained.

## 10. Pillar III: Harnessing The Power Of Sport As A Tool For National Development And The Achievement of the UN Sustainable Development Goals (SDGs) 2030.



**10. Pillar III: Harnessing The Power Of Sport As A Tool For National Development And The Achievement Of The UN Sustainable Development Goals (SDGs) 2030.**

Pillar III of the National Sports Policy recognizes the potential value of sport, physical education and physical activity as an important enabler of sustainable development in general and a key contributor to the achievement of the UN 2030 Sustainable Development Goals. This policy is guided by an ongoing international collaborative effort involving key Inter-governmental agencies, International sport governing bodies and Sport for Development experts as captured in the Kazan Action Plan, providing a framework for government agencies, sport organizations and other relevant agencies operating within the sport ecosystem of Guyana to maximize on the potential of sport and physical education to contribute to health, education, social cohesion and economic development.

**Key Elements for Pillar III:**

The following key principles will guide the strategies, approaches and programmes that harness the power of sport, physical education and physical activity to enhance the development of health, education, social cohesion and economic productivity across all of Guyana.

**Health Promoting Physical Activity**

The WHO Global Action Plan on Physical Activity (2018 – 2030) acknowledges that regular participation in moderate to vigorous physical activity can help prevent and treat a range of non-communicable diseases (NCDs), including heart disease, hypertension, diabetes, some cancers, obesity, mental health and generally contributing to wellness and quality of life. The National Sports Policy of Guyana recognizes that the use of technology, advances in transportation and general trends in cultural and recreational use of leisure time have all added to a decrease in physical activity leading to rising costs in health care, loss of productivity and a general decline in the quality of life. This impact is even more exaggerated for some sectors of society, including girls and women. This policy recommends the following key positions to increase health promoting physical activity:

- i. Promoting Active People: Partnering with key agencies at schools, communities and in the workplace, to provide access and opportunities for persons of all ages, genders and abilities to participate in regular, daily physical activity in a wide range of programmes and settings;
- ii. Securing Active Spaces: Ensuring that safe spaces, including indoor and outdoor parks and recreational facilities are identified and maintained across

communities in Guyana that enable persons of all ages, genders and abilities easy access for a wide range of physical activity options;

- iii. Building an Active Society: Promoting a culture of physical activity across all of society, including guidelines and incentives for employers to create physical activity spaces and opportunities for employees.

**Education**

In addition to the value of quality physical education as expressed under Pillar I, sport is also recognized as a valuable medium for developing a wide range of educational outcomes both within and outside of the traditional education system. These outcomes include health education knowledge, leadership education and the development of a range of life skills. Quality sport and physical education programmes that promote enjoyable engagement can also be an incentive for participation and learning for students who may not be attracted to the traditional academic curriculum. This policy recognizes the potential of sport as a platform for education, but notes that the educational outcomes of any sport intervention must be based on clear intent and appropriate programmes that are deliberately designed to achieve the intended education outcomes. Key guiding principles for achieving education outcomes through sport include the following:

- i. Sport Education: Offering relevant courses through the National Sports Academy to strengthening the capacity of teachers, coaches and other relevant personnel in the sector responsible for the delivery of sport programmes designed to achieve education outcomes linked to health, leadership and life skills development;
- ii. Youth Sport Leadership: Investing in the development of leadership capacity of young people in schools and communities across Guyana as part of a deliberate effort to prepare the next generation of leaders in and through sport;
- iii. Promoting a culture of sport at primary and secondary schools that engenders mass participation from children of all ages, abilities and genders.

**Social Development**

Within the context of Sport for Development and Peace, governments, sport organizations and sport for development agencies have been implementing programmes that harness the power of sport to enhance and promote national unity and social cohesion with increasing success. The UN 2030 Agenda for Sustainable

Development recognizes inter alia the role of sport as a contributor to the promotion of tolerance and respect; empowerment of women and young people; and the advancement of social cohesion. The following key policy positions guide the strategies and approaches for the use of sport as a medium for social development in Guyana:

- i. **Core Values:** The core values of respect, equity, fair play and integrity shall be embedded in the planning, design, implementation and promotion of all sport programmes, activities and events across Guyana;
- ii. **Sport Ambassadors:** National sporting icons shall be engaged as ambassadors to support and promote the core values enshrined in this policy through a national sport values programme at schools and communities across Guyana;
- iii. **Partnerships:** This policy recognizes the need to create and encourage opportunities for government agencies, sport organizations and other relevant agencies responsible for the implementation of sport for development programmes at schools and communities across Guyana to collaborate in the planning, design and implementation of programmes that use sport as a tool for social development.

### Economic Development

Sport is well recognized as a multi-billion dollar global industry sector that continues to show signs of growth across different sub-sector industry components. A course of action is to view sports as a burgeoning industry. The initial investments should be viewed as developmental - with the expectation that the careers in sports (agents, coaches, physiotherapists, trainers, etc.) will eventually propel the industry to become self-sustaining. In this context, government has a responsibility to create a facilitating environment to ensure that funding is available and accessible through the Ministry of Finance, private sector investors, budgeting allocations, tax exemptions or deductions to support investment and economic activity linked to the development of a vibrant sport sector industry.

This policy recognizes the potential of sport as a core revenue stream for the economy of Guyana that requires proper research and analysis to guide the necessary investment. In this regard, the following key guidelines are recommended as part of a commitment to develop the sport sector as one of the thriving industry sectors in Guyana.

- I. **Sport Sector Study:** The sport sector study is intended to provide an assessment of the sport industry landscape in Guyana based on an overview of existing resources, structures, expertise, services and other relevant inputs that can best facilitate financially viable investments in sport in Guyana;
- II. **Sport Services:** This policy recommends that investment in the sport sector focuses on selected sport service industries that have been identified as part of the overall national sport ecosystem within the context of this policy:
  - a. **Guyana Sports Tribunal:** The services offered by the Guyana Sports Tribunal have the potential to generate revenue at both the local and regional (Caribbean) contexts;
  - b. **National Sports Academy:** Sport education courses offered by the National Sports Academy can generate revenue from local, regional and international students who may enroll for traditional undergraduate and graduate programmes and/or professional sport-related courses;
- III. **Workforce Development:** The National Sports Academy, in collaboration with other relevant stakeholders will have the responsibility to strengthen the capacity of the sport sector workforce based on a needs assessment from the Sport Sector Study;
- IV. **Sport Consumption:** This policy recognizes that a key element in the development of a vibrant sport sector industry is linked to increased levels of sport consumption. In this regard, this policy will create incentives to stimulate sport-related consumption from participation to spectator engagement across a wide range of programmes, activities and events that appeal to persons of all ages, genders, and cultural persuasions;
- V. **Sport Tourism:** In a broad sense, sports tourism is any travelling that is done to participate in a sporting event, including just watching. This shall be a main point of economic development for sports Guyana. As long as a sport is the primary reason for one's travels, it can be considered Sports tourism, within which there are two distinct fields:
  - a. **Sports Participation Travel** – Athletes, coaches, trainers, management, administrative and technical support;
  - b. **Sports Spectator Travel** – Sports fans, spectator public, family & friends of competitors, businesses and sponsors.



L-R: Guyana National Stadium, Providence, EBD; Guyanese sporting fans; National Aquatic Center, Liliendaal, ECD;

Guyana's Sports Tourism agenda has the capacity to tap into the vast benefits of both dimensions of the sport tourism landscape and with the potential to add further value by associating with other tourism products that are inherently part of the existing and/or future tourism spectrum of Guyana, with travelers accessing local hospitality, cuisine, craft and history, providing more revenue to hotels, restaurants, sports facilities and gift shops alike, which in turn means more revenue for location throughout the Guyana.



L-R: Rapids rafting, Mazaruni River, Region 7; Rodeo ladies, Lethem, Region 10; Motorracing, South Dakota Circuit, Timehri, Region 4

The National Sport Policy recommends the development of a data-informed plan that outlines the viability of investing in prioritized sport tourism products that best fit the existing overall national tourism agenda and that coincide with the realities of the national context in Guyana. It is recommended that the Sport Sector Study include an assessment of the sport tourism landscape, with a specific focus on the viability of merging sport events/activities with eco-tourism products, building on the concept of signature eco-sports events that attract international athletes and global corporate partners and linked to smaller, lead up community-based events across Guyana that boost local economic activity. In this regard, the National Sport Policy recommends that consideration to be given to the following:

- a. Sport and Eco-tourism: Developing a unique sport and eco-tourism product that attracts international participation and that takes advantage of the

existing status of Guyana's 2019 ranking as the world's best eco-tourism destination, maintaining alignment with Guyana's Green State Development Strategy.

- b. Domestic Tourism: The vast and diverse geography of Guyana makes it an ideal prospect for domestic sport tourism which can act as a buffer for seasonal international sport tourism and at the same time build stronger overall capacity and economic activity at the community level – ideally, linking the community-based sport tourism product to a national/international product.
- c. Global Standards: Quality sport tourism products require investment in both human resource capacity and local infrastructure to ensure that both international and domestic sport tourism products offered in Guyana continue to meet global standards.

- VI. Sport Manufacturing: Although the global sports goods manufacturing sector is recognized as a very competitive sector with well established brands like Nike, Puma, Adidas and Under Armour dominating the shelf space in sport stores across the globe, there are unique possibilities within Guyana that provide options for the manufacture of sport apparel and some sport equipment (e.g. cricket bats, table tennis tables and weights). The National Sport Policy recognizes that sport manufacturing has the potential to provide meaningful employment in rural communities with the prospect of establishing partnerships with global brands and/or developing and marketing high quality local brands for niche markets within the sector.

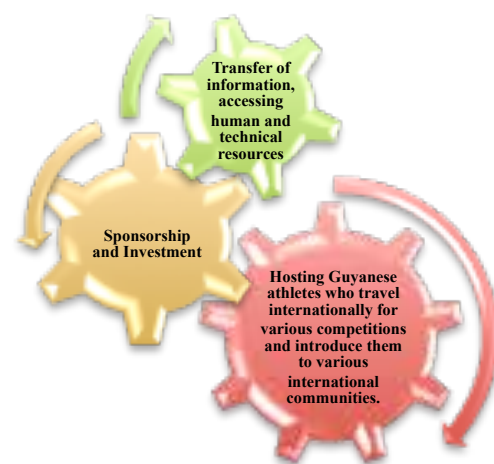
The National Sport Policy recommends the implementation of tax and other related incentives to encourage local and foreign investment in the establishment of sport manufacturing factories in Guyana, taking advantage of the land space, low wages, access to raw materials and easy access to markets in the Caribbean and North America.

It is also recommended that the Ministry of Education invests in strengthening the capacity of technical and vocational schools to prepare persons for careers in the sport manufacturing sector and to establish partnerships with sport manufacturing companies to offer internships and on the job training for students who wish to pursue a career in the sector.

- VII. Public/Private Partnerships: In an effort to engage the expertise of private sector as investors in the sport sector industry, this policy recommends the

use of relevant PPP models, including models for the refurbishment and maintenance of existing facilities as a viable approach to addressing gaps in the provision, upgrade and maintenance of sport facilities across Guyana. Similar approaches are also encouraged for the design and implementation of innovative sport programmes, including partnerships with academic institutions, global sport academies and other relevant local, regional and international sport sector service providers.

VIII. Sports, Overseas Offices and the Diaspora: For Diaspora communities across the globe, Sport continues to be an integral connection to their native countries, a noted form of retaining connectivity to the homeland and significant source of sponsorship and investment. Acknowledging that the involvement of Guyana’s Diaspora would create a wider and more attractive consumer base of support (both financially and technical/human resource), the National Sports Policy encourages Guyana’s consulates internationally to receive, host receptions for and introduce national athletes and teams travelling regionally and internationally to various international communities, including potential sponsors and investors, technical experts and related human resource personnel and to explore possibilities for maximizing the collaboration and input of the Guyanese diaspora. The policy further encourages Guyana’s consulates to support the establishment of in-country diaspora groups with the purpose of mobilizing a global network of support from the Guyanese diaspora based on common goals as outlined and articulated in this policy.



# 11. Sport Award & Incentive Programme

## 11. Sport Awards and Incentive Programme

The Sport Awards and Incentive Programme is designed to, annually, recognize and reward excellence in the following broad areas:

I. Athletic Performance:

Awarded to national athletes who excel in their respective sporting disciplines;

II. Administration of Sport:

Awarded to coaches, officials and administrators who demonstrate excellence in their respective disciplines;

III. Community Based Sport:

Awarded to individuals and/or organizations who have demonstrated excellence in the coordination and implementation of community-based sport programmes;

IV. Sport Professionals:

Awarded to professionals who demonstrate excellence in their respective fields (sport journalism, sport medicine, sports law, etc)

- Based on criteria of what constitutes a national athlete and outstanding accomplishment, Sports in Guyana shall continue the annual activity known as the National Sports Awards, which began in 1966, conferring the honor on deserving competitors in various disciplines.
- The National Sports Award scheme currently awards 20 categories. (The inclusion of a financial/monetary incentive of a pre-determined amount of money, budgeted annually, {comparable to regional/international standard} is the concerted projection of the National Sports Policy of Guyana.

	AWARD CATEGORY	MONETARY INCENTIVE
1	Sportsman of the Year (Snr.)	US\$1000.00 (G\$205,666.00)
2	Sportswoman of the Year (Snr.)	US\$1000.00 (G\$205,666.00)
3	Sportsman of the Year (Jnr.)	US\$500.00 (G\$102,833.00)
4	Sportswoman of the Year (Jnr.)	US\$500.00 (G\$102,833.00)
5	Sportsman of the Year (PWD)	US\$500.00 (G\$102,833.00)
6	Sportswoman of the Year (PWD)	US\$500.00 (G\$102,833.00)
7	Sports Official (Male)	US\$600.00 (G\$123,400.00)

8	Sports Official (Female)	US\$600.00 (G\$123,400.00)
9	Coach of the Year (Male)	US\$750.00 (\$154,250.00)
10	Coach of the Year (Female)	US\$750.00 (\$154,250.00)
11	Sports Personality (Male)	US\$500.00 (G\$102,833.00)
12	Sports Personality (Female)	US\$500.00 (G\$102,833.00)
13	Sports Association of the Year	US\$2330.00 (G500,000.00)
14	Most Improved Association	US\$1,165.00 (G\$250,000.00)
15	Sports Team of the Year	US\$4,660.00 (G\$1,000,000.00)
16	Sports Journalist (Online)	US\$350.00 (G\$71,983.00)
17	Sports Journalist (TV)	US\$350.00 (G\$71,983.00)
18	Sports Journalist (Print)	US\$350.00 (G\$71,983.00)
19	Corporate Sponsor (large)	6-month tax exemption
20	Corporate Sponsor (small)	6-month tax exemption
	<b>BUDGETED TOTAL</b>	<b>US\$16,905.00 (G\$3,549,579.00)</b>

The policy recommends the establishment of a National Sports Awards Committee charged with the responsibility of receiving nominations, short-listing and selecting of finalists for National Sports Awards. The National Sports Awards Committee will publish criteria and invite submissions for each respective award. Final decisions would be based on well-established criteria for each respective award

	Attainment Standard	Gold, Silver, Bronze (Individual or Teams)	Incentive(s)
1	International	Olympic Games World Championships Commonwealth Games	Acknowledgements– Promotional tour, reception; & Duty free concession on non-commercial vehicles; & A built house (through state sponsored scheme) or ¼ acre of land.

2	Regional/ Sub-regional	Pan-Am Games CAC Games Caribbean Championships Carifta Games	Duty free concession on non-commercial vehicles; & 4 years' free tuition at the University of Guyana.
3	National	Outstanding performances in and contributions to Sports Guyana.	Jobs commensurate with qualifications and experience. Employment at the National Sports Institute.
4	Individual/Case Specific	Note: <b>To each Guyanese national Cricketer selected to the West Indies Cricket team.</b>  As applicable to other active disciplines on the national Sports Inventory.	A built house (through state supported scheme), or ¼ acre of land for national athletes who have served Guyana with distinction, & 4 years' free tuition at the University of Guyana.

Since only one person can win the annual honor conferred via the national sports award, the national sports policy recommends the following as tangible incentives to hard-working, committed, successful Guyanese athletes, teams, coaches, trainers, administrators, community groups and sports professionals.

Additional Incentives to National Associations, Federations and Teams:

- ½ acre of land for association/federation headquarters.
- Low interest loans for home building with a cap on the principle amount.
- Low interest loans for business investment by national athletes, for loans approved by a commercial bank, with a cap on the amount of investment.

# 12. Government Ministries in the Development of Sports in Guyana and their Roles

## 12. Government Ministries in the Development of Sports in Guyana and their Roles



Regarding administering authority, recognizing the critical need for governmental collaboration to effectuate desired outcomes through the successful implementation of the sports policy, several key government institutions have been identified which shall assume the leadership role in the definition, implementation and monitoring of the policy, ensuring institutional collaboration.”

The government ministries with lead responsibilities for the development of sport, physical education and physical activity in Guyana include:

### Ministry of the Presidency

The Ministry of the Presidency is the government ministry with the lead responsibilities for the development of sport, physical education and physical activity in Guyana.

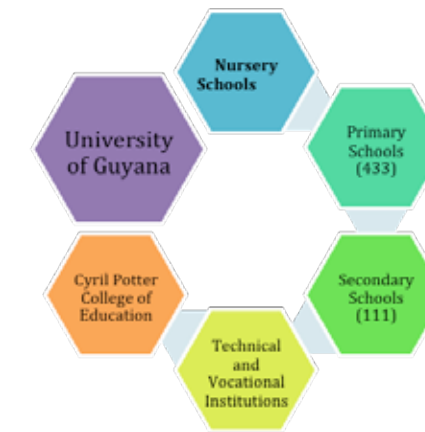


- Department of Social Cohesion, Culture, Youth and Sport

Three key agencies shall operate under the Department of Social Cohesion, Culture, Youth and Sport:

- Sports Directorate – shall be responsible for the development of policy and oversight of all government-related inputs within the sport sector as outlined in the National Sport Policy and subsequent sport sector strategic plans.

- » Orderly arrange workshops, training programmes and competitions in various disciplines.
- » Coordinate and supervise the progress of the coaches, sports organizers and field staff of the Department, assessing reports and itineraries of coaches and sports officers on a monthly basis.
- » Coordinate the sports activities of schools and clubs in order to reduce/ eliminate clashes in planned activities.
- » Supervise the maintenance of sports halls, sports centres and equipment, ensuring staff of facilities operate towards increased competence.
- » Review administrative budgeting and organizing of national and international sports programmes.
- National Sports Commission (NSC) shall carry out its functions as a subvention agency in keeping with its establishing Act of 1993. The NSC shall carry out, promote and provide advisory guidance on sports matters and shall perform its duty to encourage the conduct of sporting activities in accordance with the national policy on Sports in keeping with its mission statement, “to enrich the lives of all Guyanese through organized sport”, and its general objectives:
  - » To expose youths to various sports disciplines, thus forming an integral individual by complementing the development process.
  - » To provide opportunities for training athletes in a variety of Sports disciplines.
  - » To upgrade coaches’ technical skills toward developing high-class athletes.
  - » To co-ordinate with the national associations work done in Sport development.
  - » To encourage female participation in sport regardless of age and ethnicity.
  - » To promote and develop sport disciplines in schools as well as communities.
  - » To promote and develop sport regardless of age and ethnicity.
  - » To encourage greater participation by people with disability in Sport.
  - » Noting Article 5(d) where the NSC shall “encourage the conduct of sports activities in accordance with the national policy on sports”; and be responsible



- » As per Article 20(1) No grant from the funds of the Commission shall be made to any sports organization unless the Commission is satisfied that such organization does not contravene the provisions of this Act, keeps proper accounts and other records in respect of its operations and is prepared to give the undertaking required under sub-section (2).
- » Article 20(2) The Commission may make a grant from its funds to a sports organization where such organization complies with the provisions of sub-section (1) and gives an undertaking in writing that it would provide the commission with vouchers verifying that such grant has been utilized for the purpose for which it was made and that the members and employees of such organization would allow the Commission to inspect the books and accounts of such organization and give to the Commission on request all other information as shall be within their knowledge in relation to the utilization of such grant.
- Community Ground Enhancement Fund – shall be responsible for oversight of a system that provides funding for the upgrading and maintenance of existing community grounds across all ten Administrative Regions. The system will be structured and implemented to assist in the following key areas:
  - » Clearing of overgrown bushes
  - » Repair and maintenance of
    1. Playing surfaces
    2. Fences
    3. Lights and lighting fixtures
    4. Restroom facilities
    5. Seating

**Ministry of Education**

- Unit of Allied Arts – which functions with an Expressive Arts Policy, 2003, 2018,
  - » “has social responsibility for coordinating specific art forms of Dance, Drama, Music, Art and Craft, and Physical Education and Sports as part of the national curriculum of the school” ...

- » “in addition, the programme will provide the opportunity for learners to develop respect for authority, colleagues, self and self-discipline skills in critical thinking, decision making, conflict resolution and problem solving”. “It is important to note that a number of Allied Arts/Expressive Arts Departments established in secondary schools and learners have offered aspects of the programme at the level CSEC.
- » shall be responsible for... “in the context of the National Sports Policy be a collaborating agency in the implementation of the Sports Policy and Programmes therein within and throughout the national school system.



Ministers of government are committed to assuming leadership in assessing the nature and scope of threats to the integrity of sport and developing appropriate policy to address these threats at national, regional and international levels, coordinate, in



accordance with national and international law the approach in the fight against the manipulation of sports competitions, through the sharing of good practice examples, communication and coordination of actions and also ensuring, in accordance with national and international law, a collaborative, continual, effective and dynamic exchange of information among all stakeholder groups in securing integrity in sport.

Government shall ensure that every individual has the same right to be included and represented equally in national physical education, sport for all and high performance sport; implementing appropriate guidelines to ensure quality physical education as a point of entry, appealing to Ministers in other branches of the government to ensure that quality and inclusive physical education classes are delivered, with opportunities for participation in daily physical activity as a mandatory part of primary and secondary education; foster equality in sport governance, where Government may wish to appeal to all stakeholders to embrace inclusion criteria and ensure equal opportunities at all levels by developing organizational conditions to increase the presence of women and people with disabilities in sport bodies and their decision-making positions.

The relevant Government Ministries shall provide support for the National Sports Policy by addressing their respective areas of individual and collective responsibility:

- Advocating that employment in public sector positions prioritize persons with legitimate credentials in sports and experience as former national athlete/player representative.
- Ensuring that persons commissioned to sports board not be sitting members of executives of any national sports association or federation. Viable alternative to be identified to avoid
  - » Conflict of interest
  - » Exposure to confidential information of other sports associations
- Managing and Administering the provision of incentives and grants to successful athletes and other relevant persons and organizations within the sport sector based on established criteria and with appropriate and transparent nomination, selection and awarding processes in place.
- Providing opportunities for quality education in sport and allied fields with a strong foundation established at the primary and secondary school levels and with a suite of tertiary sport education offerings designed to support the growth of the sport sector and to create new pathways for employment.

- Constructing, upgrading and maintaining new and existing sport facilities and relevant infrastructure that meet the needs of individuals at schools and communities across Guyana, including facilities to support training and development and to host local, regional and international competitions in selected sports.
- Promoting participation in health related sport and physical activity at schools and communities across Guyana as part of a national effort to create a healthy an active population.
- Allocating resources for the development of national athletes and teams to represent Guyana at regional and international sport competitions.
- Encouraging and supporting investments to enhance and strengthen economic development of the local sport sector industry.
- Partnering with local, regional and international agencies to support the implementation of sport for development programmes that seek to address personal and social development of citizens.
- Supporting increased opportunities for empowerment and participation of girls and women in sport.
- Creating increased opportunities to facilitate inclusive/adaptive sport and physical activity for persons with disabilities.
- Strengthening institutions responsible for preserving the integrity of sport in Guyana.

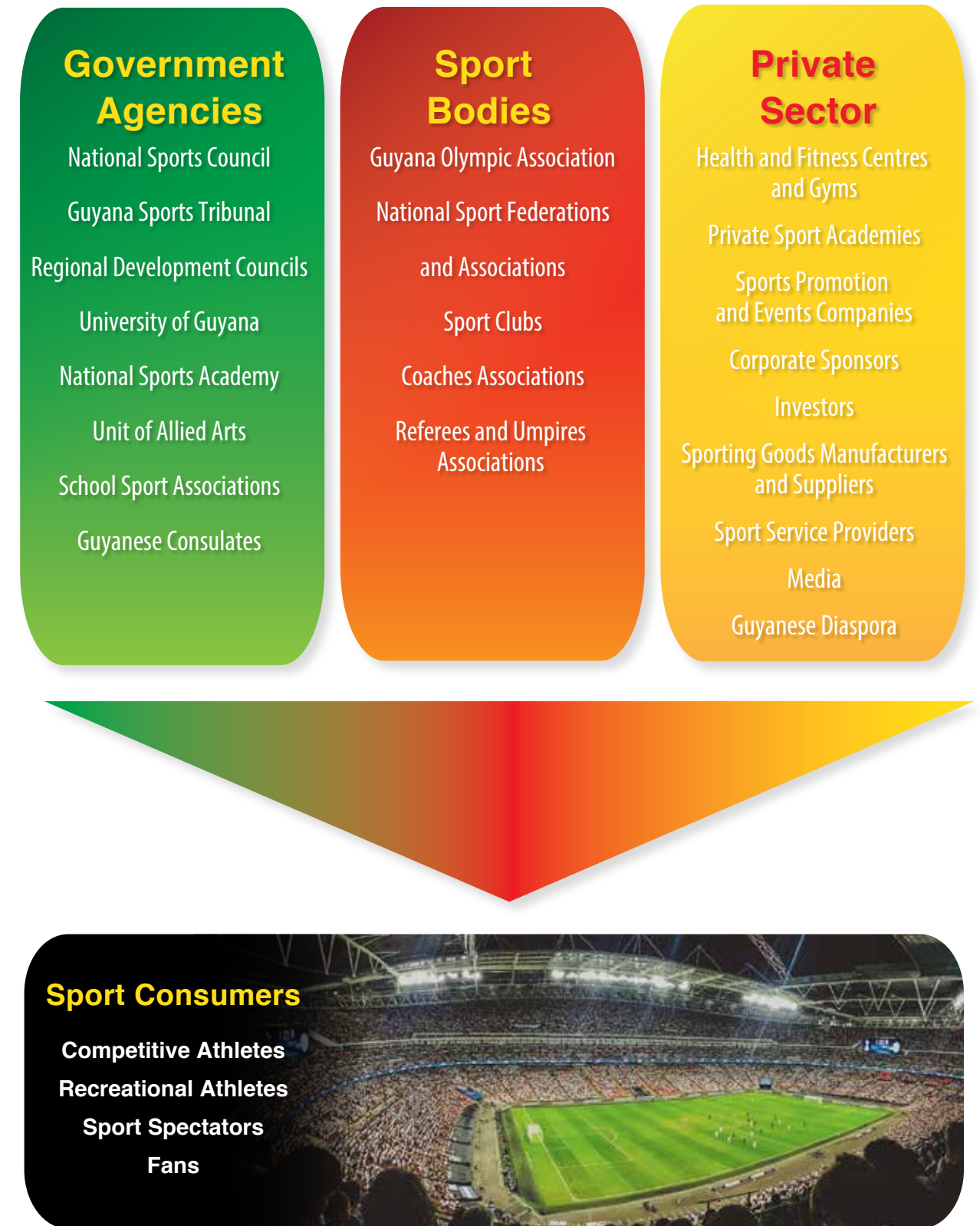
### 13. National Sport Sector Structure: Roles and Responsibilities

This policy recognizes that the successful governance of sport in Guyana requires a collaborative effort by all key stakeholders and that this is best facilitated when there are clear understandings of the individual and collective roles and responsibilities of respective agencies and organizations. Ultimately, a sports policy is a primary organ that nations utilize in their attempt to meet national development goals by providing guidelines and operational principles that governments and sport organizations can use in sports governance.

Distribution of responsibilities



# 13. National Sport Sector Structure: Roles and Responsibilities



## 14. Sports Facilities

Recognizing that an inclusive environment free of violence, sexual harassment, racism and all forms of discrimination is fundamental to quality physical education and sport. Authorities responsible for the preparation of urban and village development plans and housing schemes must incorporate Sport facilities in their plans in accordance with standards and specifications agreed to by the Ministry responsible for Sport.










- Women, Girls, Children and PWDs: The participation of women and girls in Sport and physical activities is influenced by multiple factors including, variety and accessibility of facilities, especially spaces which are safe and secure. Planning, design and management of these shall appropriately and equitably meet the particular needs of women and girls, with special attention given to the need for child care, safe transport and safety during participation and performance. Further, there shall be recreational community grounds and the maintenance thereof, ensuring easy access for PWDs.
- Maximum Usage: The Sports Policy encourages maximization of use of the sporting facilities of the primary, secondary and tertiary institutions by communities after school hours, and sport arenas shall be provided with flood lighting, noting that community grounds shall be developed using an established criteria system and grading scheme.
- Access to All: The Policy confirms that Sports shall ensure a safe and secure environment for all, as the responsibility of government, noting importantly the protection of female athletes, girls/women, boys/men in facilities, activities, training sessions, workshops, selection processes, employment, access to financing, funding, natural human rights and equal rights to present and future as professional athletes, coaches, trainers and administrators at all levels and demographics of Guyana.
- Maintenance and Management: With almost one dozen national sports facilities under the administration of the Government, there shall be provision of support to newly built or rehabilitate sports facilities and playgrounds and assistance to ensure sustainable maintenance and management committees. (See Appendix for Database of existing national sports facilities).
- New Facilities: It is important that the construction of sports facilities for the development of various disciplines continues, especially based on need per sport. Herein, the Policy acknowledges the ongoing call for the construction of a Cycling Velodrome for (indoor) training and competition.




# 14. Sports Facilities

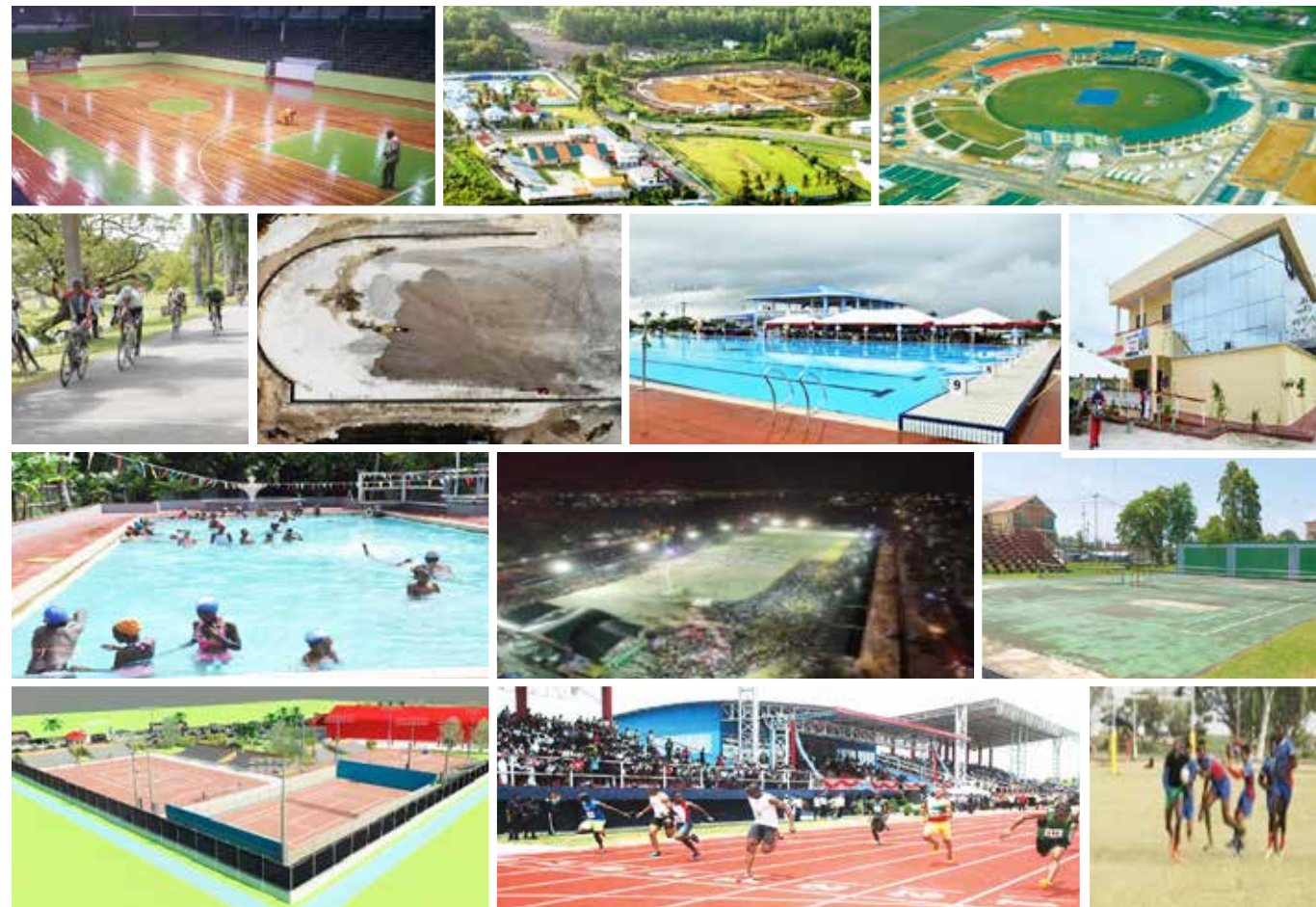
- **Naming of Facilities:** Regarding the naming of facilities, noting the regional, for example, Brian Lara Academy in Trinidad and Tobago, Anthony Nesty Sport Hall in Suriname, and international practice, and constant call by Guyanese sports stakeholders to apply names of outstanding sportsmen and sportswomen, it shall be a point of policy that this honor is bestowed based on the sportsperson's achievements and legacy.
- **Safety and Security:** Facilities (and equipment) must conform to international safety standards and the public must be sensitized regarding importance of safety at Sports competitions. Within the risk assessment process, facilities shall uphold access controls, use CCTV security cameras, added lighting, checking of backpacks, enhanced communication networks and the development or updating of emergency response and evacuation plans as a way to determine risk and threat levels and identify vulnerabilities.
- **Hosting of Major Events:** There shall be enhanced transparency, with appeals to event owners to ensure an open and transparent process in bidding for the hosting of major sport events with a view to reinforcing accountability for all stakeholders involved. Further, the Policy appeals to the sport movement to identify areas where the financial, technical and political requirements for major sports events could be scaled down to allow more countries to host such events without jeopardizing national priorities. At the same time, higher priority shall be given to all aspects of sustainability throughout the planning and staging of such events.

**Staffing of Sports Facilities**

- It shall be the policy of the government of Guyana to ensure that all employees of sports facilities pass background checks, and are properly trained and certified in facility management, administrative, customer care and human resource management skill sets.
- Where possible, credential upgrades would be required based on performance evaluations and reviews.
- Sport venue managers need to be aware of risk assessment methodologies to detect threats, identify vulnerabilities and reduce consequences. Besides terrorism, Sport venue managers must plan for other accidents or unexpected disasters, such as fan/player violence or natural hazards. When sport venue managers are able to identify vulnerability, they can then harden the facility and improve physical protection systems.

#	Name of National Sports Facility	Image	Location	Function
I	Cliff Anderson Sports Hall, CASH		Reg. 4, Georgetown	Multi-purpose; Indoor (Main Basketball Facility)
II	Carifesta Sports Complex, CSC		Reg. 4, Georgetown	Multi-purpose
III	Colgrain Swimming Pool, CSP		Reg. 4, Georgetown	Pool (Training, Therapy)
IV	D'urban Park, DP		Reg. 4, Georgetown	Events, Recreational Sports, Fitness
V	Guyana National Stadium, GNS		Reg. 4, Providence	Cricket
VI	National Aquatic Center, NAC		Reg. 4, Liliendaal	Pool (Competitive Swimming, Training, Therapy)
VII	National Gymnasium, NG		Reg. 4, Georgetown	Multi-purpose; Indoor/Outdoor
VIII	National Track & Field Center, NTFC		Reg. 3, Leonora	Athletics, Football
IX	National Racquet & Resource Center, NRRC		Reg. 4, Georgetown	Racquet Sports (Tennis, Squash)

#	Name of National Sports Facility	Image	Location	Function
X	National Park (NP)		Reg. 4, Georgetown	Multi-purpose (Cycling, Rugby, Tennis)
XI	Twin I - Synthetic track under construction @ The Burnham Park		Reg. 6, New Amsterdam	Athletics, Football
XII	Twin II - Synthetic track under construction @ The Bayroc Community Centre Ground		Reg. 10, Wismar, Linden	Athletics, Football



# 15. Sports and the Media

## 15. Sports and the Media

Media freedom is generally accepted as a cornerstone of modern democratic society. The effect of media (4th and 5th estates), as an influencer of public opinion has always been recognized by governments.

This policy recognizes the rights of the media as enshrined in the UN Declaration of Human Rights. It also values the role of the media in supporting the successful implementation of the National Sport Policy and outlines critical responsibilities that are encouraged to preserve the integrity of the media in the context of influencing, informing, educating and protecting the general public, including individuals and organizations involved in sport in Guyana.

- Rights - United Nations 1948 Universal Declaration of Human rights holds that everyone has a right to freedom of opinion and expression. This right includes freedom to hold opinions without interference, and impart information and ideas through any media regardless of frontiers. Media freedom requires independent press, no restraints in ability to dispense truthful and meaningful news to a people without fear of government retaliation or censorship. Contributes to transparent, accountable governance, including anti-corruption efforts.
- Roles - It is important to note the role of sports journalism from the perspective of socio-political significance. The media covers any form of promotion of Sport, such as television and radio, which show or comment on matches and competitions. There may also be highlights, documentaries and quiz shows about sports; internet – all teams and major athletes have their own websites where you can find all kinds of information about the team, athlete, matches; newspapers and magazines which are print predictions and results, as well as articles about athletes and clubs; Books and films – biographies are big business for ex-Sports players.
- Guardian – The media functions as a watch-dog to ensure that government and individuals and organizations involved in the administration of sport are being responsible, transparent, accountable, just, acting in public interest, free of fraud, illegality, personal benefit evaluating performances and playing the part of skeptic.
- Advocacy - Media is a market place of ideas, so they should hear, broadcast and promote different viewpoints from different agencies, whether social groups, sport organizations, political parties, religious organizations.
- Educative - Significance of events, how policies and regulations will affect lives; assist persons in understanding and comprehending what is heard and seen.

- Informative – To the people on what is happening with leaders, government, social world, economy and all aspects of sport in Guyana, the wider Caribbean region and globally.
- Platform - Duty to provide to the public opportunity to hear all sides of the story. Therefore, must be diversified, objective, unbiased, allowing for voices from all voices.
- Publicity - Politicians, leaders, athletes, celebrities, organizations, intellectuals use the media to share their mandate, cause, goal, duty.
- Responsibilities: It is the social responsibility of the mass media not to mislead the public but to guide them on the right path that will provide them with the right direction to adopt in life. Mass media is responsible for seeking out truth and repeating it in an accurate and responsible manner, guiding the audience. There is an acute awareness that the media should be responsible in what and how it reports and also clearly distinguish disseminating info from analysis and opinions.

The National Sport Policy also encourages the use of technology in the coverage of Sport in the media. Allowing all forms of media to be possible and facilitating such features like photo finishes, instant replays and split times.

This policy also recognizes the positive effects of the media on Sports including the financial pros and cons of media coverage, links to sponsorship and media rights and the inspirational value associated with coverage of local, regional and international sport. In this regard, the policy recommends that media houses in Guyana move to increase local, regional and international sport coverage in keeping with the aims and purposes outlined in the policy.

The negative effects of the media include bias whereby popular sports get more coverage; lack of attendance whereby for matches that are shown on tv ticket sales often drop; attention since sports stars often complain of lack of privacy and undue demands. Additionally, despite the prolific advancement of women's sport, female athletes and the potential for strong women to be positive role models, the portrayal of these athletes in the media has been subject to objectification and invisibility compared to male athletes and men's sports. Though there has been tremendous growth and popularity in women's sports, female athletes are still considered inferior to male athletes and there is still an obsession with the body of female athletes rather than on her athletic skills. This inequality with Sport will continue to exist until the media re-examines its portrayal the female athlete. Ensuring positive imagery.

In this regard, the National Sport Policy encourages media personnel and media platforms to address existing biases and to embrace guidelines for better equity in the coverage of sport events across Guyana that ensure wider representation and better inclusion of sports that may be considered less popular. The policy also urges media personnel and media platforms to raise the standard of coverage of girls and women in sport events and to adopt international principles that reflect a respectful and valued appreciation of female athletes.

## 16. Policy Implementation, Compliance, Review, Monitoring and Evaluation



## 16. Policy Implementation, Compliance, Review, Monitoring and Evaluation

It is important to distinguish between the monitoring and evaluation of the policy objectives, and the review of the policy framework and purpose. Although the two are related, they are separate. Strategic plans and specific meso and or micro policies based on the aims and objectives, will form the basis for the monitoring and evaluation process based on aligned activities, inputs, outputs, outcomes and impacts. On the other hand, the policy review will be based on the content, areas and usefulness of the policy framework towards the development of sport in Guyana.

In this regard, it is recommended that formal policy reviews should be conducted periodically, refining the system of principles that guide decisions towards the achievement of rational outcomes. While this presents significant challenges to implementers across the board, using a system of on-site reviews, reporting and attainment of pre-set goals will mitigate in difficult circumstances.

Additionally, it is imperative that all relevant stakeholders are engaged in the process of developing short, medium and long term strategic plans for the sport sector based on the policy mandate. The sport sector strategic plan will represent the implementation of the National Sport Policy and will include key indicators for the policy objectives and for each of the key areas identified in the pillars. While it is relatively manageable to report on outputs like number of events conducted, materials produced or participants involved, measuring the impact of programs on individuals and society is an arduous task. Efforts are continuous, to design and upgrade systems for monitoring and evaluating sports programs with a commitment that data collection tools and systems developed should ensure the feasibility of collecting the data across each pillar, without compromising the validity and integrity of the process.

As per Public Service rules and regulations towards good governance of the sector, M&E will ensure citizen centered service delivery, where ethics and professionalism are observable standards. NSP M&E will guard against inaction and ensure that resources are allocated based on agreed plans, avoiding ad hoc use of resources, favouritism and nepotism; and ensuring that the relevant individuals and/or agencies responsible for the implementation of policy goals and objectives are held accountable.

It is recommended that any measurement and evaluation of the implementation of this policy should be guided by the existing (and emerging) resources developed by the Commonwealth Secretariat and that government collaborates with the Commonwealth Secretariat in developing a national framework that is based on model indicators that provide a systematic approach to measuring and evaluating the contribution of sport to the UN SDGs.

## 17. Conclusion

## 17. Conclusion

### **Preserving** the Integrity of Sport

**Reaffirming** that public authorities are also responsible for promoting the values of sport as part of realizing and spreading the benefits of sport to individuals and communities.

**Noting** that the autonomy of sports organizations is closely linked to their primary responsibility for the integrity of sport and the compliance with the general principles and international standards of good governance.

**Recognizing** that the integrity of sport is threatened by doping in sport, the manipulation of sport competitions and corrupt practices at national, regional and international levels.

Through the NSP, Government is further **recognizing** the work which has already been done by numerous stakeholders, including notably national governments, the United Nations, the Council of Europe, the European Union, Interpol, Europol, WADA, IOC, SportAccord, international and national sport federations as well as the efforts already undertaken at many levels to improve transparency, to recognize and reduce instances of wrongdoing, protect athletes, prepare the young and promote a sport culture that is clean and fair.

The NSP **stresses** that manipulation of sports competitions, including by means of doping, substance enhancement consumption and other means, is a global issue, affecting many countries and all levels of sport competitions, that must be fought immediately with significant effort.

**Guyana stands** strong in defense of these principles, in the fight to uphold the integrity of Sport being convinced that better governance and strong and diverse role models in the Sport movement can help create an environment in which the manipulation of sport competitions is unlikely, and where the social value of sport is fully realized.

**Emphasizing** that preserving the integrity of sport needs sufficient resources (e.g. – financial and personnel) for ensuring effective structures in the fight against doping, corruption and the manipulation of sport competitions with the aim of ensuring global equal opportunities for all sport actors within competitions.

An international movement has taken root that recognizes that sport does not have to compete with other development priorities but can instead be a powerful means for addressing them. The United Nations, the Inter-American Development Bank (IDB), governments, the International Olympic and Paralympic Committees, non-

governmental organizations and corporate entities have banded together to think strategically about sport for development and peace. At the field level, dozens of programs have been harnessing the power of sport for physical education, humanitarian response, reconciliation and peace building, rehabilitation and integration of persons with disabilities, advocacy and social/policy change, awareness raising and education and economic development.

The next step in this growth process is to fully link the movement taking place at the international level with practitioners and programs in the field, and to connect these actors on the ground with one another. At the same time, there also remains significant work to be done to bring sport and development together, to help each to understand the mutual benefits of this relationship. Finally, there is also room to work with private sector entities to bring them into partnerships that use sport to promote peace and development. Realizations in the Guyana context in this regard would be beneficial both qualitatively and quantitatively.

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### (Footnotes)

- 1 As defined by the United Nations Inter-Agency Task Force on Sport for Development and Peace – definition considered broad enough to encompass the wide range of needs and interests of individuals and communities around the world, increasing the possibilities for participation.

Acronyms	
ADS	Anti-Doping Strategy
AIS	All Inclusive Sport
APNU-AFC	A Partnership for National Unity – Alliance for Change
APWDs	Athletic People with Disabilities
CAPE	Caribbean Advanced Proficiency Examinations
CPCE	Cyril Potter College of Education
CXC	Caribbean Examinations Council
EADVM	Elite Athlete Development and Viability Model
GADA	Guyana Anti-Doping Authority
GOA	Guyana Olympic Association
GTU	Guyana Teacher’s Union
ICSSPE	International Council of Sport Science and Physical Education
IDB	Inter-American Development Bank
IOC	International Olympic Committee
NGO	Non-Governmental Organization
NSC	National Sports Commission
NSOs	National Sports Organizations
ODIs	One Day International
OSHA	Occupational Safety and Health Act 1997
PSC	Public Service Commission
PWDs	People with Disabilities
SIS	Sports in School
UG	University of Guyana
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNOSDP	United Nations Office for Sport, Development and Peace
WADA	World Anti-Doping Agency

Appendices II

Definition of Key Terms	
Administration	The process or activity of running a business or organization, the management of public affairs and government.
Association	A group of people organized for a joint purpose, a connection or cooperative between people or organizations
Athlete	A person who is proficient in Sports and other forms of physical exercise; understood as sportsmen and sportswomen participating in organized sports activities, their support personnel and sports officials as well as anyone taking part in the activities of sports organizations in any role, including the owners of sports organizations.
Autonomy	Refers to the fundamental principles of Olympism within the Olympic Charter (No. 2.5) which recognizes that sport organizations shall have the rights and obligations of autonomy, which include freely establishing and controlling the rules of sport, determining the structure and governance of their organizations, enjoying the right of elections free from any outside influence and the responsibility for ensuring that principles of good governance in accordance with national and international law (Source: parts taken from Olympic Charter, 2011)
Coach	In Sports, a coach is a person involved in the direction, instruction and training of a sports team or individual sports people.
Child Safeguarding	The actions we take to ensure all children are safe from harm and violence when involved in sport and play clubs and activities, to ensure safe environments.
Corruption in Sport	Any illegal, immoral or unethical activity that attempts to deliberately distort the result of a sporting contest for the personal material gain of one or more parties involved in that activity. (source: Gorse and Chadwick, 2013)
Disability	The social model of disability counters the medical model of disability and maintains that disability results from interactions between an individual with specific physical, intellectual, sensory or mental health impairment and the surrounding social and cultural environment, rather than from the impairment itself. Disability is therefore understood to be the result of the attitudinal, environmental and institutional barriers that inherently exist within society systematically exclude and discriminate against people with disabilities. (source: UNICEF, working paper on using the human rights framework to promote the rights of children with disabilities, September, 2012)

Entourage	All people associated with athletes, including, without limitation, managers, agents, coaches, physical trainers, medical staff, scientists, sports organizations, sponsors, lawyers and any person promoting the athlete sporting career, including family members (source: IOC Entourage Commission).
Federation	A group of states with a central government but independence in internal affairs; the actions of forming states or organizations into central groups with central control.
Health	is understood as a sense of belonging, which includes feeling respected, valued for who you are, feeling a level of supportive energy and commitment from others. There should be commitment to embrace difference and value the contributions of all participants, whatever their characteristics or backgrounds.
Major Sports Events	are understood as a sport event with a large number of spectators, national and/or international media attention.
Manipulation of Sport Competitions	means an arrangement of an irregular alteration of the course or the result of a sporting competition or any of its particular events (such as matches, races) in order to obtain an advantage for oneself or for others and to remove all part of the uncertainty normally associated with the results of a competition.
Mega Sports Events	are the largest major sports events, which attract global attention and investment (e.g. Olympic Games, Paralympic Games, FIFA World Cup, UEFA Euro, Commonwealth Games, Asian Games).
Physical Activity	is understood as any bodily movement produced by skeletal muscles that require energy expenditure.
Physical Education	is understood as an area of the school curriculum concerned with human movement, physical fitness and health. It focuses on developing physical competence so that all children can move efficiently, effectively and safely and understand what they are doing, which is essential for their full development, achievement and for lifelong participation in physical activity. (Source: parts from ICSSPE position Statement on Physical Education, 2010).
Organization	An organized group of people with a particular purpose, such as a business or governmental department, e.g. research organization; the action of organizing something – planning, arrangement, coordination, structuring, administration, management, logistics.

Safe spaces	are understood as secure threat free environments that are stimulating, supportive and inclusive. (Sources: parts from UNICEF, Child Friendly Spaces, 2009)
Social Inclusion	is understood as the process by which efforts are made to ensure equal opportunities – that everyone, regardless of their background, can achieve their full potential in life. Such efforts include policies and actions that promote equal access to (public) services as well as enabling citizen participations in the decision making processes that affect their lives. (Source: UN Division for Social Policy and Development)
Sport	Incorporated into the definition of Sport are all forms of physical activity that contribute to physical fitness, mental well-being and social interaction. These include play, recreation, organized, casual or competitive sport and indigenous sports or games. <sup>1</sup>
Sports	An athletic activity requiring skill or physical prowess and often of a competitive nature, as racing, baseball, tennis, golf, bowling, wrestling, boxing, hunting, fishing.
Sport for All	is understood as sport and physical activity directed towards the entire population, including people of all ages, both sexes, and different social and economic conditions to promote health and social benefits of regular physical activity (Source: IOC, Sport for All Commission)
Sport Movement	is understood as all individuals, institutions, clubs and organizations supporting the participation growth and development of sport.
Stakeholders in access to Sport	are understood as national governments, the sport movement, UN and inter-governmental agencies, non-governmental organizations and the media.
Stakeholders in Investment in Sport	are understood as all involved parties, especially national governments, the sport movement, UN and inter-governmental agencies, sponsors, and corporate entities and non-governmental organizations.
Stakeholders in Sport Integrity	are understood as national governments, law enforcement institutions, national anti-doping agencies and laboratories, WADA, Sport Movement (e.g. international and national sport federations, athletes and their entourage), betting regulators, operators, supporters, sponsors, media as well as non governmental and inter-governmental organizations.

Supporters	are understood as fans, spectators or other persons who are enthusiastically devoted to a kind of sport, a sport club, an organization or an athlete and who support the development of this related issues.
Values of Sport	refers to the sport movement’s core values, beliefs and principles centered on fair play, respect, honesty, friendship and excellency. It is the responsibility of sport organizations to uphold and protect these values. (Source: parts taken form Olympic Charter, 2011).

### Appendices III

<b>Constitution of the Co-operative Republic of Guyana 1980</b>	
<b>Chapter III-Articles 138 – 154 - Fundamental Rights and Freedoms of the Individual</b>	
Article 138	Protection of right to life
Article 139	Protection of right to personal liberty
Article 140	Protection from slavery and forced labour
Article 141	Protection form inhuman treatment
Article 142	Protection from deprivation of property
Article 143	Protection from arbitrary search or entry
Article 144	Provision to secure protection of the law
Article 145	Protection of freedom of conscience
Article 146	Protection of freedom of expression
Article 147	Protection of freedom of assembly and association
Article 148	Protection of freedom of movement
Article 149	Protection from discrimination on the grounds of race
Article 150	Provisions from time of war or emergency
Article 151	Reference to tribunal in certain cases
Article 152	Saving of existing laws and disciplinary laws
Article 153	Enforcement of protective provisions
Article 154	Interpretation

Appendices IV

<b>Disciplines and bodies recognized by the International Olympic Committee (IOC)</b>			
1	Aquatics	Federation Internationale de Natation (Int'l Swimming Fed.)	FINA
2	Archery	World Archery Federation	WA
3	Athletics	International Association of Athletics Federations	IAAF
4	Badminton	Badminton World Federation	BWF
5	Basketball	Federation of International Basketball Associations	FIBA
6	Boxing (amateur)	International Boxing Association	AIBA
7	Canoeing	International Canoe Federation	ICF
8	Cycling	Union Cycliste Internationale	UCI/ ICU
9	Equestrianism	International Federation for Equestrian Sports	FEI
10	Fencing	Fédération Internationale d'Esgrime	FIE
11	Football	Federation of International Football Associations	FIFA
12	Golf	International Golf Federation	IGF
13	Gymnastics	Fédération Internationale de Gymnastique	FIG/ IFG
14	Handball	International Handball Federation	IHF
15	Hockey	International Hockey Federation	FIH
16	Judo	International Judo Federation	IJF
17	Modern Pentathlon	Union Internationale de Pentathlon Moderne	UIPM
18	Rowing	International Federation of Rowing Associations	FISA
19	Rugby Union	World Rugby	WR
20	Sailing	World Sailing: Until Dec. 2015, International Sailing Federation	ISAF
21	Shooting	International Shooting Sport Federation	ISSF
22	Table Tennis	International Table Tennis Federation	ITTF
23	Tennis	International Tennis Federation	ITF
24	Triathlon	International Triathlon Union	ITU
25	Volleyball and Beach Volleyball	Fédération Internationale de Volleyball	FIVB
26	Weightlifting	International Weightlifting Federation	IWF
27	Wrestling	United World Wrestling	UWW

Appendices V

<b>Disciplines and bodies recognized by the International Paralympic Committee/World Para Brand</b>			
1	Alpine Skiing	World Para Alpine Skiing	
2	Archery	World Archery Federation	WA
3	Athletics	World Para Athletics	
4	Badminton	Parabadminton World Federation; Badminton World Federation	PBWF; BWF
5	Boccia	Boccia International Sports Federation	BISFed
6	Cycling	Union Cycliste Internationale	UCI
7	Equestrian	International Federation for Equestrian Sports	FEI
8	Flying disc	World Flying Disc Federation	WFDF
9	Nordic skiing	(including Biathlon and Cross-Country Skiing): World Para Nordic Skiing	
10	Para Dance Sport	World Para Dance Sport	
11	Sailing	International Association for Disabled Sailing	IADS
12	Para Ice Hockey	World Para Ice Hockey	
13	Powerlifting	World Para Powerlifting	
14	Rowing	International Rowing Federation	FISA
15	Shooting	World Shooting Para Sport	
16	Snowboarding	World Para Snowboard	
17	Swimming	World Para Swimming	
18	Table Tennis	International Table Tennis Federation	ITTF
19	Volleyball	World Organization Volleyball for Disabled	WOVD
20	Wheelchair basketball	International Wheelchair Basketball Federation	IWBF
21	Wheelchair curling	World Curling Federation	WCF
22	Wheelchair rugby	International Wheelchair Rugby Federation	IWRF
23	Wheelchair tennis	International Tennis Federation	ITF



Appendices VI

Sports Guyana

Inventory of active Sports disciplines in Co-operative Republic of Guyana

Sport	Type	NSA/F	Competitive Category
	1. Aquatics	GASA	
	2. Archery	AG	
	3. Athletics	AAG	
	4. Badminton	GBA	
	5. Baseball/Soft Ball	---	
	6. Basketball	GABF	
	7. Boccie	---	
	8. Boxing	GBA & GBBoc	
	9. Canoe; Rowing	---	
	10. Cycling	GCF	
	11. Fencing	---	
	12. Football	GFF	
	13. Golf	---	
	14. Gymnastics	UAA	
	15. Hockey	GHBoC	
	16. Judo	GJA	
	17. Karate	GKA/F	
	18. Rugby	GRFU	
	19. Swimming	GASA	
	20. Shooting	GNRA & GSSF	
	21. Table Tennis	GTTA	
	22. Taekwondo	---	
	23. Tennis	GTA	
	24. Volleyball	GVF	
	25. Weightlifting	GAWA	

Sports Guyana

Sport	Type	NSA/F	Competitive Category
	26. Body-building	GABFF	
	27. Blind Cricket	GBCA	
	28. Circle Tennis	GCTA	
	29. Cricket	GCB	
	30. Horseracing	---	
	31. Motor Sports	GMR&SC	
	32. Netball	GNA	
	33. Powerlifting	GAPF	
	34. Squash	GSRA	
	35. Wushu	---	
Mind Games	Type		Competitive Category
	36. Checkers	GDA	
	37. Chess	GCA	
	38. Darts	GDA	
	39. Dominos	GNDF	
	40. Scrabble	GASP	

Key

- Local Tournaments – Clubs, Groups, Schools
- National Competitions – NSAs/Fs; NSC, Ministry resp. for Sports
- Regional Meets – NSAs/Fs; NOC
- World Championships – NSAs/Fs; NOC
- Olympic Games - NSAs/Fs; NOC
- Paralympic Games - NSAs/Fs; NOC
- Community Recreation – Clubs, Groups, NSC, Ministry resp. for Sports

## Appendices VII

### National Sports Policy Development and Consultation Process - Nov. 2016–Jan. 2020

Research, consultation, sensitization, analysis and drafting of Guyana's national policy on sports was meticulously and extensively conducted over more than three years toward giving the Guyanese people, in general, and the grassroots to national sports community, in particular, acceptable guidance on the pathway for developing an internationally competitive sports environment within the Co-operative Republic. Stakeholders across the country and its diaspora made valuable contributions.

In keeping with international best practices, Government sought to involve myriad stakeholders including public authorities, city planners, parents, teachers, sport and cultural organizations, coaches and athletes to define a national vision for sport, inclusive of education, sport and health policies and reflective of scientific evidence of the socio-economic benefits of physical education and sport, thereby producing Guyana's National Sports Policy. The following 14 Steps and Interaction Tables represent the process undertaken and participants who helped to make Guyana's national sports policy a reality. The inclusion of this information within this document is, in the words of one vibrant reviewer "an indication of transparency and democracy."

- Step 1: Identification/definition of issue necessitating development of a policy; comprehensively address concerns of all demographics and (active) disciplines - Status and development of Sports in Guyana.
- Step 2: Appointment a person/persons to co-ordinate policy development process – A full-time public servant was employed to the position of Assistant Director of Sports, charged, by job description, with responsibility for Project.
- Step 3: Establish policy development process – 2016 Policy consultation work programme produced, approved and activated.
- Step 4: Conduct research – Review of existing local, regional and international sports policy plans and documents; analysis of relevant legislation; meetings with staff and stakeholders with experience, including coaches, sports association leaders and members, teachers, communities, the general public; review of minutes of management committee meetings, annual and event reports, industry magazines and journals. Legal advice obtained.
- Step 5: Prepare a discussion paper - Accelerated Dec. 2016, Draft reviewed Mar. 3rd, 2017.

- Step 6: Consultation: Stage 1 - Activated Jan. 2017 – general/specific views, concerns of members of Sports associations, observation/analysis of operating environment of sports in Guyana.
- Step 7: Prepare a Draft Policy - A policy draft emerged in Jan. 2017.
- Step 8: Consultation: Stage 2 – Jan. – Mar. 2017: preliminary research and review; April – June: Ministerial clarifications, logistical adjustments.
- Step 9: Adoption - Sept. 2018: Status presented to Parliament. Sensitization throughout 2019.
- Step 10: Communication - Sensitization across stakeholder network. Training sessions conducted to ensure that organization personnel are fully informed and able to implement policy.
- Step 11: Review – Presidential and Cabinet input received May 2019. UNESCO engaged and provided regional sports consultant to evaluate final document June 2019 – Feb. 2020.
- Step 12: Acceptance - Pending.
- Step 13: Implementation (Formal) – Implementation of the policy is being/shall be monitored.
- Step 14: Post-Policy Process - Annual/Tri-Annual Review. Policy may require adjustment (due to changing circumstances).

Outreaches			
	Community	Participants	Overall Reach
Region 1 - Barima-Waini	Baramita	200	2845
Region 2 - Pomeroon-Supernaam	---		
Region 3 - Essequibo Islands-West Demerara	Leonora	50	
Region 4 - Demerara-Mahaica	Georgetown	230	
Region 5 - Mahaica-Berbice	Paradise	180	
Region 6 - East-Berbice Corentyne	New Amsterdam	50	
Region 7 - Cuyuni-Mazaruni	Bartica	300	
Region 8 - Potaro-Siparuni	---		
Region 9 - Upper Takutu-Upper Essequibo	---		
Region 10 - Upper Demerara Berbice	Linden	250	
---	Diaspora	50	
---	Online	1500	
---	Media Outlets	35	

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
1	2016/11/14	Minister Dr. Nicolette Henry	Approved staff to proceed with conducting broad consultations towards ensuring preparing Guyana's national policy on Sports.
2	2016/12	Policy Drafter	Conduct of preliminary research, of sports plans, legislation.
3	2016/12/15	NSC Commission	Statutory meeting of commissioners, introductions, discussions.
4	2017/1/4	Marcel Hutson	Chief Education Officer, Ministry of Education.
5	2017/1/7	Ruel Johnson	Cultural Policy Advisor, Ministry of Education, Department of Culture, Youth and Sport.
6	2017/1/11	Aliann Pompey	Olympian; Commissioner to National Sports Commission.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
7	2017/1/13	James Bond	Attorney; Commissioner to National Sports Commission.
8	2017/1/15	Officials	Ministry of Education C.O.I. on status of Sports in Guyana.
9	2017/1/17	NSC Commission	Statutory Meeting.
10	2017/2/2	Officials	NSC meet with executive committee of the Guyana Football Federation for clarification of operations, clubs and players.
11	2017/3/2	NSC Commission	Meeting on progress of the sports policy draft.
12	2017/3/2	Policy Drafter	Introductory sections of NSP circulated to NSC Commissioners.
13	2017/3/3	Policy Drafter	Full NSP draft emailed on to Minister Henry and DOS.
14	2017/3/6	Policy Drafter	Full draft of NSP circulated (via DOS) to members of NSC.
15	2017/3/13	Aliann Pompey	Emailed feedback noting progress of draft's executive summary.
16	2017/3/17	Officials	Meeting convened by Ministry of Education COI between, Sports Dept./NSC, UAA and CPCE, into status of Sports in Schools.
17	2017/3/21	Jermaine Figeria	Member of Parliament, Region 10.
18	2017/3/22	Officials, Teachers	Meeting of stakeholders including Olympic committee, Teachers Union on scheduling of National Schools Championships.
19	2017/3/27	Ms. Stephens	Brief meet with Secretary of the Public Service Commission.
20	2017/3/28	Victor Mansure	Visit of vice-chair of FIBA to NSC; specific question posed "Is there a law that governs sports in Guyana?" Response, the NSC Act; NSP draft in consultation stage.
21	2017/3/28	NSC Commission	Collective response that AP comments represented all.
22	2017/3/29	Stakeholders	Meet on School nationals – MoE, Sports/ NSC, UAA, GTU, GOA.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
23	2017/3/31	Stakeholders	2nd MoE COI re: Sports in Schools and collaboration between Sports/NSC-UAA (CPCE absent from meet).
24	2017/3/31	Stakeholders	3rd Stakeholder collaboration re: school nationals-decision taken to split games and adjust the time of the secondary school championships to March/April of each academic year.
25	2017/4/3	Ohene Kahoma	Administrator – Castellani House, National Art Gallery.
26	2017/4/4	Edison Jefford	NS Commissioner, Sports Editor (brief review, suggestions).
27	2017/4/5	Godfrey Munroe	President (GTTA), Vice President (GOA), IT Mgr (MoE).
28	2017/4/7-9	Policy Drafter	Review of capacity @ C-RADO-GOA level – Anti-Doping Guyana.
29	2017/4/10	Policy Drafter	Discussions with nominating heads of national sports associations re National Sports Awards.
30	2017/4/18	Policy Drafter	Ministry of Education Col re collaboration between agencies.
31	2017/4/21	Policy Drafter	National Sports Awards 2017 at the Pegasus, Georgetown.
32	2017/4/26	Nicolas Fraser	Meet at Unit of Allied Arts re collaboration; review Draft.
33	2017/4/29	Department of Tourism	Report on the Sports Tourism Seminar/ Workshop, Pegasus Hotel, Theme: Improving Sports through Tourism, growing Tourism through Sports
34	2017/5/18	Cecil Chin	Senior Physical Education Consultant, national Sportsman (captain of national basketball team), FIBA certified basketball umpire, retired soldier.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
35	2017/6/23	Officials	Minister of Education, Sports, Policy drafter, host consultation with representatives of national sports associations, federations and the national Olympic committee at the Cliff Anderson Sports Hall – power point presentation and draft document shared, extensive discussions and responses.
36	2017/6/31	Policy Drafter	Draft updated based on review of consultation with national sports associations and federations.
37	2017/7-8	Policy Drafter	Draft updates continued.
38	2017/9	---	Ministry of Social Cohesion (MoSC) assumes responsibility for Culture, Youth and Sports.
39	2017/10	Policy Drafter	Ministerial and peer review; Draft updated with emphasis on Social Cohesion and Sports.
40	2017/11	Policy Drafter	Emphasis on using sports to foster Social Cohesion in Guyana.
41	2017/11/20-28	Patrick Stoop	Ministry of Social Cohesion UNDP Consultant conducts National Sports Policy review and evaluation.
42	2017/11/27	Patrick Stoop	National Sports Policy Round Table Analysis conducted by Ministry of Social Cohesion Staff and UNDP Consultancy.
43	2017/12	Policy Drafter	Data collection, analysis and inclusion in draft.
44	2018/1-4	Policy Drafter	Wide circulation to group of reviewers thru 2018/3/31.
45		Dr. George Norton	Minister of Social Cohesion, Culture, Youth and Sports.
46		Dr. Nicolette Henry	Minister of Education - Thanks for sharing. I will review and get back to you. Regards, NH
47		Melissa Tucker	Permanent Secretary, Department of Social Cohesion, Culture, Youth and Sport.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
48		Mark Lyte	President, Guyana Teachers Union - Acknowledged receipt of the email. Regards, Mr. Mark Lyte.
49		Coretta McDonald	General Secretary, Guyana Teachers Union.
50		Lesmeine Collins	Official, Guyana Teachers Union.
51		Lancelot Baptiste	Official, Guyana Teachers Union, Athletics Association of Guyana
52		Tony Xavier	Manager, Guyana National Stadium
			<p>Good Morning Melissa,</p> <p>This was done in consultation with my son Michael who has a lot of interest in the development of sports in Guyana. Spelling errors: 1). Page 36 paragraph 2 there is a spelling error. "Prompting investing" It should read "Prompting Investment". 2). Page 51 paragraph 3 starts with "Section to be enhanced with....." it currently says development "f" Sports Guyana. It should read, development of sports in Guyana.</p> <p>Tangible items- The implementation of PE into the School programs. This is probably the best aspect of the Policy and we would have liked to see some more under this. But the information as is, will suffice as it speaks about the changes to the curriculum. However, no time frame was set for this.</p> <p>Implementation aspect seems fair. At page 68 there is the process which they are looking to follow with regard to appointing someone to be the driving force but there is nothing else. No time frame when this person will be appointed etc.</p>

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
			<p>In our opinion also, we believe that anything at pages 68-69 which has a date which has expired and the outcome not achieved should be removed and/or updated. The aspect of the "completion of the Policy "ought not to be included here. Unless people wish to see that work has been done on the Policy. That I believe though is for internal purposes and everyone is concerned with one thing only; The Finished Product.</p> <p>What we found lacking in the Policy is clear time frames for the way forward. We were expecting to see more time frames like,</p> <ol style="list-style-type: none"> <li>1) Overall consultation and the implementation of the Policy.</li> <li>2) Consultation with regard to the legislation governing Sports;</li> <li>3) Consultation and implementation of revised curriculum in Primary, Secondary and Tertiary level;</li> <li>4). Consultation with local sporting bodies with the aim of implementing Policy within each of their respective bodies;</li> </ol> <p>Sincerely, Tony Xavier</p>
53		Trevor Williams	Manager, Leonora Track and Field Center.
54		Sherwin Moore	Department Staff member, engineer, sports facility supervisor.
55		Seon Erskine	Physical Education Teacher, Technical Development Officer.
56		Tyson English	Physical Education Teacher.
57		Inga Henry	Physical Education Teacher.
58		Shellon Green	Physical Education Teacher.
59		Carwyn Holland	Major, Linden Township.
60		Ruel Johnson	Cultural Policy Advisor.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
61		K. Juman Yassin	President, Guyana Olympic Association.
62		Dr. Karen Pilgrim	Vice President, Guyana Olympic Association; Doping Control Officer.
63		Charles Corbin	Vice President, Guyana Olympic Association; Doping Control Officer.
64		Junior Hercules	Basketball coach; coordinator national basketball federation.
65		Chris Bowman	YBG - Hello Mrs Dow-Richardson, I'm acknowledging receipt. Thanks. Regards.
66		Ian Alves	Competitions Director, Guyana Football Federation.
67		Amir Khouri	President, Guyana Karate College.
68		Ravindra Singh	Guyana Cricket Board Dear all, my sincerest apologies for our tardy response to this most important request concerning our National Sports policy. You would agree that a document of such importance should not be rushed through without adequate discussions, inputs and debated by <a href="http://debate.by/">http://debate.by/</a> our entire membership. This document was discussed at our last Executive Committee meeting of the Board and was referred to our Annual General Meeting which was held on January 28th 2018. Because of the nature and importance of this document, it was agreed that the Board would have a special Committee set up to review this Sports policy document and provide their report back to the GCB for further review and consideration at our Executive Committee meeting to be held on the 3rd Friday of April 2018. This report would be discussed and ratified at our OGM in June 2018 prior to presentation to your Ministry. We trust that you would appreciate the need for an in depth study of this document.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
69		Colin Stuart	Technical Development Officer, Guyana Cricket Board.
70		Aliann Pompey	Olympian - Dear Melissa, Happy New Year to you - all the best for 2018. I was traveling this weekend - will look this over and get back to you by Thursday with feedback. Please let me know if that's OK. Warmly. Dear Melissa, I hope that you're well and had a wonderful weekend. Firstly, congrats on seeing the fruition of all your hard work. I can relate to how strongly you felt about the importance of having a working Sports Policy and your dedication to see it to the end. I admire your efforts to get it done. I apologize for not responding much sooner. I had a bout of illness and back to back weeks of 3-day competitions every weekend in January. I didn't just want to add thoughts, I wanted to add examples from other policies. My main areas of interest in the draft are "Elite Athlete Development" and "Sports Financing". I know your work and I know you most likely plan on fleshing those out a bit more. I just want to see more structure and substance in those two chapters. They're vague, which in a way is good because it allows for creativity. But if we're basing it on history, the lack of specificity may lead to lack of development. I also believe that women play a key role in the development of Sports. The IOC and related bodies around the world are making great strides to promote and include women at all levels and that movement is set to be the biggest agenda over the next few years. Again - I am proud of your work, please keep it up. Apologies for being so late and I pray you've gotten great feedback during the desired time-frame. Please keep me posted, as my schedule is a bit clearer over the next couple weeks.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
71		Nigel Westmaas	Professor of History, African Studies, University of Binghamton - Many thanks for sharing Melissa. Very detailed, thoughtful and well-constructed document. Best, Nigel.
72		Stan Gouvía	Radio broadcaster - Awesome!
73		Christopher Jones	Director of Sports, National Sports Commissioner
74		Dr. Colin Roach	Chairman, National Sports Commission (NSC), 2017-2019
75		Noshavyan King	Sports-woman, Commissioner (NSC)
76		Kellyann Payne	Attorney, Commissioner (NSC)
77		Clyde Butts	Former Guyana, West Indies Cricketer; Commissioner (NSC)
78		Marcel Hutson	Chief Education Officer; Commissioner (NSC)
79		Merrano Isaacs	Radio broadcaster; Commissioner (NSC)
80		Niam Chan	Television broadcaster; Commissioner (NSC)
81		Ryan Belgrave	Youth Activist; Commissioner (NSC)
82		Alicia Primo	Technical Officer -Dept. Social Cohesion, Culture, Youth, Sport
83		Patrick Stoop	UNDP Consultant - Document analyzed, validated and referenced, as reflected in Report submitted to Ministry of matter of working collaboratively as the units of Social Cohesion, Culture, Youth and Sport.
84		Christopher Nascimento	Former national sportsman, journalist, political activist.
85		Peter Green	President, Rugby Union, Guyana.
86		Rehana A. Ahamad	PR Officer, Dept. Social Cohesion, Culture, Youth, Sport

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
87	2018/4/10	Joseph “Reds” Perreira, AA	Regional Cricket Commentator, former Chairman of the National Sports Development Council, Sports Consultant – provided 14 points of recommendation, including naming of facilities and importance of clubs in sports structure.
88	2018/4/26	Allan LaRose	Sports journalist, former national football player.
89	2018/4/26	Amanda Hermanstine	Officer of Guyana Police Force; Athletics Association of Guyana.
90	2018/6/12	Policy Drafter	National release of NSP, GY draft to media houses by Ministry/Department responsible for Sports’ PR Unit.
91	2018/6/18	Donald Duff	Sports Editor, Stabroek News.
92	2018/6/20	Romario Samaroo	Article “National Sports Policy Draft Released.” Stabroek News.
93	2018/6/25	Justice Roxanne George-Wiltshire	Chief Justice, Guyana Supreme Court of Judicature – copy sent post discussion as requested.
94	2018/6/25	Guyana Football Federation	Request for copy of NSP, GY sent via email & acknowledged. Implementation elements.
95	2018/6/27	Policy Drafter	Consultation with University of Guyana: University reps, campus sports organizer; Draft left with Project Officer.
96	2018/6/29	Michaelangelo Jacobus	Article “National sports policy to address welcome incentives for athletes.” Guyana Chronicle.
97	2018/8/14	Gisselle Burbano F., A.	Programme Specialist for Social and Human Sciences, Gender Focal Point – UNESCO Cluster Office for the Caribbean. Recommended use of Khazan Action Plan 2017.
98	2018/8/14	Patrice LeFleur	Secretary General, UNESCO Guyana
99	2018/8/20	Andy Medas	Overseas based Guyanese athletics coach and event organizer.
100	2018/8/21	Pretipal Jaigobin	Finance Officer, Ministry of Finance.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
101	2018/8/22	Dr. Barbara Reynolds	Deputy Vice Chancellor, University of Guyana.
102	2018/8/23	David Thomas	Overseas based Guyanese athletics sports events organizer.
103	2018/8/24-9	Policy Drafter	Comparative analysis: National Sports Policy of the Republic of Trinidad and Tobago 2017-2027 – reflect elements of the NSP, GY, e.g. tackling organizational challenges, fostering cohesion.
104	2018/11/24	Policy Drafter	Review of final report into allegations of Sexual Harassment of Female Referees with the GFF submitted, K. News.
105	2018/12/15	Policy Drafter	NSP, GY Power Point Presentations to Baramita, Region 1.
106	2019/1/18	Policy Drafter	Social Media page created – National Sports Policy, Guyana online @ facebook.com, activated – periodical updates, feedback.
107	2019/3/2	Policy Drafter	NSP, GY Power Point Presentation to Sports Staff of Ministry.
108	2019/4/3	Policy Drafter	NSP, GY Power Point Presentation to Georgetown Mayor and City Council.
109	2019/3-6	Policy Drafter	5 Outreaches in the Community – Region 4, 5, 6, 3, 10, 7 – circulation of information, feedback from citizens.
110	2019/5/14	Minister Norton	Feedback from Ministry of the Presidency - Change Font (Georgia), conduct additional editorial review.
111	2019/6/28	Policy Drafter	NSP, GY Power Point Presentation to Circle Tennis community.
112	2019/7	UNESCO Guyana	Preparation towards agency's consultation and draft evaluation.

Consultations (Conducted by Policy Drafting Staff)			
	Date	Name	Profession – Organization/Agency - Responses
113	2019/7/24-28	Mark Mungal	<p>UNESCO assigned consultant of the Caribbean Sport and Development Agency conducts scoping visit, meetings with key stakeholders, facilitates creation of NSP, GY working group and oversees presentation and a review workshop on the draft document, towards alignment with the Kazan Action Plan.</p> <ul style="list-style-type: none"> <li>- Odessa Romeo: Female/National Footballer, Soldier</li> <li>- Shamika Marcus: Female athlete (Football), Student</li> <li>- Dr. Colin Roach: Chairman, National Sports Commission</li> <li>- Lorraine Barker-King: Administrator, Unit of Allied Arts</li> <li>- Nicolas Fraser: Swim Coach, Physical Education teacher</li> <li>- Akanni Dorris: Sports &amp; Physical Education Therapist</li> <li>- Shabbir Ali: Liaison Officer, Dept. of Social Cohesion</li> <li>- Junior Hercules: Coach, Guyana Amateur Basketball Fed</li> <li>- Dwain Dick: Table Tennis Coach, Math Teacher</li> <li>- Aubrey Hutson: President, Athletic Association of Guyana</li> <li>- Keith Campbell: Official, Athletics Association of Guyana</li> <li>• Mark Mungal: Sports Consultant, Policy Reviewer</li> <li>• Melissa Dow-Richardson: Asst. Director of Sports, Policy Drafter</li> </ul>



<b>Consultations (Conducted by Policy Drafting Staff)</b>			
	Date	Name	Profession – Organization/Agency - Responses
114	2019/8-9	Policy Drafter	Coordination of working group communications and feedback.
115	2019/10-2020/4	Policy Drafter & Consultant	Adjustments, restructuring of draft document's content and graphics (a collaborative effort between partner agencies).
116	2020/3,4	Policy Drafter	<p>Revised draft policy circulated to Minister, Permanent Secretary, Director of Sports, UNESCO, Working Group Members, and NSP, GY online at facebook.com.</p> <p>To be further shared with national Olympic committee, national sport associations, federations, clubs, government agencies, educational institutions, corporate sector sponsors, athletes and the citizen public.</p>