



Government of Khyber Pakhtunkhwa

Sports, Tourism, Culture Archaeology,
Museums & Youth Affairs Department

NOTIFICATION

No. _____/2018. In order to streamline the processes and devise a uniform policy for promotion and management of sports in the Province, the Government of Khyber Pakhtunkhwa is pleased to approve the Provincial Sports Policy with immediate effect. The policy shall be followed in letter and spirit by all concerned departments, district governments and autonomous bodies.

1. INTRODUCTION

After the 18th constitutional amendment, there was a popular opinion to have a policy for promotion of sports in the Province; and all the required resources to facilitate and support its development in the framework of ever-increasing modern, competitive, scientific and professional nature both nationally and internationally. So as to address these areas, the Department of Sports appointed a designated Task Force on Sports to design and prepare a draft Provincial Sports Policy based on comprehensive and exclusive consultation with renowned national, international players, consultants, experts, representatives of relevant interest groups and Sports Associations. ***This Policy offers a formal, integrated and organized framework for the growth and promotion of sports at all level in Khyber Pakhtunkhwa.*** It is based on the contribution and recognition of the vital role of sport plays in everyday life of the individual, group, community, the nation and in the world. However the ***policy should be considered as a process as well as procedure rather than as a full and final product. It tries to lead the decision making with connection to the progress of sports as it will also be subject to revision and modification in response to continuous changes in social realities.*** This policy document will tackle and address the importance of sports, the objectives of the policy, rationale, strategies for development & promotion of sports, role of the key organizations and mechanisms for their achievement. This policy also aims to promote sports in the province by increasing their scope at gross root level.

2. JUSTIFICATION

Keeping in view the ***prevailing situation of sports in the province and its waning standards***, the Provincial Government has embarked upon an extensive strategy to reform sports sector and take corrective measures so as to bring about changes in the existing state of affairs. Efforts are being made to remove flaws from the existing system and overcome the bottlenecks so as to strengthen sports at grass root level. As a matter of fact, the exiting situation of sports in the province is not conducive for talent grooming. ***The unregulated role/intervention of sports associations and their internal politics of likes and dislikes over the years have proved lethal for sports talent.*** Currently, Pakistan Sports Board (PSB), Pakistan Olympic Association (POA), National Sports Federations (NSF), Provincial Directorate General of Sports, Associations, educational institutions and departments are the key organizing sports agencies at regional, provincial and national levels, but the concept of sports at grass root level is either entirely missing or not up to the required level. At provincial level there is no such mechanism of strengthening sports at grass root level except construction of grounds at tehsil and district level.

The sporting *facilities in the Provinces are neither evenly distributed nor fully equipped*. Very few stadiums or gymnasiums with appropriate facilities exist and all of them are located at divisional headquarters. *Sporting activities are generally carried out at educational institutes which are optional and seasonal. Sports outside the educational institutes are mostly controlled by the associations who have their own constitutions and are seldom abide by the laws and rules of the government.*

There is sheer control of dominant office bearers who have been holding positions in sports associations from last few decades. The time is ripe for the Department of Sports to play its role in streamlining of the existing system, identification, selection, training, promotion and recognition of players. *The educational institutions need to be focused and to be made sports nurseries for production of talented and energetic sportspersons who could replace our aging stalwarts in order to develop new and cooperative environment for the promotion of sports. Efforts will be made to facilitate female players and physically challenged for participation in competition and easy access to playing facilities. There is a need to put in place a conscious effort to take forward the syllabus of sports science in schools and as a discipline at university level. Furthermore, for revival of sports goods industry in the province, private sector will be encouraged for the purpose. This is all what justify and necessitate framing of a comprehensive sports policy.*

3. UNDERLYING PRINCIPLE

The Provincial Sports Policy is mainly based on the principle of equality which provides equal opportunity and chance to all citizens of the Province irrespective of their religion, race, gender, age, cast, creed mental or physical condition. In view of known health, social and monetary payback which can be derived from taking part in sports, more importantly it can be considered as important as any other activity or field of endeavors to the overall development of the individual and the society.

4. DEFINITION OF SPORT

The policy defines sport as *all types of formal or informal physical activities carried out with an aim to improve physical and mental fitness, build social bonds or achieve results in different national/international competitions.*

5. SIGNIFICANCE OF SPORTS

The Government of Khyber Pakhtunkhwa in Sport Department values sport and considers it as a major means to structure a lively, healthy and fit society and progressive country. It can be accomplished through broad contribution in different activities related to sports, recreation and fitness from village and community level to elite and top class sports involvement and participation at international level competitions. To implement this vision in true spirit, the Government of Khyber Pakhtunkhwa will encourage and promote participation of all citizens in sports, recreational and other fitness activities at every level with the aim to provide them healthy and competitive environment where they can avail maximum opportunities to enhance and enrich their capacities and lives through quality sports activities and programmes. The following individual and social level contribution explain the significance of sports;

i. At Individual Level. It contributes to:

- a) growth of self-realization and the spirit of competitiveness;
- b) development of physical strength and health;
- c) significant and healthy leisure-time activity;

- d) easing of the strain of modern living;
- e) important social interactions; and
- f) the development of basic skills.

ii. At Society level. It plays important role in:

- a) the growth of physical and moral characters and qualities necessary for a socially fit nation
- b) Creating an environment for social interactions, settlement and unification that is
- c) an environment for social interaction, unification and reconciliation that is important for fostering better community health and productivity
- d) Supporting in the avoidance and prevention of crime and juvenile delinquency, through equal opportunities for fruitful and quality use of free time.

6. POLICY OBJECTIVES

The main purpose of this policy is to establish a clear and convenient structure to provide and increase the delivery of sports opportunities in Khyber Pakhtunkhwa through systematic participative and coordinated approach at every level through government, educational institutes, associations, private sector and local governing bodies to make sure maximum return. Consistent with national and international trends, the Provincial Sports Policy shall at one hand promote ***total participation of all segments of the society in sports including men, women, youth, children, senior citizens and specially challenged persons despite of their religion, cast, colour, gender, education and ethnicity*** are strongly encouraged to be involved in an active and healthy way of life. On the other hand, promotion of competitive sport (sports played at international level) organized in accordance with recognized International rules, regulations and circumstances. Adhering to the growing modernization and use of technology in sports, the Provincial sports policy must give special focus to this very area in almost all games played. The Provincial Sport Policy has the following major interrelated objectives:

- i. To build up a vigorous, well disciplined unified and dynamic society through better and active participation in sport. In this regard, various types of sports facilities to be established, the existing facilities to be improved in terms of necessary repair and provision of needed equipment.
- ii. To make the facilities available and accessible to all children, men, women, young people (youth) senior citizens and the physically challenged/Person with Disability (PWD).
- iii. To ensure provision of sports goods to genuine players.
- iv. ***To declare schools as sports nurseries and promote sporting activities at educational institutes by making it mandatory for all students.***
- v. To introduce “***sports science***” as a subject at different educational levels and as a specialized discipline at university level. However the same shall be reinforced where it is already introduced.
- vi. To support and promote sport coaching programmes at every sports facilities and throughout in all education system of the province.
- vii. To encourage, provide opportunities and make available sports facilities to women and girls for participation in all areas of sports.
- viii. ***To make an effort to achieve quality and excellence at uppermost level of sporting competitions, in order to develop national pride, devotion, patriotism and increase goodwill among districts, provinces and nations.***

- ix. *To encourage and facilitate the development of sport as an industry that will contribute to the earning capacity of the individual as well as to the provincial and national economy.*
- x. To encourage private sector to shoulder the government in promotion of sports and establishment of new facilities.
- xi. To promote Khyber Pakhtunkhwa as a center of sporting activities.
- xii. To make Khyber Pakhtunkhwa as a favored destination and peaceful place for every national and international sports events.

7. SPORT DEVELOPMENT & PROMOTION STRATEGIES

Sports must be promoted as general (non-professional sports) and as specialized one (sports to be played at national and international competitions). Both levels have different focus or character but must be developed simultaneously as there are certain fundamental commonalities like developmental and infrastructural needs. For development of sport, the strategies to be followed are as under;

i. NON-DEVELOPMENT STRATEGIES

a). Strategy-I (Strengthening of Sport at Educational Institutes).

Sports at any level and for any purpose, must be linked to a state of the art and well structured Physical Education programme which moves properly through existing and established education system: from preschool to primary, secondary and higher education level. For the purpose the following is proposed to be implemented;

School Level Interventions

- i. Out of six schooling days in a week, one day (preferably Saturday) must be regarded as the sports day at all government primary schools. However, all the schools above the primary level shall at least dedicate two classes on alternate days for particle participation in sporting activities. The Elementary & Secondary Education Department shall determine the modalities and issue notifications thereafter in this behalf while considering the examination and vacations schedules.
- ii. This shall be equally applicable and binding upon the schools/institutes of private sector. For effective enforcement of the policy over private schools, the concerned regulatory authority or Board of Intermediate & Secondary Education of affiliation shall bind it with registration or renewal of registration. For any new school registration, the BISEs are required to ensure besides other requirements, availability to sport facilities with the school being registered.
- iii. In order to invite interest of the students in sports and ensure active participation on their part, it is imperative that during internal annual examinations (all levels above class 5thtill 8that school level) some mandatory marks/certificate be introduced for active participation in sports.
- iv. The shortage of playgrounds/facilities especially in government schools can be overcome by introducing a cluster system. The proposed cluster shall consist of six nearby/equidistant schools of any level. The scenarios are explained as under;
 - a. **Scenario-I (Availability of Playground/facility)**- One of the schools no matter primary, middle, high or higher secondary having playground or other sporting facilities would be shared by all schools present in the cluster. Maintenance of the ground/sport facilities shall be the responsibility of all schools present in the cluster and expenditure (if any) will be met out from the PTC fund collectively.

- b. **Scenario-II (Non-availability of Playground/facility)** - In case, none of the schools in the cluster has its own playground/facility then an open space may be rented out at a safe location from private land owners but preferably near to the school(s). On the other hand, every school shall have the liberty to rent out a nearby ground/open space from the PTC funds for the sport day; however, no permanent structures shall be established on private lands. Furthermore, all schools having examination halls shall utilize it for possible indoor games. Schools/institutes situated at hilly areas shall focus on promotion of indoor games. The Elementary & Secondary education shall devise and notify financial control and management mechanism for utilization of PTC funds for the purpose.
- v. There shall be a designated coach or instructor in all high and higher secondary schools. For this purpose, capacity building of already appointed DPEs with refresher courses thereafter shall be carried out. However, wherever there is no such position, Government shall create a position. Besides inculcating the spirit of sports in the students, identification of talent and promotion of the same shall be the sole responsibility of the coach/instructor and referral of the same to the district sport office.
- vi. All schools shall arrange regular annual functions/ recognition assemblies at their institute's level for talent encouragement. During the functions, the talented students upon their achievement shall be awarded with medals/ trophy and other prizes at the hands of a sports celebrity or public representative etc.
- vii. To flourish the culture of inspiration amongst the students regarding sports, the achievement of the student player(s) no matter at any level of competition shall be acknowledged in terms of issuing/distributing different promotional material (mugs, ballpoints, caps, shirts calendar cards etc) in the name of the winner/position holder.
- viii. Sports sections shall be established at all Education sector departments and their respective Directorates. The section will be responsible to chalk out annual sports calendar for inter-school/institute competitions, monitor implementation of the activities mentioned in the calendar, and analyze annual performances of the schools/institutes.

College/Technical Institute/University Level Interventions

- ix. A similar strategy shall be adopted in colleges, technical institutes, and universities level.

b). Strategy-II (Private Business Sector/sports as an industry)

- i. To achieve the ultimate goal of a healthy society and sports promotion, the role of private sector cannot be ruled out. Encouragement of private sector for investment in sports infrastructure and industry is imperative. Private individuals, ex-sportspersons and sport loving community organizations be attracted and facilitated to establish fully equipped sports facilities and engage experienced coaches to run these facilities. By this act, at one hand, the retired players having experience at national or international level will be able to get employment and on the other side fresh talent will be polished through professional coaching and training. Furthermore, the Department may use these facilities as well for training of different sport contingents.
- ii. The Department of Sports must play a facilitator's role and determine the required standards of sports facilities/coaching/trainings/fees and enlistment/registration of the privately owned facilities. The Department, after promulgation of the policy shall

frame the criteria for enlistment of privately owned sporting facilities. The Department shall rank these facilities in accordance with categorization into A, B or C as determined for government owned facilities. The department shall after promulgation of a legal framework, shall regularize the private sports businesses and facilities in terms of fees, facilities (human resource, coaches & physical infrastructure), standards and life safety measures.

- iii. For attraction of investment in sports sector, the Chamber of Commerce and Industry shall be taken in loop.
- iv. Efforts shall be made to establish sports industry in the Province.

c). Strategy-III (Promotion of Sports know-how) “Sports science” will enable the students to know; how the healthy human body works during physical activities, and how sport promotes health. The subject already introduced in the curriculum at various school levels followed by a specialized discipline at academia in form of establishing a specialized Department of sports sciences at university level thus leading to the foundation of a Sports University offering various disciplines in sports sciences.

d). Strategy-IV (Sports awareness)

In order to attract youth towards more and more healthy activities, sports awareness is direly needed. Merely establishment of sports facilities and their projection cannot yield the desired results rather there shall be some instruments of inspirational attraction for the youth to opt for sports. This entails motivation of youth to participate in sports by adopting the following measures;

- i. **Commemoration** of different prominent **sports days** (both indigenous and competitive) at schools, colleges, institutes and district sports level. For the purpose, the purpose the Directorate General of sports shall frame a calendar.
- ii. Delivering speeches on sports days to highlight importance of sports, evils of drugs, sport betting, achievements of national heroes of different sports and presenting tributes to them.
- iii. Arranging different tournaments by naming them on prominent national/international heroes.
- iv. Holding of Sports seminars/walks at district level under the auspicious of District governments/Sports offices.
- v. Presenting documentaries on the life, struggle and achievements of national sport heroes.

e). Strategy-V (Legal Framework)

Legal framework is essentially required for any fundamental function of the government. That is why the Department of Sport shall have strong backing in performing its functions. Thus, promulgation of a legal framework is required that gives a binding set of rules to govern the vision established in this policy. The legal framework shall result into an Act of Assembly with the following salient features;

- i. Promotion of Sport is declared compulsory upon the concerned departments.
- ii. Sport is regarded as compulsory activity at educational institutes both in terms of activities and provision of infrastructure. Besides, other infrastructure, land acquisition for playground shall be mandatory.

- iii. Provisions regarding complete ban on use of playgrounds/sports facilities for purposes other than sport. The land once acquired for a playground or facility shall be protected by the Act and in no case be used for any other purpose.
- iv. Binding affiliation/registration of private educational institutes on account of provision of sports facilities.
- v. Regularization of private sport facilities in terms of life safety, standards and charges.
- vi. Ensuring proper conduct of elections of districts and provincial sports associations and provision of Annual grant-in-aid.
- vii. Regularization of Sports related businesses in terms of quality, prices etc.
- viii. Independent Arbitration mechanism/council

ii. DEVELOPMENT

In order to strengthen the sport culture in the Province, the Department of Sports and others shall initiate a comprehensive development strategy comprising of short, medium and long terms sport development plans for districts. Based on the nature of plan, the areas mentioned in Strategy-VI shall be given top priority;

a). Strategy-VI (Annual Development Programme)

i. Sports Facilities

The Annual Development Programme of Sports sector shall be focused to establish new playing facilities at backward districts and strengthen/standardize the existing facilities at central and developed districts. As per criteria, at least one Cat-A sports complex shall be established at each district of the Province while the existing complexes shall be standardized by providing them all the missing facilities/infrastructure.

ii. Sports Infrastructure/Gears

Sufficient provision from time to time as per need shall be made for purchase of sports infrastructure i.e. boxing rings, mats for wrestling/badminton/ Kabbadi/ Martial Arts, tables for table tennis, Athletics equipment, Gymnastic equipment, Fitness equipment and sports cycles.

iii. Talent Hunt & Sports Competitions

Regular provisions shall also be made via different development schemes for talent hunt programs, mega sports competitions and talent support programs.

iv. Sports Education & Academies

The Sports Department shall initiate the process and help the public sector universities to establish the Department of Sports Sciences, develop curriculum and start degree awarding in the field of sports, coaching, physical fitness and different sports regulatory disciplines etc. Initial funding support to one selected university shall be provided via Annual Development Programme of the Sports Sector. Besides, the Department shall in coming five years, establish sport academies for prominent games on availability of funds. Minimum of one academy each shall be established at Divisional level. The Directorate General of Sports shall devise admission criteria for the purpose.

b). Strategy-VII (Education Sector Annual Development Programme)

All Education Sector Departments shall as a policy make provision of playgrounds mandatory in the PC-I of any new development schemes i.e. establishment of schools/colleges/technical institutes/universities. In case of hilly areas or where land is not available, at least provision shall be made for indoor games by provision of indoor halls. The Education Sector departments shall in collaboration with the Sports department, determine the standard requirements of playgrounds in term of land quantity, equipment etc as per the level of the educational institute/school. The E&SE Department in consultation with sport department shall notify list of mandatory & optional sports for various levels.

8. ORGANIZATIONAL FRAMEWORK/STRUCTURE

The organizational framework/ structure shall consist of both governmental and non-governmental organizations and other related departments whose cooperation will be very important to successful implementation of this sport policy. However, below mentioned are the departments besides District governments which shall take the leadership role in definition, explanation, execution and monitoring of the sport policy. The full set of Departments/organizations includes:

i. Government Organizations

- a) Tourism, Sports, Culture, Archaeology, Museum & Youth Affairs Department.
- b) Elementary & Secondary Education Department.
- c) Higher Education, Achieves & Libraries Department.
- d) Industries, Commerce, Technical Education & Manpower Department.
- e) Housing Department.
- f) Local Government, Elections & Rural Development Department.
- g) District Governments (As per the District Rules of Business under LGA-2013& Proposed interventions of this policy)

ii. Other Organizations

- a) Khyber Pakhtunkhwa Olympic Association
- b) Provincial/District Sports Associations
- c) Community Sport Organizations
- d) Private/Business Sector Organizations including Commercial Banks & Cellular Companies & Industries etc.

9. ROLE & RESPONSIBILITIES OF THE GOVERNMENT DEPARTMENTS

i. The Department of Tourism, Sports, Culture, Archaeology, Museums and Youth Affairs

The Department through its Directorate General of Sports shall be responsible for the following:

- i. Establishment of sporting facilities (grounds, stadia, gymnasiums etc) at provincial, district, and tehsils level, however the district governments can do so from their respective budgets.
- ii. Encouragement and facilitation of players by providing accessibility to sport facilities, equipment, educational scholarships, health finances, and sponsoring at national/international level. The eligibility criteria for availing educational scholarships, health finances and sponsoring at national/international level shall be determined by the Directorate General of Sports.

- iii. Formulation, Monitoring and Evaluation policies related to Sports and other Physical Recreation.
- iv. Facilitation of private sector involved in sports and encouragement potential investors.
- v. Implementation of minimum standards for physical sports infrastructure to be established by public/private sector, coaches, and trainings and fee to be charged for availing these facilities. The standards shall also be determined by the Directorate General of Sports.
- vi. Identification of the legitimate Provincial Sporting Association for each sport and their affiliated clubs. The Directorate General of Sports shall notify the criteria for determination of legitimacy of associations/clubs.
- vii. To keep and maintain full record of all public and private sports facilities viz-a-viz clubs. In this regard a data collection proforma shall be prescribed and circulated to all District Sports Officers.
- viii. The development of partnership with Community Sporting Organizations as well as the Private Business Sector to encourage in relation to establishment and maintenance of facilities.
- ix. Encouragement and facilitation of the private business sector via Public Private Partnership to augment the efforts of Government in the delivery of sports facilities.
- x. Introducing a system of grading/categorization for private playgrounds and sports facilities using the scheme of ranking/grading the facilities by one star, two stars and three stars. Grading and categorization will be based on the some factors like the number of playing facilities available in the stadia/gymnasium, the quality/standards of facilities, availability of coaches, the national/international profile of coaches, leveling, grass, spectators' sittings, security, drainage system, washrooms, refreshment points, floodlighting, and quality of maintenance.
- xi. Construction of state of the art facilities to provide easy and comfortable access to the physically and mentally challenged as well as senior citizens. It is also important to make sure those designs which should be used in a multipurpose manner that easily accommodate as many disciplines of sports practically.
- xii. ***Disbursement of annual Grant-in-Aid to the Provincial Sports Associations, subject to the fulfillment of the following criteria. Without observing any of the following, the payment shall be considered as irregular: -***
 - a) The Association is duly affiliated with the Directorate General of Sports and their respective federations affiliated with Pakistan Sports Board and respective international sports body.
 - b) The Association is not in litigation with the Department/Directorate General of Sports at any level or with any other public entity. Likewise, there is no litigation pending against the Association from any sportsperson etc.
 - c) The Association shall furnish documentary and non-documentary proofs of the activities carried out during previous year. However newly established association(s) and those who have not received any grant will be exempted.
 - d) The audited accounts of the previous year grant are presented to the Directorate; and the performance of the Associations is satisfactory in terms of sporting activities (To be determined by the Directorate General of Sports).

- e) Instead of lump sum provision to each sports association, the respective share be released on case to case basis but not exceeding the approved limit. Each release shall be subject to the following formalities;
 - i. Intimation to the Directorate General of Sports regarding competitions, its schedule, players list and venues details prior to the competition being organized under the auspices of the concerned association.
 - ii. Provision of event photographs and press coverage as evidence.
 - iii. Vouchers of expenditures on the event.
- f) Any association if failed to utilize the annual Grant-in-Aid or misappropriated the Aid, shall be disqualified for the future.
- xiii. To develop and co-ordinate Inter Provincial / District Sports.
- xiv. The Directorate shall organize the following sports activities: -
 - a) Inter District, Regional, Provincial youth competitions.
 - b) Inter City Sports Schools competitions.
 - c) Holding of exhibition matches in connection with the Pakistan Day and Independence Day celebrations and on any day of significance.
 - d) Holding of all Pakistan Sports competitions.
 - e) Holding of Khyber Pakhtunkhwa Inter Students Sports festival
 - f) Holding Khyber Pakhtunkhwa Games
 - g) Holding of All Pakistan Sports Festival for special people
 - h) Holding of Coaching/Training Camps
- xv. To organize and facilitate International competitions if assigned by the Federal Government / respective Sports Federations.

ii. The Elementary & Secondary Education Department, Higher Education, Achieves & Libraries Department and Technical Education Department

All the above mentioned departments associated with education sector are responsible to;

- a) Introduce health & physical education or sports science at all level of education and to make it a part of the curriculum.
- b) Coordinate and develop different sports programmes and physical recreational activities at schools, colleges and universities with support, guidance and cooperation of sports department.
- c) Work in collaboration with the Sports & Youth Affairs Department in order to develop training mechanism for the concerned teachers of the sports field.
- d) Introduce Certificate, Diploma and Degree Courses in Sports science.
- e) *Provide full fledge support and ensure that every child from pre to secondary level or at higher level including of special educational institutes of the physically and mentally challenged be exposed to regular quality of sports activities at least once a week as explained in the strategy.*
- f) Create supportive environment where participation and achievement in sports and physical recreational activities shall be encouraged along with academic achievement.
- g) Ensure that Sports Science/Health & Physical Education is an examinable subject upto any appropriate education level.

- h) Establish criteria for the use of sports facilities of schools and colleges (preferably outside the premises) at community level, particularly in the semi-urban and rural areas.
- i) Give special consideration in the establishment of community and school sports facilities to the size of facilities to meet special needs of children and youth at this level.
- j) Provide facilities for teaching of sports science and to make sure the implementation and conduction of sports programmes an essential part of the activities at all primary, secondary, colleges and universities.
- k) To encourage the maximum usage of the sports facilities of the primary, secondary and higher secondary educational institutions, by the communities after school or college hours.
- l) To make provision of sport facilities/playgrounds mandatory in development of educational institute.

iii. The Housing Department

The Housing Department shall;

- a) Coordinate with the Provincial Sports & Youth Affairs Department of Khyber Pakhtunkhwa in matters related to the provision of sports and physical recreation facilities for housing schemes in the entire province.
- b) Make it binding/mandatory for all housing schemes to make provisions for establishment of the sports facilities/playgrounds/walking tracks. The provision of playgrounds/sports facilities must be considered on priority basis as an essential part of housing schemes.
- c) It is also important to ensure that the developer or contractor whether a government or private organization must provide a designated area for sports ground/facility.

iv. The Local Government, Elections & Rural Development Department

This Department shall be responsible to;

- a) Make it mandatory for TMAs/Local Area Authorities to invest in establishment of various types of sports facilities for revenue generation such as swimming pools, indoor gymnasiums etc.
- b) Establish paid walking tracks, nature trails and parks for the enjoyment of the people as a matter of policy.
- c) Ensure and make it compulsory for those authorities whose are responsible for design and preparation of urban and rural development plans, village development plans and housing schemes or societies must incorporate sport facilities in their plans in as per updated and up-the mark standards and specifications set by Department of Sports.

v. District Government

To provide the ideal physical environment for the promotion and support of sports at district level it is the prime responsibility of the district government to establish well equipped, appropriate, safe indoor and outdoor sporting facilities. In this regard for District Governments, the following recommendations are proposed:

- a) A sports council, initially at Tehsil level followed by the Union Council be established as a technical and advisory body to develop a plan for the sitting and establishment of

Community Sporting Facilities to achieve a balanced distribution of such facilities in both urban and rural areas. To assist in this process, surveys must be carried out in order to establish the level of demand for and/or popularity of particular sports in various regions so as to avoid the under utilization of the facilities constructed.

- b) *Communities at village level shall be encouraged to convert their barren/non-agriculture lands into playgrounds. The District government shall enlist all such grounds and hire the same for public use at a nominal agreed price. This will set an example of public private partnership at grass root level.*
- c) All grounds (if available) at village or community level must be well maintained properly equipped and accessible to sport persons and the public to ensure maximum utilization.
- d) Special play areas for children must be established in housing schemes and as well as in village playgrounds.
- e) On the basis of establish criteria community groups in rural areas shall be encouraged to support and assist with the management and control of playgrounds at village level.
- f) On regional basis indoor sports grounds shall be provided according to population density and other relevant factors.

10. ROLE OF OTHER ORGANIZATIONS

i. Khyber Pakhtunkhwa Olympic Association

The Khyber Pakhtunkhwa Olympic Association shall be recognized as the administrative body for conducting national games and inter-provincial games. The association shall have the right to approve the selection of players in consultation with relevant associations and Directorate General of Sports, Khyber Pakhtunkhwa, and to represent KP both in national as well as international level the association has the right to include the teams in all those games sanctioned by the International Olympic Committee and Commonwealth Games Federation.

ii. Provincial Sport Associations

At provincial level there shall be one Sporting Association for each game. The provincial sport association shall be the official body to administer the sports, as per the criteria of financial, administrative and organizational established by the Directorate General of Sports through Provincial Sports Management Committee. Provincial Sporting Associations shall be independent bodies in matters relating to the administration of their respective sport. They shall have the right to approve selection of players in consultation with the Directorate General of Sports for inclusion in national teams to represent Khyber Pakhtunkhwa at Tournaments and Championships conducted under the jurisdiction and the recommended National Body of their respective International Federations.

iii. District Sporting Associations

At district level there shall be one Sporting Association for each game and each association shall have at least 5 clubs registered. The District Sporting Association shall be the official body to administer sports as per the criteria of financial, administrative and organizational established by the Directorate General of Sports through Provincial Sports Management Committee. District Sporting Associations shall be independent bodies in matters relating to the administration of their respective sports however annual grant on the analogy of provincial associations shall be provided by the government on the laid down criteria. The association shall have the right to include or exclude players in national teams with proper consultation of the District Sports Officer for the representation of Khyber Pakhtunkhwa at different Tournaments and Champions held under the jurisdiction and the recommended National Body of their respective International Federations.

iv. Community Sporting Organizations

At community level there shall be Community Sporting Associations/ Organizations and it must be registered with Directorate of General of Sports through respective District Sports Offices. Community Sporting Organizations have very important role in sustaining and encouraging of participation in sports at community level.

v. Private/Business Sector Organizations/Individuals

The Private Business Sector including banks, cellular companies, insurance companies, chamber of commerce, private industries etc shall be encouraged to play their role in the development of sports with respect to:

- a) Assistance in the construction and maintenance of sporting facilities
- b) Assistance in the funding of athletes and teams to prepare for and participate in competition; and
- c) Assistance in the funding of sport programmes at all levels(Club, community, national)
- d) All private sector sports clubs shall be encouraged to affiliate with the concerned provincial association.

11. THE PROVINCIAL SPORTS MANAGEMENT COMMITTEE

There shall be management committee for all sport facilities in the province. The Department of sport shall notify these committees with certain ToRs while the provincial committee shall perform the following functions;

The Committee shall perform the following functions:

- i. Providing strategic guidance and recommendations to the Department of Sports on matters and other issues relating to Sports and Physical recreation activities.
- ii. Designing and ensuring proper implementation of suitable programmes for general participation in sports and sports played at international level competition.
- iii. Administrating the Provincial Sports Fund. The committee shall have the provision of financial and technical assistance to Community Sporting Organizations, Schools and Community Coaching programmes, Individuals, Public Education in Sports and Physical Activities and National Sports Organizations on the basis of established criteria.
- iv. Decision regarding categorization of established sports facilities.
- v. Decision regarding established standards for both regional and national recreational rounds and sports facilities in association with Sports department.
- vi. Decision regarding legislation of codes of practice for (a) housing developers, (b) institutions involved in sports and fitness trainings, for example health spas, coaching schools and gyms, and safety in sporting facilities.
- vii. Decision regarding standards for provincial Coaching programmes and for coaching certifications
- viii. *Collaborating with Department of Sports & Youth Affairs, the Educational Sector and other relevant agencies to initiate sports as a discipline at University level thus leading to establishment of Sports University.*
- ix. Advise the government regarding players' character building, issues of the Sportspersons, drugs prevention viz-a-viz sports medicines.

12. REQUISITES

The Directorate General of Sports shall link provision of annual grant-in-aid and any other financial support to different Sports Associations and their registered clubs (if any) subject to adherence to the following pre-requisites;

i. Club at Local Level

Every club in the district or province shall;

- a. Be registered with concerned district sport association
- b. Have an undisputed/unique title name.
- c. Have a designated Bank Account and not in the name of some individual.
- d. Have a club logo, wearing colour, player ID Card, FB Page
- e. Enlist club members/players with detailed profile, photographs etc on a prescribed format.
- f. Share specimen signatures of the office bearers with District Sport Office.

- g. Share particulars regarding club location, owned/rented position, and annual activity report with office of the District Sports Officer.
- h. Have a president, general secretary and Treasurer.
- i. Hold club-based (only registered) annual tournaments.
- j. Participate in **Club Tournaments** as and when held by District Sport Associations in collaboration with District Sports Offices and Local Government Officials. However, only registered Clubs in the Districts will participate in the Tournaments. These tournaments will form teams for Provincial level Tournaments.

The District Sport Officer shall in collaboration with the concerned association, make efforts to establish clubs for each and every game played in the World Olympics. Promotion of the indigenous games shall also be the responsibility of the district sports officer.

ii. District Sports Association

Every District Sport Association shall;

- a. Have at least five clubs of the relevant game.
- b. Have registration with Provincial Sport Association and District Sport Offices
- c. Enlist all clubs with detailed profile etc.
- d. Have main office bearers i.e. President, Two Vice Presidents, General Secretary and Treasurer.
- e. After club tournaments, form district teams and participate in **Inter District Tournaments** as and when held by the Provincial Associations in coordination with the Directorate General of Sports. At the end of these Tournaments, a team will be selected to represent the Province.

13. SPORTING BODIES ELECTIONS

All Provincial/District Sport Associations and registered clubs will organize themselves in line with this policy by holding elections from club level upwards in all Districts or corresponding provincial associations. Representatives of Directorate General of Sports, KP will be invited as under:-

- | | | |
|------|-------------------------------------|--|
| i. | Election of Provincial Associations | Rep. of Directorate General of Sports, KP. |
| ii. | Election of District Associations | District Sports Officer |
| iii. | Election of Club | Rep of DSO |

As far as election of National Federations and tenure of the office bearers (all levels) are concerned, for this purpose the Sports Policy of the Federal Government shall be followed. Apart from other conditions as explained above, the Annual Grant in Aid to any sports association shall be subject to adherence to the tenure (2 tenures of 4 years each) laid down in the Federal Policy for office bearers.

Furthermore, Sports Association may ask for any assistance from the Directorate General of Sports, KP as deemed necessary for conduct of smooth elections to form sporting bodies from District upwards in line with this policy.

14. HUMAN RESOURCES

Modern-day sport is very sophisticated and influenced by different sub-disciplines including sports medicine, psychology, nutrition, biomechanics and exercise physiology. The term HR in sports include personnel of sports psychologists, doctors, exercise physiologists, athletes, nutritionists, coaches, match officials, trainers and administrator. Rapidly growing standardization and specialization of sports facilities, the sports department must therefore be adequately will trained staffed with skill full and qualified administrators, coaches and other supporting staff. Qualified and

professional people must be engaged and employed in sports and physical education systems, institutions work places and sports organizations possibly at all level of the province. Sports professionals whose services are hired by private sports organizations and facilities must be registered with responsible sports agency or department. Standard and accepted Code of Ethics for all sports professional including trainers, coaches, medical personnel and administrators will be established for the purpose to maintain proper check and balance in order to avoid all kinds of abuses harassment of athletes etc. This code of conduct shall be consistent with the all the requirements of both National and International Federations. All the administrators of national and community level must be exposed to formal and necessary training in sports management.

15. SAFETY & RISK MANAGEMENT

Physical safety in sports is very important and issues related to physical fitness must be addressed properly and in timely manner. In this regard, the Directorate General of Sports shall ensure the following;

- i.** All public and private sporting facilities shall adhere to national/international standards of safety requirement.
- ii.** All sports personnel including coaches, trainers and Health & Physical Education teachers shall have proper training in safety measures, First Aid and CPR.
- iii.** Facilities and equipment must be according to international standards and follow the international safety requirements.
- iv.** Public must be properly sensitized and they shall be informed about the importance of safety in all sports competitions.

16. SYSTEM OF INCENTIVES AND REWARDS

It is the prime responsibility of sporting agencies to compensate all sports personnel in a proper way. In this regard the Department of Sports shall be responsible for establishing and maintaining a proper monetary benefit system in the shape of incentives and rewards. These are the most important and fundamental factors of motivating the individual, achiever of high levels of performance and showing appreciation to all those who are the part and contributing for the promotion and development of sports. Apart from providing facilities and exposure to competitions, such a system lies at the heart of developing “High Performance Sport” and it must contain the following seven elements:

- i.** *On the basis of criteria (to be established by Directorate of Sports and Health Department) national athletes of the Province and retired players of national/international repute shall have free access to medical services.*
- ii.** Based on criteria (to be established by Directorate of Sports) outstanding provincial athletes shall be provided financial assistance to assist them in their preparation and participation in national and international competitions. This particular provision is aimed at High Performance Sport/Sports played at World Olympics or other mega sports events.
- iii.** Based on established criteria (to be established by Directorate of Sports) Provincial teams, players and athletes shall be given full and free access to all Category - A Sports complexes in order to prepare for national/ international competitions.
- iv.** Provincial players and athletes who excel and perform in sport shall be given special preference and consideration for employment and provide opportunities of admission and learning into higher educational institutions of well repute that they satisfy and meet the minimum academic standards for the chosen sports field. Furthermore, outstanding and top class athletes must be assisted and supported for obtaining of scholarships in order to pursue their educational goals or career development in the chosen field either locally or abroad.

- v. Players and athletes must be supported in addressing issues related to their life after sports or retirement. In this regard, they must be assisted in following two categories where necessary in:
 - (a) Obtaining employment; and
 - (b) Satisfying their basic needs of life.
- vi. Retired players and athletes can also be assisted in the development of sports where they are qualified or capable of so doing.
- vii. ***Outstanding sports player/performers or achievers must be honored and their services will be properly recognized. Similarly, services and contribution of sports officials and all sports clubs/ association/ organizations must also be properly recognized for the development of sports.***

17. CODE OF CONDUCT FOR SPORTS FACILITIES

All sports facilities especially A-category sports complexes shall function under a uniform code of conduct, membership criteria, requisite discipline and codal formalities. In this regard the model of Hayatabad Sports Complex, Peshawar shall be replicated.

18. DRUG ABUSE AND CONTROL

Use of performance or energy enhancing substances among players have become global threat to sports. In this regard all sports associations, organization and other governing bodies as well as individuals, coaches, trainers and managers must discourage the players and athletes from using prohibited performance enhancer substance and drugs.

The Provincial Sports Management Committee to formulate proper guidelines and mechanism on the use and abusive performance enhancing substances while adhering to the guidelines of the World Anti-Doping Agency . Consistent with this and prior to any competition, they shall:

- i. Drug testing shall be mandatory in local competition and during training
- ii. Properly sensitized all players and athletes particularly national level athletes from the adverse effects of substance abuse in regard to their performance, health, their careers as well as personal life and the reputation or image of the country in international community. This education process must be taught at educational institutions and club level etc.
- iii. Frame a list of all those medicines which are prohibited at all level of any sports category and also differentiate between those medicines which are restricted and banned.
- iv. Set guidelines and procedure for dealing with athletes who test positive for banned or restricted substances or medicine.

19. ADAPTIVE SPORT

While promoting sport at all levels, there shall be equal focus on promotion of adaptive sports so as to give due rights to the Physically Challenged to participate in sports. Special facilities shall be given in sports complexes as well as equipment to enable them to play viz-a-viz competitions shall regularly be arranged. They shall be treated as equal as normal players and shall be encouraged through rewards and recognition on the basis of performance. ***Provision shall be made in the development budget to establish special academies of different adaptive sports all over the province.***

FAIR PLAY

The Provincial Sports Department in collaboration with the districts and provincial sport associations shall encourage and appreciate fair play and true sportsmanship in all kind of sporting activities.

20. INDEPENDENT ARBITRATION MECHANISM

For the settlement of dispute among the Directorate of Sports and other sporting organizations or association an independent arbitration council shall be devised under the provisions of the *Sport Promotion & Management Act*. This council should be independent of any sports organization or association.

Hina Hafeez

Section Officer (Sports)

Copy to;

- i. Additional Chief Secretary, FATA.**
- ii. Secretary to Governor, Khyber Pakhtunkhwa.**
- iii. Principle Secretary to Chief Minister, Khyber Pakhtunkhwa.**
- iv. All Administrative Secretaries in Khyber Pakhtunkhwa.**
- v. Secretary to the Government of Punjab, Sindh, Baluchistan, Gilgit Baltistan in Sports Departments.**
- vi. All Divisional Commissioners in Khber Pakhtunkkhwa.**
- vii. All Deputy Commissioners in Khyber Pakhtunkhwa.**
- viii. Director General Pakistan Sports Board at Islamabad.**
- ix. Director General of Sports Khyber Pakhtunkhwa.**
- x. All District Nazimeen in Khyber Pakhtunkhwa.**
- xi. All Vice Chancellors of Public Sector Universities in Khyber Pakhtunkhwa.**
- xii. Director Colleges, Khyber Pakhtunkhwa.**
- xiii. Director Elementary & Secondary Education, Khyber Pakhtunkhwa.**
- xiv. Coordinator, Performance Management and Reforms Unit, Office of the Chief Secretary, Khyber Pakhtunkhwa.**

Section Officer (Sports)