

MBEYA UNIVERSITY OF SCIENCE AND TECHNOLOGY



SPORTS AND GAMES POLICY

AUGUST 2023

FOREWORD

In fulfilling the University's core functions of teaching, research, and consultancy, Mbeya University of Science and Technology (MUST) needs healthy human resources and modern facilities to sustain workers, students, and the community in both recreational and competitive settings. Once ancient Latins phrased a statement *Mens Sana in corpore Sano* meaning that a healthy mind in a healthy body. While reflecting on MUST's Vision, Mission and objectives, we realized the necessity of having a sports and games policy that could assist formal procedures for running sports and games activities.

The Sports and Games policy addresses issues of participation, supervision, financing, procurement and management of sports facilities and equipment. The preparation process entailed documentary reviews and in-depth consultations with different stakeholders within and outside the University. This Policy, therefore, incorporates best practices and will enhance sports and games activities within the University and surrounding community.

On behalf of the University, I wish to thank all stakeholders for their contributions to the preparation of this Policy.

Prof. Aloys N Mvuma

Vice Chancellor

Mbeya University of Science and Technology

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LIST OF ABBREVIATIONS AND ACRONYMS

CET	College of Engineering and Technology
CoACT	College of Architecture and Construction Technology
CoAST	College of Agricultural Science and Technology
CoHBS	College of Humanities and Business Studies
CoICT	College of Information and Communication Technology
CoSTE	College of Science and Technical Education
DAHRM	Director of Administration and Human Resources Management
DEM	Directorate of Estates Management
DPI	Director of Planning and Investment
DSS	Directorate of Student Services
DVC ARC	Deputy Vice Chancellor - Academic Research and Consultancy
DVC PFA	Deputy Vice Chancellor - Planning Finance and Administration
EAUG	East Africa Universities Games
FASU	Africa University Sports Federation
FISU	International University Sports Federation
MIST	Mbeya Institute of Science and Technology
MRCC	MUST Rukwa Campus College
MTC	Mbeya Technical College
MUST	Mbeya University of Science and Technology
MUSTSO	Mbeya University of Science and Technology Students Organization
NACTE	National Council for Technical Education
NGO	Non-Governmental Organizations
PA	Physical Activity
PMU	Procurement Management Unit
SHIMIVUTA	Shirikisho la Michezo la Vyuo vya Elimu ya Juu Tanzania
SHIMMUTA	Shirikisho la Michezo la Makampuni ya Umma na Taasisi Binafsi Tanzania
SO	Security Officer
SWS	Students Welfare Services
TUSA	Tanzania Universities Sports Association
VC	Vice Chancellor

DEFINITION OF KEY TERMS AND CONCEPTS

Games: Refers to any structured competitive activity that has rules and regulations. The rules and regulations can be modified to suit certain environments.

Physical activity: Is any bodily movement produced by the contraction of the skeletal muscles that increases energy expenditure above the baseline level. In this Policy, physical activity will refer to all structured and unstructured activities including, jogging, running, aerobics, walking and dancing.

Play: Is any activity engaged freely for enjoyment.

Sports: This is a human activity that involves specific administration, organization and historical background of rules which define the object and limit the pattern of human behaviour.

Intramural Sports: These are sports activities organized within a particular institution.

Extramural Sports: These are sports activities organized outside a particular institution.

Mercenary: Any unqualified player participating in a certain sports and games event. For example, a student who didn't pay university fees, an unemployed person etc.

Games tutor: Officer in charge in the University responsible for coordinating sports and games activities.

MUSTSO: Means the Minister for Sports, Arts and Entertainment under Mbeya University of Science and Technology Students Organisation.

CHAPTER ONE

UNIVERSITY BACKGROUND INFORMATION

1.1 Introduction

The history of Mbeya University of Science and Technology (MUST) dates back to 1986 when Mbeya Technical College (MTC) was established by the Government of Tanzania for training Full Technicians at Certificate Level (FTC) under the Russia - Tanzania Training Support. The College existed up to mid-2005 offering programmes in the fields of architecture, electrical engineering, civil engineering and mechanical engineering.

In July 2005, MTC was transformed into a multi-disciplinary Mbeya Institute of Science and Technology (MIST) through the National Council for Technical Education (NACTE), Mbeya Institute of Science and Technology (MIST) Establishment Order, 2004. The transformation was a Government's move towards strengthening the College to become a fully-fledged University. Mbeya Institute of Science and Technology registered several achievements including the restructuring of FTC programmes to ordinary diploma programmes and the introduction of undergraduate degree programmes which eventually lead to the expansion of students' enrolment. Following these achievements, on 29th March 2012 after being issued with a Provisional License by Tanzania Commission for Universities (TCU), the Institute was transformed to a fully-fledged University namely Mbeya University of Science and Technology (MUST). The University was granted the Mbeya University of Science and Technology Charter, 2013 on 20th August 2013.

1.2 MUST Vision and Mission

1.2.1 MUST Vision

The Vision of Mbeya University of Science and Technology is to become the leading centre of excellence for knowledge, skills and applied education in science and technology

1.2.2 MUST Mission

The Mission of Mbeya University of Science and Technology is to develop academically, technologically and socially competent students, staff and other

stakeholders who will be responsive to the broader needs and challenges of the society specified by:

- (a) Facilitating appropriate tuition, practical training and support needs of students and other customers;
- (b) Encouraging staff commitment to quality education and services including research, consultancy and innovation;
- (c) Fostering lifelong learning, honesty and responsibility;
- (d) Promoting an environment conducive to human development; and
- (e) Promoting effective entrepreneurship and use of appropriate technology that meets national and international standards through skills and practical-oriented training, research and consultation.

1.3 **Situational analysis**

MUST's Vision and Mission can be achieved through cooperation between students and staff through active participation in recreational and competitive sports for improving health and publicity. The Directorate of Student Services (DSS), Estates Management (DEM), and Administration, and Human Resources Management (DAHRM) have a key role in ensuring that new and old sports facilities and equipment are in good order.

The facilities include football grounds, handball, basketball, netball, volleyball, and tennis courts as well as a swimming pool and recreation hall at MUST Rukwa Campus College. Sports equipment includes balls, jerseys, tracksuits, exercise mats and gym apparatus. Other aspects of sports infrastructures that need to be focused on include environmental cleanness, rehabilitation of available facilities and washrooms or changing rooms for staff and students.

This Policy stipulates how sports equipment will be purchased through public procurement procedures and give feedback to consumers. In addition, it will also focus on designing sports for people with special needs by improvising available facilities to cater for individual and special group needs. Due to the absence of a Sports and Games Policy, there has been a growing overlap of schedules and a lack of guidance on what to be done.

1.4 **Justification**

The operations of sports activities at MUST have been undertaken without having an appropriate sports and games policy. The University has been using just an informal direction derived from its Strategic Plan that lacks a systematic way of capturing all necessary operations undertaken by the sports Unit. This tendency has continued to persist for many years, and as such, many weaknesses have been observed: For example, supervision of sports activities, sports facilities and equipment is not being done as appropriate.

There exists an inappropriate way of utilizing University sports grounds, and equipment and there are no known criteria for selecting teams for competitions. The sports technical personnel are under DSS and reports to DSS through the Students Welfare Services Department (SWS). When it comes to Staff activities, Games Tutors have to report to DAHRM. All these observed shortcomings have necessitated the development of the Sports and Games Policy.

The establishment of the Sports and Games Policy is required to manage the requirements for improving the objectives of the University as stipulated in the five-year Corporate Strategic Plan 2022/2023 - 2026/2027. Areas observed for the establishment of the Policy include:

- (a) Sports and exercises for preventing and treating non-communicable diseases. The need for an efficient and effective structured programme, which is friendly to users;
- (b) Enhance efficient operations through proactive practice: (i) Sports gear procured timely (ii) transparency (iii) Records keeping (iv) acquired managerial cash for emergency activities;
- (c) Providing incentives and awards as well as ensuring discipline among participants in sports and recreational activities;
- (d) Conducting seminars, symposiums and courses to the MUST and outside community; and
- (e) Innovations, creativity and generating income through sports and games.

CHAPTER TWO

POLICY BACKGROUND INFORMATION

2.1 Introduction

This Chapter highlights the Policy vision, mission, goal, objectives, philosophy and scope.

2.2 Policy Vision

The Policy Vision is MUST to be the institution of choice for competitive and recreational sports for health and talent nurturing.

2.3 Policy Mission

The Policy Mission is to facilitate the provision of equitable, quality, accessible and affordable sports facilities, equipment and services which are gender-sensitive and sustainable to all members of the MUST Community.

2.4 Policy Goal

The goal of this Policy is to ensure that the technical and tactical, skills and advice on proper participation and use of facilities and equipment in the sports environment are achieved.

2.5 Objectives of the Sports and Games Policy

The main objective of this policy is to create a friendly environment in the context of the MUST setting that will stimulate staff, students and community to engage in sports and physical activities without discriminating against gender, age, education, disability status etc.

Specifically, the Policy aims to:

- (a) Establish a framework, that gives clear directions on the management and coordination of sports and games;
- (b) Ensure proper management of sports equipment and facilities;
- (c) Facilitate the use of sports facilities by the neighbouring community;
- (d) Ensure the organized sports training for students and staff;
- (e) Ensure that the University community has equal access to sports regardless of gender, age, race and ability;

- (f) Help students and the entire University community achieve a health-enhancing life through physical activity;
- (g) Improve the internal generation of income through hiring sports facilities;
- (h) Help understand and respect individual differences among people in physical settings;
- (i) Provide a safe sports environment;
- (j) Promote sporting excellence;
- (k) Participate in local and international student and staff competitions; and
- (l) Advertise the University for publicity and attracting students' enrolment.

2.6 **Policy Philosophy**

The philosophy of this Policy is to address all ways of supervising, coordinating and motivating staff and students' involvement in sports and games for health. The procurement of sports equipment will be communicated through proper channels of command.

All activities will be made by the Sports and Games office with support from other MUST stakeholders i.e., DAHRM, DSS, DEM, Staff and the community. However, overall decisions will come from MUST relevant organs.

2.7 **Policy Scope**

The Policy applies to all plans, activities, business processes, individuals and property that comprise or are undertaken by Mbeya University of Science and Technology. Generally, it applies to all Colleges, Directorates, Administrative divisions/Units, and any significant University activities. It therefore deals with activities relating to planning, organizing, coordinating and supervising the sporting environment at MUST.

The ten (10) Policy key areas include:

- (a) Technical procedures in operating sports and games activities;
- (b) Facility and equipment management;
- (c) Participating in intramural and extramural sports activities;
- (d) Maintenance and rehabilitation of sports facilities;

- (e) Ensuring safety and security in playing grounds;
- (f) Full participation in any activities involving sports activities or events;
- (g) Application of modern computerized systems in sports and games services;
- (h) Advice on the construction of playing grounds;
- (i) Linking Universities and Communities around; and
- (j) Tool for communicating strategic issues.

CHAPTER THREE

POLICY ISSUES, STATEMENTS AND STRATEGIES

3.1 Participation in Sports and Games

3.1.1 Policy Issue

For a long time, participation in sports and physical activities among MUST members have been low.

3.1.2 Policy Statements

The University shall:

- (a) Use Sports and Games Unit in coordinating all sports activities;
- (b) Ensure participation in intramural and extramural sports is involving beneficiaries and members of MUST only, and
- (c) Sensitize and encourage Staff and students to participate in sports and exercise for their health.

3.1.3 Strategies

- (a) Provide and improve sports facilities and equipment;
- (b) Conduct sports Bonanza, inter blocks, inter departments and colleges;
- (c) Conduct seminars, workshops and symposia on sport and health;
- (d) Use brochures and newsletters as means of raising awareness; and
- (e) Use of MUST Radio and other sources of information dissemination.

3.2 Facilities and Equipment

3.2.1 Policy Issue

There have been inadequate physical resources which include facilities, equipment and maintenance. However, there are trespassers and low security around sports grounds.

3.2.2 Policy Statements

The University shall:

- (a) Provide adequate and high-quality sports facilities;
- (b) Maintain its physical facilities and equipment; and
- (c) Ensure high security for sports facilities and equipment.

3.2.3 Strategies

- (a) Construct new facilities and renovate the existing ones;
- (b) Provide security guards to protect sports facilities;
- (c) Impose financial penalties for illegal users of sports facilities and equipment;
- (d) Install lights around the sports fields;
- (e) Construct a fence around the sports field; and
- (f) Provide funds to purchase sports equipment and maintain sports facilities.

3.3 Competitions

3.3.1 Policy Issue

There has been a small number of students and staff participation in the national and international competitions. Also, lack of specific part-time coaches and few trophies and medals during competitions.

3.3.2 Policy Statement

The University shall facilitate a large number of students and staff to participate in the competitions.

3.3.3 Strategies

- (a) Set aside enough funds which will enable a large number of staff and students to participate in competitions;
- (b) Hire specific part-time games coaches during the preparations for competitions;
- (c) Students who participated in national or international competitions shall be given enough time for preparation of special tests; and
- (d) Criteria such as good attendance, punctuality, personal abilities and discipline will guide the selection of University teams in various competitions.

3.4 Health and Safety

3.4.1 Policy Issue

Both recreational and competitive sports should contribute to the health and well-being of the student and staff. It is also expected that the training and competitive environment should be safe for the participants.

3.4.2 Policy Statements

The University Shall:

- (a) Ensure that sports events are conducted in a healthy and safe environment.
- (b) Provide opportunities for its members to participate in health-related activities.
- (c) Ensure regular check-ups to maintain participants' health.

3.4.3 Strategies

- (a) Medical service should be available at all major events;
- (b) Playing areas should be kept clean and safe;
- (c) Sports and Games should be scheduled to ensure fair and safe competition;
- (d) Injured players should be handled by medical personnel
- (e) Medical personnel should be present during sports and games involving strenuous contact;
- (f) All protective equipment should be available for players;
- (g) Competition should be scheduled between teams of comparable ability;
- (h) Playing fields and surfaces should meet standards for size and safety for the participants; and
- (i) A variety of activities should be conducted to promote participation for all.

3.5 Gender in Sports

3.5.1 Policy Issue

Gender refers to the characteristics of women, men, girls and boys that are socially constructed. In a society like MUST, there are issues of masculinity, femininity, adults, youth etc. Gender should be given due consideration when planning sports and games events, including the provision of equipment and supplies, scheduling of games and practice time, travel, and opportunity to receive coaching and academic tutoring.

3.5.2 Policy Statement

The University shall provide equal opportunities by considering gender participation in sports among staff and students.

3.5.3 Strategies

- (a) Ensure that opportunities to participate in sports and games consider gender;
- (b) Increase the involvement of women and elderly staff in sports and games events;
- (c) Provide equal opportunity to all Students and Staff to participate and be involved in sports; and
- (d) Planning, design and management of facilities should consider gender equality and equity.

3.6 Sports for People with special needs

3.6.1 Policy issues

Persons with special needs can receive the same benefits as their peer group. This can be achieved by introducing adapted sports and games in the University schedules. They need training in sports and games that will be useful in life. The current situations at MUST that need policy attention include; lack of opportunity for people with special needs to participate in sports and games, insufficient appropriate equipment and facilities for sports and games; and inadequate specialized personnel for adopted sports and games.

3.6.2 Policy Statements

The University shall:

- (a) Design appropriate programmes and provide adequate equipment and supplies that will cater for the needs of people with special needs;
- (b) Secure people with special needs by training and coaching; and
- (c) Build capacity for its Sports and Games Tutors to be able to interact with people with special needs.

3.6.3 Strategies

- (a) Prepare programmes as needs arise
- (b) Provide special training for available Games Tutors and volunteer coaches to enable them to work with people with various special needs; and
- (c) Provide supplies and equipment for adapted sports and games.

3.7 Media

3.7.1 Policy Issue

At MUST, there is MUST FM Radio and a Newsletter. However, the Newsletter and Radio have not been used effectively to promote sports at the University. Newspapers, print and electronic media must be used to provide appropriate space and publicity for the sports and games programmes.

3.7.2 Policy Statement

The University shall collaborate with the media to promote sports at the University.

3.7.3 Strategies

- (a) Intramural and extramural sports should be reported regularly during sports news to bring awareness to MUST Society;
- (b) Quality sports and games photographs should be displayed on the University website; and
- (c) The Management should use sports and games as one of the tools to achieve MUSTs goals.

3.8 Advertisement

3.8.1 Policy Issue

The popularity of the organisation does not merely depend on the education programmes or the number of consultations performed. For many years the University had not used sports and games as means to advertise its core functions.

3.8.2 Policy Statements

The University shall ensure that its programmes are well advertised through local, national and international competitions.

3.8.3 Strategies

- (a) Using advertising material such as hanging banners, teardrops and labelled attires during national and international competitions;
- (b) Displaying sports and games photos on the University website;
- (c) Establishing community reaching programmes such as MUST half Marathon and ujirani mwema bonanza; and
- (d) Sports facilities to be attractive for hiring top teams.

3.9 Resource and Financial Mobilisation

3.9.1 Policy Issue

Many sports practitioners believe that the success and sustainability of any sports programme depend largely on the availability of human and financial resources. Financial resources are crucial because they are needed for procuring sports and games equipment and for meeting training and competitive needs. However, there has been inadequate funding for sports programmes and the number of staff and students involved in sports and recreational activities is rather low.

3.9.2 Policy Statements

The University shall:

- (a) Fund sports and games programmes for training at MUST and for both national and international competitions; and
- (b) Use its sports and games facilities for hiring different users to generate funds to be used for sports development and training needs.

3.9.3 Strategies

- (a) Participants are to contribute money annually for sports and games activities as a cost-sharing. Students will contribute through MUSTSO as stipulated in the MUST's guidelines for sports and games;
- (b) The University shall rent its sports and games facilities at the rate as to be stipulated in the sports and games guidelines; and
- (c) The University shall seek other sources of funds through grants, donations, gifts and sponsorships to promote sports and games at the University.

3.10 Sports and Games Awards

3.10.1 Policy Issue

The value of sports awards and honours is sometimes questioned. However, when the programme is properly managed and kept in perspective, awards are a meaningful part of sports and games. However, certificates, plaques, and medals should be modest and meaningful.

3.10.2 Policy Statements

The University shall:

- (a) Award outstanding performances in sports and games for students and staff;

- (b) Use any monetary award that is made to the University for the development of sports and games, either to purchase equipment and gear or development of facilities and training.
- (c) Give certificates of appreciation to Students and Staff who participate in national and international competitions and win; and
- (d) Make sure trophies won are submitted to the Management and medals are retained by the individual who won them.

3.10.3 Strategies

- (a) Look for sponsors such as banks, trusts and NGOs to award yearly achievers in the area of performance in leadership, competitions and personalities;
- (b) Allocating budget for awarding best achievers in sports and games; and
- (c) The calendar for MUST best performers year awards should be set before university examinations.

3.11 Finance

3.11.1 Policy issues

For a long time, students' allowances during national and international sports were unspecified while Staff had payment schemes regarding level of education and titles. The procurement of sports equipment and attires did not follow actual government procurement procedures.

3.11.2 Policy statements

The University shall:

- (a) Ensure procurement of sports equipment, materials and attires follow public procurement procedures;
- (b) Ensure Staff and Student allowances are paid as per the university's guidelines; and
- (c) Recommend MUSTSO's funds to facilitate its sports ministry during meetings and competitions.

3.11.3 Strategies

- (a) Established purchasing requests to be done by PMU;
- (b) Amount of students allowances to be mentioned in the sports and games guidelines; and
- (c) MUSTS to set a budget for the sports activities which will enable annual operations (meetings, competitions etc).

CHAPTER FOUR

POLICY COMMUNICATION AND IMPLEMENTATION

4.0 Introduction

This chapter highlights the way the Policy will be communicated and implemented. This includes the organizational structure and roles of the different stakeholders.

4.1 Organizational Structure

The owner of this Policy is the Council of Mbeya University of Science and Technology. Activities relating to the implementation of this Policy will be achieved by the VC, DVCs, DAHRM, DEM and DSS offices. The Sports Unit will be reporting sports issues to the DSS and DAHRM offices through the Students' Welfare Services Department as shown in the Organizational structure in Figure 4.1.

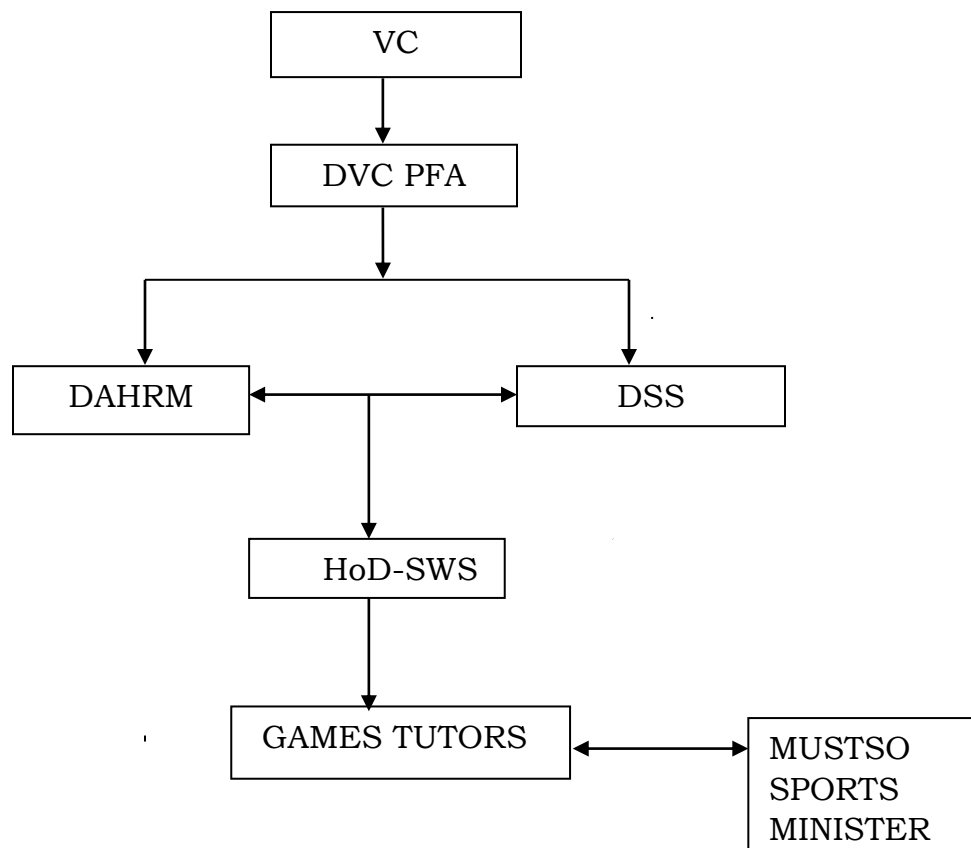


Figure 4.1: Organizational structure for implementation of the Sports and Games Policy

The management arrangement for implementing the Sports and Games Policy includes:

- (a) Defining the role of major stakeholders within the community in relation to the Sports and Games Policy;
- (b) Establishing a framework for coordinating, monitoring and evaluating the implementation of the Policy; and
- (c) Reviewing and setting up enabling legislative and institutional procedures.

4.2 The Role of Different Stakeholders within the University

The stakeholders include University Management, Directorates, Centres, Departments, and different academic and administrative units, as well as MUST community staff and students in general.

For the Policy to be owned and become implementable at MUST, the different stakeholders shall not only commit to endorsing and popularizing it but also shall be held accountable for its implementation.

The University shall develop a strategic action plan identifying areas of mobilization of resources (both financial and human) and responsible organs and key individuals for implementation.

4.2.1 Roles of VC

The Vice Chancellor shall:

- (a) Ensure that the Policy Operates following legal and ethical standards;
- (b) Approve financial and other resources for the implementation of the Policy; and
- (c) Ensure all Staff and Students benefited from sports and games activities.

4.2.2 Role of DVC PFA

The DVC PFA shall:

- (a) Oversee the personnel operations of the Policy;
- (b) Liaise with securing the fund and developing cooperative agreements;
- (c) Mobilize and allocate resources for the implementation of the Sports and Games Policy;
- (d) Promote sports and games spirit for health purposes; and
- (e) Recommend sports and games allocated budget for implementing Policy.

4.2.3 Roles of DAHRM

The DAHRM shall:

- (a) Oversee sports and games activities to Staff; and
- (b) Advise the Management on financial, physical and human resources issues related to Staff sports and games activities.

4.2.4 Roles of DSS

The DSS shall:

- (a) Oversee sports and games activities to students;
- (b) Advise the Management on financial, physical and human resources issues related to student sports and games activities; and
- (c) Monitor sports and games budget utilization.

4.2.5 Role of HoD-SWS

The HoD-SWS shall:

- (a) Supervise Sports and Games Unit;
- (b) Plan, implement and make sure that coordination of sports and games activities abide with MUST Corporate Strategic Plan; and
- (c) Prepare a budget for sports and games activities.

4.2.6 Roles of Games Tutors

The Games Tutors shall:

- (a) Ensure Staff and students' teams are well trained for the different sports competitions;
- (b) Prepare budgets for the different sports activities;
- (c) Prepare recreational activities for the Staff and students;
- (d) Mobilize resources, both financial and human, for the different sports and games activities; and
- (e) Maintain sports and games facilities so that they are of acceptable standards.

4.2.7 The roles of MUSTSO (Sports, Arts and Entertainment's Ministry)

The MUSTSO Sports minister shall:

- (a) Ensure that Students participate in physical exercises and competitions;
- (b) Ensure that MUSTSO's allocated funds are utilised as per budget;

- (c) Escort students during national and international competitions as per the available MUSTSO budget;
- (d) Collaborate with the Sports and Games office in ensuring sports facilities are secured;
- (e) Participate in national and international students' sports welfare meetings; and
- (f) Identify and attract various students with special needs to participate in sports and games activities.

CHAPTER FIVE

MONITORING AND EVALUATION

5.1 Monitoring and Evaluation

MUST will establish mechanism for accountability for monitoring and evaluating the implementation of the Policy. In this case, an elaborate framework for monitoring and evaluation will be put in place within which monitoring and evaluation shall be carried out at all levels of the University.

5.2 Institutional and Legal Framework

The implementation of the Sports and Games Policy requires a sound institutional framework for translating the goals, objectives and strategies into actual programmes at all levels of Departments, Directorates, Centres, and Colleges. This means that the implementation will be affected through the existing University institutional set up but taking into account changes resulting from the ongoing institutional transformation.

The effective implementation of the Policy, requires stakeholders' commitment and support. It requires, in, addition, collective responsibility and accountability by all sectors of the University. But Colleges, Directorates, Centres, Departments and other academic and administrative units coordinated at the Vice Chancellor's office within the University will play a key role in the implementation of the Policy.

Sports and Games Unit will continue to be responsible for games and sports at the University. Practically the Games tutors are responsible for the provision of sports for the entire University for the students and staff.

The implementation framework shall, therefore, be elaborated in the Sports and Games Guidelines, which will be the main instrument for achieving Sports and Games Policy objectives. The institutional arrangements on how effective coordination and linkage of the different actors with distinct responsibilities and accountabilities in the implementation of the Sports and Games Policy can be achieved and sustained shall also be elaborated in the Sports Policy Guidelines.

5.2.1 Policy impact

Implementation of the Sports and Games Policy depends on the efforts and commitments of two groups:

- (a) All MUST staff; and
- (b) All MUST students.

Their collaboration is essential for the University's attainment of its Vision and Mission. They should timely report all challenges to the management.

5.2.1 Policy relevance

All issues stated in this Policy are relevant to MUST Community. Therefore, all stakeholders have roles to play to operationalize it.

5.2.2 Policy sustainability

Activities to be implemented in this Policy involve the ones that are short- and long-term ones.

5.3 Evaluation Report

Evaluation mainly focuses on the impact of the Policy on the MUST community. The evaluation report will be able to tell whether the resources used have attained the intended outputs. DSS's office will plan and formulate work timetables for counteractive and anticipatory implementation. It will also prepare financial budgets (planned and recast) for the specified years; give the status of resources implementation and challenges encountered and the solutions thereof.

5.4 Policy Review and Amendments

The Sports and Games Policy shall be reviewed and amended from time to time as the need arises. The major review shall be done after every three (3) years.

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APPROVAL

At its 38th Meeting held on 29th August 2023, the Council of Mbeya University of Science and Technology RECEIVED, DISCUSSED and APPROVED the Sports and Games Policy.

Hon. Zakia Hamdani Meghji

COUNCIL CHAIRPERSON

Prof. Aloys Nt. Mvuma

VICE CHANCELLOR