



**Regional Foundation Training Programme
(Incorporating the Regional Foundation Training Squads)
RECRUITMENT and SELECTION POLICY 2009**

PROGRAMME MISSION

To identify, support and develop riders and horses demonstrating talent & potential in the Olympic and Paralympic disciplines and increase and sustain participation and support the development of regional talent within safe and structured environments.

OBJECTIVE OF SELECTION POLICY

The specific aim of the Selection policy is to select talented rider combinations and to provide training and development to help further their ability for future sporting success.

BACKGROUND

Increasing participation and raising standards across the sport are key objectives. The Club and Coach project, enabled by funding from Sport England, continues to drive towards these outcomes by strengthening the regional focus of the delivery of Equestrian Sport.

Through the Club and Coach plan the BEF regional team aims to work with BEF Member Bodies to increase and sustain participation and support the development of regional talent within safe and structured environments. The Regional Foundation Training programme, will offer opportunities for talented riders, which will include expert training from coaches, veterinary and human sports science.

FOUNDATION TRAINING PROGRAMME – TIME SCALES

Open selection takes place every two years. Selected riders can remain on the programme subject to successful reselection. Riders are under constant review in terms of their development and performance. In addition riders will commit to attending an agreed number of full days of squad training sessions.

VIEWING / SELECTION PANEL

All Selectors carrying a selection vote will be appointed by the Head of Regional Development in consultation with the Regional Coach and the relevant Discipline Member bodies. The Head of Regional Development will be responsible for communicating with the Discipline Member Body and BEF Board Members. Those involved with selection will have the knowledge, experience and integrity required to select riders that show the talent and ability to succeed in their chosen discipline. All selectors will agree to abide by a code of conduct.

Sample Selection Panel: This can vary between Regions.

Selection: This will be made by Regional Coaches and a Discipline Specialist from the Discipline Member Bodies by short listing suitable applicants meeting the required minimum criteria of their discipline. A viewing day will be held at the first ridden training session where applicants meeting the minimum criteria have exceeded the number of places available within the region. In this instance, riders will be assessed by the Regional Coach and a Discipline Specialist as recommended by the Discipline Member Bodies.

SELECTION PROCESS

BACKGROUND

The Foundation Training Programme Selection Policy is formulated in agreement and consultation with the respective Discipline Member Body and other key BEF discipline personnel.

B.E.F Club & Coach Regional Training Programme Selection Policy

The process involves two key stages:

Stage 1: Application

Stage 2: Selection from Applications

Riders are expected to reach the minimum criteria (as outlined later in this document) in the preceding or current calendar year in order to be eligible for selection. Whilst a rider may meet the minimum criteria, they are not assured a place on the programme. An offer of a place on the programme will be based on the strength of the application. Selection through to each stage will be made on merit. A rider's financial circumstances will not influence this.

ELIGIBILITY / AVAILABILITY FOR CONSIDERATION

Minimum age on first application will normally be 16 years and maximum age on first application will normally be 24 years.

Please note any other requirements for discipline specifics can be found under minimum criteria.

MINIMUM CRITERIA

Please note that for all disciplines outlined below, the competition results must have been obtained in the current or previous year.

DRESSAGE REGIONAL FOUNDATION TRAINING SQUAD CRITERIA:

All riders must be eligible to compete for Great Britain and hold a current British passport. They must be full competing members of BD and reside in England. They will not be eligible for this programme if they are currently supported by the BEF World Class Programme. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine medication offence will not be eligible.

16 – 18 year olds

- Combinations will be competing consistently at medium level and above and achieving 65% plus
- Top 20 placing at medium level and above at major competitions to include regional, winter, BYRDS Under 25 (Sheepgate) and National Championships and Premier League shows

19 – 21 year olds

- Combinations will be competing consistently at advanced medium level and above and achieving 65% plus
- Top 20 placing at advanced medium level and above at major competitions to include regional, winter, BYRDS Under 25 (Sheepgate) and National Championships and Premier League shows

22 – 24 year olds

- Combinations will be competing consistently at advanced / PSG level and above and achieving 65% plus
- Top 20 placing at advanced / PSG level and above at major competitions to include regional, winter, BYRDS Under 25 (Sheepgate) and National Championships and Premier League shows

Exceptional applicants aged 25 – 30 year olds may be considered

PARA EQUESTRIAN REGIONAL FOUNDATION TRAINING SQUAD CRITERIA:

All riders must be eligible to compete for Great Britain and hold a current British passport. To be eligible for the programme they must become full competing members of BD on selection and reside in England. They will not be eligible for this programme if they are currently supported by the BEF World Class Programme. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine medication offence will not be eligible.

Riders must:

- be a between 16 & 24 years old
- have a current classification (national or international) of Grades 1 – 4

16 – 18 Years Old

- be consistently and currently scoring 62% in their relevant grade at RDA or BD Para Dressage competitions.

18 – 24 Years Old

- be consistently and currently scoring 62% in their relevant grade at RDA or BD Para Dressage competitions.
- To have qualified for the RDA National Championships in their Grade within the last two years.

Due to the varying nature of disabilities, riders' individual circumstances will be taken into account

Exceptional applicants aged 25 – 30 year olds may be considered

EVENTING REGIONAL FOUNDATION TRAINING SQUAD CRITERIA:

All riders must be eligible to compete for Great Britain and hold a current British passport. They must be full competing members of British Eventing and reside in England. They must not receive any other funding or support from the World Class

B.E.F Club & Coach Regional Training Programme Selection Policy

Programme. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine medication offence will not be eligible.

Eligible applicants must have achieved at least one of the below criteria in the current or preceding two calendar years.

16 - 21 year olds

Top 20 placing in a CCI *

Top 20 placing at the JRN Championships

Top 20 placing in the Under 18 Championships

Top 10 placing in the Pony Club Open Eventing Championships (on a horse)

Selected for the Junior European Championships

Selected for the Pony European Championships (providing the rider has moved on to horses).

Top 20 placing in the Under 21 Championships

Selected for Young Rider European Championships

19 - 24 year olds

Top 10 placing in a CIC2*

Top 20 placing in a senior CCI**

Selected for the CIC2* Team European Championships

Clear round cross country at a CCI***/CIC***

SHOW JUMPING REGIONAL FOUNDATION TRAINING SQUAD CRITERIA:

All riders must be eligible to compete for Great Britain (advice on eligibility requirements can be found in relevant rule books) and hold a current British passport and reside in England. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine medication offence will not be eligible.

B.E.F Club & Coach Regional Training Programme Selection Policy

Applicants should include the relevant BSJA printouts, of their best results during 2008/2009 with their initial application.

Applicants must not receive any other funding or support from the World Class programme.

16 - 18 year olds

- Jumping 1.20m tracks and above

18 - 21 year olds:

- Jumping 1.30m tracks and above

21 - 24 years old:

- Jumping 1.35m tracks and above

CONFIDENTIALITY

It is vitally important for the integrity of the Selection Policy and those involved in its application both as riders, owners, selectors or other officials, that there is at all times a high degree of confidentiality relating to information which may have a bearing on selection.

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WEIGHTING OF COMPETITIVE RECORD

A rider's competitive record will be taken into account for the purposes of selection and will be marked according to their expected position on the performer pathway for their age.

MODIFICATIONS/EXCEPTIONAL CIRCUMSTANCES

The right is reserved that in exceptional circumstances any part of this policy can be waived or modified. This can be done, in advance, through a formal letter written to the Head of Regional Development by the rider.

DOPING AND MEDICATION:

Sessions will be subject to relevant FEI rules in relation to doping and medication.

POST SELECTION RESPONSE

All riders will be informed in writing within 3 weeks after the close of applications whether or not they have been successful in the preliminary selection. No explanations will be offered.

RIDER OBLIGATIONS ONCE SELECTED:

- **Read, sign and adhere to the Regional Training Programme Athlete Agreement/Charter**
- **Attend all squad training sessions as agreed with the relevant Regional Coach.**
- **Attend review meetings throughout their time on the Programme**
- **Be proactive in their improvement of skills and personal development**
- **Commit to setting and achieving agreed goals.**

CHANGES IN POLICY

The Head of Regional Development in consultation with key BEF personnel and the Discipline Member Body will have the right to amend or change selection policies where necessary at any time in order to fulfil the objectives of the Selection Policy, as long as these changes and amendments are clearly communicated to all parties.

FORCE MAJEURE:

For reasons beyond the BEF's control (e.g. Lack of available Sport England funding, disease outbreak in horses or humans, war or terrorism) the Head of Regional Development reserves the right to make the decision to change the selection policy or procedure which might include cancellation of the Selection process. This decision will be made in consultation with the Discipline Member Body and the BEF Board Members.

DISCRETION

The right is reserved that in exceptional circumstances such as injury or illness the Regional Coach and Discipline Specialist are entitled within this selection procedure to use their discretion to select combinations or riders provided that they can demonstrate that any decisions made were arrived at through a process of integrity where the information used and procedures taken were perfectly reasonable and justifiable.

B.E.F Club & Coach Regional Training Programme Selection Policy

Where there is a chance that this situation may occur the issue will be kept confidential.

CONSULTATION

The Foundation Training Programme selection and recruitment policy is formulated in agreement and in consultation with the Discipline Member Body.

PUBLICATION/CIRCULATION

The Selection Policy will be available on the BEF/ Discipline specific Websites. Additional copies will be available on request from the BEF Office and the relevant discipline offices.

ENQUIRIES

Enquiries about the Selection and Recruitment Policy should be made in writing to the Head of Regional Development at the BEF Office.

CHANGES TO SELECTION POLICY

Any changes to the policy will be communicated via the website and at any meetings organised for this purpose.

POINTS OF CONTACT

The key point of contact relating to this Selection Policy is the Regional Coach..

APPEALS PROCESS AND PROCEDURES

Riders have the right to appeal against the decision of the selectors. Appeals must be made in writing within 48 hours of the announcements. Appeals must be sent to the Head of Regional Development. If the Head of Regional Development is not able to satisfy the appellant's concerns the appeal will be forwarded to the relevant Discipline Member Body. If still not satisfied, the Appeal will then follow the BEF Appeals Process; the process and procedures for which are laid out in the BEF Rule Book.

APPLICATIONS FOR SELECTION 2009

Application forms are available to download from the BEF / Discipline specific websites and the closing date for applications will be published on the BEF and Discipline Member Bodies websites. References may be included to support your application if

B.E.F Club & Coach Regional Training Programme Selection Policy

you wish to do so but must be submitted with the application forms. Applications should be submitted electronically or by sent by post.

CLOSING DATES FOR APPLICATIONS:

These will vary by region and will be advised on the BEF and relevant Discipline Member Body websites.

Map of B.E.F Foundation Training Squads by Region

