



## **The BEF England Excel Talent Programme RECRUITMENT and SELECTION POLICY 2011**

### **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**

The raising of standards across the sport is a key objective for the British Equestrian Federation and the Excel Talent Programme, enabled by funding from Sport England, continues to drive towards this outcome by strengthening the development of Equestrian Sport. This training programme offers opportunities for talented riders, which will include expert training and advice from coaches, veterinary and human sports science.

### **EXCEL TALENT PROGRAMME – TIME SCALES**

Formal 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 Excel Talent Programme Team 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 Disciplines**

Selection: This will be made by the Excel Talent Programme Team and a Discipline Specialist from the Discipline Member Bodies by short listing suitable applicants meeting the required minimum criteria of their discipline. If required, a viewing day will be held and riders will be assessed by a Discipline Specialist as recommended by the Discipline Member Bodies.

## **SELECTION PROCESS**

### **BACKGROUND**

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

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. 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.

**A rider's age will be based on F.E.I. ruling which is the age the rider becomes in a given year. The calendar age is taken from the beginning of a calendar year that a rider's age is reached until the end of a calendar year that a rider's age is reached.**

For example; a rider who is 15 years may apply for the 16 – 18 year old category if they have their 16<sup>th</sup> birthday in 2011. A rider who is 18 years old and has their 19<sup>th</sup> Birthday in 2011 should apply for the 19 – 21 year old age group. This ruling then applies to all age groups.

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

## **MINIMUM CRITERIA**

**For all disciplines outlined below, the competition results must have been obtained between 1<sup>st</sup> August 2010 – 31<sup>st</sup> August 2011 (inclusive) Preference will be given to most recent results.**

### **BEF EXCEL DRESSAGE 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 British Dressage 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 of all age groups must be riding a horse. **Please note that Freestyle scores do not count towards minimum criteria.**

Applications will be open 1<sup>st</sup> August 2011 and close 31<sup>st</sup> August 2011. Applications will not be accepted under any circumstances after 31<sup>st</sup> August 2011

### **16 – 18 year olds**

- Combinations will be competing consistently at Advanced Medium level and above and achieving 63% plus

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- A minimum of 4 score sheets at the above level must accompany the application
- Applications may wish to support their application with DVD footage of one of the test sheets submitted.

### **19 – 21 year olds**

- Combinations will be competing consistently at Prix St Georges level and above and achieving 63% plus
- A minimum of 4 score sheets at the above level must accompany the application

### **22 – 24 year olds**

- Combinations will be competing consistently at Advanced/Prix St Georges level and above and achieving 65% plus
- A minimum of 4 score sheets at the above level must accompany the application

### **Young Horses:**

Riders between 16 – 24 years will also be considered on younger horses (up to 7 years of age) who demonstrate the talent to compete successfully at International level and are already competing consistently (Elementary/Medium level) and achieving 70% plus . A minimum of 4 score sheets at the above level must accompany the application

Applications for younger horses to be accompanied and supported by a reference from an International/Young Horse Trainer/Judge or a DVD of the rider/horse riding a test at Elementary/Medium level or above.

**Exceptional applicants aged 14 – 15 years competing on horses may be considered that meet the following minimum criteria:**

### **14 – 15 year olds**

- Combinations will be competing consistently at Elementary/Medium level and above on horses and achieving 66% plus with the potential to progress to Advanced Medium level as indicated on the accompanying score sheets.
- A minimum of 4 score sheets at the above level must accompany the application

**BEF EXCEL PARA EQUESTRIAN DRESSAGE 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 British Dressage 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.

Applications will be open 1<sup>st</sup> August 2011 and close 31<sup>st</sup> August 2011. Applications will not be accepted under any circumstances after 31<sup>st</sup> August 2011

**Please note freestyle scores do not count towards minimum criteria**

Riders must have a current classification. For details regarding classification please contact the British Dressage Para Dressage Officer

**14-18 years old**

- Be consistently and currently scoring 62% in their relevant grade at BD Para Dressage Competitions.
- Riders can be nominated through BD PE Talent Spotting.

**19-24 years old**

- To have two scores of 64% or above in their relevant grade at BD Para Dressage Competitions in 2010/2011.
- Riders can be nominated through BD PE Talent Spotting.

**25-33 years old**

- To be consistently scoring 65% or above in their relevant grade in BD Para Dressage Competitions and to have qualified for a BD Para Dressage National Championship in 2010/2011, (Restricted or Open)

**BEF EXCEL EVENTING 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 British Eventing 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

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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.

Applications will be open 1<sup>st</sup> August 2011 and close 31<sup>st</sup> August 2011.  
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### **16 - 18 year olds**

Top 20% placing in a CCI \*

Top 20% placing at the U18 Regional Team Championships

Top 20% placing in the National Under 18 Championships

Top 20% placing in the Pony Club Open Eventing Championships (on a horse)

Short Listed for the Junior European Team Championships

### **19 – 21 years old**

Top 20% placing in the National Under 21 Championships

Top 20% placing at a Senior CCI2\*

Short Listed for Young Rider European Team Championships

The Festival of British Eventing at Gatcombe top 10% of Novice Championships or top 20% of Intermediate-Championships

### **22-24 year olds**

Top 10% placing in a senior CCI 2\*

Selected for the CIC2\* Team European Championships

Top 10 placing in The Festival of British Eventing Open Championship at Gatcombe

Clear round cross country at a CIC or CCI\*\*\* with 68% or above in the dressage and no more than 8 penalties show jumping and no more than 36 time penalties Cross Country.

Top 10 Bramham U 25 Championships

### **BEF EXCEL SHOW JUMPING 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 British Showjumping 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.

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Applications will be open 1<sup>st</sup> August 2011 and close 31<sup>st</sup> August 2011.  
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**Applicants should include the relevant British Showjumping printouts to support their initial application.**

16 – 18 years

Minimum of 2 double clear rounds in National 1.30m classes and above.

19 – 24 years

Minimum of 2 double clear rounds in National 1.40m classes and above.

Results will be ranked by competition and venue. Competition results that meet the minimum criteria that were achieved at any of the following competitions should be included in your application form:

Premier Shows, British Show Jumping Scope Festival, Young Rider European Trials, County Shows.

### **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.

### **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**

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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 BEF 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 Excel Talent Programme Athlete Agreement/Charter**
- **Attend all squad training sessions as agreed with the relevant Squad Co-ordinator.**
- **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 Excel Talent Programme Team 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.

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

## **CONSULTATION**

The Excel Talent 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 websites.

## **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 Excel Talent Programme Team, British Equestrian Federation, Stoneleigh, Warwickshire, CV8 2RH

### **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 2011**

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

### **DATES FOR APPLICATIONS:**

Applications Open : 1<sup>st</sup> August 2011

Applications Close: 31<sup>st</sup> August 2011

**PLEASE NOTE UNDER NO CIRCUMSTANCES WILL APPLICATIONS BE ACCEPTED AFTER 31<sup>ST</sup> AUGUST 2011.**