



British Dressage Selection Policy for the FEI U25 European Championships 2020

1. Definitions

'Selectors' – The people selected by the British Dressage Board to undertake selections on their behalf for GBR riders competing in international competition.

'International Director' (ID) – Refers to the member-elected representative of the British Dressage Board of Directors, responsible for managing International Teams.

'World Class Programme' – Refers to the British Equestrian Federation (BEF) Performance Programme as supported by UK Sport.

'The Team' – The four athlete/horse combinations that will be selected to compete for Equestrian Team GBR in the Team and Individual Competition at the Championships.

'The Reserves' – The two reserve athlete/horse combinations.

2. Selection Panel

2.1 The GBR Dressage Team for the FEI U25 European Championships will be selected by the British Dressage voting Selectors. The Team will then be entered and possibly supported by the BEF through its World Class Programme (WCP).

2.2 Selectors will be nominated by the British Dressage (BD) Board. The voting Selectors will be appointed on the basis that they have the knowledge and expertise required to select championship teams and will be free from all vested interests/conflicts of interest, in so far as is possible.

2.3 The Selection Panel shall comprise the following positions:

- International Director (ID) and Chief Selector (voting) – Judy Harvey
- Senior Selector (voting) – David Trott
- Selector (voting) – Jenny Ward
- Performance Analyst (non-voting) Claire Ballantyne
- Secretariat (non-voting) – Lianne Martin

2.4 All voting Selectors will have equal voting rights. They will at all times use their discretion honestly and with integrity having regard to and acting in compliance with any applicable BD and BEF codes of conduct and/or code of ethics in force from time to time.

2.5 Decisions must be reached by a majority vote and with no abstentions, unless a Selector is required to abstain due to a declared conflict of interest.

2.6 In the event of a majority decision not being achieved or possible, the Chief Selector will have the casting vote. In the event that the Chief Selector has stood down from the vote due to a conflict of interest, the Senior Selector shall have the casting and deciding vote.

- 2.7 The Selection Panel will be provided, in advance, with relevant performance evidence and insight to support them in their selection decisions. The information will be prepared by the BD International Officer and Performance Analyst.
- 2.8 This information will include, but is not limited to:
- a detailed summary of actual and average competition scores (taken from the FEI and BD websites) from relevant competitions
 - equine sports science and sports medicine data may be sought
 - human sports science and sports medicine data may be sought
 - an assessment of anticipated performance based on the data available
 - an assessment of risk factors maybe sought
 - any specific recommendations regarding the final preparation for combinations should they be selected may be sought

3. Objectives

- 3.1 The prime objective of this Selection Policy is to select athlete/horse combinations that will maximise the potential to (in priority order):
- 3.2 Deliver results required for Equestrian Team GBR to maintain or improve on the status established as a result of achieving Team Bronze in the U25 European Championships in 2018. Thus ensuring that going forwards Equestrian Team GBR will be acknowledged as leading medal contenders.
- 3.3 To win Team Gold at the European U25 Championships in 2020.
- 3.4 To win as many individual medals as possible at the European U25 Championships.

4. Eligibility for Consideration for Selection

- 4.1 Athlete/horse combinations are eligible for consideration for selection provided that:
- the athlete is a British Citizen with a valid British passport valid for at least six months after the date of competition;
 - the athlete is a full and current member of BD;
 - the horse is fully registered with BD;
 - horse owners are fully registered with BD;

- both athlete and horse have the appropriate and current FEI licence(s) issued via the application process undertaken by the National Federation of Great Britain in accordance with Article 113 of the FEI General Regulations; and
- they have satisfied all eligibility and qualification criteria under the BD, BEF and FEI Dressage rules and regulations for the competition.

5. Selection Criteria

- 5.1 The Selectors will act as experts and are entitled within the boundaries of the Selection Policy and detailed selection criteria, to use their absolute discretion to select the best athlete/horse combinations to fulfil the objectives of the policy.
- 5.2 The following criteria are listed and will be considered in priority order. The Selectors will take into account the criteria/minimum performance standards set out below and use their absolute discretion to select athlete/horse combinations. They must at all times use their discretion honestly and with due integrity.

FEI CDI (U25), CDIO (U25)

- The results and current form of athlete/horse combinations monitored from FEI international competitions, BD Winter and National Championships, BD Premier Leagues and BD High Profile shows.

When considering results of athlete/horse combinations who are applying to compete in FEI international competitions, due regard will be given to demonstration of an ability to achieve a total minimum score in BD Winter and National Championships, BD Premier League or BD High Profile shows relevant to or above the level requested for an international competition weighted 2* or more. This must be within 14 months preceding the date of the competition you are applying for, as follows:

- 67% - **U25 Tour** – Inter 11, Inter 11(U25), Inter A & B, Grand Prix(U25), Grand Prix
- The Selectors will have the right to select athlete/horse combinations that may not have achieved the requisite scores if it is in the interests of the Objectives.

EU-CH-U25

- The results and current form of athlete/horse combinations monitored from U25 Tour in FEI International competitions. Except in exceptional circumstances this criteria will carry greater weight than any other selection criteria. When considering results due regard will be given to:

- Past and present results from U25 competitions
- The standing of the judges and the competition
- The quality and competitiveness of the starters
- Performance trajectory and score trend
- Position on the FEI Youth Dressage World Ranking List – U25
- The combination's likelihood to contribute towards maximizing the possibility of winning medals at EU-CH-U25.

The Selectors reserve the right not to select a Team or Individuals for the EU-CH-U25 if, in their opinion and on the basis of relevant evidence, those being considered for selection are unlikely to be in contention for Team or Individual placings in the medal zone.

Riders who would like to be considered for the U25 European Championships can register their interest by email with the BD Senior International Officer.

5.3 Other factors to be taken into consideration by Selectors include:

- The athlete or horse's competition needs in order to prepare them to execute their best possible performance at the Championship.
- The athlete or horse's competition needs in order to develop into a contributor to maximize the likelihood of winning medals.
- The requirement to develop an athlete/horse combination's ability to produce peak performances in conditions similar to the current year's Championships.
- Fitness of athletes to compete to their full potential. The professional opinion of a member of the WCP Human Sports Science and medicine team may be sought.
- Fitness and soundness of the horse to compete to its full potential. The professional opinion of the WCP veterinary surgeon or another appointed veterinary surgeon may be sought.

5.4 Athletes able to gain private invitations to specific FEI CDI-U25 shows should indicate on the Competition Plan form if that is an option available to them. They may be requested to take up that option in order to access additional places. Private invitations should not take priority over an athlete/horse combination selected to compete at a show. Private invitations will only be authorised by the selectors providing the combination has achieved the current qualifying criteria.

5.5 The Selectors may ask athlete/horse combinations to participate in specific competitions where they deem this appropriate and necessary prior to selection for Championships teams.

5.6 All selection decisions are subject to the athlete/horse maintaining fitness and performance up to the Championship date. Failure to do this could lead to the athlete/horse combination being substituted.

6. **Qualification Period and Designated Events**

- 6.1 The qualification period for athletes / horses to compete at the Championships will be in accordance with qualification guidelines, which are available at www.fei.org.
- 6.2 The Selectors may ask athletes / horses to participate in designated competitions throughout the season where they deem this appropriate and necessary in order to evaluate performance against the selection criteria identified within this policy prior to selection. The ID will inform the athletes concerned regarding these requirements.
- 6.3 In the event of a conflict of interest with the ID / Chief Selector, the decision will be delegated to the Senior Selector. In the event of a conflict of interest with the Senior Selector, the decision will be delegated to the remaining Selector.
- 6.4 The following factors will be taken into account when making the decision whether or not to grant a waiver to an athlete/horse combination:
 - an athlete/horse combination has previously demonstrated proven ability based on actual results during the FEI qualification period for U25 European Championships 2020
 - a written statement from the WCP Veterinary Surgeon and/or WCP Doctor in the case of illness and/or injury to either athlete or horse which would impact on their ability to be considered for selection.

7. Selection Process

- 7.1 A team of up to a maximum of four athlete/horse combinations or individuals will be selected to compete at the U25 European Championships 2020. The Selectors will also select two reserve combinations which they place in rank order and/or identify specific replacements of the reserves for named selected combinations.
- 7.2 At an initial selection meeting, on or around middle of July 2019, the Selectors will draw up a short list of a maximum of eight Athlete/Horse combinations, in order of ranking.
- 7.3 Up to eight athlete/horse combinations will be submitted to the FEI as the nominated entries for GBR unless, between the initial selection meeting and the submission of nominated entries, there is a substantive change in the condition/circumstances of an athlete and/or horse combination.
- 7.4 If there is a substantive change to the condition/circumstances of an athlete/horse combination in the top eight of the ranked list, then the Selectors will go to the next combination in order of ranking.
- 7.5 At the final selection meeting, the Selectors will choose the final team of four combinations plus two reserves for the U25 European Championships 2020 from the

list of eight combinations nominated for definite entry to the FEI.

- 7.6 The ID will inform the athletes of the decisions of the Selectors within 24 hours of the selection meeting(s) by telephone.
- 7.7 The announcement of the nominated entries and final selections with reserves, will be posted on the BD and BEF websites within three working days, subject to there being no appeals.

8. Substitution / Running Order U25

- 8.1 The substitution of an athlete/horse combination from the nominated entry list may occur at any time between the date of definite entries and the competition, as per Article 449 1.2 of the FEI Dressage Rules for Championships.
- 8.2 The final decision as to whether to substitute will be made by the ID, in consultation with the Selectors and with input from the WCP Veterinary Surgeon and/or WCP Doctor and/or an approved Human Sport Science and Medicine Practitioner or professional specialist, depending on the specific circumstances.
- 8.3 The decision to substitute will only be made if, in the professional opinion of the WCP Veterinary Surgeon and/or WCP Doctor and/or an approved Human Sport Science and Medicine Practitioner or professional specialist, the athlete/horse combination is "unable to compete in a manner which allows them to produce the standard of performance for which they were selected".
- 8.4 If an athlete decides at any time and for whatever reason that they wish to withdraw, they are obliged to notify the ID immediately by telephone and followed up by email.
- 8.5 The ID, in consultation with the Chef d'Equipe, will decide the Team running order. The Chef d'Equipe will inform riders of the decision.
- 8.6 The Chef d'Equipe may make amendments to the Team running order in consultation with the ID (if available) if deemed necessary to do.

9. Other Considerations in Support of the Selection Policy

9.1 Conflicts of Interest

- 9.1.1 In order to protect the integrity of the selection process members of the Selection Panel, both voting and non-voting, shall not take any measure nor exercise any influence in relation to a matter where any conflict exists or is perceived to exist.
- 9.1.2 Members of the Selection Panel must therefore take all reasonable steps to avoid situations where there may be a potential conflict of interest, whether that is a real or

perceived conflict of interest.

9.1.3 All conflicts of interest will be declared to the Independent Chair prior to the meeting so that they can be managed in an appropriate manner.

9.1.4 All conflicts of interest will be recorded in the minutes by the Secretariat at the beginning of each meeting.

9.1.5 It will be incumbent on the Independent Chair to proactively manage any conflicts on a regular basis and throughout the selection process to ensure the integrity of the selection decisions.

9.2 **Confidentiality**

9.2.1 It is vitally important for the integrity of the Selection Policy and out of respect for the athletes, owners, selectors, staff and other parties, that there is at all times a high degree of confidentiality relating to information which may have a bearing on selection.

9.2.2 Any member of the Selection Panel, whether voting or non-voting, who breaks this confidentiality may be removed from the Selection Panel. All selection related conversations and discussions will be confidential.

9.3 **Code of Conduct / Charter**

9.3.1 Athletes, owners, grooms and athletes' "home support teams" are expected to abide by any BD or BEF Equestrian Team GBR charter that may be in force. Athletes and their support teams are expected to behave at all times in a manner that does not negatively affect performance or bring the sport into disrepute.

9.4 **Clean Sport**

9.4.1 Selection is subject to compliance with FEI and BEF Equine Anti-Doping and Controlled Medication Rules, and FEI, BEF and WADA rules on human anti-doping.

9.5 **Cancellation / Postponement**

9.5.1 In the event of cancellation, the relevant parties will be notified immediately. In the event of postponement, a situation might arise where a new and/or different Team needs to be selected. In which case all parties will be notified and normal procedure for selection will be followed.

9.5.2 **Force Majeure** – In the event of exceptional circumstances beyond BD's control, e.g. disease outbreak in horses or humans, war or terrorism, withdrawal of World Class funding, the British Dressage Board reserves the right to make the decision, following

consultation with the ID and BD Chief Executive, either to change the Selection Policy or the procedure, which might include withdrawing the British Team or Individuals from the competition.

9.6 Policy Changes

- 9.6.1 The Selectors will have the right in exceptional circumstances, to amend or change the Policy where necessary at any time in order to fulfill the objectives of the Policy.
- 9.6.2 Any changes to the Policy must be approved in writing by the ID and BD CEO. The amended Policy, in its entirety, will be communicated to all athletes by e-mail and the new document along with the revisions highlighted, will be published on the BD website.

10. Appeals Process and Procedures

- 10.1 Athletes have the right to appeal against a selection decision of the Selectors, but only on the grounds that the Selectors have failed to comply with this Policy or have made a decision that no rational body of competent Selectors could reasonably reach.
- 10.2 An appeal must be made by submitting notice in writing to the Chief Executive of the BEF, in accordance with the BEF Selection Appeal Rules (the "Appeal Process"), within 48 hours of the relevant athlete being informed of the Selectors' decision.
- 10.3 A copy of the Appeal must also be submitted to the Chief Executive of BD who shall, on receipt of the notice of appeal, seek to bring together all parties for a without prejudice discussion that may, if all are agreed, take the form of facilitated mediation.
- 10.4 For the avoidance of doubt the Appeal Process shall continue to run during the course of such discussion. However, in the event that both parties notify the BEF (within 48 hours of receipt of the notice of appeal) that such discussion/mediation has resolved the appeal; the Appeal Process shall be stayed. The Appeal Process is set out on the BEF website and copies of the Selection Appeal Rules can be obtained from the BEF office.

**Jason Brautigam
Chief Executive
December 2019**