

British Dressage Selection Policy for U25 CDI / CDIOs 2021

1.0 Definitions

'Selectors' – The people appointed by the British Dressage (BD) Board to undertake selection on their behalf for GBR athlete/horse combinations to compete in U25 CDI / CDIO's.

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

'British Equestrian' (BEF) – the Federation as the National Governing Body.

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

'Performance Manager' – The WCP Dressage Performance Manager (PM) or their appointed representative.

'The Team' – Refers to three (3) or four (4) athlete/horse combinations (or as indicated in the competition schedule) that may be selected to compete as GBR representatives in U25 CDIO's.

'Individuals' – Refers to any individual athlete/horse combinations that may be selected to compete as GBR representatives in U25 CDI's.

'Chef d'Equipe' – The person appointed by British Dressage to act as Team Manager.

2.0 Objectives

The objective of this Selection Policy is to select athlete/horse combinations that will maximise the potential to:

2.1 Optimize preparation for those athlete/horse combinations identified as contenders for a team and/or individual place at the FEI U25 Dressage European Championships 2021, by facilitating access, where possible, to appropriate international competitions.

2.2 Offer opportunities for development and progression by facilitating access, where possible, to appropriate international competitions to those athlete/horse combinations considered to have the perceived potential to become future U25 European Championships Team and/or Individual contenders.

2.3 Enable athlete/horse combinations, where possible, to compete at specific international competitions in order to broaden their experience in competition planning with the ultimate aim of supporting performance progression.

3.0 Selection Panel Confidentiality

3.1 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.

3.2 Any member of the Selection Panel, whether voting or non-voting, who breaks this confidentiality may be removed from the Selection Panel. All confidential information, conversations and discussions will be identified as such.

4.0 Selection Panel

- 4.1 The Selection Panel shall comprise the following positions:
Chief Selector (voting), Judy Harvey, British Dressage (BD) International Director (ID)
Senior Selector (voting), David Trott
Selector (voting), Jenny Ward
- 4.2 The International Director (ID) will ensure that the process of selection is followed correctly and in accordance with the Selection Policy. The Chief Executive of British Dressage will maintain a register of declared interests and all members of the Selection Panel will declare any potential or perceived conflicts as soon as they arise, in accordance with Section 11.0 of the Policy. If a member of the Selection Panel, whether voting or non-voting, has a declared interest during selection, then they must step down from discussion involving the potential or perceived conflict.
- 4.3 All voting Selectors will have equal voting rights. 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. In the event of a majority decision not being achieved or possible, the BD International Director as Chief Selector will have the casting and deciding vote. In the event of the BD International Director being required to abstain due to a declared interest the Senior Selector shall have the casting and deciding vote.
- 4.4 The Selection Panel will be provided, in advance, with relevant scores (obtained from the BD and FEI website) and any performance evidence to support them in their selection decisions. The information will be prepared by:
BD Performance Analyst, Clare Ballantyne
BD International Officer, Lianne Martin
WCP Performance Manager, Caroline Griffith
- 4.5 Information may be sought from a BD approved vet and/or an athlete health professional to enable Selectors to make informed decisions. Athletes will be expected to co-operate in allowing access if required and fully co-operate with BD approved professionals.

5.0 Changes in Policy

- 5.1 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, including (but not limited to) as a result of COVID-19. This may include alternatives to the selection criteria (Section 7.0) , as a necessary response to the impact of COVID-19 on the international competition calendar, including any travel restrictions, to enable the objectives of the Policy to be fulfilled. Any such alternatives would be communicated to the athletes at the earliest opportunity. Any changes to the Policy must be approved in writing by the BD CEO and BD International Director, such approval not to be unreasonably withheld by any party. The amended Policy in its entirety will be communicated to all athletes (as directed by the BD International Director by e mail) and will be published on the BD website.

6.0 Eligibility

6.1 Minimum eligibility and availability requirements to be considered for selection:

- a. The athlete is a British Citizen with a British passport valid until after the end of the competition, validity must also comply with any current regulations as an outcome of Brexit.
- b. The athlete is a full and active member of BD and is not serving any suspension under BD rules.
- c. The horse is fully registered with BD for 2021.
- d. The horse owner/s are fully registered with BD for 2021.
- e. The 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 and 117 of the FEI General Regulations
- f. Neither athletes or horses may, for any reason, be ineligible to take part in FEI competitions under the BD, BEF or FEI Dressage rules.

6.2 In advance of any selection the BD International Officer will ensure that athletes and horses available for selection are eligible to represent Great Britain based on the above criteria.

6.3 Participation

To be eligible for participation athletes and horses must be compliant with all current FEI Regulations.

7.0 Selection Process

7.1 Throughout the selection process the Selectors will act as experts and are entitled within the boundaries of the Selection Policy, having regard to the criteria set out within the Selection Policy, to use their absolute discretion to select athlete and horse combinations in order to best achieve the objectives of the Selection Policy (see Section 2.0). They must at all times use their discretion honestly and with integrity, having regard to, and acting in compliance with, any applicable BD and BEF code of conduct or code of ethics in force from time to time. Selection considerations for foreign International competitions may be impacted by any current restrictions upon UK travel to cross border competitions.

7.2 Minimum Performance Standard

To achieve the BD Minimum Performance Standards and in order to be considered for selection to FEI international competitions athletes have been divided into two categories (see Section 7.1.1 and 7.1.2)

7.2.1 British athletes based and competing in Great Britain

- a. Before applying to be considered for selection to FEI international competitions athlete/horse combinations must have achieved at least once the Minimum Performance Standard (final score) at either BD National or Winter Championships, BD Premier League competitions or BD High Profile Shows at one of the following levels:
 - 67% Intermediate II, Intermediate II (U25), Intermediate A or B, Grand Prix (U25) or Grand Prix
- b. The Minimum Performance Standard must have been achieved within the last 14 months preceding the date of the first FEI International competition the athlete wishes to be considered for and fall within the FEI timeframes for definite entries applicable to the competition.
- c. The Selectors will have the right to select athlete/horse combinations for FEI International competitions that may not have achieved the BD Minimum Performance Standard if it is in the interests of fulfilling the objectives of the Policy (see Section 2.0).
- d. Achievement of the minimum performance standard does not guarantee selection.

7.2.2 British athletes based and competing abroad

- a. Before applying to be considered for selection to FEI international competitions athlete/horse combinations must have achieved at least once the Minimum Performance Standard (final score) at a CDN or equivalent level competition at one of the following levels:
 - 67% Intermediate II, Intermediate II (U25), Intermediate A or B, Grand Prix (U25) or Grand Prix
- b. This must have been achieved within the last 14 months preceding the date of the first FEI International competition the athlete wishes to be considered for and fall within the FEI timeframes for definite entries applicable to the competition
- c. Details of the competition and a signed test sheet must be sent to the BD International Officer lianne.Martin@britishdressage.co.uk. This must be accompanied by a You Tube link or e mailed link to video footage of the athlete/horse combination at the competition where the Minimum Performance Standard has been achieved.
- d. Footage of the athlete/horse combination must be of a quality that allows it to be viewed and judged. If of insufficient quality the athlete/horse combination being considered may be rejected.

- e. The Selectors will have the right to select athlete/horse combinations for FEI International competitions that may not have achieved the BD Minimum Performance Standard if it is in the interests of fulfilling the objectives of the Policy (see Section 2.0).
- f. Achievement of the Minimum performance standard, provision of video footage/test sheets does not guarantee selection.

7.3 Additional Criteria

The following criteria may also be considered when evaluating recommendations for selection:

- a. The athlete or horse's competition needs in order to prepare them to execute their best possible performance at the year's U25 Championships.
- b. The athlete/horse combination's competition needs in order to develop into a potential medal winning team contributor at future Championships.
- c. The requirement to develop an athlete/horse combination's ability to produce peak performances in conditions similar to the current year's Championships.

7.4 International Competition Plan

7.4.1 **Having complied with** the Minimum performance standard athletes should apply to be added to the International Competition Plan distribution list via e mail
BD International officer lianne.martin@britishdressage.co.uk .
Within that they will be asked to submit their FEI international competition requests for consideration.

7.4.2 Athletes able to access private invitations to a CDI competition they wish to attend should indicate on the International Competition planner if this is an option available to them. They may be requested to take up the option to access additional places at the competition. Private invitations must be authorized by the Selectors and will only be granted if the athlete/horse combination has achieved minimum performance standards. They **must not** take priority over those selected in terms of numbers of places allocated to GBR combinations.

7.5 International Show Planner

7.5.1. On behalf of BD, the International Officer circulates to athletes, via e mail and on a regular basis, the International Show Planner which indicates all athlete/horse combinations requests to be considered for specific FEI International competitions. It is the athlete's responsibility to check the plan to ensure their names are listed on any FEI international competitions at which they wish to be considered for selection.

7.5.2 If an athlete decides at any time and for whatever reason that they wish to withdraw from consideration for a specific competition they **must** notify the BD International Officer immediately.

7.6 CDI (U25) / CDIO (U25)

7.6.1 CDI

The Selectors will evaluate the athlete/horse combinations asking to be considered for each international competition and, from those, place them in alphabetical or rank order. The number of combinations selected will be dictated by the competition schedule and any accompanying FEI rules. In addition the Selectors will place the remaining combinations in rank order should any additional places become available.

7.6.2 CDIO

The Selectors will evaluate the athlete/horse combinations asking to be considered for each Team event and from those will select a maximum of four (4) athletes and four (4) horses or as specified in the competition schedule. In addition the Selectors will place the remaining combinations in rank order and/or identify specific replacements for named selected combinations.

- a. The Selectors retain the right not to send a Team to a CDIO competition.

7.7 Continuing Performance Standard

- a. Any athlete/horse combination that has competed in a foreign or domestic CDI / CDIO during the period 1 January 2020 to 17 May 2021 must have achieved a minimum final percentage as follows
 - 65% in either the Intermediate II or Grand Prix (U25) at any CDI competition.
- b. Failure to achieve this may require a reassessment relating to the Minimum Performance Standard (see Section 7.2) before that combination can be nominated for future CDI's/ CDIO's.
- c. The Selectors will have the right to select athlete/horse combinations for FEI International competitions that may not have achieved the Continuing Performance Standard if it is in the interests of fulfilling the objectives of the Policy (see Section 2.0).

7.8 Designated Events

- 7.8.1 The Selectors may, at any time, request an athlete/horse combination to compete in one or more specific competitions. If an athlete agrees to attend the competition but subsequently does not, without a veterinary/medical certificate, this will be the athlete's responsibility and may negatively impact on the selection process. The BD International Director will inform the athlete concerned where this request is being made.
- 7.8.1 The Selectors may ask that British based athletes/horses participate in specific training days. The BD International Officer will inform athlete(s) concerned. Participation will be compulsory, except under exceptional circumstances agreed in advance with the BD International Director.

7.9 Fitness and Soundness of the Athlete/Horse combination

All selection decisions are subject to the athlete/horse maintaining fitness and performance.

Failure to do this could lead to the athlete/horse combination being substituted.

8.0 Selection Timelines

8.1 The BD International Officer will inform via email all those wishing to be considered for any specific competition of the selection outcome. This will take the form of a ranked or alphabetical order. Reserve combinations will be in a ranked order of priority in case of withdrawals or additional places becoming available.

8.2 Athletes should confirm their acceptance and the BD International Officer will be responsible for submitting the entry onto the FEI systems prior to Definite Entries.

8.3 Once an athlete has committed to compete at an international competition, whether verbally or in writing to the Selectors and/or BD International Officer, they are expected to compete.

9.0 Post Selection

9.1 CDIO Team running order

9.1.1. Post Selection and prior to the departure for any CDIO the BD International Director and Chef d'Equipe will discuss the proposed likely running order for the Team, subject to meeting conditions of Section 13.0. Either the BD International Director or the Chef D'Equipe will inform athletes accordingly.

9.1.2. The Chef d'Equipe (or appointed representative) may, in consultation with the BD International Director, make amendments to the Team running order after assessment of the horses post travel, the weather conditions and the health of the athlete/horses to compete to their maximum potential.

10.0 Withdrawals / Substitution

10.1 If, having been selected for a specific competition, an athlete decides to withdraw, for whatever reason, they **must** inform the BD International Officer and/or BD International Director **immediately**. The BD International Officer is responsible for withdrawing the athlete's entry on the FEI systems and also for informing the next ranked combination if appropriate.

10.2 The rules governing substitutions are published in the FEI Dressage Rules and Selectors may substitute athlete/horse combinations in accordance with these rules.

11.0 Conflicts of Interest

- 11.1 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 of interest or any other conflict exists or is perceived to exist.
- 11.2 All 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.
- 11.3 A Conflicts of Interest register will be maintained by the Chief Executive of British Dressage (BD CEO). All selectors should declare any potential or perceived conflict of interest as soon as they become applicable, so they can be managed appropriately.
- 11.4 If any member of the Selection Panel has a declared interest that could cause conflict during the selection process, then they must step down from any discussion involving the potential or perceived conflict.
- 11.5 It will be incumbent upon all individuals involved in the selection process to declare any potential or perceived conflicts as soon as they arise. The BD CEO and the BD International Director will proactively manage any conflicts throughout the selection process to ensure that the integrity of selection decisions is maintained at all times.

12.0 Collective Confidentiality

- 12.1 To protect the integrity of the Selection Policy and out of respect for the athletes, owners, Selectors, staff and other parties, it is vitally important that there is at all times a high degree of confidentiality relating to any information that may have a bearing on selection and/or selection decisions.

13.0 Code of Conduct / Charter

- 13.1 Athletes, owners, grooms and athletes' "home teams" are expected to behave at all times in a manner that does not negatively affect performance or bring into disrepute the sport, BD or the BEF.
- 13.2 Athletes and their teams are expected to abide by any BD Code of Conduct (see current BD rule book) and/or BEF Equestrian Code of Conduct and/or Charter that may be in force .

14.0 Clean Sport

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

15.0 Cancellation/Postponement

- 15.1 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 athlete/horse combination needs to be selected. In these circumstances all parties will be notified and normal procedure for selection will be followed wherever possible.
- 15.2 In the event of exceptional circumstances beyond BD or the BEF 's control, then the British Dressage Board reserves the right to make the decision, following consultation with the British Dressage International Director and BD Chief Executive, either to change the Selection Policy or the process, which might include withdrawing the Team and/or Individuals from any competition (see also Section 5.0).

16.0 Communication (Publication)

- 16.1 The Selection Policy will be published on the BD website and copies will be available on request from the BD offices.
- 16.2 Enquiries about the Selection Policy can either be made in writing (via e mail) or by telephone to the BD offices.

17.0 Decision Challenges (Process and Procedures)

- 17.1 Athletes have the right to challenge 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. The right to challenge a Selection Decision must not be seen as an opportunity to dispute the opinion of the Selector (s) where the selection procedure and selection criteria have been followed. In reaching their decision the Selector(s) are acting as experts.
- 17.2 A challenge must be made by submitting notice in writing to the Chief Executive of British Dressage, in accordance within 48 hours of the relevant athlete being informed of the Selectors' decision.
- 17.3 On receipt of the notice of challenge the BD Chief Executive will seek to bring together all parties for a without prejudice discussion that may, if all are agreed, take the form of facilitated mediation.
- 17.3 For the avoidance of doubt the process linked to the challenge shall continue to run during the course of such discussion. However in the event that both parties notify British Dressage (within 48 hours of the receipt of the notice of challenge) that such discussion has resolved the challenge, the process shall be stayed.

Jason Brautigam
Chief Executive
British Dressage
May 2021