

BRITISH DRESSAGE SELECTION POLICY

FEI U25 DRESSAGE EUROPEAN CHAMPIONSHIPS 2021 (CH-EU-U25-D)

1.0 Definitions

'Selectors' – The people appointed by the British Dressage (BD) Board to undertake selections on their behalf for GBR athlete/horse combinations to compete at the FEI U25 European Championships 2021 (CH-EU-U25-D).

'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 who will endorse and nominate athlete/horse combinations to represent GBR as entries to the Championships once selected.

'World Class Programme' (WCP) – Refers to the British Equestrian Performance Programme as supported by UK Sport and who may possibly provide some support.

'The Team' – Refers to three (3) or four (4) athlete/horse combinations that may be selected to compete at the FEI U25 European Championships 2021.

'Reserves' – Refers to a maximum of two (2) athlete/horse combinations who will be placed in rank order and/or may be identified as specific replacements for named selected combinations on the Team.

'Individuals' – Refers to any individuals that may be selected to compete at the Championships should a Team not be selected.

'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 Primary objective: To win a Team medal at the FEI U25 European Dressage Championships 2021 (CH-EU-U25-D).
- 2.2 Secondary objective: To win as many medals as possible at the FEI U25 European Dressage Championships 2021 (CH-EU-U25-D).

3.0 Selection Panel Confidentiality

- 3.1 It is vitally important for the integrity of the Selection Policy and process, and out of respect for the athletes, owners, grooms, 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 and attendees

- 4.1 The CH-EU-U25-D Dressage Selection Panel shall be comprised of:
Independent Chair (non-voting), Sarah Rowell
Chief Selector (voting), Judy Harvey, BD International Director (ID)
Senior Selector (voting), David Trott
Selector (voting), Jenny Ward

Minute taker:

BD International Officer (non-voting), Lianne Martin

Performance Data

WCP Performance Support Services Representative (non-Voting)

Observers who may attend the Selection Meeting:

World Class Programme (WCP) Performance Director (PD) (non-voting), Richard Waygood (or appointed representative).

- 4.2 The Independent Chair will ensure that the process of selection is followed correctly and in accordance with the Selection Policy. The British Dressage Chief Executive (CEO) 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 14.0 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. The register will be provided to the Independent Chair at all selection meetings.
- 4.3 All 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 interest. In the event of a majority decision not being achieved or possible, the ID as Chief Selector will have the casting and deciding vote. In the event of the ID being required to abstain due to a declared interest, the Senior Selector will have the casting and deciding vote.
- 4.4 The Selection Panel will be provided, in advance, with relevant scores [obtained from the FEI Website (international scores and BD database (national scores))] and performance evidence to support them in their selection decisions. The information will be provided by the BD Performance Analyst, the BD International Officer and the WCP Performance Manager (PM).
- 4.5 Information may be sought from a BD approved vet and/or athlete health professional which may include members of the WCP support team to enable selectors to make informed decisions. Athletes will be expected to co-operate in allowing access if requested to do so.

5.0 Policy formation

The British Dressage Selection Policy for the CH-EU-U25-D is compiled in consultation with the BD International Director, BD Selectors, BD Chief Executive Officer (CEO) (or appointed representative) and WCP PD (or appointed representative)/PM.

6.0 Changes in Policy

The Selectors will have the right, in exceptional circumstances, to amend or change the Policy where necessary at any time in order to fulfil 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 9.8, 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 will be communicated to the athletes at the earliest opportunity. Any changes to the Policy must be approved in writing by the BD CEO, BD ID and WCP PD (or appointed representative), such approval to not be unreasonably withheld by any party. The amended Policy, in its entirety, will be communicated to all athletes (as directed by the International Director by e-mail) and will be published on the BD website.

7.0 Eligibility

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

- a. The athlete must be a national of the United Kingdom of **Great Britain and Northern Ireland** and in compliance with the Fédération Equestre Internationale (FEI) General Regulations, 23rd Edition, Article 119 at the time of application, selection and until the conclusion of the CH-EU-U25-D.
- b. Athletes must hold a valid UK passport that does not expire within six (6) months of the conclusion of the Championships and complies with any current requirements for travel as an outcome of Brexit.
- c. The athlete has been granted a licence by the National Federation of Great Britain to compete in international events in accordance with FEI General Regulations, 23rd Edition, Articles 113 and 117.
- d. The athlete is eligible under any anti-doping code i.e. not serving a competition ban as a result of a proven human or equine doping or controlled medication violation, or other breach of ethical conduct and is not in receipt of a lifetime funding ban from UK Sport.
- e. The athlete is a full and active member of BD and is not serving any suspension under BD rules.
- f. The horse is fully registered with BD for 2021.
- g. Neither athletes or horses may, for any reason, be ineligible to take part in the CH-EU-U25-D under BEF or BD rules.
- h. All athletes will be expected to comply with reasonable requests intended to support optimal performance preparation for themselves and their horses, in particular, but not limited to, those specifically aligned to the anticipated environmental conditions and competition format.

7.2 Participation:

- a. To be able to participate in the Championships all athletes/horses must achieve, as a combination, the minimum eligibility requirements (MER) (FEI Dressage Regulations, 25th Edition, Article 422.4.5 <https://inside.fei.org/fei/disc/dressage/rules>
- b. To be eligible for participation in the Championships, athletes and horses must be compliant with all current and relevant FEI Regulations.

8.0 Qualification period

To be considered for selection athlete/horse combinations must be compliant with any FEI minimum eligibility requirements required and in accordance with FEI qualification guidelines and timeframes, available at www.fei.org.

9.0 Selection process

- 9.1 Throughout the selection process the Selectors will act as experts and are entitled, within the boundaries of this Selection Policy and having regard to the criteria set out within the Selection Policy, to use their absolute discretion to select athlete and horse combinations onto either the Nominated Entry List and/or the Team and Reserves or Individuals 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 BEF and BD 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 on UK travel to cross border competitions.
- 9.2 Combinations wishing to be considered for the Championships should apply to register their interest via email to the IO **as early as possible and by no later than 1st June 2021.** lianne.martin@britishdressage.co.uk
- 9.3 If an athlete decides at any time, and for whatever reason, that they wish to withdraw from the selection process they **must** notify the ID and IO immediately.
- 9.4 The Selection Panel reserve the right not to select a Team or Individuals to compete at the CH-EU-U25-D if, in their opinion and on the basis of relevant evidence, those athlete/horse combinations being considered for selection are unlikely to be within the medal zone and therefore in contention for Team and/or Individual medals.
- 9.5 Designated events
 - a. The Selectors may, at any time during the selection period, request an athlete/horse combination to compete in one or more specified 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 selection decisions. The ID will inform the athlete concerned where this request is being made.
 - b. The Selectors, may ask athletes and horses to participate in specific training or preparation days. The BD International Officer will inform the athlete(s) concerned of the details regarding these requirements. Participation will be compulsory, except under exceptional circumstances agreed in advance with the ID.

- c. Athletes must make themselves available for discussions/meetings with the ID (or appointed representative) if requested.

9.6 Nominated Entries

The Selection Panel will meet on or around **week commencing 2 August 2021** and will draw up a list of a maximum of eight (8) athlete/horse combinations to be submitted to the FEI as the Nominated Entries by the deadline designated by the FEI. All selection decisions will be aligned to achievement of the Primary objective of this Policy (Section 2.1).

9.7 Definite Entries

The Selection Panel will meet on or around **week commencing 16 August 2021** and will evaluate the athlete/horse combinations submitted to the FEI as the Nominated Entries and from those will select a maximum of four (4) athletes and four (4) horses (the "Team") (Section 1.2) to be submitted to the FEI as the Definite Entries by the deadline designated by the FEI. In addition, the Selectors will place **all** combinations in rank order and/or identify specific replacements for named selected combinations to the "Team" including a maximum of two (2) additional "Reserves" (Section 1.3). All selection decisions will be aligned to achievement of the Primary objective of this Policy (Section 2.0). Should the Selection Panel consider, in their expert opinion, that the Primary objective of this Policy is unlikely to be achieved they may deem it appropriate to select "Individual/s" rather than appropriate number of combinations to form a Team in line with the Secondary objective of this Policy (Section 2.2) notwithstanding compliance with the FEI rules for the Championship.

9.8 Criteria

The following criteria may be considered when evaluating the athlete/horse combinations and in concluding the Selection Panel decisions for the Nominated and/or Definite Entries:

- a. Scores (obtained from the FEI website) from all CDI U25 competitions and CDI Big Tour competitions held during the period 1 January 2020 up to and including the Championship Entries date **23 August 2021**.
- b. Consideration will be given to athlete/horse combinations with proven high scores in the Intermediate II (Int II)/ Intermediate 11 (U25) [the competition in which the team medal will be decided at the Championships] and/or senior Grand Prix (GP).
- c. Secondary consideration will be given to scores achieved in the U25 Grand Prix (GP 16 - 25) [the competition in which an individual medal can be won] and/or senior Grand Prix (GP).
- d. Tertiary consideration will be given to scores achieved in the U25 Grand Prix Freestyle (GPFs U25), [the competition in which an Individual medal can be won].
- e. The trend in scores.
- f. The ability of the athlete/horse combination to produce peak performance under high pressure conditions.

- g. The competitiveness of the starters.
- h. Further consideration will be given to scores obtained by the athlete/horse combination at the previous year's FEI U25 European Dressage Championships.
- i. Consideration may also be given to scores achieved at U25 and Grand Prix Level at Premier Leagues and High Profile shows held during the period 1 January 2021 up to and including the Championship Entries date **23 August 2021** with due regard being given to results obtained between 1 January 2020 and 31 December 2020.
- j. The experience and standing of the judges in relevance to the CH-EU-U25-D.
- k. The competition format of the CH-EU-U25-D.
- j. The overall performance and soundness of the athlete/horse combinations and the likelihood of the athlete and horse's ability to remain fit to compete throughout the competition at the CH-EU-U25-D.
- l. Consideration of the reasons and justification behind any incomplete competitions from 1 January 2021 up to and including the Championship Entries date **23 August 2021** due to elimination, withdrawal and/or retirement.
- m. The commitment of the athlete to preparing optimally for the Championships, for each combination's specific requirements to produce optimal results in the Championship environment for the duration of the competition.
- n. Willingness of the athlete and his/her owners, coaches, sports science and medical staff, grooms and others that may be assisting the athlete in the build up to and during the Championships to abide by the British Equestrian Team Charter and the BD Code of Conduct (Section 16.0).
- o. Behaviour of the athlete and people associated with the athlete (including, without limitation, owners, coaches and grooms) that may have an impact on creating a positive team environment.

9.9 Fitness and soundness of the Horse

- 9.9.1 Horses that are candidates for selection for the Championships may be examined for fitness/soundness at any time during the selection process, by a BD appointed veterinary surgeon. In addition, horses may, more specifically, be inspected before the Nominations selection meeting and Definite entries selection meeting. Examination and inspections may include the taking of blood for pre-Championship testing.
- 9.9.2 Once a horse has been included in the Nominated Entries or the Definite Entries athletes are obliged to notify the ID of any change in their horse's health status that may impact upon their ability to compete to their full potential at the Championships.

9.10 Fitness of the Athlete

9.10.1 Athletes that are candidates for selection for the Championship may be requested to take a pre-determined and relevant fitness test at any time during the selection process. The decision to request a fitness test will be at the discretion of the Selector(s). The test criteria will be determined by the WCP team with input from the WCP Senior Medical Officer and WCP Athlete Health Lead, and is available on request.

9.10.2 Once an athlete has been included in the Nominated Entries or Definite Entries they are obliged to notify the ID of any change in their health status that may impact upon their ability to compete to their full potential at the Championships.

9.11 Maintaining form and fitness

Throughout the selection process selection decisions are subject to the athlete and horse maintaining fitness and performance up to the Championship date.

10.0 Selection timelines

10.1 The ID will inform all athletes being considered for selection of the decisions of Selectors by telephone or direct conversation within a maximum period of 24 hours of the selection decisions having been made.

10.2 The athletes and horses to be submitted as the Nominated Entries will be informed on or around **week commencing 2 August 2021**. Athletes will be required to maintain confidentiality until official announcements have been made post the Nominated Entry deadline.

10.3 The athletes and horses to be submitted as the Definite Entries (the "Team" or "Individuals") plus any additional "Reserves") will be informed on or around **week commencing 16 August**. Athletes will be required to maintain complete confidentiality until official announcements have been made post the Definite Entry deadline and they are formally notified by the IO.

10.4. Official announcement of the athlete/horse combinations will be posted on the BD website.

11.0 Post Selection

11.1 Team running order

11.1.1 Post the Team selection and prior to departure for the Championships, the ID and Chef d'Equipe (the person appointed by British Dressage to act as Team Manager) will discuss the proposed likely Team running order, subject to meeting the conditions of Section 14.0, and should sufficient athlete/horse combinations be selected to form a Team. Either the ID or the Chef d'Equipe will inform the athletes accordingly.

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

12.0 Conditions of remaining selected

- 12.1 Once an athlete/horse combination has been selected at either the Nominated Entry or Definite Entry stage, they must maintain their form and fitness in a suitable training and competition programme as agreed with the ID. Failure to do so, or to discuss proposed amendments with the ID, may result in the athlete being de-selected.
- 12.2 It will be expected that selected and reserve athletes and their grooms adhere to all requested training preparation, travel arrangements, media and team meeting arrangements. Training preparation will include optimal performance preparation for athletes, grooms and horses aligned to anticipated environmental conditions and competition format at the Championships. Failure to do so may result in the athlete being de-selected.

13.0 De-selection

- 13.1 De-selection of a Team and/or Reserve and/or Individual member and/or horse may occur at any time between the Nominated Entry date and the Championships date and in accordance with FEI Dressage Rules 2021 available at <https://inside.fei.org/node/3821/> (see Article 449). The final decision as to whether to de-select during this period, whatever the reasoning, will be made by the ID in consultation with the Selectors (as circumstances allow) and/or Chef d'Equipe. The opinion of a professional specialist (a BD approved Veterinary Surgeon or Medical Health professional) may be sought. This decision will be made with absolute discretion, honesty and integrity, it will be final and not subject to appeal.
- 13.2 If an athlete decides at any time, and for whatever reason, that they have to withdraw having been selected onto either the Nominated Entry list, the Definite Entry list and/or Reserve Team members, they are obliged to notify the ID and Chef d'Equipe immediately.
- 13.3 In the case of an athlete being considered medically unfit to compete, the decision will be made following an examination by a BD approved human sport science and medicine (SSM) practitioner. This may involve the athlete being asked to ride certain dressage movements. Being unfit to compete is best described as "not being able to ride their horse in a manner which allows the athlete to produce the standard of performance at which they were selected for the duration of the competition".
- 13.4 In the case of a horse being considered unfit to compete, the decision will be made following an examination by a BD approved veterinarian. This may involve the athlete/horse combination being asked to ride certain dressage movements. Being unfit to compete is best described as "not being able to produce the performance standard anticipated and at which they were selected for the duration of the competition".
- 13.5 Substitution
- 15.5.1 The Substitution of an athlete/horse combination from the Nominated Entry list may occur at any time between the announcement of the Team and/or Reserves, the date the Definite Entries are submitted and the competition date as per FEI Dressage Rules for Championships Article 449.1.2. (See also Section 13.0).

15.5.2 The final decision as to whether to replace/substitute during this period, whatever the reasoning, will be made by the ID, in consultation with the Selectors (as circumstances allow) and Chef d'Equipe. This decision will be made with absolute discretion, honesty and integrity, it will be final and not subject to appeal.

14.0 Conflict of interest

14.1 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.

14.2 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.

14.3 A Conflicts of Interest register will be maintained by the Chief Executive of British Dressage. All Selectors and team officials should declare any potential Conflict of Interest by 31 January 2021, so they can be managed appropriately.

14.4 If any member of the Selection Panel or team official 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.

14.5 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 Independent Chair will proactively manage any conflicts throughout the selection process to ensure that the integrity of selection decisions is maintained at all times.

15.0 Collective confidentiality

15.1 To protect the integrity of the Selection Policy and process, it is vitally important that all parties involved recognize 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.

16.0 British Equestrian Team Charter/British Dressage Code of Conduct

16.1 Athletes, owners, grooms and athletes' "home teams" should behave at all times in a manner that does not potentially negatively affect performance or bring into disrepute the sport, BEF, WCP or BD, and at all times behave in accordance with the British Equestrian Team Charter, which will be circulated to athletes at nomination stage by request, and the British Dressage Code of Conduct <https://www.britishdressage.co.uk/membership/members-handbook/>.

Failure to do so may result in any selection decisions regarding an athlete being impacted negatively or if already selected could result in de-selection.

17.0 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.

18.0 Cancellation/postponement

- 18.1 In the event of cancellation of the Championships, the relevant parties will be notified straightaway. In the event of postponement, a situation may arise where a new or different Team and/or Reserves and/or Individuals need to be selected in which case all parties will be notified and normal procedures for selection followed wherever possible.
- 18.2 In the event of exceptional circumstances beyond BEF or BD control, the right is reserved to make decisions following consultation with the ID, the British Dressage Board and BD CEO, either to change the Selection Policy or the procedure, which might include the withdrawing of the British Team or Individuals from competition following consultation with the BEF (see also section 6.0).

19.0 Communication (Publication)

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

20.0 Appeals Process and procedures

- 20.1 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 the Policy or have made a decision that no rational body of competent Selectors could reasonably reach. The right to appeal 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.
- 20.2 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 "Appeals Process"), within 24 hours of the relevant athlete being informed of the Selectors' decision.
- 20.3 A copy of the appeal must also be submitted to the Chief Executive of BD. The Chief Executive of BD shall, on receipt of the notice of appeal, seek to bring together all parties for a without prejudice discussion.
- 20.4 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 has resolved the appeal, the Appeal Process shall be stayed.
- 20.5 One of the overriding objectives of the BEF Appeals Procedure is to enable the BEF to deal with selection appeals as quickly as is reasonably possible. Any Appeals Process will therefore be dealt with on an expedited basis with the aim being (to the extent possible) to complete the Appeals Process within five (5) to seven (7) days of the relevant selection decision.
- 20.6 Full details of the BEF Appeal Process are set out on the BEF website:
<https://www.britishequestrian.org.uk/about-us/rulebook>