

## **INTRODUCTION**

1. This Selection Policy has been developed in consultation between the British Eventing (BE) Board and International Committee, the Selectors and the World Class Programme (WCP) Performance Director (“PD”) and Eventing Performance Manager (“PM”).
2. The British Eventing Team (the “Team”) for the 2016 Olympic Games (the “Games”) will be nominated by BE, through the British Equestrian Federation (BEF), to the British Olympic Association (“BOA”). The Team will consist of the 4 athlete/horse combinations that will contest the team and individual medals, plus a travelling reserve athlete/horse. The BOA will accept the BEF’s recommendation in all cases unless exceptional circumstances arise, and will formally make the final selection to the Great Britain Olympic Team (“Team GB”).

## **OBJECTIVE**

3. The objective of this Selection Policy (the “Selection Policy”) is to select athlete/horse combinations for nomination to the Team to deliver the best possible results for Team GB at the 2016 Olympic Games in the equestrian discipline of Eventing.

## **CONFIDENTIALITY**

4. It is vitally important for the integrity of the Policy that athletes, owners, selectors, staff and associated parties practice at all times a high degree of confidentiality relating to information which may have a bearing on selection, and/or any selection decisions. All confidential information, conversations and discussions will be identified as such. Any person who breaks this confidentiality may be removed from the process.

## **SELECTORS**

5. The term “Selectors” throughout this document refers to the Chairman of Selectors plus the appointed selectors.
  - 5.1. The Chairman of Selectors for Eventing will be nominated by the BE Board in consultation with the PD and PM. The Chairman will appoint Selectors in consultation with the BE International Director, PD and PM.
  - 5.2. The Selectors as a panel will have the knowledge and experience required to select Championship teams and will be free from all vested interests/conflicts of interest in so far as is possible.
  - 5.3. The Chief Executive (“CEO”) of BE will maintain a register of conflicts of interest, renewed annually, and all Selectors will declare any potential or perceived conflicts as soon as they arise.
  - 5.4. Selectors will have equal voting rights and will wherever possible try to achieve unanimity. In the event that this does not prove possible, a majority vote will suffice with

no abstentions (unless a Selector has a declared conflict of interest). In the event of no majority decision being possible, the Chairman of Selectors has the casting vote.

5.5. The Selectors will act throughout as experts and are entitled within this Selection Policy to use their absolute discretion to select horse/athlete combinations onto the Team having regard to the selection criteria or selection policy set out below. They must at all times use their discretion honestly, reasonably and with due integrity.

6. The 2016 Olympic Games Selection Panel will consist of:

Chairman of Selectors – Mandy Stibbe

Selector – Bridget Parker

Selector – Chris Hunnable

Selector – Jonathan Chapman

As required (non-voting) – WCP HSSM and ESSM staff etc.

7. The PM will attend all selection meetings to inform, advise and assist the Selectors but will not have a vote to safeguard the relationship between the PM and the athletes. Although the PM will not have a vote, he/she will, in extremis, retain the power of veto over the selection panel's selection decisions. The PD and a representative of UK Sport and BOA will be invited to attend all Olympic Selection meetings but will not have a vote.

## **SELECTION POLICY**

8. **Eligibility.** The Eventing PM will ensure that each athlete available for selection is eligible to represent Great Britain including being:

8.1. A British passport holder;

8.2. A full and active member of BE (i.e. not serving any suspension), and eligible to represent Great Britain in international championships under the rules of the FEI having been registered by the National Federation of Great Britain to compete in International Events;

8.3. Be in possession of a Certificate of Capability in accordance with Articles 113 and 117 FEI Regulations;

8.4. Eligible under any applicable anti-doping code (i.e. not be serving a competition ban as a result of a proven doping or controlled medication violation, or other breach of ethical conduct, nor in receipt of a lifetime funding ban from UK Sport).

9. In addition, as a condition of selection for the 2016 Olympic Games, an athlete:

9.1. Must be eligible according to the minimum eligibility criteria as defined in the FEI IOC Olympic Qualification Standards agreement (FEI-IOC OQS);

9.2. Must ensure that any horses entered for the Games have been registered with the FEI as property of owners of the same nationality as the athlete, by 15 January 2016. In the case of horses with multinational ownership, they must be registered with the FEI by the 15 January 2016, under the name of the nation for which the horse will compete during the Games.

9.3. Will be obliged to sign the BOA Team Members' Agreement and to abide by the BEF World Class and Team Charter.

9.4. Must comply with any eligibility criteria imposed by the BOA and/or the IOC including (but not limited to) in respect of nationality or anti-doping matters.

10. **Qualification Period.** The qualification period for horses and athletes will be in accordance with FEI regulations, which are available at [www.fei.org](http://www.fei.org).

### **SELECTION CRITERIA**

11. The Selectors will take into account the following criteria:
- 11.1. The results achieved by an athlete/horse combination. Except in exceptional circumstances this criteria will carry greater weight than any other single selection criteria. Due consideration will be given to the standing of competitions, the difficulty of the cross-country and show jumping courses, the terrain, the competitiveness of the starters and the rate of progress of the combination. The collective result from all three phases will be given greatest weight although the Selectors reserve the right to select an athlete/horse combination with an outstanding record in one phase if it is in the interests of the Objective of the Selection Policy;
  - 11.2. Fitness and soundness of the horse where the advice of a WCP veterinary surgeon or another appointed veterinary surgeon may be sought;
  - 11.3. Fitness of the athlete;
  - 11.4. Relevant statistical evidence;
  - 11.5. Willingness of the athlete and their accredited owners, coaches, SSM staff, grooms or others that may be assisting the athlete during the Olympic Games to contribute positively to the Objective of the Selection Policy and the World Class Code of Conduct and the BOA Team Members Agreement.
  - 11.6. Ability to produce peak performances in conditions similar to the Olympic Games;
  - 11.7. Demonstration of behaviour that indicates a commitment to a positive team environment and atmosphere both on and off the field of play;
  - 11.8. Results on an athlete's other horses at 3\* or 4\* level.
12. As a guide in the 12 months before the 2016 Olympic Games, athlete/horse combinations should have shown themselves capable of consistently achieving dressage scores of below 40 penalty points, a high percentage of clear rounds in the show jumping, and the ability to consistently be clear cross country within or close to the optimum time. These results should be achieved at 3\* or 4\* level.
13. The Selectors maintain the right to select horses that have not achieved these scores if it is deemed to be in the interests of the Objective of the Selection Policy.
14. The Selectors in conjunction with the PM may ask athlete/horse combinations to participate in specific training, tests or competitions they deem appropriate and necessary prior to selection.

### **SELECTION PROCESS**

15. **Selection.** The Selectors will meet formally in order to select the Team and reserves as required. The Selectors will be briefed by WCP Human and Equine Sports Science Medicine (HSSM and ESSM) staff as to an athlete's or horse's fitness for selection. The delivery of this information will be in summary format and will be coordinated by the PM.

16. **Veterinary.** As part of the selection process the advice of the WCP veterinary surgeons will be taken into consideration.
- 16.1. Athletes in contention for selection must notify the WCP veterinary surgeon of any change in their horse's health status or veterinary management immediately.
  - 16.2. There may be an official veterinary inspection which all horses must attend and where a blood test may be taken. Alternatively, official inspections may take place at athletes' yards or at a competition.
  - 16.3. If a horse is based abroad then an official inspection will be arranged by the WCP veterinary surgeon.
  - 16.4. Athletes are expected to facilitate open and transparent communication between their own and the WCP veterinary surgeons.
17. **Athlete Fitness.** The fitness of athletes to compete to their full potential in the Games may be taken into consideration by the Selectors when selecting the Team and reserves. Athletes may be asked to undergo a formal fitness assessment by the WCP doctor.
18. **Dates.**
- 18.1. **19<sup>th</sup> June 2016.** Deadline for athletes and horses to achieve the FEI minimum eligibility requirements.
  - 18.2. **20<sup>th</sup> June 2016.** The date by which Certificates of Capability for a maximum of 12 athlete/horse combinations must be forwarded to the FEI. Certificates of Capability must be in the format appended to the FEI regulations.
  - 18.3. **08<sup>th</sup> July 2016.** The latest date by which the Selectors will nominate to the BOA, through the BEF, the 4 athlete/horse combinations recommended for selection to the Team, plus a reserve;
  - 18.4. **16<sup>th</sup> July 2016.** BOA Sport Entry deadline (1300 hrs GMT)
  - 18.5. **18<sup>th</sup> July 2016.** Delegation Registration Meeting (DRM).

Should nominated entries be required, the Selectors will select the required number of athlete/horse combinations sufficiently early for the correct process to take place in order to have the nominated entries in before the deadline.

19. **Team Announcement.** The BOA communication team will coordinate the public announcement of selection. Athletes will be informed by the PM of the Selectors' decision prior to the public announcement, but will be required to maintain complete confidentiality until they are formally notified by the BOA of selection, and subject to any BOA requirements as to public announcement.

## **POST SELECTION**

20. **Team Running Order.** The Selectors in consultation with the PM will decide the Team running order. The PM will inform athletes and owners accordingly. The PM may make amendments to the running order in consultation with the PD and Chairman of Selectors (if available) if deemed necessary to do so.
21. **Maintaining Form.** Athletes should note that Selection decisions are subject to the athlete/horse combination maintaining fitness and performance levels in a suitable training and

competition programme, to be agreed with the PM. Loss of fitness or form, and/or failure to follow this programme or to discuss amendments with the PM, could lead to the athlete/horse combination being substituted (see Substitution below).

22. **Weather.** The most likely weather conditions in Rio for the 2016 Olympic Games will have been considered during selection. However, should there be any drastic change there might be cause for alterations to be made to the Team and / or the Team running order in which case all concerned will be notified and an explanation given.
23. **Substitution.** The Selectors may substitute a reserve for a Team Member between the announcement of the Squad and the date of the Delegation Registration Meeting (DRM) on 18<sup>th</sup> July 2016. From DRM until one hour before the First Horse Inspection substitutions can be made from the list of Nominated Entries. For clarification see Article 609 of the FEI Regulations for Equestrian Events at the Olympic Games 24<sup>th</sup> Edition, effective for the 2016 Olympic Games (this may change once the FEI Regulations have been published).
  - 23.1. The reason for a substitution must only be because either the relevant athlete is unfit to compete due to injury or illness, or there is a strong veterinary case for substitution, or the performance of the athlete/horse combination has declined to such an extent that a substitution is vital to ensure the success of the Team. The latter situation will almost certainly occur as a result of a veterinary problem which it may or may not be possible to define given the time/resources available at the time.
  - 23.2. Following DRM a certificate may be required from an officially recognised doctor and/or with the permission of the Games Veterinary Commission.
  - 23.3. In the case of an athlete being considered medically unfit to compete, the decision will be made by the PD and PM following an examination by a WCP-approved doctor, and in consultation with the Chairman of Selectors (if available). This may involve the athlete being asked to ride certain dressage movements or jump selected fences on their Team horse. Being 'unfit to compete' is best described as "an athlete not being able to ride their Team horse in a manner which reflects the same level of performance they were selected at".
  - 23.4. In the case of a horse being considered unfit to compete due to veterinary reasons, this decision will be made by the PD and PM following an examination by a WCP-approved veterinary surgeon, and in consultation with the Chairman of Selectors (if available). Being 'unfit to compete' is best described as "a horse not able to compete in a manner which reflects the same level of performance they were selected at, or to the performance standard that was anticipated".
  - 23.5. All substitutions and de-selection that occurs post-DRM must be made in consultation with the BOA, including the Team GB Chief Medical Officer if appropriate.
24. **Code of Conduct.** Athletes, owners, grooms and athletes' home teams are expected to follow the principles of the World Class Code of Conduct and the BOA Team Members Agreement. Athletes and their support teams are expected to behave at all times in a manner that does not bring the sport, Team GB, BEF, WCP, BE or the BOA into disrepute.
25. **Clean Sport.** Selection is subject to compliance with BE, BEF, FEI and WADA Rules on doping and medication control for Human and Equine.

## **CHANGES IN POLICY**

26. The Selectors will have the right to amend or change the Selection Policy where necessary at any time in order to fulfil the Objective of the Selection Policy. Any changes to the Selection Policy must be approved in writing by the PD and Chairman of Selectors. The amended Selection Policy in its entirety will be communicated to all athletes in contention for selection and the revised sections published on the Team GBR and BE websites.

### **CANCELLATION/POSTPONEMENT**

27. In the event of the relocation, cancellation or postponement of the 2016 Olympic equestrian events all relevant parties will be notified immediately. In the event of relocation or postponement a situation might arise where a different Team must be selected in which case all parties will be notified and standard Selection procedures will be followed.

### **APPEALS PROCESS AND PROCEDURES**

28. Athletes have the right to appeal against a selection decision but only on the grounds that the Selectors have failed to comply with the Selection Policy or have made a decision that no rational body of selectors could reasonably have made. An appeal must be made in writing to the Chief Executives of BE and BEF in accordance with the BEF Olympic and Paralympic Appeal Rules (the "Appeal Process") within 48 hours of being informed of a decision.
29. The BE Chief Executive shall, on receipt of the notice of appeal, seek to bring together all parties for a 'without prejudice' discussion that may, if all agree, take the form of a facilitated mediation. For the avoidance of doubt the Appeal Process shall continue to run during the course of any such discussion. However in the event that both parties notify the BEF that such discussion/mediation has resolved the appeal (within 48 hours of receipt of the notice of appeal), the Appeal Process shall be stayed. The Appeal Process is set out on the BEF website and copies can be obtained from the WCP office.

### **PUBLICATION**

30. The Selection Policy will be placed on the Team GBR and BE websites. Copies will be available on request from the WCP and BE office. Enquiries about the Selection Policy can be made to the WCP office or to BE.

### **POINT OF CONTACT**

31. The Eventing PM is the point of contact for all matters relating to this Selection Policy.