

## **INTRODUCTION**

1. This Selection Policy has been developed in consultation between the British Dressage (BD) Board of Directors, Selectors, athletes and World Class Programme (WCP) Performance Director (“PD”) and Dressage Performance Manager (“PM”).
2. The British Dressage Team (the “Team”) for the 2016 Rio Olympic Games (the “Games”) will be nominated by BD, through the British Equestrian Federation (“BEF”) to the British Olympic Association (“BOA”). The “Team” refers to the 4 horse/athlete combinations that will be selected to compete for the Dressage Team and Individual medals at the Games. The BOA, which will accept the BEF’s recommendation unless exceptional circumstances arise, will formally make the final selection to the British Olympic Team (“TeamGB”).

## **OBJECTIVE**

3. The specific aim of this Selection Policy (the “Policy”) is to select horse/athlete combinations for nomination to the Team that will deliver the best possible results for Team GB at the Games in the equestrian discipline of Dressage.

## **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. All Selectors, (which term includes the Chairman of Selectors), will be appointed by the BD Board in consultation with the PD.
  - 5.1. 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.
  - 5.2. The Chief Executive (“CEO”) of BD 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. Selectors will follow the BD Terms of Reference for Selectors. These are available on request from the BD Office.
  - 5.3. All Selectors will have equal voting rights. Decisions must be reached by a majority and with no abstentions (unless a Selector is required to be absent from discussions and the decision-making process due to a declared conflict of interest). In the event of no majority decision being possible, the Chairman of Selectors has the casting vote.

- 5.4. 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 Selection Panel shall comprise:
- Chairman of Selectors – David Trott  
Selector – Jenny Loriston-Clarke  
Selector – Linda Whetstone  
As required (non-voting) – WCP HSSM or ESSM staff
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 riders. The PD and a representative of UK Sport / BOA will be invited to attend all Olympic Selection meetings but will not have a vote.

### **OLYMPIC FORMAT**

8. In the 2016 Olympic Games the Dressage Team medals will be decided by a combination of the scores from the Grand Prix (GP) and the Grand Prix Special (GPS) for each of the 4 Team athletes, with the best 3 combined scores to count. The Dressage Individual medals will be decided by the scores in the Grand Prix Freestyle (GPF). The top 18 scores from the GPS (a maximum of three riders per Nation) will qualify for the individual final.

### **SELECTION POLICY**

9. **Eligibility.** The BD International Secretary will ensure that each athlete available for selection is eligible to represent Great Britain, including being:
- 9.1. A British passport holder;
- 9.2. A full and active member of BD (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;
- 9.3. Be in possession of a Certificate of Capability in accordance with Articles 113 and 117 FEI Regulations;
- 9.4. 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).
10. In addition, as a condition of selection for the 2016 Olympic Games, a rider:
- 10.1. Must be eligible according to the minimum eligibility criteria as defined in the FEI IOC Olympic Qualification Standards agreement (FEI-IOC OQS);

102. 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 rider, by 15<sup>th</sup> January 2016. In the case of horses with multinational ownership, they must be registered with the FEI by the 15<sup>th</sup> January 2016, under the name of the nation for which the horse will compete during the Games.
  103. Will be obliged to sign the BOA Team Members' Agreement and to abide by the BEF World Class and Team Charter.
  104. 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.
11. **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**

12. The Selectors will take the following criteria into account in making their selections decisions:
- 12.1. The results by the horse/athlete combination achieved at the relevant shows in 2016 with emphasis on GP/GPS classes, followed by consideration of results in the GPF.
  - 12.2. For competition results, further consideration given to:
    - Consistency of final GP & GPS scores over 70%;
    - The FEI status of the shows and the star level of judges' panels;
    - The positive trend in average GP & GPS scores in 2016;
    - International and National scores in 2015/16;
    - The FEI rankings of the other competitors and individual placings;
  - 12.3. All horse/athlete combinations will be expected (except under exceptional circumstances) to compete at a minimum of two of the CDI3\* or above, as identified by the Selectors in the show planning process prior to selection, and to attend additional specific shows at the request of the Selectors.
  - 12.4. The physical conditions in which the Games will be held and the potential impact of those conditions on the horse/athlete combinations' performance.
  - 12.5. Fitness and soundness of the horse where the advice of a WCP veterinary surgeon or another appointed veterinary surgeon may be sought;
  - 12.6. Fitness of the athlete;
  - 12.7. Relevant statistical evidence;
  - 12.8. Willingness of the athlete and their accredited owners, grooms, coaches, home team's or others that may be assisting the athlete during the Olympic Games to contribute positively to the Team environment, the Objective of the Selection Policy, the World Class Code of Conduct and the BOA Team Members Agreement;
  - 12.9. Ability to produce peak performances in conditions similar to the Olympic Games;
  - 12.10. Demonstration of behaviour that indicates a commitment to a positive team environment and atmosphere both on and off the field of play;
  - 12.11. Willingness of an athlete to compete at Shows identified by the Chairman of Selectors as important for assessing performance. Athletes will be expected to give strong justification as to their reasons for not attending identified shows.

## **SELECTION PROCESS**

13. **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 a rider's or horse's fitness for selection. The delivery of this information will be in summary format and will be coordinated by the PM.
14. **Veterinary.** As part of the selection process the advice of the WCP veterinary surgeons will be taken into consideration.
  - 14.1. Athletes in contention for selection must notify the WCP veterinary surgeon of any change in their horse's health status or veterinary management immediately.
  - 14.2. 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 riders' yards or at a competition.
  - 14.3. If a horse is based abroad then an official inspection may be arranged by the WCP veterinary surgeon.
  - 14.4. Athletes are expected to facilitate open and transparent communication between their own and the WCP veterinary surgeons.
15. **Athlete Fitness.** The fitness of athletes to compete to their full potential at the Games may be taken into consideration by the Selectors when selecting the Team and reserves. The advice of the WCP's lead for HSSM may be sought and athletes may be asked to undergo a predetermined (unless exceptional circumstances do not allow) fitness assessment by the WCP doctor.
16. **Head-to-Head Competitions.** The process of selection requires the Selectors to identify four Team members and a minimum of two reserves. If it becomes apparent to the Selectors that two or more combinations are difficult to separate in terms of similarity of results, as well as other criteria identified in the Policy, they will require the relevant athletes to compete the relevant horses in the same class at the same show (i.e. 'head-to-head' competition) to allow Selectors to assess performance under the same conditions. Unless there are extenuating circumstances, where the discretion of Selectors can reasonably be applied, this head-to-head result will ultimately determine who will be selected. Possible shows to be used for head-to-head competitions will be identified in the competition planning process.
  - 16.1. Combinations will be notified at the earliest possible opportunity to allow for sufficient planning if they are required to participate in a head-to-head competition.
  - 16.2. If the head-to-head competition takes place at a CDIO, the places in the team running order will be identified, and the head-to-head combinations will be drawn to determine their place in the order. Except in exceptional circumstances, the head-to-head competitors will follow each other in the running order and ideally where possible be drawn on the same day.

## 17. **Dates.**

- 17.1. **19<sup>th</sup> June 2016.** Deadline for athletes and horses to achieve the FEI minimum eligibility requirements.;
- 17.2. **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;
- 17.3. **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;
- 17.4. **16<sup>th</sup> July 2016.** BOA Sport Entry deadline (1300 hrs GMT);
- 17.5. **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.

18. **Team Announcement.** The BOA communications 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**

19. **Team Running Order.** The Chairman of Selectors in consultation with the PD/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.
20. **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, and/or to discuss amendments with the PM, could lead to the athlete/horse combination being substituted (see Substitution below).
21. **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.

22. **Substitution.** The Selectors may substitute a Team member for a reserve, and/or de-select any athlete in the event that he/she fails to adhere to this policy, between the announcement of the Team 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 Nominated Entry List. 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 FEI Regulations have been published).
- 22.1. 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.
- 22.2. 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 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". Following DRM a certificate may be required from an officially recognised doctor and / or with the permission of the Games Veterinary Commission.
- 22.3. 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".
- 22.4. 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.
23. **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, BD or the BOA into disrepute.
24. **Clean Sport.** Selection is subject to compliance with BD, BEF, FEI and WADA Rules on doping and medication control for Human and Equine.

### **CHANGES IN POLICY**

25. 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 BD websites.

26. 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 different Team might be selected in which case all parties will be notified and standard Selection procedures will be followed.

### **APPEALS PROCESS**

27. 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 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 BD and BEF in accordance with the BEF Olympic and Paralympic Appeal Rules (the "Appeal Process") within 48 hrs of being informed of a decision.
28. The BD 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**

29. The Selection Policy will be placed on the Team GBR and BD websites. Hard copies will be available on request from the BD office. Enquiries about the Selection Policy can be made to the WCP office or to BD.

### **POINT OF CONTACT**

30. The Dressage PM is the point of contact for all matters relating to this Selection Policy. Enquiries about the Selection Policy can be made either in writing or on the telephone to the BD office.
31. The point of contact for athletes who are competing at senior FEI shows and who wish to discuss their intended competition plans will be the Chairman of Selectors or his nominated representative from the Selection panel; athletes are encouraged to discuss their competition plans with the Chairman of Selectors.