

## **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 Para-dressage Performance Manager (“PM”).
2. The British Para-Equestrian Dressage Squad (the “Squad”) for the 2016 Paralympic Games will be nominated by BD, through the British Equestrian Federation (“BEF”) to the British Paralympic Association (BPA). The BPA, which will accept the BEF’s recommendation in all cases unless exceptional circumstances arise, will formally make the final selection to the Great Britain Paralympic Team (ParalympicsGB).
  - 2.1. The Squad will be up to five athlete/horse combinations that will be recommended to BPA for formal selection and references to the “Squad” in this Policy are to be construed accordingly. References to the “Team” refer to the four athlete/horse combinations that will be selected to compete for the Team medal at the Paralympic Games, as well as the Individual medals. References to the “Individual” refer to the 5<sup>th</sup> athlete/horse combination that will compete only for the Individual medals.
  - 2.2. The Team will consist of four athlete/horses combinations. At least one Team athlete must be classified Grade Ia, Ib or II. A Team may not include more than two athletes from any Grade. In a Team composed of four athletes, the three best total scores only will count towards the Team medals.
  - 2.3. The Selectors will also nominate a number of Reserves (the exact number will be decided in consultation with the PD). The Selectors may or may not prioritise the Reserves. For clarity the reserves will not be nominated to BPA and will not be announced as part of the Squad by the BPA or BEF.

## **OBJECTIVE**

3. The specific aim of this Selection Policy (the “Policy”) is to select athlete/horse combinations for nomination to the Squad that will deliver the best possible results for ParalympicsGB at the 2016 Paralympic Games in the equestrian discipline of Para-Equestrian Dressage. For the avoidance of doubt, the best result refers primarily to the maximum number of Gold, then Silver, then Bronze medals.

## **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 – Carolyn Gardiner  
Selector: Juliet Seal  
Selector: Waveney Luke  
As required (non-voting) – WCP ESSM and HSSM 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 riders. The PD and a representative of UK Sport and BPA will be invited to attend all Paralympic Selection meetings but will not have a vote.

## RULE CHANGE

8. **Final Entries.** 15<sup>th</sup> August 2016 is the latest date for Final Entries. NPCs having qualified five athletes must declare at the latest on 15<sup>th</sup> August 2016 which four athletes will be competing as Team members and which will be an Individual competitor.

## 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. Born in or before 1999;
  - 9.3. 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;
  - 9.4. Be in possession of a Certificate of Competence;

9.5. 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 Paralympic Games, an athlete:

10.1. Must be eligible according to the minimum eligibility criteria as defined in the FEI-IPC Paralympic Qualification Standards agreement (FEI-IPC PQS);

10.2. Must ensure that any horses entered for the Paralympic 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.

10.3. Must ensure that horses have a valid and up-to-date FEI Passport with vaccinations recorded according to FEI Regulations.

10.4. Must hold a current International Classification Card.

10.5. Must agree to abide by the BEF World Class and Team Charter.

10.6. Must sign a ParalympicsGB Team Member's Agreement.

10.7. Must comply with any eligibility criteria imposed by the BPA 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. To be considered for selection for the 2016 Paralympic Games, as a minimum the Selectors expect athlete/horse combinations to compete at the competitions at 12.1 to 12.4.

12.1. The 2016 BD Open Winter Championships at Vale View (19-20 March 2016).

12.2. The 2016 BD British Para Championship KBIS Gold Semi-final at Wellington (9-10 June 2016).

12.3. Compete at CPEDI 3\* Competitions during 2016 as required and invited by the Selectors at Deauville (8-10 April 2016) AND/OR Waregem (22-24 April 2016), AND at Hartpury (6-8 July 2016).

## **IN ADDITION**

12.4. A number of athletes will be invited by the Selectors to compete at foreign International CPEDI3\* competitions in 2016.

Athletes should refer to the BD rulebook/website for details of the competition dates and points-based qualification process for both the Championships mentioned at 12.1 and 12.2. The Selection Panel reserve the right to invite athlete/horse combinations who have not qualified for these Championships to compete *Hors Concours* so their results can be considered as part of the overall Selection Process.

13. The Selectors have the right to give dispensation not to compete in one or more of the competitions to athlete/horse combinations on an individual basis if such a decision contributes to the Objectives of this Selection process.
14. The results achieved by the horse/athlete combination at the shows listed in 12.1 to 12.4 will be the main criteria of the Selectors in making their selection decisions. The scores from the BD Winter Championships, the Para Championship KBIS Gold Semi-final, Deauville CPEDI 3\*, Waregem CPEDI 3\* and Hartpury CPEDI 3\* will carry the greatest weight.
15. In making their selection decisions, the Selectors will take into account the consistency of results by horse/athlete combinations achieved at the relevant listed selection competitions in 2016, or CPEDI competitions approved by the Selection Panel;
16. One or more of the following criteria may, at the Selectors' discretion, outweigh the criteria referred to at 14 and 15 relating to an athlete/horse combination's results:
  - 16.1. Fitness and soundness of the horse where the advice of a WCP veterinary surgeon or another appointed veterinary surgeon may be sought;
  - 16.2. Fitness of the athlete where the advice of the WCP Head of Human Sports Science and Medicine (HSSM) will be sought;
  - 16.3. Willingness of the athlete and their accredited owners, grooms, coaches, home team's or others that may be assisting the athlete during the 2016 Paralympic Games to contribute positively to the Team environment, the Objective of the Selection Policy, the World Class Code of Conduct and the BPA Team Member's Agreement;
  - 16.4. Willingness of the athlete or their accredited owners, coaches, SSM staff, grooms or others that may be assisting the athlete to contribute to the Objectives of the Selection Policy and to work with and take advice from WCP performance staff;
  - 16.5. A robust home set-up to train and manage horses to achieve world-class results;
  - 16.6. Relevant statistical evidence;
  - 16.7. The ability to produce peak performances in conditions similar to the 2016 Paralympic Games;
  - 16.8. Demonstration of behaviour that indicates a commitment to a positive team environment both on and off the field of play;
  - 16.9. FEI Rankings albeit that athletes who have assisted in achieving GBR qualification for a 5<sup>th</sup> Quota place for the 2016 Paralympic Games will not have a bearing on the Selection Process and athlete/horse combinations will not automatically be selected;
  - 16.10. The selection and composition of Teams from other competing Nations that may be taken into account in order to achieve the Objectives of the Policy.

## **SELECTION PROCESS**

17. **Selection Meeting.** The Selectors will meet formally to select the Squad and Reserves as required. The Selectors will be briefed by the WCP Human and Equine SSM staff as to an athlete's or horse's fitness for selection. This information will be coordinated by the PM and will be delivered in summary format (and not include confidential detail).
18. **Veterinary.** As part of the selection process the advice of the WCP veterinary surgeons will be taken into consideration.
  - 18.1. Athletes in contention for Selection must notify the WCP veterinary surgeon of any

- change in their horse's health status or veterinary management immediately.
- 18.2. 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.
- 18.3. If a horse is based abroad then an official inspection may be arranged by the WCP veterinary surgeon.
- 18.4. Athletes are expected to facilitate open and transparent communication between their own and the WCP veterinary surgeons.
19. **Athlete Fitness.** The fitness of athletes to compete to their full potential at the Paralympic Games may be taken into consideration by the Selectors when selecting the Squad 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; this assessment will take into consideration each athlete's disability.
20. **Timings.**
- 20.1. **19<sup>th</sup> June 2016.** Date by which horses and athletes must have met the Minimum Eligibility Standard;
- 20.2. **20<sup>th</sup> June 2016.** The date by which Certificates of Capability for athlete/horse combinations must be forwarded to the FEI. Certificates of Capability must be in the format appended to the FEI regulations. 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;
- 20.3. **11<sup>th</sup> July 2016.** The date by which the Selectors will nominate to the BPA, through the BEF, four athlete/horse combinations recommended for selection to the Team, and the athlete/horse combination that will compete as an individual. At this time the Selectors will also select a number of reserves;
- 20.4. **15<sup>th</sup> August 2016.** Sport Entries close;
- 20.5. **26<sup>th</sup> August 2016.** The ParalympicsGB DRM (TBC).
21. **Squad Announcement.** The BPA will coordinate and make the public announcement of selection and will not include Reserves. 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 BPA of selection, and subject to any BPA requirements as to public announcement.

## **POST SELECTION**

22. **Maintaining Form.** Athletes should note that Squad 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).
23. **Weather.** The most likely weather conditions in Rio for the 2016 Paralympic 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 Squad and / or the Team running order in which case all concerned will be notified and an explanation given.

24. **Substitution.** The Selectors may substitute a reserve athlete for a Squad member, and/or de-select any athlete in the event that he/she fails to adhere to this policy, between the announcement of the Squad and the date of the Delegation Registration Meeting (DRM) on or around 15<sup>th</sup> August 2016. From DRM until two hours 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 Paralympic Games 24<sup>th</sup> Edition, effective for the 2016 Paralympic Games (this may change once FEI Regulations have been published).
- 24.1. After sport entries close (15<sup>th</sup> August 2016) athlete substitutions will only be considered in extraordinary circumstances. The substitute athlete must have met the conditions of the qualification criteria, submitted a completed application for accreditations and signed IPC Eligibility Code Form. Substitutions may only be made for an athlete who withdraws due to injury, illness or other extraordinary circumstances.
- 24.2. 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 Squad and 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.
- 24.3. 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 on their Squad horse. Being 'unfit to compete' is best described as "an athlete not being able to ride their Squad 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.
- 24.4. 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".
- 24.5. All substitutions and de-selection that occurs post-DRM must be made in consultation with the BPA, including the Chief Medical Officer if appropriate.
25. **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 BPA Team Member's 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, BPA or the IPC into disrepute.
26. **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**

27. 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.

28. In the event of the relocation, cancellation or postponement of the 2016 Paralympic 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**

29. 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 hours of being informed of a decision.
30. 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**

31. 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**

32. The Para-dressage PM is the point of contact for all matters relating to this Selection Policy and enquiries can be made either in writing or on the telephone to the BD office. 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/her nominated representative from the Selection panel; athletes are encouraged to discuss their competition plans with the Chairman of Selectors.