



EQUESTRIAN WORLD CLASS PROGRAMME
DRESSAGE PODIUM POTENTIAL SELECTION POLICY
2016/18



INTRODUCTION

1. **Aim.** This document sets out the selection policy for the 2016-18 World Class **Podium Potential** Programme (Dressage). It includes criteria for athlete eligibility, minimum performance standards and the assessment, selection and confirmation process. It has been written in consultation with UK Sport and is complementary to the selection policies for other World Class Programmes (which are issued separately).
2. **Background.** British sport is receiving unparalleled investment from the Government and National Lottery. It is therefore essential that all sports operate with the highest level of integrity and professionalism to maintain funding streams in the future.
3. **The Equestrian World Class Programme.** Funded by UK Sport since 1998, the Equestrian Word Class Programme (WCP) is part of the British Equestrian Federation's (BEF) portfolio. The programme's vision is to be the world-leading equestrian sporting nation by the 2024 Olympics and Paralympics, supporting depth of excellence at every level. The programme's mission is to optimise and sustain consistent medal-winning performances at the Olympic and Paralympic Games and on the world stage, build solid foundations for the future, and help inspire the growth of equestrian sport. The WCP's Approach is to achieve excellence in everything we do, from meeting challenging performance targets on the field of play, to managing ourselves to the highest professional standards on and off it.
4. **Podium Potential Programme Objective.** The objective of the 2016/18 WC Podium Potential Programme (WCP-PP) is to identify, support and develop athlete and athlete/horse partnerships who have the potential to deliver medal winning performances on the world stage for GBR in the future.
5. **Policy Guidelines.** This policy is underpinned by UK Sport 'good practice' guidelines for selection policies which state that a selection policy should:
 - 5.1. Be effective i.e. select the 'best' athletes, or more importantly those most likely to deliver the required result for the programme.
 - 5.2. Be seen to be fair, justified and without bias.
 - 5.3. Give athletes a clear and consistent understanding of what is expected of them to merit consideration for selection.
 - 5.4. Include consultation and communication with athletes to ensure they understand the process.
 - 5.5. Provide stakeholders with a clear reference for how decisions are reached, the criteria used, the procedures followed and where, if at all, discretion has or will be used.
6. **Caveat.** The WCP is subject to the continuation of funding from UK Sport. Should funding levels be altered then amendments may have to be made to the current programme structure; this could include adjustment to athlete numbers, reductions in UK Sport Athlete Performance Award ("APA") levels (see Para 28) and other support provided.
7. **Athlete Guidelines.** Athletes joining the programme will be required to sign an Athlete Agreement and act in accordance within international and national Regulations, Codes of Conduct and such other reasonable instructions/policies as provided by the WCP. They will also need to demonstrate an ongoing commitment to achieve future medal-winning performances on the world stage and full engagement with the Programme's policies and staff.

PODIUM POTENTIAL SELECTION POLICY – DRESSAGE

8. Selection Policy Objectives

- 8.1. To set clear eligibility criteria to be considered for selection onto WCP Podium Potential;
- 8.2. To set a clear selection process compliant with the principles set out at Paragraph 5 above;
- 8.3. To assist UK Sport in determining the appropriate APA;

9. **Time Period.** The Programme cycle to which this Selection Policy applies is 1 December 2016 – 30 November 2018.

10. **Selection Process.** The Selection process is as set out in Appendix 1 and will take into consideration the following factors:

- 10.1 Achievement of the Minimum Performance Standards as set out in Appendix 2;
- 10.2 The athlete and/or athlete/horse combination Performance Profile as set out at Paragraph 13;
- 10.3 Any other evidence of future performance delivery/progression presented during the final selection process.

There are 4 stages to the selection process and a representative from UK Sport may be present throughout any of the stages.

It is the athlete's responsibility to ensure that they complete the selection process stages outlined in Appendix 1 within the indicated timeframes.

Any athlete who, at 10 October 2016, is on APA Level D and fulfils the Policy criteria stated at (a) – (c) below, will automatically be re-selected onto the programme and does not have to attend the Final Selection Trial:

- a. is already on the WCP Podium Potential programme at APA Level D; and
- b. has the ride on a horse that has achieved minimum performance standards for their age group; and
- c. is on track with the Performance targets set at their rider review

Stage 1: Athlete Eligibility

11. Before consideration for selection onto the WCP, or for an APA, an athlete must first satisfy the following requirements:

- 11.1. Be eligible to compete for GBR & NI in international competitions and be eligible to compete for GBR at an Olympic or Paralympic Games and satisfy the eligibility requirements of the International Olympic Committee (IOC), British Olympic Association (BOA), British Paralympic Association (BPA) and Federation Equestre International (FEI).
- 11.2. Hold a current British passport.
- 11.3. Be a full member of the Member Body ie British Dressage.
- 11.4. Not be serving a competition ban as a result of a doping or controlled medication violation, or other breach of ethical conduct, nor be in receipt of a funding ban from UK Sport.

Stage 2: Minimum Performance Standards

12. The Minimum Performance Standards for Dressage are set out in Appendix 2.

- 12.1. An athlete must meet the Minimum Performance Standards to be considered for selection.
- 12.2. It is the athlete's responsibility to ensure that the Minimum Performance Standards are achieved within the stated timeframes set out in Appendix 1: Selection Process.

12.3. Note that the achievement of the Minimum Performance Standards does not guarantee selection onto the Programme. There are a limited number of places and reaching the Minimum Performance Standards only enables an athlete to proceed within the selection process.

Stage 3: Evidence of Future Performance Progression

13. An athlete requesting to be considered for selection onto the Podium Potential programme (Appendix 1) and achieving the Minimum Performance Standards (Appendix 2) will be Performance Profiled through the selection process at the Final Selection Trials.

The Final Selection Trials will comprise ridden section/s and off horse interview/s. The ridden section will include a test which should be selected from the following:-

Groups D1 & D2: FEI PSG 2009, update 2016 / FEI Intermediate 1 2009, update 2016 / FEI GP (U25) 2009, update 2016 / FEI Intermediate 11 2009, update 2016 / FEI Grand Prix 2009, update 2016

Groups D3 & D4: FEI Intermediate 11 2014 / FEI Grand Prix 2009, update 2016

Athletes may opt to ride a test at a higher level than the MPS level they have achieved. Any Young Rider who is moving up (through age) to U25 must ride either the U25 level test or higher. Athletes may not ride a test at a lower level than the MPS achieved.

In the U25 level test upwards the degree of difficulty will be graded according to the horse's age and a marking system may be used similar to that used in freestyles. Following the stage relating to notification of achievement details of the marking criteria will be sent to those at that level.

- 13.1** The Performance Profile will be undertaken by the technical advisors, who will be appointed by the Performance Director (PD) in consultation with Performance Managers (PM's) and Discipline Co-ordinator's (DC's), and may include WCP personnel. They will be known as "the Panel" and will, together with the PD, carry out the final selection (Stage 4).
- 13.2** The completed initial Performance Profile will be used to identify current performance/training levels and to determine if the WCP-PP is best placed to support the athlete's and/or athlete/horse's development in order to fulfil the Podium Potential programme objective, understanding that profiling may inevitably require both subjective and objective judgements. It will be specific to the discipline the athlete is being considered for.
- 13.3** The Performance Profile will take a holistic overview of an athlete's circumstances, and include factors that may limit or enhance performance potential such as horse/athlete age, quality of the athlete's horse and their perceived ability to progress up the competitions levels, competition record, technical skills, trainability, performance attitude, strategy and planning, communication and management skills, health and fitness and home team environment. An assessment will also be made of the athlete's understanding of the programme demands and expectations.
- 13.4** In order for the Panel to make their assessments any horse brought to the Final Selection Trials must meet Minimum Performance Standards appropriate to the athlete's age group (or an older age group) (see Appendix 2).
- 13.5** For athletes already on the programme the Performance Profile will include the length of time an athlete has been funded through the programme, their progression up the performance pathway, and their engagement with the programme and WCP staff.

Stage 4: Final Selection

14. Final selection onto the programme will be carried out by the PD and the Panel in consultation with the discipline specific DC's and PM's.
- 14.1** The Panel and PD will be deemed to act as experts throughout and are entitled within this Policy to use their discretion to select athletes provided they can demonstrate that any discretion used was arrived at through a process of integrity where the information used and procedures taken were reasonable and justifiable.
- 14.2** An independent verifier, appointed by the PD, will be present at the Final Selection Trials to ensure the process is being delivered in a fair and consistent manner at all times.
- 14.3** The PD reserves the right, at the time of selection and outside of the selection process, to select athletes onto the programme provided there is demonstrable evidence of future medal winning potential.
- 14.4** The PD reserves the right to grant a "bye" from any stage of the selection process if granted for a justifiable reason.
- 14.5** On completion of selection, the PD will nominate selected athletes to UK Sport in writing. UK Sport will approve to the WCP the final names of athletes to be offered a place on the programme and athletes will be informed in writing by the WCP during week commencing 21 November 2016.

POST SELECTION: Induction, Obligations and Acceptance

15. **Induction.** Once offered a place on the programme athletes will be required to attend Induction on 5 and 6 December 2016 the purpose being:
- 15.1.** To introduce the programme ie the values, culture and structure.
- 15.2.** To ensure athletes know what is expected of them and are able to fulfil their commitments/obligations.
16. **WCP Athlete Obligations.** All athletes joining the WCP must sign a WCP Athlete Agreement and abide by the terms of this. In addition athletes are expected to attend all squad training sessions and home visits, undergo 6-monthly reviews of performance, commit to Team GBR and augment team culture, play a full part in Human and Equine Sport Science and Medicine processes, support UK Sport's "Inspiring a Generation Programme" through attendance at athlete appearance days, attend agreed competitions and promote and encourage open and transparent communication between their home teams and WCP staff.
17. **Acceptance.** At the end of Induction athletes will be asked if they wish to accept the offer of a place on the programme. Once accepted, names will be published on the Team GBR, BEF and Member Body websites. Sufficient flexibility will be retained to select or de-select athletes to/from the programme at any time.
18. **Routine Performance Profiling.** Having taken up their place on the WCP-PP, routine Performance Profiling will take place 6 monthly and will determine if the WCP is still able to support the athlete's development, and what level of support the programme should provide.

COORDINATING INSTRUCTIONS

19. **Confidentiality.** It is vital for the integrity of the Policy that strict codes of confidentiality are followed by selectors, athletes, home teams and WC staff relating to information or discussions and which may have a bearing on selection. Any person who breaks this confidentiality may be removed from the process.
20. **Declarations of Interest.** The PD will maintain a register of "Conflicts of Interest" for all those involved in the selection/de-selection process. This will be available to athletes on request.

21. **Costs.** There is no fee to attend Selection Trial day/s but all expenses incurred will be the responsibility of the athlete.
22. **Reviews.** Podium Potential athletes will be reviewed bi-annually through a rolling Performance Profiling process. The objective of these reviews is to ensure that an athlete's support is appropriate and that they are on track to achieving their performance goals.
23. **Doping and Medication.** Viewing (discipline specific) and Selection Trials are subject to the same Equine and Human anti-doping rules as per FEI competitions regarding the use of medications and the rules surrounding banned substances. This includes the need for athletes to have Therapeutic Use Exemption (TUEs) if so required under the relevant rules. For further information/advice go to <http://www.fei.org> or <http://www.ukad.org.uk>. If any athlete/equine is found to have a positive finding (i.e. a medication not covered by a TUE/ETUE or a banned substance) the athlete will be removed from the viewing/selection process.
24. **Consent to use data.** Athletes will be asked to sign a 'consent to use data' form which may include consent for the publication of some athlete and horse details on the WCP/Team GBR website
25. **De-selection.** Athletes who: no longer meet the selection minimum performance standards; or who are failing to meet agreed performance targets as identified through their review; or who fail to meet any caveat onto the programme advised to the athlete at selection; or whose horse becomes unsuitable for any reason (sale, loss of form, prolonged lameness or injury) and is still unsuitable 3 months from the date that reason became apparent; or who fail without good reason to compete in named target competitions; or who fail without good reason to participate in formal training programmes; or who do not comply with WCP Athlete obligations as set out in Para 17 above; or who are in breach of BEF, FEI or Member Body rules or bring the sport into disrepute; may be de-selected from the programme:
 - a. In the first instance the DC will speak to the rider, advise them of any concerns, and agree a sufficient period to allow them to remedy their performance or return a horse back to fitness.
 - b. If not achieved, the PD and DC will consult with the WCP's UK Sport Performance Advisor and reach a decision on de-selection.
 - c. If an athlete is to be de-selected from the programme WCP will formally advise UK Sport and confirm the decision in writing to the athlete.
26. **Appeals Process.** Athletes have the right to appeal against a decision regarding selection 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 selectors could reasonably have made. Appeals must be made in writing to the PD within 48 hours of being informed of a decision. If the PD is not able to satisfy the appellant's concerns the appeal will then follow the BEF Appeals Process; the process and procedures for which are laid out in the BEF Rule Book.
27. **Transitional Support.** Athletes that are de-selected from the programme may be supported for a period to assist them during transition:
 - a. **Medical & Physiotherapy Support.** No new injuries will be supported after an athlete leaves the programme. Pre-existing injuries where doctors/physios have a duty of care may continue to be supported. However if the rehabilitation process is long the support period will need to be negotiated with the NGB as continuation of UK Sport medical cover would be required. This can be a period of up to an additional 3 months from the athlete's exit date from WCPP.
 - b. **Performance Lifestyle (PL).** 3 months continued PL support for Podium Potential athletes already engaged with the service.
28. **Athlete Performance Awards (APAs).** UK Sport makes a tiered contribution towards athletes' sporting costs via a National Lottery funded Athlete Performance Award (APA). This financial contribution is intended to be used to enable an athlete to compete and train as required to support a performance difference to progress them towards Podium level. The level at which an athlete is funded will be in agreement between the WCP

and UK Sport and will reflect the athlete's position on the performer pathway in relation to future medal winning potential. The initial funding level will be determined as an outcome of the selection process.

29. **Changes in Selection Policy.** The PD has the right to amend or change this Selection Policy at any time where necessary in order to fulfil the objectives of the Selection Policy. Any changes/amendments to the Selection Policy will be published on the BEF website <http://www.bef.co.uk>



Dan Hughes, Performance Director

For any further information please contact:

Lucy Phillips
WCP Assistant
02476 698874 / lucy.phillips@bef.co.uk

or

Debbie Lee
WCP Support and Logistics Co-ordinator
02476 698876 / debbie.lee@bef.co.uk

APPENDIX 1

PODIUM POTENTIAL (DRESSAGE) SELECTION PROCESS

General. It is the athlete's responsibility to ensure that all required documentation is received at the WCP office within the indicated timeframes.

SELECTION PROCESS TIMEFRAMES 2016			
REGISTRATION			
Opening Date	Thursday 24 March 2016	Closing Date	Thursday 12 May 2016
ACHIEVEMENT OF MINIMUM PERFORMANCE STANDARDS			
Opening Date	Friday 1 January 2016	Closing Date	Monday 19 September 2016
NOTIFICATION OF ACHIEVEMENT OF MINIMUM PERFORMANCE STANDARDS			
Opening Date	Friday 2 September 2016	Closing Date	Friday 23 September 2016
FINAL SELECTION TRIALS			
MONDAY, TUESDAY, WEDNESDAY AND THURSDAY 17 – 20 OCTOBER 2016			
INDUCTION (applies to those offered a place on the programme after final selection)			
MONDAY AND TUESDAY 5 & 6 DECEMBER 2016			

Note:

Please see further detail below

Registration

1. **Registration.** Completion of a written registration form.

Opening Date Thursday 24th March 2016
Closing Date Thursday 12th May 2016

Registration forms are available to download from the BEF website

- 1.1 Athletes wishing to be considered for selection should complete and return the registration form during this period.
- 1.2 It is not necessary to have achieved Minimum Performance Standards to complete Registration.

Achievement of Minimum Performance Standards

2. **Achievement of Minimum Performance Standards.**

Opening Date Friday 1 January 2016
Closing Date Monday 19 September 2016

Minimum Performance Standards as outlined in Appendix 2 must be achieved during this period in order in order to be considered for the next stage of the selection process.

2.1 Minimum Performance Standards are listed within age groups; it is recognised that some athletes may achieve a standard above those listed for their age group.

2.2 Within each age group the Minimum Performance Standards incorporate a number of criteria; except where stated it is only necessary to achieve one of those listed within an athlete's age group (or older age group).

Notification of Achievement of Minimum Performance Standards

3. Notification of achievement of Minimum Performance Standards. Completion of a written notification form.

Opening Date Friday 2 September 2016

Closing Date Friday 23 September 2016

Notification forms are available to download from the BEF websites.

3.1 Athletes who have achieved Minimum Performance Standards who wish to continue being considered for selection should complete and return the notification form during this period.

3.2 All results/scores should be able to be verified on the appropriate Member Body database. If the scores cannot be verified then the athlete will be responsible for supplying evidence of scores.

Final Selection Trials

4. Final Selection Trials. Sunday, Monday and Tuesday 17 – 20 October 2016

Having completed 1 – 3 as outlined above athletes that have achieved the Minimum Performance standards required for their age group (or an older age group) will be invited forward to the Final Selection Trial day/s which will include ridden section/s and off horse interview/s.

The ridden section will include a test which should be selected from the following:-

a. Groups D1 & D2: FEI PSG 2009, update 2016 / FEI Intermediate 1 2009, update 2016 / FEI GP (U25) 2009, update 2016 / FEI Intermediate 11 2009, update 2016 / FEI Grand Prix 2009, update 2016

b. Groups D3 & D4: FEI Intermediate 11 2014 / FEI Grand Prix 2009, update 2016

Athletes may opt to ride a test at a higher level than the MPS level they have achieved. Any Young Rider who is moving up (through age) to U25 must ride either the U25 or a higher level test.

In the U25 level test upwards the degree of difficulty will be graded according to the horse's age and a marking system may be used similar to that used in freestyles. Details of the marking criteria will automatically be sent to those achieving MPS at that level following the notification of achievement stage.

Athletes will be notified of the day/s they are required to attend the Final Selection Trials following completion of notification of achievement of Minimum Performance Standards.

APPENDIX 2

PODIUM POTENTIAL (DRESSAGE) MINIMUM PERFORMANCE STANDARDS

1. **General.** These Performance Standards have been designed to reflect the linear progression international athletes would ideally make as they develop and progress through the banding system and performer pathway. The consequences of ‘too rapid’ promotion can lead to athletes being unable to maintain the same APA banding in subsequent years, or not progressing to the next banding for several years. (See also Note 4).
2. **Minimum Performance Standards.** *Podium* Potential is defined by UK Sport as athletes whose performances suggest they have realistic medal winning capabilities at the subsequent Olympic and Paralympic Games (i.e. a maximum of eight years away from the Podium). Athletes must meet this stated objective to be nominated for WCPP support. The minimum standards for consideration for nomination to the WC Dressage Podium Potential Programme are:

Descriptor	Minimum Performance Standards
D1	Athletes who have reached the age of 18 years as at 1 January 2016 and are no older than 21 years of age as at 31 December 2016
	<ul style="list-style-type: none"> - Minimum of two final scores of 67% at PSG / Intermediate 1 (including FEI Young Rider Team and Individual Tests) in CDI / CDIYR - Minimum of two final scores of 68% at PSG / Intermediate 1 in Premier Leagues / Summer Regional Championships / BD National Championships - Top 10 placing individually in the Team Test at Young Rider European Championships - Top 10 placing in the Individual Test at Young Rider European Championships
D2	Athletes who have reached the age of 21 years at as 1 January 2016 and are no older than 25 years of age as at 31 December 2016
	<ul style="list-style-type: none"> - Minimum of two final scores of 64% in Grand Prix at CDI3* and above - Minimum of two final scores of 65% at Grand Prix in Premier League / BD National Championships - Minimum of two final scores of 66% in Grand Prix at BD National competitions (Note 6) - Minimum of two final scores of 65% at Intermediate 11 / Intermediate 11(U25) / Intermediate A / Intermediate B / Grand Prix U25 level in CDI 3* and above - Minimum of two final scores of 66% at Intermediate 11 / Intermediate 11(U25) / Intermediate A / Intermediate B level in Premier Leagues / BD National Championships - Minimum of two final scores of 68% at PSG / Intermediate 1 in CDI 3* and above - Minimum of two final scores of 69% at PSG / Intermediate 1 in Premier Leagues / Summer Regional Championships / BD National Championships - Top 10 placing individually in the Team Test at U25 European Championships - Top 10 placing in the Individual Test at U25 European Championships
D3	Athletes who have reached the age of 25 years or more as at 1 January 2016 and are no older than 32 years of age as at 31 December 2016
	<ul style="list-style-type: none"> - Minimum of two final scores of 65% in Grand Prix at CDI 3* and above - Minimum of two final scores of 67% at Grand Prix in Premier League / BD National Championships - Minimum of two final scores of 68% in Grand Prix at BD National competitions (Note 6) - Minimum of two final scores of 66% at Intermediate 11 / Intermediate A / Intermediate B level in CDI 3* and above - Minimum of two final scores of 67% at Intermediate 11 / Intermediate A / Intermediate B level in

Premier Leagues / BD National Championships	
- Minimum of two final scores of 69% at Intermediate 1 in CDI 3* and above	
- Minimum of two final scores of 70% at Intermediate 1 in Premier Leagues / Summer Regional Championships / BD National Championships	
D4	Athletes who have reached the age of 32 years or more as at 1 January 2016
- Minimum of two final scores of 67% in Grand Prix at CDI 3* and above	
- Minimum of two final scores of 69% at Grand Prix in Premier League / BD National Championships	
- Minimum of two final scores of 68% at Intermediate 11 / Intermediate A / Intermediate B level in CDI 3* and above	
- Minimum of two final scores of 70% at Intermediate 11 / Intermediate A / Intermediate B level in Premier Leagues / BD National Championships	
- Minimum of two final scores of 72% at Intermediate 1 in CDI 3* and above	

Notes:

1. Freestyle scores do not count in achievement of Minimum Performance Standard criteria.
2. Minimum performance standards must be achieved on horses not ponies.
3. Except where stated it is only necessary to achieve one of the criteria listed in an athlete's age group.
4. It is recognised that some athletes may achieve a standard above those listed for their age group.
5. Where national and international minimum performance standards are listed a combination of scores within an athlete's age group will be accepted.
6. These scores will only be accepted if the class was judged by a BD List 1 or FEI 3* and above judge.
7. Subject to achieving annual performance goals agreed with the DC. Athletes must have a rising performance profile during their tenure on the Podium Potential programme in order to remain as a member of the programme.