

INTRODUCTION

1. **Aim.** This document sets out the selection policy for the 2016/17 World Class Equine Pathway (Dressage) Programme or EP(D) and the assessment policy for those horses already on the EP(D). It includes criteria for eligibility, minimum performance standards and the selection/assessment and confirmation process.
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 World 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 Olympic and Paralympics, supporting depth of excellence at every level. The programme's mission is to optimise and sustain consistent medal winning performances at the Olympics 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 the highest professional standards on and off it.
4. **The WC Equine Pathway.** Part of the WCP, this is an equine-focussed programme and was first introduced in 2006 in conjunction with British Dressage, British Eventing and British Showjumping. It seeks to identify and support horses that show the potential to develop into medal-winning horses on the world stage for GBR in the future.
5. **Equine Pathway (Dressage) Objective.** The objective of the 2016/17 EP(D) is to provide a method of identifying and providing support to elite young horses that show an indication of the necessary qualities to represent GBR and ideally medal at future Championships and Olympic Games. Specifically the EP(D) seeks to work together with athletes, owners and home teams of selected horses in order to help them maximise their horse's potential with the intention of having horses qualified to compete and challenge for medals at the 2018 World Equestrian Games and the 2020 Olympic Games.
6. **Policy Guidelines.** This policy is underpinned by UK Sport 'good practice' guidelines for selection policies:
 - 6.1. Be effective i.e. select those horses most likely to deliver the required result for the programme.
 - 6.2. Be seen to be fair, justified and without bias.
 - 6.3. Give athletes/owners a clear and consistent understanding of what is expected of their horses.
 - 6.4. Include consultation and communication with athletes/owners so they understand the process.
 - 6.5. 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.
7. **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 numbers of horses on the programme, reduction in funding levels and/or other support provided. The continuation of funding for any/all of the WC programmes is subject to agreement with UK Sport.
8. **Programme Guidelines.** Athletes and owners with horses selected onto the EP(D) will be required to act in accordance with international and national regulations, Codes of Conduct and such other reasonable

policies as provided by the WCP or its representatives. They will also need to demonstrate an ongoing commitment to achieve medal-winning performances and full engagement with the WCP policies/staff.

EQUINE PATHWAY (DRESSAGE) SELECTION/ASSESSMENT POLICY

9. Selection/Assessment Policy Objectives

- 9.1. To set clear eligibility criteria to be considered for selection onto the EP(D);
- 9.2. To set clear assessment criteria to those being assessed to remain on the EP(D);
- 9.3. To set a clear selection/assessment process compliant with the principles set out at Paragraph 5 above;

10. Time Period. This policy will apply from 01 October 2016 to 30 September 2017. It will be normally be reviewed annually thereafter.

Stage 1: Eligibility

11. Before consideration for selection onto the EP(D) the following requirements must be satisfied:

- 11.1. The athlete must hold a current British passport.
- 11.2. The horse/athlete must be a full member of British Dressage.
- 11.3. Not be serving a competition ban as a result of a proven doping or controlled medication violation, or other breach of ethical conduct, nor be in receipt of a lifetime funding ban from UK Sport.
- 11.4. At the selection and assessment stage, horse/s must be ridden by the athlete currently responsible for producing, training and competing that horse.
- 11.5. Horses must be aged between 6 and 10 years old in the year of selection/assessment. The age of a horse is counted from 1st January of the year of the birth (as per FEI rules) i.e. a horse's age = the current year minus their birth year.
- 11.6. Horses may not remain on the EP(D) after the anniversary of their 11th year
- 11.7. Any horse already on the EP(D) that is sold or transferred to another athlete may be required to come forward for re-selection.

Stage 2: Minimum Performance Standards & Selection /Assessment criteria

12. Horses demonstrating the capacity in their development for future team/individual medals would be expected to consistently achieve in excess of 72% in Grand Prix and Grand Prix Special at CDI3* / CDI4* / CDI5* / CDIO level.

- 12.1. The EP(D) aims to identify horses early in their development that have the potential to deliver these scores.
- 12.2. Horses in the upper age range of the EP(D) should be training/competing at a level close to the above scores.
- 12.3. Horses in the early age range should be showing the aptitude for and beginnings of training in all elements required for later Grand Prix level
- 12.4. Horses presented for selection and assessment should and will be assessed to the following:
 - 12.4.1. Be showing an indication of the necessary qualities to represent Great Britain and ideally medal at future Championships and Olympic Games
 - 12.4.2. Possess 3 correct, regular and rhythmical paces
 - 12.4.3. Demonstrate a natural athleticism, elasticity and suppleness in their movement with activity and quickness in the hind legs
 - 12.4.4. Adherence to the basic scales of training
 - 12.4.5. Be able to demonstrate an easy and natural talent for collection relevant to their age/stage of training*
 - 12.4.6. Be able to demonstrate, with willingness and technique, steps/half steps of piaffe, passage and canter pirouettes relevant to their age/stage of training*

12.4.7. Be able to demonstrate correct technique in a flying change/s*

* It is not necessary for those horses in the early age range of the programme to be established in these exercises however they should be able to demonstrate the beginnings of such training.

12.5. Horses already on the EP(D) programme will also be assessed against their current performance profile (see Stage 3: Evidence of Future Performance Progression).

Stage 3: Evidence of Future Performance Progression

- 13.** An initial Performance Profile of any horse coming forward for selection will be undertaken through the selection process to determine current performance/training levels and future and ongoing potential contribution to the 2018 World Equestrian Games and 2020 Olympic Games, understanding that this profiling may inevitably require both subjective and objective judgements. Once a horse has been selected onto the EP(D) routine Performance Profiling will take place bi-annually to determine if the EP(D) is still best placed to support the horses' development.
- 13.1.** The Performance Profile will be undertaken by the technical advisors acting as Selectors/Assessors working in conjunction with WCP personnel "the Panel".
- 13.2.** WCP Equine Sports Science & Medicine staff (WCPESSM) observations may be included within the Performance Profile.
- 13.3.** The Performance Profile will take a holistic overview of the horse's circumstances and may include factors that may limit or enhance performance potential such as:
- 13.3.1.** The horses' ability to demonstrate the aptitude required for the next level of training and progress towards Championship level.
 - 13.3.2.** Demonstration of ability at the required levels in the competition arena.
 - 13.3.3.** The horses' health and fitness allowing for sustained progress in training and/or progress towards Championship level.
 - 13.3.4.** The athlete's ability to fulfil and support the above requirements.
 - 13.3.5.** Demonstration of improvement in areas identified through the selection/assessment process
- 13.4.** The completed Profiles will be used to consider each individual horse for EP(D) selection and/or continued membership of the programme.
- 13.5.** The EP(D) intends to remain flexible enough to accommodate those horses demonstrating the necessary qualities to deliver upon Minimum Performance scores in the future but maturing at different rates, however there will, inevitably, be horses that join or leave the EP(D) as their progress is reviewed.

Stage 4: Selection, Assessment and Confirmation

- 14.** Selection onto the programme/assessment to remain on the programme will be agreed by the Equine Pathway Manager (EPM) with the WC Performance Director (PD) and Dressage Performance Manager (PM). Selection and assessments will take into consideration the following factors:
- 14.1.** Achievement of the Minimum Performance Standards;
- 14.2.** The Performance Profile as set out at Paragraph 11, 12 and 13 above.
- 14.3.** Any other evidence of future performance delivery/progression presented during the process.
- 14.4.** The panel will be deemed to act as experts throughout and are entitled within this Policy to use their discretion to select horses 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.
- 14.5.** The processes for Selection are set out as follows:
- 14.5.1. Appendix 1:** For horses owned or ridden by those **not** currently on any Equestrian World Class Programme (see pages 5 and 6) **AND** For horses ridden by athletes already on the Equestrian World Class Dressage Podium Potential Programme (see pages 5 and 6)
 - 14.5.2. Appendix 2:** For horses ridden by athletes already on the Equestrian World Class Dressage Podium Programme (see pages 7 and 8)

14.5.3. Appendix 3: For athletes/owners with horses that are currently on the Equestrian World Class Dressage Equine Pathway Programme (see page 9)

Stage 5: Notification

- 15. Notification.** Athletes/owners with horses being invited onto the EP(D) will be notified in writing by the PD/EPM and inducted onto the programme within three weeks of the Final Selection/Assessment, such notification will be sent to the person who completed the original application. Invitations are subject to continuing confirmation of the level of Programme funding. Athletes/owners 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.
- 16. EP(D) Obligations.** Any horse selected onto the programme will be required to participate in a rolling Performance Profiling Assessment within each 6-month period following selection in order to remain eligible to be considered for continued membership of the Programme. Athletes/owners of horses selected onto the programme should commit to Team GBR, play a full part in Equine Sport Science and Medicine processes and encourage open and transparent communication between home teams and WCP staff.

COORDINATING INSTRUCTIONS

- 17. Confidentiality.** It is vital for the integrity of the Policy that strict codes of confidentiality are followed by selectors, athletes, owners, home teams and WC staff relating to information or discussions which may have a bearing on selection. Any person who breaks this confidentiality may be removed from the process.
- 18. Declarations of Interest.** The EPM will maintain a register of "Declarations of Interest" for all those involved in the selection/de-selection process. This will be available to athletes on request.
- 19. De-selection.** Athletes/owners with horses who: are no longer deemed to be making progress as identified in Stage 2: Minimum Performance Standards or comply with Stage 3: Evidence of Future Performance Progression; or who are failing to meet agreed performance targets; or whose horse becomes unsuitable for any reason (sale, loss of form, prolonged lameness or injury); or who fail without good reason to compete in named target competitions; or who are in breach of rules or bring the sport into disrepute, may be de-selected from the programme:
- 19.1.** Notification will be through the EPM and PD.
- 20. Appeals Process.** Athletes have the right to appeal against a decision regarding selection or de-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.
- 21. 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. The amended Selection Policy in its entirety will be communicated to athletes in contention for selection and those eligible for re-assessment by email and the revised changes to the Selection Policy will be published on the Team GBR/WCP website.

APPLICATION FORMS should be completed and returned to:

Lianne Martin

British Dressage

Meriden Business Park

Copse Drive, Meriden, West Midlands CV5 9RG

Tel: 02476 698835

Email: <mailto:lianne.martin@britishdressage.co.uk>



LOTTERY FUNDED

APPENDIX 1

SELECTION PROCESS

FOR HORSES OWNED/RIDDEN BY THOSE NOT CURRENTLY ON ANY EQUESTRIAN WORLD CLASS PROGRAMME & FOR HORSES RIDDEN BY ATHLETES ON THE EQUESTRIAN WORLD CLASS PODIUM POTENTIAL PROGRAMME (DRESSAGE)

Stage 1: Application

1. Completion of written application form

Opening Date: Friday 9 September 2016
Closing Date: Thursday 13 October 2016

Stage 2: Final Selection

2. Having completed Stage 1 above all athlete/horse combinations wishing to be considered for the WCP-EP(D) are required to attend on both days of final selection

Monday & Tuesday 7 & 8 November 2016

Addington Manor Equestrian Centre, Buckingham

4. Final Selection will comprise free ride group sessions and test riding. Timings permitting it may also include training sessions and/or performance analysis sessions.

4.1. Free ride group sessions During the free ride group sessions ALL combinations will be required to demonstrate the elements outlined in Stage 2 Minimum Performance Standards with particular reference to Point 12.4.

Any horse unable to demonstrate the elements required for later Grand Prix level and therefore necessary for assessment onto the programme will NOT be required for test riding and may no longer be considered for selection.

4.2. Test riding - a test relevant to a horse's age group will be ridden from the following. The test will be used to assess the potential of the horse and as a method of identifying areas of progression for those selected.

6 year old horses FEI Dressage Test for 6 year olds – Final

7 year old horses BD Advanced Medium 98 / OR FEI Preliminary Dressage Test for 7 year olds

8 year old horses FEI PSG

9 year old horses FEI Intermediate 1

10 year old horses FEI Intermediate 1 / OR FEI Intermediate A or B / OR FEI Intermediate 11 /
OR FEI Grand Prix

The athlete may choose to ride a higher-level test than that stipulated for the age group eg an 8 year old horse may perform the FEI Intermediate 1 test.

5. **General.** WCP ESSM Staff will be present during the Selection process and their observations may be taken into consideration by the Selectors. At the Selector's request they may also ask to assess horse/s individually.

PROGRAMME SUPPORT

Athletes/owners with horses selected onto the EP(D) will receive the following benefits in any one year (subject to funding levels):

1. An amount of funding allocated on a quarterly basis and which will be confirmed to the athlete/owner by the EPM following selection. Such funding should be primarily used towards training and/or equine sports science and medicine support.
 - 1.1 The EPM, PM and associated ESSM staff may attend training sessions with home coaches and it is expected that there will be ongoing communication with home coaches.
 - 1.2 In the case of ESSM support this will have to be approved in advance by the designated WCP vet for the EP(D) through the EPM.
2. Access to individually identified support provided by WCP staff and delivered at assessment sessions
 - 2.1 Monitoring of horses through observation and communication with athletes/owners.
 - 2.2 Veterinary and farriery monitoring and advice
 - 2.3 Coaching and training advice, support and feedback
 - 2.4 Support with competition planning
 - 2.5 Access to identified WCP days where places are available
3. The level of support may depend on a horse's current performance/training level and will be set at selection.

APPENDIX 2

SELECTION PROCESS

FOR HORSES RIDDEN BY ATHLETES ON THE EQUESTRIAN WORLD CLASS PODIUM PROGRAMME (DRESSAGE)

Stages 1 and 2: Apply to horses that have NOT achieved the competition criteria as stated in Stage 3

Stage 3: Applies to horses that have achieved competition criteria as stated in Stage 3

Stage 1: Application

1. Completion of written application form OR notification to the Dressage PM or EPM

Opening Date: Friday 9 September 2016

Closing Date: Thursday 13 October 2016

Stage 2: Final Selection

2. Having completed Stage 1 above all athlete/horse combinations wishing to be considered for the WCP-EP(D) are required to attend on both days of final selection

Monday and Tuesday 7 & 8 November 2016

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3. Final Selection will comprise free ride group sessions and test riding. Timings permitting it may also include training sessions and/or performance analysis sessions.

3.1. Free ride group sessions During the free ride group sessions ALL combinations will be required to demonstrate the elements outlined in Stage 2 Minimum Performance Standards with particular reference to Point 12.4.

Any horse unable to demonstrate the elements required for later Grand Prix level and therefore necessary for assessment onto the programme will NOT be required for test riding and may no longer be considered for selection.

3.2. Test riding - a test relevant to a horse's age group will be ridden from the following. The test will be used to assess the potential of the horse and as a method of identifying areas of progression for those selected.

6 year old horses FEI Dressage Test for 6 year olds – Final

7 year old horses BD Advanced Medium 98 / OR FEI Preliminary Dressage Test for 7 year olds

8 year old horses FEI PSG

9 year old horses FEI Intermediate 1

10 year old horses FEI Intermediate 1 / OR FEI Intermediate A or B / OR FEI Intermediate 11 / OR FEI Grand Prix

The athlete may choose to ride a higher-level test than that stipulated for the age group eg an 8 year old horse may perform the FEI Intermediate 1 test.

4. General. WCPSSM Staff will be present during the Selection process, their observations may be taken into consideration by the Selectors. At the Selector's request they may also ask to assess horse/s individually.

**FOR HORSES RIDDEN BY ATHLETES ON THE EQUESTRIAN WORLD CLASS PODIUM PROGRAMME
(DRESSAGE) AND WHO HAVE ACHIEVED IDENTIFIED COMPETITION CRITERIA**

Stage 3: Application

Horses that meet the following competition criteria will automatically be selected at any period throughout the current Programme year provided athletes/owners notify the EPM on achievement. Where horses are based abroad the equivalent level classes will be agreed with the PD/PM/EPM.

Horses on the programme will be required to undertake a veterinary assessment at such times as the WCP ESSM staff are attending a home visit, or at any other time that may be deemed necessary by WCP.

AGE Achieved in current programme year	SCORE TO BE ACHIEVED IN CURRENT PROGRAMME YEAR
6 years	Scoring over 8.5 in YHP6 or YHF6 OR over 70% at Medium Open level 3 times
7 years	Scoring over 72% at Advanced Medium Open level x 3 times
8 years	Scoring over 72% in FEI PSG classes at BD Premier League/BD National Championships x 2 times OR over 70% in CDI3* and above Small Tour classes x 2 times within the same year
9 years	Scoring over 72% in FEI Intermediate 1 classes at BD Premier League/BD National Championships x 2 times OR over 70% in CDI3* and above Small Tour classes x 2 times within the same year
10 years	Scoring over 68% in FEI Intermediate 11 level /Grand Prix level at BD Premier League/BD National Championships x 2 times OR (b) over 68% in CDI3* and above Big Tour classes x 2 times OR a combination of (a) and (b)

PROGRAMME SUPPORT

Athletes/owners with horses selected onto the EP(D) will receive the following benefits in any one year (subject to funding levels):

1. A amount of funding allocated on a quarterly basis and to be used solely towards training, competition and/or equine sports science and medicine support.
2. The level of support may depend on the horse's current performance/training levels and will be set at the time of joining the programme.

APPENDIX 3

RE-ASSESSMENT PROCESS

FOR ATHLETES/OWNERS WITH HORSES THAT ARE CURRENTLY ON THE EQUESTRIAN WORLD CLASS EQUINE PATHWAY PROGRAMME (DRESSAGE)

Stage 1: Application

1. It will be assumed that owners/athletes wish their horses to stay on the programme and will be attending the Assessment unless the EPM is notified to the contrary by **Thursday 13 October 2016**.

Stage 2: Assessment

2. All athlete/horse combinations wishing to be assessed to remain on the programme are required to attend on both days.

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3. Re-assessment comprises free ride group sessions and test riding. Timings permitting it may also include training sessions and/or performance analysis sessions.

3.1. Free ride group sessions During the free ride group sessions ALL combinations will be required to demonstrate the elements outlined in Stage 2 Minimum Performance Standards with particular reference to Point 12.4.

Any horse unable to demonstrate the elements required for later Grand Prix level and therefore necessary for assessment onto the programme will NOT be required for test riding and may no longer be considered for selection.

3.2. Test riding - a test relevant to a horse's age group will be ridden from the following. The test will be used to assess the potential of the horse and as a method of identifying areas of progression for those selected.

6 year old horses FEI Dressage Test for 6 year olds – Final

7 year old horses BD Advanced Medium 98 / or FEI Preliminary Dressage Test for 7 year olds

8 year old horses FEI PSG

9 year old horses FEI Intermediate 1

10 year old horses FEI Intermediate 1 / OR FEI Intermediate A or B / OR FEI Intermediate 11 / OR FEI Grand Prix

The athlete may choose to ride a higher-level test than that stipulated for the age group eg an 8 year old horse may perform the FEI Intermediate 1 test.

4. General. WCP ESSM Staff will be present during the Assessment process and their observations may be taken into consideration by the Selectors. Horses already on the programme will also be checked individually by ESSM staff.