



Equestrian Team GBR Selection Policy for the FEI World Equestrian Games 2018

1 Introduction

- 1.1 The Equestrian Team GBR Eventing squad (the “Squad”) for the FEI World Equestrian Games 2018) (“WEG” or the “Championships”) will be selected by the British Eventing Selectors (the “Selectors”) and entered and supported by the British Equestrian Federation through its World Class Programme.
- 1.2 References to selection for the Championships in this Policy refer to selection of a squad of 5 athlete/horse combinations that will be selected and references to the “Squad” in this Policy are to be construed accordingly.
- 1.3 References to the “Team” pertain to the 4 athlete/horse combinations that will be selected to compete for the Team Competition and Individual Competition at the Championships.
- 1.4 References to the “Individuals” refers to the remaining 1 athlete / horse combination that will compete only for the Individual Competition.
- 1.5 References to Performance Director shall mean the World Class Performance Director, interim post-holder or designated deputy.

2.0 Objective

The objectives of this Selection Policy are to select rider and horse combinations that will maximise the potential to:

- 2.1 Primary objective: deliver the results required for Team GBR to qualify for the Team Competition for the Tokyo Olympic Games (more specifically, the seven (7) best ranked teams from the 2018 World Equestrian Games (WEG) excluding the Olympic Host Country team).
- 2.2 Secondary objective: win the Team Competition gold medal at the Championships.
- 2.3 Tertiary objective: win as many Individual Competition medals as possible at the Championships.

3 Confidentiality

- 3.1 It is vitally important for the integrity of the Selection Policy and out of respect for the athletes, owners, selectors, staff and other parties that there is at all times a high degree of confidentiality relating to information which may have a bearing on selection.
- 3.2 Any member of the Selection Panel, whether voting or non-voting, who breaks this confidentiality may be removed from the Selection Panel. All confidential information, conversations and discussions will be identified as such.

4 Conflict of Interest

- 4.1 In order to protect the integrity of the selection process members of the Selection Panel, both voting and non-voting, shall not take any measure nor exercise any influence in relation to a matter where any conflict of interest or any other conflict exists or is perceived to exist. Members of the Selection Panel must therefore take all reasonable steps to avoid situations where there may be a potential conflict of interest, whether that is a real or perceived conflict of interest.
- 4.2 The Chairman of Selectors will be responsible for proactively addressing and managing all conflicts of interest amongst members of the Selection Panel on a regular basis and throughout the selection process.
- 4.3 A register of interests will be maintained by the Chairman of Selectors, the details of which will be supplied to the Chief Executive of BE, who will share it with the PD as and when any new conflict of interest is registered and prior to selection of the nominated entries and the final selection meeting.
- 4.4 Every member of the Selection Panel will be required to declare any potential or perceived conflict of interest as soon as it arises and may not participate in, or influence, any decision or vote on any issue connected to the conflict.
- 4.5 If a member of the Selection Panel has a conflict of interest (whether in relation to any athlete who may be eligible for selection under this Policy, or otherwise) then that individual must step down from discussions involving the conflict. Alternatively, they may be asked to withdraw for the entire portion of the meeting regarding the actual selection discussion as directed by the Chairman of Selectors.

Selection Panel

- 5.1 The non-voting Chairman of Selectors plus four (4) voting Selectors will be nominated by the British Eventing (BE) International Directors and ratified by the BE Board in consultation with the WCP Performance Director (PD) and Eventing Performance Manager (PM). The voting Selectors 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. The term "Selectors" throughout this document refers to the Chairman of Selectors and the appointed Selectors.
- 5.2 The Chairman of Selectors will ensure that the process of selection is followed correctly. The Chairman will maintain a register of conflicts of interest and all Selectors will declare any potential or perceived conflicts as soon as they arise. If a voting Selector has a conflict of interest during selection, then the selector must step down from discussion involving the conflict.
- 5.3 All Selectors, with the exception of the Chairman, will have equal voting rights. Decisions must be reached by a majority and with no abstentions, unless a Selector is required to abstain due to a declared conflict of interest. In the event that Selectors reach an equality of votes, the PM will have the casting vote.

5.4 The Championship Team Selection Panel shall comprise:

Chairman of Selectors (non-voting) – Dan Hunt	
Selector (voting), British Eventing International Director	Nigel Taylor
Selector (voting, rider representative)	Jeanette Brakewell
Selector (voting)	Sarah Bullen
Selector (voting)	Gill Watson

5.5 The WCP Eventing Performance Coach will be a non-voting member of the Selection Panel with the sole purpose of providing relevant evidence and insight including, but not limited to, assessment of anticipated performance, assessment of risk factors, recommendations regarding final preparation/training for each candidate.

5.6 The Team Veterinary Surgeon will be a non-voting member of the Selection Panel with the sole purpose of reporting on soundness, assessment of known risk factors and recommendations regarding final preparation.

5.7 The PM will attend all selection meetings. He will not have a vote except as provided in section 5.3.

5.8 The PD and representatives of the BOA and UK Sport will have the right to attend all selection meetings but will not have a vote.

5.9 A BE representative or a representative from the WCP (non-voting) will be present to take minutes during the WEG Team selection meeting

5.10 Throughout the Selection process the Selectors will act as experts and are entitled within this selection policy, having regard to the criteria set out below, to use their discretion to select rider and horse combinations onto the Team. They must at all times use their discretion honestly and with integrity having regard to, and acting in compliance, with any applicable code of conduct or code of ethics in force from time to time.

6 Policy formation

6.0 The Equestrian Team GBR Eventing Selection Policy for the Championships is compiled in consultation with the BE International Directors, Selectors, athletes, PD, PC and PM. And approved by BE board

7 Changes in policy

7.1 The Selectors will have the right in exceptional circumstances (e.g. force majeure) to amend or change the Policy where necessary at any time in order to fulfil the objectives of the Policy. Any changes to the Policy must be approved in writing by the Chairman of Selectors and the PM. The amended Policy in its entirety will be communicated to all athletes (as directed by the Selectors), the PD and BE International Directors by e-mail and the section revised will be published on the BE and BEF websites.

8 Eligibility & availability for consideration for selection

8.1 The PM in collaboration with BE will ensure that each athlete available for selection is eligible to represent Great Britain including:

- That the athlete holds a British passport;
- That the athlete has been granted a licence by the National Federation of Great Britain to compete in international events in accordance with Article 117 of the FEI General

Regulations;

- That the athlete/horse combination is qualified for the forthcoming WEG;
- That the horses available for selection have eligible ownership status; and
- That neither horses nor athletes are, for any reason, ineligible to take part in the forthcoming Championships under BE, BEF or FEI rules.

8.2 In addition, as a condition of selection for the Championships, an athlete must be eligible according to the minimum eligibility criteria as defined in the FEI Eventing Regulations and will be obliged to abide by any Equestrian Team GBR charter which may be in force.

9 Qualification period

9.1 The qualification period for horses and athletes will be in accordance with FEI Eventing regulations, which are available at www.fei.org.

10 Squad size

10.1 A Squad of up to a maximum of 5 athlete/horse combinations will be selected, of which four will make up the Team and will compete for in the Team Competition. The Squad athlete who is not in the Team will compete, alongside the Team members, in the Individual Competition.

10.2 The Selectors will also select a number of reserve combinations (the exact number will be decided in consultation with the PM/HPC/Team Vet). The Selectors may place the reserve list in rank order.

11 Selection criteria

11.1 The Selectors will take into account the criteria set out below and use their absolute discretion to select combinations onto the Squad. They must at all times use their discretion honestly and with due integrity.

- **The athlete/horse combination's results.** Except in exceptional circumstances this criteria will carry greater weight than any other single selection criteria. Due regard will be given, when considering results, to:
 - past and present results from 3* and 4* events, including CCI, CIC***, CICO***define acronyms
 - the standing of the judges and the competition
 - the difficulty of the cross country/showjumping courses
 - the terrain
 - the quantity and competitiveness of the starters
 - the form and results of horse/rider combinations from relevant dressage competitions and showjumping competitions
 - the combination's likely contribution to winning medals/achieving the objectives set out in section 2.

Although the results across in all three phases will usually be evaluated the Selectors reserve the right to select an athlete/horse combination with an outstanding talent or record in one of the three eventing phases if it is in the interests of the Objectives of the Selection Policy.

- **Fitness and soundness of the horse.** The professional opinion of the World Class Programme veterinary surgeon or another appointed veterinary surgeon will be sought. Athletes are obliged to notify the World Class Programme veterinary surgeon of any change in their horses' health status or veterinary management immediately. Athletes are expected to

facilitate open communication between their own veterinary surgeon and the World Class Programme veterinary surgeon.

- **Fitness of athletes to compete to their full potential.**
- **Willingness of the athlete and his/her owners, coaches, SSM staff, grooms and others that may be assisting the athlete during the Championships, to contribute to the Objectives of the Selection Policy, and abide by any Equestrian Team GBR charter which may be in force.**
- **Ability to produce peak performances in conditions similar to the Championships.**
- **Demonstration of behaviour that indicates a commitment to a positive team environment both on and off the field of play.**

11.2 The Selectors, in collaboration with the PM and PC, may ask athletes and horses to participate in specific training, tests or competitions where they deem this appropriate and necessary prior to selection. The PM will inform the athletes concerned of the details regarding these requirements.

12 Selection process

12.1 The Selectors will announce a long list at a date TBC.

12.2 The Selectors will select the Squad of 5 athlete/horse combinations to compete at the FEI World Equestrian Games 2018 in Tryon, North Carolina, plus reserves (which may or may not be set out in order of preference), on or around the 7th August 2018 subject to receiving the FEI official schedule.

12.3 The PM will inform the athletes of the decisions of the Selectors.

12.4 The PM, in consultation with the BEF and BE, will announce the Squad for the FEI World Equestrian Games 2018 on or around the 7th August 2018, unless circumstances dictate otherwise.

12.5 The four athletes that will compete for the Team medals will be announced in line with 2018 FEI Eventing regulations.

Post selection

13 Running order

13.1 The PM and PC will jointly decide the Team running order. The PM and PC will inform athletes accordingly on arrival at the Championship venue, after assessment of the condition of the horses post-travel and the ground/weather conditions. The PM may make amendments to the Team running order if deemed necessary to do so after the first Horse Inspection. The PM and HPC in consultation with the Team Vet will decide the four Team Members and one Individual along with the running order.

14 Maintaining form

14.1 Selection decisions are subject to the athlete and horse maintaining fitness and performance. Once an athlete/horse combination has been selected they must maintain their form and fitness in a suitable training and competition programme, to be agreed with the PM. Failure to follow this programme or to discuss amendments to the programme with the PM could lead to the athlete/horse combination being substituted.

15 Substitution

- 15.1 Substitution of a Squad member may occur at any time between the announcement of the Squad and departure to the WEG. The final decision as to whether to substitute, whatever the reasoning, will be made by the Selectors in consultation with the PM, PC and Team Veterinary Surgeon.
- 15.2 After announcement of the Squad, in the case of an athlete being considered medically unable to compete, the decision as to whether to substitute the athlete will be made by the PM and PC following an examination by a World Class Programme approved Human SSM Practitioner and in consultation with the PD. This may involve the athlete being asked to ride certain dressage movements or jump selected fences on their selected horse. Being unfit to compete is best described as "not being able to ride their horse in a manner which allows the athlete to produce the standard of performance at which they were selected".
- 15.3 In the case of a horse being considered unable, due to veterinary reasons, to compete or unable to compete to the performance standard anticipated, the decision will be made by the PM and PC following an examination by the World Class Programme approved veterinarian and in consultation with the PD

16 General

- 16.1 Discretion - In exceptional circumstances, the Selectors will be entitled, within the provisions of this Policy, to exercise their discretion to achieve the Objective where it is reasonable to do so.
- 16.2 Code of conduct/charter - Athletes, owners, grooms and athletes' "home teams" are expected to abide by any Equestrian Team GBR charter which may be in force.
- 16.3 Athletes and their support teams are expected to behave at all times in a manner that does not bring the sport, Team GBR, BEF, the World Class Programme or BE into disrepute or potentially negatively affect performance.
- 16.4 Clean sport - Selection is subject to compliance with FEI and BEF Equine Anti-Doping and Controlled Medication Rules, and FEI, BEF and WADA rules on human anti-doping.
- 16.5 Cancellation/postponement - In the event of cancellation the relevant parties will be notified straightaway. In the event of postponement a situation might arise where a new and/or different Squad needs to be selected, in which case all parties will be notified and normal procedure for selection will be followed.
- 16.6 Force majeure - In the event of exceptional circumstances beyond the BEF or BE's control, e.g. disease outbreak in horses or humans, war or terrorism, withdrawal of World Class funding, the British Eventing Board reserves the right to make the decision, following consultation with the PD and Chief Executive of the BEF, either to change the Selection Policy or the procedure, which might include withdrawing the British Team from competition.
- 16.7 Communication (Publication) - The Selection Policy will be placed on the BE and BEF website and copies will be available on request from the BE/BEF office.
- 16.8 Enquiries - Enquiries about the Selection Policy can be made either in writing or by telephone to the BE/BEF office or the PM.
- 16.9 Point of contact - The PM is the key point of contact relating to this Selection Policy.

17. Appeals process and procedures

- 17.1 Athletes have the right to appeal against a selection decision of the Selectors but only on the grounds that the Selectors have failed to comply with this Policy or have made a decision that no rational body of competent Selectors could reasonably reach. An appeal must be made by submitting notice in writing to the Chief Executive of the BEF in accordance with the BEF Selection Appeal Rules (the "Appeal Process") within 48 hours of the relevant athlete being informed of the Selectors' decision.
- 17.2 A copy of the Appeal must also be submitted to the Chief Executive of BE. The Chief Executive of BE shall, on receipt of the notice of appeal, seek to bring together all parties for a without prejudice discussion that may, if all are agreed, take the form of facilitated mediation.
- 17.3 For the avoidance of doubt the Appeal Process shall continue to run during the course of such discussion. However in the event that both parties notify the BEF (within 48 hours of receipt of the notice of appeal) that such discussion/mediation has resolved the appeal, the Appeal Process shall be stayed. The Appeal Process is set out on the BEF website and copies of the Selection Appeal Rules can be obtained from the BEF office.