



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

### 1 Introduction

- 1.1 The Equestrian Team GBR Dressage Team (the “Team”) for the FEI World Equestrian Games 2018 (“WEG” or the “Championships”) will be selected by the British Dressage Selectors (the “Selectors”). The Team will then be entered and supported by the British Equestrian Federation through its World Class Programme (WCP).
- 1.2 References to the “Team” pertain to the four athlete/horse combinations that will be selected to compete for the Team Competition and Individual Competition at the Championships, plus two reserve athlete/horse combinations (the “Reserves”).
- 1.3 References to Performance Director shall mean the World Class Performance Director, interim post-holder or a designated deputy.
- 1.4 Following a declared conflict of interest by the BEF WCP Performance Manager (Dressage) in relation to the position of her daughter as a member of the BEF WCP Podium Squad the following mitigations have been put in place in relation to the FEI World Equestrian Games 2018 Dressage Selection Policy.
  - a) The Performance Manager will not form part of the Selection Panel, whether as a voting or non-voting member, and will have no input into selection decisions taken by the Selection Panel other than as described below.
  - b) To the extent that the Performance Director might wish to seek input or information from the Performance Manager to allow or assist him (the Performance Director) to fulfil his function under clause 5.4 of the Selection Policy such information shall be provided by the Performance Manager in writing and will be shared with the Selection Panel by the Performance Director in that form.
  - c) The Selection Panel will be made fully aware of the Performance Manager’s declared conflict of interest.

### 2.0 Objective

The objectives of this Selection Policy are to select athlete/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 (namely; to fall within

the top five (5) best ranked teams from the 2018 World Equestrian Games 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 selection related conversations and discussions will be confidential.

### 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 Chair 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 Chief Executive (CEO) of British Dressage, the details of which will be supplied to the Chair 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 Chair.

### 5. Selection Panel

5.1 The Selection Panel shall comprise:

|                                     |                   |
|-------------------------------------|-------------------|
| Chair (non-voting)                  | Independent (TBC) |
| International Director (voting)     | David Trott       |
| Selector (voting)                   | Judy Harvey       |
| Selector (voting)                   | Linda Whetstone   |
| Performance Director (non-voting)   | (TBC)             |
| WCP Veterinary Surgeon (non-voting) |                   |

The International Director (voting) plus two (2) voting Selectors have been nominated by the British Dressage Board in consultation with the WCP Performance Director (PD). The voting selectors have been selected on the basis that they have the knowledge and expertise 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 International Director (ID) and the appointed voting Selectors.

- 5.2 All Selectors 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.
- 5.3 In the event of no majority decision being possible, the International Director (ID) has the casting vote. In the event that the ID has stood down from the vote due to a conflict of interest the most senior Selector (as determined by length of service and ratified by the Chief Executive of BD) shall have the casting vote.
- 5.4 The WCP Performance Director will be a non-voting member of the Selection Panel with the purpose of providing relevant performance evidence and insight including, but not limited to, assessment of anticipated performance, assessment of risk factors, recommendations regarding final preparation for each candidate. Such information will be prepared in consultation with and ratified by the WCP Head of Performance Support Services.
- 5.5 The WCP Veterinary Surgeon will be a non-voting member of the Selection Panel with the sole purpose of reporting on assessment of known risk factors and recommendations regarding final preparation for each candidate.
- 5.6 Representatives of the BOA and UK Sport will have the right to attend all selection meetings but will not have a vote.
- 5.7 The BD International Officer (non-voting) will be present to take minutes during the WEG Team selection meeting.
- 5.8 An independent observer, usually either from UK Sport or the British Athletes Commission, will be present during the WEG Team selection with the sole purpose of verifying that the selection procedure has been carried out in accordance with the

Selection Policy.

- 5.9 Throughout the Selection process the Selectors will act as experts and are entitled within this selection policy to use their discretion to select athlete and horse combinations onto the Team in accordance with the criteria set out below. 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 Changes in policy

- 6.1 The Selectors will have the right in exceptional circumstances to amend or change the Policy where necessary at any time in order to fulfill the objectives of the Policy. Any changes to the Policy must be approved in writing by the ID, PD and BD CEO. The amended Policy in its entirety will be communicated to all athletes (as directed by the Selectors), the PM and BD Board of Directors by e-mail and the section revised will be published on the BD and BEF websites.

## 7 Eligibility & availability for consideration for selection

- 7.1 The BD International Officer, in collaboration with the BEF, will ensure that each athlete available for selection is eligible to represent Great Britain including:

- That the athlete holds a British passport; and
- That the athlete is a full and active member of BD and the horse is fully registered with BD and both have the appropriate and current FEI licence(s) issued via the application process undertaken by the National Federation of Great Britain in accordance with Article 113 of the FEI General Regulations; and
- That the athlete/horse combination is qualified for the forthcoming WEG; and
- That the horses available for selection have eligible ownership status (Olympic years only); and
- That neither horses nor athletes are, for any reason, ineligible to take part in the forthcoming WEG under BD, BEF or FEI rules.

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

## 8 Qualification period

- 8.1 The qualification period for horses and athletes will be in accordance with WEG Qualification guidelines, which are available at [www.fei.org](http://www.fei.org).

## 9 Team size

- 9.1 A team of up to a maximum of four athlete/horse combinations will be selected to compete at the FEI World Equestrian Games, Tryon 2018.

9.2 The Selectors will also select two reserve combinations. The Selectors may place the reserve list in rank order.

## 10 Selection criteria

10.1 The Selectors will take into account relevant evidence in relation to the criteria set out in clauses a) – e) below and use their absolute discretion to select combinations onto the Team. They must at all times use their discretion honestly and with integrity.

- a) **The athlete/horse combination's results and current form.** When considering results Selectors will give due regard to the following factors:
- the athlete/horse combination's results from FEI 3\*, 4\* and 5\* shows in 2018 with the emphasis on Grand Prix, followed by Grand Prix Special and then Grand Prix Freestyle
  - the standing of the judges and the competition
  - the quality and competitiveness of the starters
  - the competition performance trajectory
  - the consistency of final Grand Prix scores, followed by final Grand Prix Special scores
  - the athlete/horse combination's likelihood to develop into a contributor to maximise the probability of winning of medals/achieving the Objectives set out in section 2.
  - Evidence of ability to produce peak performance under high pressure conditions
- b) **Fitness and soundness of the horse to compete to its full potential.** The professional opinion of the WCP veterinary surgeon or another appointed veterinary surgeon will be sought. Athletes are obliged to notify the WCP veterinary surgeon of any change in their horses' health status or veterinary management immediately. Official inspections may take place at a rider's yard or competition and blood tests may be taken. Athletes are expected to facilitate open communication between their own veterinary surgeon and the WCP veterinary surgeon.
- c) **Fitness of athletes to compete to their full potential.** The professional opinion of a member of the WCP Human Sports Science & Medicine personnel may be sought and athletes may be asked to undergo a predetermined fitness assessment by such.
- d) **Willingness to contribute to the Objectives of the Selection Policy.** The 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.
- e) **Demonstration of behaviour that indicates a commitment to a positive team environment both on and off the field of play.**

10.2 The Selectors may ask athletes and horses to participate in specific training or competitions throughout the season where they deem this appropriate and necessary in order to evaluate performance against the selection criteria identified within this Policy prior to selection. The ID will inform the athletes concerned and the PM of the details regarding these requirements.

## 11 Selection process

11.1 The process of selection requires the Selectors to finally identify four team members and a minimum of two reserves. The Selectors will gather on or around 31 July 2018 to draw up a short list of up to eight athlete/horse combinations. The short list will form the nominated entries from which the Selectors will choose the final team for the FEI World Equestrian Games, Tryon 2018. These athlete/horse combinations must have met minimum eligibility requirements.

11.2 The ID will inform the athletes of the decisions of the Selectors within 24 hours of the list being drawn up.

11.3 Nominated entries will be submitted to the FEI on or around 13 August 2018.

11.4 The Selectors will meet on or around the 14 August 2018 with the sole purpose of selecting the Team of four athlete/horse combinations to compete at the FEI World Equestrian Games 2018 in Tryon, North Carolina, and two reserve combinations.

11.5 The ID will inform athletes of the decisions of the Selectors within 24 hours of the Team and Reserves being selected.

11.6 Definite entries will be submitted to the FEI by 3 September 2018.

11.7 The ID, in consultation with the BEF and BD, will announce the Squad for the FEI World Equestrian Games 2018 on or around the 17 August 2018, unless circumstances dictate otherwise.

## Post selection

### 12 Running order

12.1 The ID, or if appropriate within the context of any conflict of interest the PM, in consultation with the PD, will decide the Team running order. The PD or PM 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 PD, in consultation with the ID, may make amendments to the Team running order if deemed necessary to do so after the first Horse Inspection.

### 13 Maintaining form

- 13.1 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. Failure to do this could lead to the athlete/horse combination being substituted.

## **14 Substitution**

- 14.1 Substitution of a Team member may occur at any time between the announcement of the Team and departure to WEG. From the date of definite entries until the athletes and horses depart for WEG substitutions can be made from the nominated entry list. For clarification see Article 449 1.2 of the FEI Dressage Rules for Championships. The final decision as to whether to substitute, whatever the reasoning, will be made by the ID, in consultation with the PD, with input from the Team Veterinary Surgeon and / or WCP approved Human SSM Practitioner.
- 14.2 After announcement of the Team, in the case of an athlete being considered medically unable to compete, the decision as to whether the athlete should be substituted will be made by the PD, in consultation with the ID, following an examination by a WCP approved Human SSM Practitioner. This may involve the athlete being asked to ride certain dressage movements 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".
- 14.3 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 PD, in consultation with the ID, following an examination by a WCP approved veterinarian.
- 14.4 If an athlete finds at any time and for whatever reason that they have to withdraw they are obliged to notify the ID immediately.

## **15 General**

- 15.1 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.
- 15.2 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.
- 15.3 Athletes and their support teams are expected to behave at all times in a manner that does not negatively affect performance or bring the sport into disrepute.
- 15.4 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.
- 15.5 Cancellation/postponement – In the event of cancellation the relevant parties will be

notified immediately. 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.

- 15.6 Force majeure – In the event of exceptional circumstances beyond the BEF or BD’s control, e.g. disease outbreak in horses or humans, war or terrorism, withdrawal of World Class funding, the British Dressage 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.
- 15.7 Communication (Publication) – The Selection Policy will be placed on the BD and BEF websites and copies will be available on request from the BD/BEF office.
- 15.8 Enquiries – Enquiries about the Selection Policy can be made either in writing or by telephone to the BEF PD or to the CEO of BD.

## 16. Appeals process and procedures

- 16.1 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.
- 16.2 A copy of the Appeal must also be submitted to the Chief Executive of BD who 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.
- 16.3 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.