



SELECTION POLICY FOR PARA-EQUESTRIAN DRESSAGE
2018 World Equestrian Games
Tryon, USA

1. INTRODUCTION

- 1.1 The British Equestrian Para-Equestrian Dressage Team (the “Team”) for the 2018 World Equestrian Games (WEG) will be selected by the British Dressage (BD) Para-Equestrian Dressage Selectors (the “Selectors”) and entered through the British Equestrian Federation (BEF).
- 1.2 References to selection for the 2018 WEG in this Selection Policy refer to selection of a Team of four (4) athlete/horse combinations, that will be recommended to BD for formal selection and references to the “Team” in this Selection Policy are to be construed accordingly.
- 1.3 References to Performance Director shall mean the World Class Performance Director, interim post-holder or a designated deputy.
- 1.4 One (1) team member must be classified in Grade I, II or III. A Team may not include more than two (2) athletes from any single grade. In a Team comprised of four (4) athlete/horse combinations, the three (3) best total scores will count for the team result.

2. OBJECTIVES OF THE SELECTION POLICY

- 2.1 The specific objectives of the Selection Policy in order of priority are:
 - 2.1.1 To select athlete/horse combinations that will have the best chance of securing a Team Quota Place qualification for the Tokyo 2020 Paralympic Games.
 - 2.1.2 To select athlete/horse combinations that will deliver the best possible result for Great Britain at the 2018 WEG in the equestrian discipline of para-equestrian dressage. For the avoidance of doubt, the best result refers primarily to the number of gold then silver then bronze medals.
 - 2.1.3 To optimise the individual world ranking of GBR riders to support Paralympic Games qualification.
 - 2.1.4 To select athlete/horse combinations in order to develop capability of winning medals at future 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 Chair of Selectors, the details of which will be supplied to the Chief Executive of BD, 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 Chair.

5. **SELECTION PANEL**

5.1 The Selection Panel will comprise:

Chair (Independent)	(TBC) (non-voting)
Lead Selector:	Carolyn Gardiner (voting)
Selector:	Joyce Head (voting)
Selector:	Waveney Luke (voting)
Performance Director	TBC (non-voting)
Performance Manager	Sarah Armstrong (non-voting)
WCP Veterinary Surgeon	[TBC] (non-voting)

All Selectors (including the Chair of Selectors) have been nominated by the BD Board in consultation with the World Class Performance Director and the World Class Performance Manager (PM). The Selectors as a panel will have the knowledge and expertise required to select championship teams and will be free from all vested interests and conflict of interest in so far as is possible. The term “Selectors” throughout this document refers to the Lead Selector 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. The Selectors will follow the BD Terms of Reference for Selectors.
- 5.3 In the event of no majority decision being possible, the Lead Selector has the casting vote. In the event that the Lead Selector 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 PM will attend all selection meetings but will not have a vote 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 PD and a representative of the British Paralympic Association (BPA) and UK Sport will be entitled to attend selection meetings but will not have a vote.
- 5.6 An independent observer, usually either from UK Sport, the BPA 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.
- 5.7 The WCP Para-Equestrian Dressage 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. In order to fulfil this reporting function the WCP Para-Equestrian Dressage Veterinary Surgeon may consult the opinion of other WCP veterinary surgeons. In addition, there may be an official inspection, which all horses must attend and where a blood test may be taken. Alternatively, the official inspections may take place at athletes’ yards or at a competition. If a horse is based abroad then an inspection will be arranged by the WCP para-equestrian dressage veterinary surgeon. Athletes are expected to facilitate open communication between their own veterinary surgeon and the WCP para-equestrian dressage veterinary surgeon.
- 5.8 The BD Senior International Officer (non-voting) will be present to take minutes during the WEG Team selection meeting.
- 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 Senior International Officer will ensure that each athlete available for selection is eligible to represent Great Britain, including being:

7.1.1 A British passport holder;

7.1.2 At least 16 years of age;

7.1.3 A member of BD in good standing 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 in accordance with Article 113 of the FEI General Regulations;

7.1.4 In possession of a Certificate of Capability;

7.1.5 Eligible to compete and not serving any period of ineligibility under any applicable human anti-doping rules and/or equine anti-doping and controlled medication regulations.

- 7.2 In addition, as a condition of selection for the 2018 WEG, an athlete:

7.2.1 Must hold a current international classification;

7.2.2 Must agree to abide by any BEF World Class Programme (WCP) and Team Charter.

- 7.3 All horses must have a valid and up to date FEI passport with vaccinations recorded according to current FEI regulations and BEF recommendation relevant to the Championships.

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.

9. TEAM SIZE

- 9.1 A Team of four (4) athlete/horse combinations will be selected.

9.2 The Selectors will also select a number of reserves (the “Reserves”) (the exact number will be decided in consultation with the PM). The Selectors may place the reserve list in rank order and may substitute athletes on the reserve list at any time prior to departure to WEG.

9.3 Reserves will be listed as athlete/horse combinations.

10. SELECTION CRITERIA

10.1 Phase one

To be considered for selection for the 2018 WEG, athlete/horse combinations will be expected to:

10.1.1 Qualify for and compete at the Para Winter Championships at Myerscough College on 15 – 18 February 2018. Athletes should refer to the BD rulebook/website for details of the competition dates and points-based qualification process.

10.1.2 Qualify for (in line with the BD Rules for this competition) and compete at the KBIS Gold Semi-Finals at Wellington Riding on 5 – 6 June 2018. Athletes should refer to the BD rulebook/website for details of the competition dates and points-based qualification process; and

10.1.3 Compete at the CPEDI3* Hartpury from 3 – 8 July 2018.

10.2 In addition athletes may be invited by the Selectors to compete at CPEDI3* competitions abroad in 2018.

10.3 The Selectors reserve the right to give dispensation not to compete in one or more of the competitions in 10.1.1, 10.1.2 and 10.1.3 above to athlete/horse combinations on an individual basis if such a decision contributes to the Objectives of this Selection Policy.

10.4 Phase Two

The Selectors will take into account relevant evidence in relation to the criteria set out in clauses 10.4.1 – 10.4.6 below and use their absolute discretion to select combinations onto the Team. They must at all times use their discretion honestly and with integrity.

10.4.1 **The athlete/horse combination’s results and current form.** When considering results Selectors will give due regard to the following factors:

- Consistency of 70+% scores in CPEDI3* and BD Championships, and consistency of 72+% scores in national Para-Equestrian Dressage qualifying competitions.
- The standing of the judges and the competition
- The quality and competitiveness of the teams from other competing nations

- 10.4.2. **Fitness and soundness of the horse.** The professional opinion of the WCP Para-Equestrian Dressage veterinary surgeon or another appointed veterinary surgeon will be sought. Athletes must notify the WCP Para-Equestrian Dressage veterinary surgeon of any change in their horse's health status or veterinary management immediately.
- 10.4.3 **Fitness of the athlete to compete to their full potential.** The professional opinion of the WCP Chief Medical Officer or other WCP human sports science and medicine practitioner will be sought.
- 10.4.4 **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.
- 10.4.5 **Ability to produce peak performances in conditions similar to the World Equestrian Games.**
- 10.3.6 **Demonstration of behaviour that indicates a commitment to a positive team environment both on and off the field of play.**

11. SELECTION PROCESS

- 11.1 The process of selection requires the Selection Panel to finally identify four team members; and Reserves as required. The Selection Panel (including the independent observer) will meet on or around 7 July 2018, (date tbc and subject to receiving the FEI official schedule) to consider the athletes who are eligible for selection under this Selection Policy against the relevant criteria and to draw up a short list of up to eight (8) 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 and the Selectors reserve the right to request that athletes compete at competitions after the date on which the shortlist was compiled.
- 11.2 The PM will inform the athletes of the decisions of the Selectors within 24 hours of the list being drawn up.
- 11.3 The Selection Panel (including the independent observer) will meet on or around the 3 August 2018 (date tbc and subject to receiving the FEI official schedule) with the sole purpose of selecting the Team of four athlete/horse combinations (and reserves as required) to compete at the FEI World Equestrian Games 2018 in Tryon, North Carolina.
- 11.4 Nominated entries will be submitted to the FEI on or around 13 August 2018 (date tbc and subject to receiving the FEI official schedule).

- 11.5 The PM 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 on or around [insert date](date tbc) and subject to receiving the FEI official schedule.
- 11.7 The PM, in consultation with the BEF and BD, will announce the Squad for the FEI World Equestrian Games 2018 on or around the [] 2018 (date tbc), unless circumstances dictate otherwise. Non-travelling Reserves may be announced at the same time.

Post selection

12 Running order

- 12.1 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 PM, in consultation with the PD, 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 423.4 of the FEI Para Equestrian Dressage Rules for Championships. The final decision as to whether to substitute, whatever the reasoning, will be made by the PM, 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 PM, in consultation with the PD, 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 PM, in consultation with the PD, 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 PM 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 Team 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 Selection 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 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 The Chief Executive of BD 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. 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 can be obtained from the BEF office.