



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

### 1 Introduction

- 1.1 The British Jumping Team (the "Team") for the FEI World Equestrian Games 2018 ("WEG" or the "Championships") will be selected by the British Showjumping 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 maximum of four (4) athlete/horse combinations that will be selected to compete for the Team Competition and Individual Competition at the Championships, plus one (1) travelling reserve athlete/horse combination (the "Reserve").

### 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 2020 Tokyo Olympic Games (namely; to fall within the six (6) best ranked teams in the Team Competition at the 2018 World Equestrian Games (WEG) excluding the Olympic Host Country team).
- 2.2 Secondary objective: win a Team Competition medal
- 2.3 Tertiary objective: win as many Individual Competition medals as possible

### 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 the BS International Committee, the details of which will be supplied to the Chairman of Selectors 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.

## 5. Selection Panel

- 5.1 The Championship Team Selection Panel shall comprise:

Chairman of Selectors (non-voting)	David Rogers
Selector (voting), WCP Performance Manager	Di Lampard
Selector (voting)	Robert Bevis
Selector (voting)	James Fisher
WCP Performance Director or designated deputy (non-voting)	TBC
WCP Veterinary Surgeon for Jumping (non-voting)	Robrecht Cnockaert

The non-voting Chairman of Selectors plus three (3) voting Selectors will be nominated by the BS International Committee in consultation with the WCP Performance Director (PD) (or designated deputy). 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 insofar as is possible. The term "Selectors" throughout this document refers to the Chairman of Selectors and the appointed voting Selectors.

- 5.2 All Selectors, with the exception of the Chairman of 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. In the event that Selectors reach an equality of votes, the Performance Manager (PM) will have the casting vote. In the event that the PM 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 BS) shall have the casting vote.

- 5.3 The WCP PD (or designated deputy) 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.
- 5.4 The WCP Veterinary Surgeon for Jumping 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 for each candidate.
- 5.5 Representatives of the British Olympic Association and UK Sport will have the right to attend all selection meetings but will not have a vote.
- 5.6 A note taker will be present to take minutes during the WEG Team selection meeting.
- 5.7 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.
- 5.8 Throughout the Selection process the Selectors will act as experts and are entitled within this Selection Policy to use their discretion to select athlete/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 Policy formation**

- 6.1 The British Jumping Team Selection Policy for the Championships is compiled in consultation with the BS International Committee, Selectors, athletes, PD (or designated deputy) and PM.

## **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 (or designated deputy) and BS International Committee by email and the section revised will be published on the BS and BEF websites.

## **8 Eligibility and availability for consideration for selection**

- 8.1 The PM in collaboration with BS will ensure that each athlete available for selection is eligible to represent Great Britain including that:
- The athlete holds a British passport;
  - The athlete is a full and active member of BS and the horse is fully registered with BS and that both have been granted a license by the National Federation of Great Britain to compete in international events in accordance with Articles 113 and 117 of the FEI General Regulations;
  - The athlete/horse combination is qualified for the forthcoming WEG;
  - The horse(s) available for selection have eligible ownership status; and

- Neither horse nor athlete is, for any reason ineligible to take part in the forthcoming WEG under BS, BEF or FEI rules.

8.2 In addition, as a condition of selection for WEG, an athlete must not be serving any period of suspension or under any other sanction from BS and/or the FEI 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 Showjumping Regulations, which are available at [www.fei.org](http://www.fei.org).

## 10 Team size

10.1 A Team of up to a maximum of 5 athlete/horse combinations will be selected, including the Reserve, of which four will make up the Team and will compete in the Team Competition and Individual Competition.

10.2 The Selectors will also select up to 5 reserve riders in consultation with the PM.

## 11 Selection criteria

11.1 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 standing of the competition
- The difficulty of the surfaces and conditions
- The competitiveness of the field
- The rate of progression of the combination
- Double clear rounds in 2018 FEI 5\* Nations Cup competitions & respective Grand Prix classes
- Double clear rounds will be advantaged in the counting Nations Cup competitions, and 5\* Grand Prix classes will take priority over 4\* Nations Cup competitions and respective Grand Prix classes
- 5\* CSI Grand Prix classes at GCT competitions will take priority over 4\* CSI and below
- The combination's likelihood to develop into a contributor to maximise the probability of the winning of medals/achieving the objectives set out in section 2.
- Results on other horses at 5\* level
- Proven ability to produce peak performances/double clear rounds on a given day and in conditions similar to WEG

Athletes should make themselves available for at least two FEI counting Nations Cup shows for WEG selection. Remaining in Division One is deemed critical for preparation towards Tokyo.

b) **Fitness and soundness of the horse.** The professional opinion of the WCP Veterinary

Surgeon for Jumping 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. 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.**
- d) **Willingness to contribute to the Objectives of the Selection Policy.** 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.**

11.2 The Selectors, in collaboration with the PM, 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 process of selection requires the Selectors to finally identify four (4) Team members and a Reserve. The Selectors will gather on or around 31 July 2018 to draw up a long list of a maximum of ten (10) athletes and twenty (20) horses. The long 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 should have met minimum eligibility requirements by 29 July 2018 in order for the Selectors to compile the long list and nominated entries.

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

12.3 Certificates of Capability for the nominated entries of a maximum of ten (10) athletes and twenty (20) horses must be achieved and forwarded to the FEI by 13 August 2018. Certificates of Capability must be in the format appended to the FEI regulations.

12.4 Nominated entries will be submitted to the FEI on 13 August 2018.

12.5 The Selectors will meet on or around 21 August 2018 with the sole purpose of selecting the Team of four (4) athlete/horse combinations plus one (1) Travelling Reserve to compete at the FEI World Equestrian Games 2018 in Tryon, North Carolina, and five (5) non-travelling reserve athlete/horse combinations.

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

12.7 Definite entries will be submitted to the FEI on 10 September 2018.

- 12.8 The PM, in consultation with the BEF and BS, will announce the Squad for the FEI World Equestrian Games 2018 on or around 10 September 2018, unless circumstances dictate otherwise.

### Post selection

#### 13 Running order

- 13.1 The PM in consultation with the Chef de Mission will decide the Team running order. The PM and Chef de Mission 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.
- 13.2 The PM will arrange an official training camp which all horses must attend and where the horses will be checked by the WCP Veterinary Surgeon for Jumping over a few days, and where bloods tests will be taken. If blood tests are not or cannot be taken at the official camp they will be taken on an individual basis.

#### 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 and WCP Veterinary Surgeon for Jumping. 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 Team member may occur at any time between the announcement of the Team 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, PD (or designated deputy) and WCP Veterinary Surgeon for Jumping.
- 15.2 The Selectors may substitute a Team member for a reserve between the announcement of the Team and the date of definite entries (10 September 2018). From this date until one hour before the first Championship competition substitutions can be made from the Definite Entry List. For clarification see Articles 303 and 304 of the FEI Rules for Jumping Championships and Games 26th Edition, effective 1 January 2018.
- 15.3 After announcement of the Team, in the case of an athlete being considered medically unable to compete, the decision will be made by the PM following an examination by a WCP approved human SSM practitioner and in consultation with the PD (or designated deputy) and Chairman of Selectors (if available). This may involve the athlete being asked to 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".
- 15.4 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 following an examination by a WCP approved veterinarian and in consultation with the PD (or designated deputy) and Chairman of Selectors (if available).

- 15.5 If an athlete finds at any time and for whatever reason that they have to withdraw they are obliged to notify the PM immediately.

## **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 BS into disrepute or potentially negatively affect the performance of the Team.
- 16.4 Clean Sport - Selection is subject to compliance with BS, 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 of the 2018 FEI WEG 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.
- 16.6 Force majeure - In the event of exceptional circumstances beyond the BEF or BS' control, e.g. disease outbreak in horses or humans, war or terrorism, withdrawal of World Class funding, the BS International Committee reserves the right to make the decision, following consultation with the PD (or designated deputy) and Chief Executive of BS, 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 BS and BEF websites and copies will be available on request from the BS/BEF office.
- 16.8 Enquiries - Enquiries about the Selection Policy can be made either in writing or by telephone to the BEF or BS office.
- 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 BS 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.
- 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.