



Team GBR Selection Policy for the FEI Dressage European Championships 2019

1. Definitions

“Selectors” – The people selected by the British Dressage Board to undertake selections on their behalf for Equestrian Team GBR for Dressage competition

“Independent Chair” – The person selected by the British Dressage Board to Chair the selection panel meetings and to ensure that the policy is adhered to

“ID” – Refers to the International Director

“The Team” – The four athlete/horse combinations that will be selected to compete for Equestrian Team GBR in the Team and Individual Competition at the Championships

“The Reserves” – The two reserve athlete/horse combinations

“Performance Director” – Means the World Class Programme Performance Director (PD), interim post-holder or their designated deputy

“World Class Programme” – Refers to the British Equestrian Federation (BEF) Performance Programme as supported by UK Sport

2. Selection Panel

2.1 The Equestrian Team GBR for the FEI Dressage European Championships will be selected by the British Dressage voting Selectors. The Team will then be entered and supported by the BEF through its World Class Programme (WCP).

2.2 Selectors will be nominated by the British Dressage (BD) Board. The voting Selectors will be appointed 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. Names and seniority of the Selectors will be announced and placed on the BD and BEF websites by Friday 21st December 2018. The names of the final remaining members and representatives of the Selection Panel will be posted on the BD and BEF websites two weeks in advance of the initial selection meeting(s).

2.3 The Selection Panel shall comprise the following positions:

Independent Chair (non-voting) – Sarah Rowell

International Director (ID) (non-voting, if not a Selector) – Judy Harvey

Chief Selector (voting) – David Trott

Senior Selector (voting) – Judy Harvey

Selector (voting) – Jenny Ward

Performance Director (non-voting) – Vikki Underwood

WCP Veterinary Surgeon (non-voting) – Andre Buthe

WCP Chief Medical Officer (non-voting) – Pippa Bennett

Secretariat (non-voting) – Lianne Martin

2.4 Representatives of UK Sport and / or the British Olympic Association have the right to attend all selection meetings as observers but will not have the right to vote.

- 2.5 All voting Selectors will have equal voting rights. They will at all times use their discretion honestly and with integrity having regard to and acting in compliance with any applicable BD and BEF codes of conduct and/or code of ethics in force from time to time.
- 2.6 Decisions must be reached by a majority vote and with no abstentions, unless a Selector is required to abstain due to a declared conflict of interest.
- 2.7 In the event of a majority decision not being achieved or possible, the Chief Selector will have the casting vote. In the event that the Chief Selector has stood down from the vote due to a conflict of interest, the Senior Selector shall have the casting and deciding vote.
- 2.8 The Selection Panel will be provided, in advance, with relevant performance evidence and insight to support them in their selection decisions. The information will be prepared by BD and the BEF WCP, in consultation with and ratified by the WCP Head of Performance Support.
- 2.9 This information will include, but is not limited to:
- a detailed summary of actual and average competition scores (taken from the FEI website) from relevant competitions
 - equine sports science and sports medicine data
 - human sports science and sports medicine data
 - an assessment of anticipated performance based on the data available
 - an assessment of risk factors
 - any specific recommendations regarding the final preparation for combinations should they be selected.

3. Objective

- 3.1 The objective of this Selection Policy is to select Athlete/Horse combinations that will maximise the potential to (in priority order):
- 3.1.1 Deliver results required for Equestrian Team GBR to maintain or improve on the status established as a result of achieving Team Bronze in the World Equestrian Games in 2018. Thus ensuring that going forwards to the Olympic Games in Tokyo 2020, Equestrian Team GBR will be acknowledged as leading medal contenders.
- 3.1.2 To win Team Gold at the European Championships in 2019.
- 3.1.3 To win as many individual medals as possible at the European Championships.

4. Eligibility for Consideration for Selection

4.1 Athlete/horse combinations are eligible for consideration for selection provided that:

- the athlete is a British Citizen with a valid British passport valid for at least six months after the date of competition;
- the athlete is a full and active member of BD;
- the horse is fully registered with BD;
- both athlete and horse 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
- they have satisfied all eligibility and qualification criteria under the BD, BEF and FEI Dressage rules and regulations for the competition.

5. Selection Criteria

5.1 The Selectors will act as experts and are entitled within the boundaries of the Selection Policy and detailed selection criteria, to use their absolute discretion to select the best athlete/horse combinations to fulfil the objectives of the policy.

5.2 The following criteria are listed and will be considered in priority order:

5.2.1 The athlete/horse combination's results and current form based on:

- athlete/horse combination percentages and results based on an overall average from the beginning of January 2019 and an average for the final three competitions by date from FEI 3*, 4* and 5* shows from, in rank order, the Grand Prix (GP) (D-GP09-2009-2018) and Grand Prix Special (GPS), followed by Grand Prix Freestyle (Note – when the team medal is decided on by GP then these scores will take precedence; when the medal is decided on by GP and GPS then combined scores will be the deciding factor)
- the consistency of scores gained above 70% in the Grand Prix followed by the Grand Prix Special as of 1st January 2019
- an upward trend in scores as of 1st January 2019
- demonstrated evidence of ability to produce peak performances under high pressure conditions, as demonstrated from previous results in the last two years
- previous international experience of the athlete/horse combination in the current 2019 or the previous season
- consideration of the reasons and justification behind any incomplete competitions due to elimination, withdrawal and/or retirement.

5.2.2 **The fitness and soundness of the horse to compete to its full potential based on:**

- the professional opinion of the WCP veterinary surgeon and/or another veterinary surgeon as nominated by the WCP
- the location and physical conditions in which the Championships will be held and the potential impact of those conditions on the horse performance
- official inspections that will take place at a competition or an athlete's yard in advance of selection meetings
- the result of relevant blood tests requested by the Selectors
- the openness of communication between the athlete's home veterinary surgeon and the WCP veterinary surgeon to ensure the optimum equine management.

5.2.3 **The fitness of the athlete to compete to their full potential based on:**

- the professional opinion of a member of the WCP Human Sports Science & Medicine team
- a predetermined and relevant fitness assessment which athletes may but not necessarily be asked to undertake
- athletes must notify the WCP Team Doctor if their health status in any way impacts upon their ability to compete to their full potential.

5.2.4 **The athlete/horse combinations ability, to support the delivery of the objectives of the policy:**

- the athlete/horse combination's likelihood to maximise the probability of achieving the Objectives as set out in section three
- demonstration of behaviour that indicates a commitment to a positive team environment both on and off the field of play
- willingness of the athlete and his/her personal team to contribute to the objectives of the Selection Policy and abide by any Equestrian Team GBR charter/code of conduct which may be in force at the Championships.

5.3 All selection decisions are subject to the athlete/horse maintaining fitness and performance up to the Championship date. Failure to do this could lead to the athlete/horse combination being substituted.

6. Qualification Period and Designated Events

6.1 The qualification period for horses and athletes to compete at the Championships will be in accordance with qualification guidelines, which are available at www.fei.org.

- 6.2 The selectors may ask athletes and horses to participate in designated 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.
- 6.3 An athlete/horse combination must compete in a minimum of two international CDI shows which must include at least one foreign international show. Waivers will be considered to these designated events if approved in writing by the ID. In the event of an athlete/horse combination finding reason to request a waiver, it must be submitted to the ID 28 days before the intended show. The ID must approve this in writing with the decision being made in advance of the Selection Deadline (Nomination Date) of the intended show.
- 6.4 In the event of a conflict of interest with the ID, the decision will be delegated to the Chief Selector. In the event that there is a conflict with the Chief Selector then the decision will be delegated to the Senior Selector.
- 6.5 The following factors will be taken into account when making the decision whether or not to grant a waiver to an athlete/horse combination:
- an athlete/horse combination has previously demonstrated proven ability based on actual results during the FEI qualification period for European Championships 2019
 - a written statement from the WCP Veterinary Surgeon and/or WCP Doctor in the case of illness and/or injury to either athlete or horse which would impact on their ability to be considered for selection.

7. Selection Process

- 7.1 A team of up to a maximum of four athlete/horse combinations will be selected to compete at the European Championships 2019. The Selectors will also select two reserve combinations which they place in rank order and/or identify specific replacements of the reserves for named selected combinations.
- 7.2 At an initial selection meeting on or around 14th July 2019 (following Hartpury CDI 2019) the Selectors will draw up a short list of a minimum of eight and a maximum of ten athlete/horse combinations in order of ranking.
- 7.3 The top eight athlete/horse combinations will be submitted to the FEI as the nominated entries for GBR unless, between the initial selection meeting and the submission of nominated entries, there is a substantive change in the condition/circumstances of an athlete and/or horse combination.

- 7.4 If there is a substantive change to the condition/circumstances of an athlete/horse combination in the top eight of the ranked list, then the Selectors will go to the next combination in order of ranking.
- 7.5 At the final selection meeting, the selectors will choose the final team of four combinations plus two reserves for the European Championships 2019 from the list of eight combinations nominated for definite entry to the FEI.
- 7.6 The ID will inform the athletes of the decisions of the Selectors within 24 hours of the selection meeting(s).
- 7.7 The announcement of the nominated entries and final selections with reserves, will be posted on the BD and BEF websites within three working days, subject to there being no appeals.

8. Substitution

- 8.1 The substitution of an athlete/horse combination from the nominated entry list may occur at any time between the date of definite entries and the competition, as per Article 449 1.2 of the FEI Dressage Rules for Championships.
- 8.2 The final decision as to whether to substitute will be made by the ID, in consultation with the PD and with input from the WCP Veterinary Surgeon and/or WCP Doctor and/or an approved Human Sport Science and Medicine Practitioner or professional specialist, depending on the specific circumstances.
- 8.3 The decision to substitute will only be made if, in the professional opinion of the WCP Veterinary Surgeon and/or WCP Doctor and/or an approved Human Sport Science and Medicine Practitioner or professional specialist, the athlete/horse combination is "unable to compete in a manner which allows them to produce the standard of performance for which they were selected".
- 8.4 If an athlete decides at any time and for whatever reason that they wish to withdraw, they are obliged to notify the ID immediately.

9. Other Considerations in Support of the Selection Policy

9.1 Conflicts of Interest

- 9.1.1 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.

9.1.2 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.

9.1.3 All conflicts of interest will be declared to the Independent Chair prior to the meeting so that they can be managed in an appropriate manner. All conflicts of interest will be recorded in the minutes by the Secretariat at the beginning of each meeting. It will be incumbent on the Independent Chair to proactively manage any conflicts on a regular basis and throughout the selection process to ensure the integrity of the selection decisions.

9.2 Confidentiality

9.2.1 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.

9.2.2 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.

9.3 Code of Conduct / Charter

9.3.1 Athletes, owners, grooms and athletes' "home teams" are expected to abide by any Equestrian Team GBR charter which may be in force.

9.3.2 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.

9.4 Clean Sport

9.4.1 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.

9.5 Cancellation / Postponement

9.5.1 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.

9.5.2 In the event of exceptional circumstances (force majeure) 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.

9.6 Policy Changes

9.6.1 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.

9.6.2 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 by e-mail and the new document along with the revisions highlighted, will be published on the BD and BEF websites.

10. Appeals Process and Procedures

10.1 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.

10.2 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.

10.3 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.

10.4 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.

Jason Brautigam
Chief Executive

December 2018 Updates June 2019 / July 2019