KEY of TERMINOLOGY:

"Athlete" is the term used throughout this policy for riders who are selected onto the World Class Programme.

"Athlete Performance Award" (APA) is a financial award paid directly to an athlete which is calculated against an identified performance standard which is solely funded by National Lottery income. This is paid directly to the athletes and contributes to their living and sporting costs.

"British Olympic Association" means the National Olympic Committee for the United Kingdom.

"British Paralympic Association" (BPA) means the National Paralympic Committee for Great Britain.

"British Equestrian Federation" (BEF) is the National Governing Body and is also referred to as *"British Equestrian"*.

*"Federation Equestre Internationale" (*FEI) is the international governing body of equestrian sport.

"Independent Chair" means a person appointed by the BEF to ensure the Selection process is rigorous, fair, reliable, and consistent and who is judged to have the strength of character and integrity to remain unaffected by circumstances that, in theory, could compromise the process.

"International Olympic Committee" (IOC) is the supreme authority of the worldwide Olympic movement.

"Member Body" (MB) means the relevant National body for an Olympic or Paralympic equestrian discipline i.e., British Dressage, British Eventing or British Showjumping as the case may be and "MBs" shall be construed accordingly.

"Performance Director" (PD) means the World Class Programme Performance Director of the BEF or an alternative nominated by the Chief Executive of the BEF.

Performance Manager" (PM) means the World Class Programme Performance Manager for the discipline appointed by the BEF.

"Panel" mean the external Technical Advisors, WCP Staff and other BEF personnel who have a selection vote (see Point 16.1).

"Programme" means, for the purpose of this policy, the Podium or Podium Potential Squad which is part of the WCP within the Equestrian Performance Pathway

"World Class Senior Leadership Team" (WCSLT) means the World Class Programme SLT which works with Performance Programme athletes and staff to set, monitor and revise the strategy to drive up levels of performance.

"Stakeholders" means the Member bodies of the relevant National body of the Olympic or Paralympic equestrian discipline and UK Sport.

"Squad" means the group of riders as identified by their level within the Equestrian Performance Pathway: Podium, Podium Potential and Podium Potential Pathway

"UK Sport" (UKS) is the nation's high-performance sports agency. Its mission is to work in partnership to lead sport in the UK to world class success at Olympic and Paralympic games.

"World Class Programme" (WCP) means the BEF World Class Programme which is within the BEF portfolio and Equestrian Team GBR Performance Pathway and is funded by the National Lottery and Government Exchequer through UK Sport.

*"World Class staff" (*WC staff) means the Performance Managers, Pathway Managers, Coaches, Sport Science Staff (both human and equine), Head of Performance Pathways as appropriate.

INTRODUCTION

1. **Aim**. This document sets out the policy for selection of athletes for the World Class **Podium & Podium Potential** Programme. It includes criteria for athlete eligibility, minimum performance standards and the assessment, selection, and confirmation process. As a consequence of being selected, athletes are also eligible to apply for a UK Sport Athlete Performance Award (APA) at Equestrian **APA Levels A to D level (see Appendix 2)**.

   This policy has been written in consultation with UK Sport and is complementary to the selection policies for the World Class **Podium Potential Pathway** Programme (which are issued separately).

2. **Background**. British sport has received unparalleled investment from the Government and National Lottery since 1998 to enable athletes to achieve excellence and be capable of medal winning performances at Olympic and Paralympic Games. It is therefore essential that all sports operate with the highest level of integrity and professionalism to maintain funding streams in the future which are strategically positioned to 'Win Well'.

3. **The World Class Programme**. The World Class Programme (WCP) is a UK Sport funded initiative, supported by the National Lottery and the UK Government, designed to support athletes with the potential to achieve medal success at the Los Angeles 2028 and Brisbane 2032 Olympic Games, as well as other major Senior Championship events. Within British Equestrian (BEF), the WCP includes two key levels relevant to this policy: Podium & Podium Potential.

   3.1. The WCP's vision is to be the leading Olympic and Paralympic nation, succeeding through an inclusive, value driven programme, creating extraordinary moments that the nation can be proud of.
   3.2. The WCP's mission is to maintain the position of leading nation in Equestrian whilst ensuring Equestrian events remain relevant and inspiring to a global audience.
   3.3. The WCP's approach is to achieve excellence in everything we do, from meeting challenging performance targets, to managing ourselves to the highest professional standards on and off the field of play.

4. **Podium and Podium Potential Objective**.

   4.1. The Podium Programme objective is to provide our medal winning riders with the best possible preparation to represent Great Britain at Olympic/Paralympic, World and European Championships.
   4.2. The Podium Potential Programme objective is to identify, support and develop athlete/horse partnerships who demonstrate the potential to deliver medal winning performances on the world stage at Senior Championship level for GBR within the Los Angeles 2028 funding cycle.

5. **Policy Guidelines**. This policy is underpinned by UK Sport 'good practice' guidelines for selection policies which state that a selection policy should:

   5.1. Be effective i.e., select the 'best' athletes, or more importantly those most likely to deliver the required result for the Programme.
   5.2. Be seen to be fair, justified and without bias.
   5.3. Give athletes a clear and consistent understanding of what is expected of them to merit consideration for selection.
   5.4. Include communication with athletes to ensure they understand the process.

5.5. Provide stakeholders with a clear reference for how decisions are reached, the criteria used, and the procedures followed and where, if at all, discretion has or will be used.

5.6. The policy is reviewed annually to ensure the selection policy remains fair and efficient; takes account of any external rule or policy amendments; and includes any relevant feedback from the selectors, athletes, coaches and appeal panels.

6. **Caveat**. The Programme is subject to the continuation of funding from UK Sport. Should funding levels be altered then amendments may have to be made to the current Programme structure; this could include adjustment to athlete numbers, reductions in UK Sport APA levels (See Para 32) and other support provided.

7. **Athlete Guidelines**. Athletes joining the Programme will be required to act in accordance with International and National Rules, Regulations and Byelaws, Codes of Conduct and such other policies and reasonable instructions as provided by the BEF. In particular, as an elite athlete in receipt of public funds, athletes will be required to recognise and acknowledge that they will be expected to always act with integrity and to conduct themselves in a manner that does not bring themselves, the sport, BEF, funding partners or sponsors into disrepute. Athletes will also need to demonstrate an ongoing commitment to achieving future medal-winning performances on the world stage and full engagement with the WCP' s policies and staff.

8. **Selection Policy Objectives**

8.1. To set clear eligibility criteria including Minimum Performance Standards to be considered for selection onto Podium and Podium Potential.

8.2. To set a clear selection process compliant with the principles set out at Paragraph 5 above.

8.3. To assist UK Sport in determining the appropriate APA for athletes selected and nominated by British Equestrian.

9. **Time Period**.

9.1. The Programme cycle to which this Selection Policy applies is 1st January 2027 – 31st December 2027 (the "Programme Cycle"). Where athletes have a current nomination for a funding award longer than one year, based on achieving A or B level criteria, this selection process will be used to ensure the athlete is still on a trajectory to achieve Senior Championship Medals.

9.2. The Selection meeting for APA Nominations for Podium & Podium Potential will take place by discipline between 26th October 2026 and 6th November 2026 and will be aligned to the discipline's competition calendar where MPS can be achieved

9.3. Notification to athletes of the selection decision will take place between 3rd November and 1st December.

10. **Selection Process.** The Selection process is as set out in **Appendix 1** and will take into consideration the following factors:

10.1. Achievement of and eligibility for the Minimum Performance Standards as set out in Appendix 2.

10.2. The athlete and/or athlete/horse combination Performance Profile as set out in Paragraph 15.

10.3. Any other evidence of future performance delivery/progression presented during the selection process.

There is a six-stage process that will be applied to select athletes to the 2027 Podium and Podium Potential Squad:

1. **Athlete Eligibility.**
2. **Achievement of a Minimum Performance Standard.**
3. **Evaluation of the Athlete's Suitability for Inclusion onto the Programme.**
4. **Final Selection**.
5. **Nomination of the selected Athletes to UK Sport for an APA.**
6. **Confirmation of acceptance of nominated Athletes by UK Sport.**

The timeline that applies to this six-stage process is detailed in **Appendix 1.**

Stage 1: Athlete Eligibility

11. Before consideration for selection onto the Programme for Podium Potential, or for an APA, an athlete must first satisfy the following requirements:

11.1. be eligible to compete for Great Britain & Northern Ireland in international competitions and be eligible to compete for Great Britain at an Olympic or Paralympic Games and satisfy the eligibility requirements of the IOC, BOA, BPA, FEI and UK Sport's Eligibility Policy;

11.2. athletes must be British nationals or hold a British passport to be eligible. Athletes transferring from another country must:

11.2.1. Obtain British nationality or a British passport.

11.2.2. Receive written confirmation from the BOA/BPA and the relevant NGB confirming their eligibility to compete internationally.

11.2.3. Until then, they are not eligible for public funding or publicly funded benefits;

11.3. be a full member of the relevant MB for the discipline they are applying;

11.4. not be serving a ban or suspension as a result of a doping or controlled medication violation, or other breach of ethical conduct, nor be in receipt of a funding ban from UK Sport;

11.5. sign an Athlete Agreement with BEF.

11.6. **For Para-Equestrian only**, the athlete must hold, an FEI Fixed Review Date* or Confirmed Level classification. This requirement applies to athletes with eligible physical or visual impairments, in alignment with the classification standards for FEI Para Dressage.

"Fixed Review Date" (FRD) classification must undergo a classification review at a competition near that date to confirm their eligibility and grade. If no date is specified, the review happens at the next suitable event. These athletes must complete Athlete Evaluation at their first international competition after the FRD, unless the FEI states otherwise. The athlete's classification FRD status will be reviewed by the Panel in consultation with the Chair of the British Equestrian National Classification Panel.

Stage 2: Achievement of a Minimum Performance Standard

12. The Minimum Performance Standards for Selection are set out in **Appendix 2**.

12.1. An athlete must meet the Minimum Performance Standards set out in Appendix 2 to be considered for selection. By exemption, the PD may permit an athlete, who has not met the Minimum Performance Standards, but has demonstrated exceptional ability to meet the Objectives of this Policy to be considered for selection by the Panel.

12.2. It is the athlete's responsibility to ensure that the Minimum Performance Standards are achieved within the stated timeframes set out in **Appendix 1: Selection Process.**

N.B: The achievement of the Minimum Performance Standards does not automatically qualify athletes for membership of the WCP. There are a limited number of WCP places and reaching the Minimum Performance Standards only enables an athlete to proceed within the selection process.

Stage 3: Evaluation of the Athlete's Suitability for Inclusion onto the Programme.

13. If an athlete/horse combination fulfils the requirements set out in **Stages 1 and 2** of the process the WCP will undertake a Performance Profile of the Athlete to ensure:

- **13.1.** the athlete's performance is of an international standard that demonstrates continuing or future Senior medal winning potential;
- **13.2.** the athlete is at an appropriate developmental stage to benefit from inclusion on the WCP programme;
- **13.3.** the athlete will contribute positively to the performance and environment of the WCP;
- **13.4.** the WCP is the best placed 'resource' to support the athlete's performance development;
- **13.5.** the WCP is best placed to support the athlete's and/or athlete's horse's development to fulfil the Podium programme objective OR Podium Potential programme objective as appropriate.

14. **Performance Profile**: An athlete achieving the Minimum Performance Standards to be considered for selection onto the Podium or Podium Potential Squad will be Performance Profiled throughout the selection process. The Performance Profile will be undertaken by personnel appointed by the PD and will be known as the "Panel". The Panel will be led by an Independent Chair, also appointed by the PD, to ensure the process is always delivered in a fair and consistent manner. The Panel will carry out the evaluation of the athlete's suitability for inclusion on to the Programme **(Stage 3)** and the Final Selection **(Stage 4).**

The Performance Profile will take a holistic overview of an athlete's circumstances, and include discussion and assessment of factors that may limit or enhance future performance potential such as:

- **14.1.** the age of either the horse or athlete;
- **14.2.** the quality of the athlete's horse and their perceived ability to progress up the competitions levels and achieve Senior Championship medal success or repeat Senior Championship medal success,
- **14.3.** the combinations competition record and technical skills,
- **14.4.** the athlete's health and fitness to compete;
- **14.5.** the athlete's horse's health and fitness to compete;
- **14.6.** for athletes already on the Programme the Performance Profile will include the length of time an athlete has been funded through the Programme and their trajectory towards a medal winning performance. It is expected that an athlete having achieved the C level of MPS will have been selected or shortlisted for a Championship/Olympic Team within a 4-year period;
- **14.7.** for athletes already on the Programme the engagement of the athlete with the Programme and the Programme staff;
- **14.8.** an athlete's ability to 'add value' to WCP training environments and uphold the WCP values of integrity, respect and excellence;

14.9. an athlete's ability to compete in a manner that supports the Equestrian GBR Team, the Stakeholders and the individual to achieve successful performances;

N.B: The Performance Profiling inevitably requires both subjective and objective judgements. It will also be specific to the discipline the athlete is being considered for. The Panel is made of up experts who will be exercising their discretion based on the knowledge and experience of the sport and what is required to meet the objectives of this Policy.

Stage 4: Final Selection Meeting (Panel Only):

15. Final selection onto the Programme will be carried out by the Panel in consultation with the discipline specific WCP staff. The PD will be responsible for ensuring that the WCP athlete numbers are aligned to the UK Sport allocation for APA places.

15.1. Selection Panel: The Podium and Podium Potential Panel shall be comprised of a quorum of at least 5 voting members:

- **15.1.1.** The Independent Chair (non-voting)
- **15.1.2.** The Performance Director or representative from the WCP SLT nominated by the PD (voting)
- **15.1.3.** International Senior Selector appointed by the Sport Member Body as appropriate (voting)
- **15.1.4.** The Discipline's WCP Performance Manager (voting)
- **15.1.5.** The Discipline's WCP Pathway Manager (voting)
- **15.1.6.** The BEF Head of Performance Pathway (voting)

15.2. Non-Voting Experts: The individual experts' opinion may be sought by the Independent Chair, but they will not have a vote at the point of selection. They may contribute fully to the selection discussions when invited to do so:

- **15.2.1.** WCP High Performance Coach or equivalent (HPC) 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.
- **15.2.2.** WCP Veterinary Surgeon will be a non-voting member of the Selection Panel with the sole purpose of reporting on soundness and assessment of known risk factors.
- **15.2.3.** WCP Lead of Athlete Health or Chief Medical Officer will be non-voting and provide such information as necessary to enable Selectors to make a rational decision on an athlete's fitness and/or anticipated ability to compete.

Minute Taker: BEF-appointed minute taker.

Observers: The following Observers who may attend the selection meeting:

CEO of BEF.
CEO of the Sport Member Body.
UK Sport Representative.
British Elite Athletes Association Representative

15.3. The Panel will be deemed to act as experts throughout and 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.

15.4. An Independent Chair, appointed by the PD, will Chair the meeting to discuss all athletes who reach the **Stage 4: Final Selection** stage of the process to ensure the process is always being delivered in a fair and consistent manner. The meeting will be where the Panel recommend to the PD the athletes to be offered a place on the Podium or Podium Potential Programme.

15.5. The Panel reserves the right, at the time of selection and outside of the selection process, to select athletes onto the Programme provided there is:

15.5.1. demonstrable evidence of future or continued medal winning potential; and

15.5.2. they meet or exceed the performance standards and performance profile required by the Programme to meet the Podium or Podium Potential Objectives and this Selection Policy.

16. Conflict of Interest.

16.1. To protect the integrity of the selection process members of the 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 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.

16.2. The Independent Chair will be responsible for proactively addressing and managing all conflicts of interest amongst members of the Panel on a regular basis and throughout the selection process.

16.3. A register of interests will be maintained by the PD, the details of which will be supplied to the Independent Chair as and when any new conflict of interest is registered and prior to the commencement of the selection process.

16.4. Every member of the 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.

16.5. If a member of the 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 Independent Chair.

Stage 5: Nomination of the selected athletes to UK Sport

17. On completion of selection, where applicable, the PD will nominate any selected athletes who meet the UKS criteria to be eligible for an APA to UK Sport.

Stage 6: Confirmation of acceptance of nominated Athletes by UK Sport.

18. Following selection, the PD will submit athlete nominations on the UK Sport Athlete Nominations Portal. UK Sport will review the nominated athletes and will either accept or challenge these nominations. If agreed (and after the sport has communicated the outcome of selection to the athlete), the athlete will be contacted directly by UK Sport to initiate the process of application after which an APA offer is made. UK Sport funded places are limited and can only be offered if available. Therefore, achieving the UKS APA criteria does not guarantee UK Sport APA funded place (also see Para. 32).

POST SELECTION: Induction, Obligations and Acceptance

19. Induction. Once offered a place on the Programme, athletes will be Inducted on to the programme. The purpose of Induction being:

19.1. To introduce the Programme (i.e., the values, culture and structure).

19.2. To ensure athletes know what is expected of them and can fulfil the WCP commitments and obligations.

The Induction process will be individually tailored to each athlete depending on their status as either new or returning athletes.

20. Podium and Podium Potential Athlete Obligations.

All athletes joining the Programme must sign a BEF Athlete Agreement and abide by the terms of this. The agreement also outlines the expectation for athletes but is not limited to:

- **20.1.** Attend squad training sessions and home visits.
- **20.2.** Undergo 6-monthly reviews of performance – this will normally be done verbally with the PM.
- **20.3.** Commit to the Programme and augment team culture.
- **20.4.** Play a full part in Human and Equine Sport Science and Medicine processes.
- **20.5.** Support UK Sport through 'engagement activities' to build deeper, long-term, authentic engagement between national governing bodies, athletes and the wider community that inspires positive change and inspires participation.
- **20.6.** Attend agreed competitions.
- **20.7.** Promote and encourage open and transparent communication between their home teams and Programme staff.
- **20.8.** Comply with FEI and BEF Equine Anti-Doping and Controlled Medication Rules, and FEI, BEF and WADA rules on human clean sport.
- **20.9.** Comply with UK laws when employing staff.
- **20.10.** Comply with expected standards of conduct and behaviour.

21. Routine Performance Profiling. Having taken up their place on the Programme, routine Performance Profiling will be regularly undertaken and will determine if the WCP is still able to continue to support the athlete's development, and what level of support the Programme should provide.

COORDINATING INSTRUCTIONS

22. Confidentiality. It is vital for the integrity of the Policy that strict codes of confidentiality are followed. Any person involved in the Selection process who breaks this confidentiality may be removed from the process by the Independent Chair.

23. Declarations of Interest. The Independent Chair will maintain a register of "Conflicts of Interest" for all those involved in the selection/de-selection process See Para 16). This will be available to athletes on request.

24. Doping and Medication. All WCP selection is subject to the FEI Rules for Equine and Human anti-doping. The FEI anti-doping rules relate to the use of medications and the rules surrounding banned substances in or out of competition. This includes the need for athletes to have Therapeutic Use Exemption (TUEs) if required under the relevant rules. For further information/advice go to https://inside.fei.org/content/anti-doping-rules. If any athlete/equine is found by the FEI to have a positive finding (i.e., a medication not covered by a TUE/ETUE or a banned substance) the athlete will be removed from the WCP selection process.

25. **Use of data**. As part of the application process for selection onto the Podium and Podium Potential Programme, the BEF collects and processes personal data relating to applicants. The BEF is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.
Please refer to **Appendix 5** "World Class Programme Selection Privacy Notice."

26. **Appeals Process**. (full details can be found here https://www.britishequestrian.org.uk/about-us/rulebook)

26.1. Athletes have the right to appeal against a nomination decision about selection made in accordance with this Policy but only on the grounds that the Panel have failed to comply with the Policy or have made a decision that no rational body of competent selectors could reasonably reach. The right to appeal a selection decision under this Policy must not be seen as an opportunity to dispute the opinion of the Panel where the selection procedure and selection criteria have been followed. In reaching their decision under this Policy the Panel are acting as experts.

26.2. An appeal under this Policy must be made by submitting notice in writing to the Chief Executive of the BEF, in accordance with the BEF Selection Appeal Rules (BEF Rulebook Annex G -1) (the "Appeals Process"), within ten (10) days of the athlete being informed of the Panel's decision.

26.3. A copy of the appeal must also be submitted to the PD. The PD shall, on receipt of the notice of appeal, seek to bring together all parties for a without prejudice discussion.

26.4. For the avoidance of doubt the Appeal Process shall continue to run during the course of such discussion. However, in the event that the appellant notifies the BEF (within ten (10) days of receipt of the notice of appeal) that such discussion has resolved the appeal, the Appeal Process shall be stayed.
For further information and contact details please email: Lynne.Bailey@bef.co.uk

27. **De-selection**. Following selection and nomination onto the WCP, Programme Athletes who: no longer meet the selection minimum performance standards; or who are failing to meet agreed performance targets as identified through their review; or who fail to meet any caveat onto the Programme advised to the athlete at selection; or whose horse becomes unsuitable for any reason (sale, loss of form, prolonged lameness or injury) and is still unsuitable 3 months from the date that reason became apparent; or who fail without good reason to compete in named target competitions; or who fail without good reason to participate in formal training Programmes; or for any other reason that demonstrates that an athlete is not on the required performance trajectory, may be de-selected from the WCP prior to the end of the Programme Cycle (See also Appendix 3):

27.1. In the first instance the WCP staff will speak to the rider, advise them of any concerns, and agree a sufficient period to allow them to remedy their performance or return a horse back to fitness.

27.2. If not achieved, the PD will consult with the WCP' s UK Sport Performance Advisor and reach a decision on de-selection.

27.3. If an athlete is to be de-selected from the WCP, the PD will formally advise UK Sport and confirm the decision in writing to the athlete.

27.4. An Athlete may appeal the decision to de-select them from the Programme.

Athletes who do not comply with WCP Athlete obligations (as set out in Para. 20 above); or who are in breach of BEF, FEI or MB rules or bring the sport into disrepute may be de-selected from the WCP and the process to be adopted will be determined under the rules specific to the nature of the breach and set out in the respective agreement, rules or policies

28. **Transitional Support**. Athletes that are de-selected from the WCP may be supported for a period to assist them during transition:

    28.1. **Medical & Physiotherapy Support.** No new injuries will be supported after an athlete leaves the Programme. Pre-existing injuries where doctors/physios have a duty of care may continue to be supported. However, if the rehabilitation process is long the support period will need to be negotiated with the BEF as continuation of UK Sport medical cover would be required. This can be a period of up to an additional 3 months from the athlete's exit date from WCP provided that the athlete has an open claim.

    28.2. **Performance Lifestyle (PL).** An agreed period of continued PL support for Podium Potential athletes already engaged with the PL service.

29. **Pregnancy and its impact on Selection and APAs.** Being pregnant and an elite athlete should not be mutually exclusive. To ensure support is provided for athletes who wish to have a child whilst they are a WCP member and in receipt of an **A or B level APA**, the WCP has a policy to support on-programme athletes for the duration of the pregnancy and for up to nine months post childbirth (See Appendix 3).

30. **Injury and Illness.** To ensure support is provided for athletes who sustain an injury whilst they are a WCP member and in receipt of an APA, the WCP has a policy to support on-programme athletes back to full fitness for training and competition for the duration of their injury (if short term) or to support their transition off programme (if long term). The WCP also has a policy to support injury/illness of the equine partner of an on-programme athlete/equine combination (See Appendix 3).

31. **Athlete Breaks.** An athlete may request "time away" from their sport whilst they are a member of the WCP and in receipt of an APA. Typically, athlete programme breaks will be undertaken in the first two years of a cycle (typically four years). An athlete may request "time away" from their sport only once in an Olympic or Paralympic cycle (typically four years). All requests will be considered by the PD. The WCP has a policy to manage a request by an on-programme athlete for "time away" from the sport (See Appendix 3).

32. **Athlete Performance Awards (APA).** UK Sport makes a tiered contribution towards WCP athletes' sporting costs via a National Lottery funded APA. This financial contribution is intended to be used to enable an athlete to compete and train as required to support a performance difference to progress them towards Podium level. The level at which an athlete is funded will by agreement between the WCP and UK Sport and will reflect the athlete's position on the performer Programme in relation to future medal winning potential. The initial funding level will be determined as an outcome of the selection process and the levels of APA funding and the number of funded places available are identified within **Appendix 2** as UKS A, UKS B, UKS Los Angeles Potential, UKS C, UKS UKS D. The amount of funding at each level and performance support available is detailed in *The Equestrian World Class Programme APA Policy 2026.*

33. **Policy Status.** The British Equestrian Federations' policies and procedures are subject to change from time to time, including variations required to comply with Sports Councils' directions on the investment of National Lottery funds. The BEF reserves the right to amend, supplement and/or discontinue at its absolute discretion, for whatever reason, any or all of its policies and procedures. Any changes/amendments to the Selection Policy will be published on the BEF website https://www.britishequestrian.org.uk/.



Helen Nicholls, Performance Director
1st July 2026.
For any further information please contact in the first instance: David Hamer: David.Hamer@bef.co.uk or 07903 098767

APPENDIX 1

SELECTION PROCESS

General. It is the athlete's responsibility to ensure that Minimum Performance Standards are achieved within the indicated timeframes.

SELECTION & NOMINATION PROCESS TIMEFRAMES 2025			
ACHIEVEMENT OF MINIMUM PERFORMANCE STANDARDS			
Opening Date	1st December 2025	Closing Date	26th October 2026*
NOTIFICATION TO ATHLETE OF APA NOMINATION TO UK SPORT			
Opening Date	24th November 2026	Closing Date	12th December 2026
SELECTION & APA NOMINATION PROCESS (Please refer to main policy)			
The Selection meeting for APA Nominations for Podium & Podium Potential will take place by discipline between 26th October and 4th November 2026 and will be aligned to the discipline's competition calendar where MPS can be achieved. Nomination of Selected Athletes by British Equestrian to UK Sport will follow Discipline Selection meetings. **Results that qualify after 26th October 2026 and prior to the Discipline's Selection Meeting will also be considered.*			
CONFIRMATION OF ACCEPTANCE OF NOMINATED ATHLETES BY UK SPORT			
Confirmation of acceptance Athletes nominated will normally be made within 2 weeks of Athletes being nominated by British Equestrian. Acceptance by UK Sport with individual Athletes is finally confirmed once they have signed the British Equestrian Athlete Agreement.			
INDUCTION (Applies to those offered a place on the Programme after final selection) The Induction Process will be individually tailored to each athlete depending on their status as either new or returning athletes.			

Achievement of Minimum Performance Standards

1. **Achievement of Minimum Performance Standards.**
   Minimum Performance Standards as outlined in Appendix 2 must be achieved during this period in order in order to be considered for the **Stage 3** of the selection process.

   1.1. Where the Minimum Performance Standards incorporate a number of criteria; except where stated; it is only necessary to achieve one of those listed within each category.

Evaluation of the Athlete's Suitability for Inclusion onto WCP

2. An athlete achieving the Minimum Performance Standards to be eligible for consideration for selection onto the Podium or Podium Potential Squad will be Performance Profiled throughout the selection process. The Panel will carry out the evaluation of the athlete's suitability for inclusion on to WCP as detailed in the WORLD CLASS PROGRAMME PODIUM AND PODIUM POTENTIAL SELECTION AND UK SPORT NOMINATION POLICY 2026.

APPENDIX 2

MINIMUM PERFORMANCE STANDARDS

1. **General.** These Performance Standards have been designed to reflect the linear progression international athletes would ideally make as they develop and progress through the banding system and performer Programme.

2. **APA Funded places available.**
   a. Olympic levels A to E level: An average of 42 places per annum*
   b. Paralympic levels A to E Level: An average of 14 places per annum*

   **The number of places selected annually may vary depending on the Championship year, so the total number per annum is an average calculated over the LA 2028 funding cycle*

   This Policy relates to the nomination of Athletes for APA Levels A to D level. E level APA places that are selected through the *Podium Potential Pathway* selection process.

3. **Minimum Performance Standards (MPS)**.
   a. *Podium (APA level A, B & Los Angeles Potential)* is defined by UK Sport as athletes whose profile indicates a strong prospect of achieving/ contributing to medal winning performances at the Olympic or Paralympic Games within the cycle and who are already achieving/contributing to international results within the medal zone.
   b. *Podium Potential (APA level C, D)* is defined by UK Sport as athletes who have been identified and confirmed as having the potential to bridge the gap to Olympic and Paralympic medal success and have made the commitment to pursue this goal.
   c. The minimum standards for consideration for nomination to the Podium and Podium Potential Programme are as detailed on the following pages 12 - 17.

PODIUM	
Descriptor	Minimum Performance Standards for Podium APA level A, B & Los Angeles Potential
UKS A	**Open to all Athletes who meet UKS A level MPS criteria**
Olympic: A Athletes will have achieved/contributed to a medal winning performance (Team or Individual) at the Olympic Games (2024) OR achieved/contributed to the equivalent performance at the World Championship* (2026) OR achieved Individual Gold** or contributed to a Team Gold medal at the European Championships* (2025 or 2027). **Counting score or drop score that, if counted, would have contributed to a team medal.* *** For Dressage an Individual Gold or Freestyle Gold* **Paralympic: A** Athletes will have achieved/contributed to a Gold medal winning performance in the Individual, Team or Freestyle competition at the Paralympic Games (2024) OR achieved the equivalent performance at the World Championship* (2026) OR the European Championships* (2025 or 2027). **Counting score or drop score that, if counted, would have contributed to a Team medal.*	
Athlete Guidance Profile for A: • Athlete has evidenced based performance profiles and medal results that demonstrate clear capacity to continue to achieve Senior Championship medal results.	
UKS B	**Open to all Athletes who meet UKS B level MPS criteria**
Olympic: B As a minimum an Olympic discipline athlete will have achieved a top 8 finish individual medal event ranking OR finished in the top 6 teams at the Olympic Games (2024) OR achieved/contributed to the equivalent performance at the World Championships (2026) * or achieved an Individual medal at the European Championships** (2025 or 2027). **Counting score or drop score that, if counted, would have contributed to a team medal.* *** For Dressage an Individual or Freestyle Medal* **Paralympic B:** Athletes will have achieved/contributed to a silver or bronze medal winning performance in the Individual, Team or Freestyle competition at the Paralympic Games (2024) OR achieved the equivalent performance at the World Championships (2026) * OR the European Championships (2025 or 2027). **Counting score or drop score that, if counted, would have contributed to a Team medal.*	
Athlete/Horse combination Guidance Profile for B: • Athlete has evidenced based performance profiles and results that demonstrate clear capacity to progress to continue to achieve or achieve Senior Championship medal results.	

UKS Los Angeles Potential	Athletes will only be considered at this grade where they have been in receipt of a Podium A or B grade award in the current funding cycle and there are exceptional circumstances that have prevented them retaining an award at that grade. Despite not meeting the competition outcome standard to remain at A or B grade, there must be strong evidence that the athlete can bridge the gap to medal success at LA 2028 and has made the commitment to do so. Games Potential awards are made **for no more than one year**. However, they may be extended for up to two years in the first year of the LA 2028 funding cycle to recognise an athlete's developmental requirements during this period.

- **DRESSAGE:**
  Horse/rider combinations will have achieved two final scores of 72% or above at FEI CDI/CDIO 3* or higher-level competitions in Grand Prix or Grand Prix Special.
  Weighting of results will be given to those achieved at 4 & 5* foreign based international competitions. Grand Prix Freestyle scores & U25 GP scores do not count.*

- **EVENTING:**
  A rider with one or more horses must have finished in the top 12% of the total number of starters at a CCI5* event or must have finished in the top 6% of the total number of starters at two CCI4*L/ CCIO4*L events OR finish in the top 6% of the total number of starters at one CCI4*L CCIO4*L /, and finish in the top 6% of the total number of starters at a CCI4*S (U25 or Young horse classes do not count).

- **SHOWJUMPING:**
  Horse/rider combinations will have achieved one double clear* at 1.60m (no jumping penalties) at FEI CSI/CSIO 5 competitions in one of the following classes: Nations Cup, Grand Prix, World Cup Qualifier or GCT Grand Prix (double clear round in the initial two rounds of any three round 5* Grand Prix). Weighting of results will be placed on results achieved at Nations Cup.

- **PARA-DRESSAGE:**
  Minimum of four scores of 72% or above which can be obtained in any of the following of which at least ONE score must be achieved at a CPEDI 3* or higher-level competition:
  CPEDI3*, or BD Para Equestrian Dressage Gold Championships (Summer or Winter), BD Para Dressage High Profile Show OR a top 6 finish in the Individual or Freestyle competition at the World Equestrian Championships (2026).
  **Weighting of results will be given to those achieved at high profile foreign based international competitions.*
  **Freestyle scores achieved at CPEDI3* or BD shows do not count.*

Athlete/Horse combination Guidance Profile for Los Angeles Potential:

- Athlete/horse combinations must have evidenced based performance profiles and international results and consistency which demonstrate clear capacity to achieve or bridge the gap to Senior Championship teams.
- To meet the Objective of the Podium Potential Programme the combination will be evaluated on the likelihood of them being a Senior Championship NOMINATED entry by 2027.
- To meet the Objective of the Podium Potential Programme, the combination will be evaluated on the likelihood of them being a NOMINATED entry for Los Angeles 2028.

PODIUM POTENTIAL	
Descriptor	Minimum Performance Standards for Podium Potential APA level C & D
UKS C	**Open to all Athletes who meet UKS C level MPS criteria**

- **DRESSAGE:**
  Horse/rider combinations will have achieved two final scores of 72% or above at FEI CDI/CDIO 3* or higher-level competitions in Grand Prix or Grand Prix Special.
  Weighting of results will be given to those achieved at 4 & 5* foreign based international competitions. Grand Prix Freestyle scores & U25 GP scores do not count.*

- **EVENTING:**
  A rider with one or more horses must have finished in the top 12% of the total number of starters at a CCI5* event or must have finished in the top 6% of the total number of starters at two CCI4*L/ CCIO4*L events OR finish in the top 6% of the total number of starters at one CCI4*L CCIO4*L /, and finish in the top 6% of the total number of starters at a CCI4*S (U25 or Young horse classes do not count).

- **SHOWJUMPING:**
  Horse/rider combinations will have achieved one double clear* at 1.60m (no jumping penalties) at FEI CSI/CSIO 5 competitions in one of the following classes: Nations Cup, Grand Prix, World Cup Qualifier or GCT Grand Prix (double clear round in the initial two rounds of any three round 5* Grand Prix). Weighting of results will be placed on results achieved at Nations Cup.

- **PARA-DRESSAGE:**
  Minimum of four scores of 72% or above which can be obtained in any of the following of which at least ONE score must be achieved at a CPEDI 3* or higher-level competition:
  CPEDI3*, or BD Para Equestrian Dressage Gold Championships (Summer or Winter), BD Para Dressage High Profile Show OR a top 6 finish in the Individual or Freestyle competition at the World Equestrian Championships (2026).

**Weighting of results will be given to those achieved at high profile foreign based international competitions.*
**Freestyle scores achieved at CPEDI3* or BD shows do not count.*

Athlete/Horse Combination Guidance Profile for C:

- Athlete/horse combinations must have evidenced based performance profiles and international results and consistency which demonstrate clear capacity to achieve or bridge the gap to Senior Championship teams.
- To meet the Objective of the Podium Potential Programme the combination will be evaluated on the likelihood of them being a Senior Championship NOMINATED entry by 2027.
- To meet the Objective of the Podium Potential Programme, the combination will be evaluated on the likelihood of them being a NOMINATED entry for Los Angeles 2028.

UKS D	Open to all Athletes who meet UKS D level MPS criteria

- **DRESSAGE:**
  Horse/rider combinations will have achieved two final scores of 69% or above at FEI CDI/CDIO 3* or higher-level competitions in Grand Prix or Grand Prix Special.
  Weighting of results will be given to those achieved at foreign based international competitions. Grand Prix Freestyle scores & U25 GP scores do not count.

- **EVENTING:**
  Finish in the top 15% of the total number of starters in a CCI5* OR
  Minimum of two of the following, ONE of which must be at CCIO4*L/CCI4*L
  - Finish in the top 12% of the total number of starters in a CCI4*L/ CCIO4*L
  - Finish in the top 12% of the total number of starters in a CCI4*S.

- **SHOWJUMPING:**
  One of the following:
  - Minimum of 6 clear rounds in 1.50/1.55m competitions
  - Double clear round in a 4* Grand Prix (double clear round in the initial two rounds of any three round 4* Grand Prix).
  - Score of 4 faults in total over both rounds of a 4 or 5* Nations' Cups competition.

  *** judged under FEI rules for "Normal Competition, Nations Cup & GP Competitions," Article 219, 220, 221, 222, 223, 224, 226, 227, 228. Excluding special competitions.*

- **PARA-DRESSAGE:**
  Minimum of two scores of 68% or above and one score of 70% or above in the GP A or B test at any of the following and with at least ONE score being achieved at a CPEDI 3* or higher-level competition:

  CPEDI3*, BD Para Equestrian Dressage Gold Championships (Summer or Winter), or BD Para Dressage High Profile show

Athlete/Horse combination Guidance Profile for D:

- Athlete/horse combinations must have evidenced based performance profiles and international results which indicate clear capacity to achieve or bridge the gap to Senior Championship teams.
- To meet the Objective of the Podium Potential Programme the combination will be evaluated on the likelihood of them being a Senior Championship NOMINATED entry by 2029.

Notes:

1. Freestyle scores do not count in achievement of Dressage or Para Dressage UKS Los Angeles Potential, C or D Minimum Performance Standard (MPS).
2. To fulfil MPS listed above for Eventing UKS Los Angeles Potential, C or D, combinations must have no Cross-Country jumping penalties at CIC and CCI events where MPS is achieved.
3. Unless stated otherwise, competition results must have been obtained from **1st December 2024**. Preference will be given to most recent results that indicate a positive performance trajectory.
4. UKS A, B, Los Angeles Potential, C or D relate to the level of APA funding that an athlete can be awarded if selected (See Para 32 in the Podium and Podium Potential Selection and Nomination Policy)

UKS E	E Level athletes are selected through the Podium Potential Pathway selection process; Policies for which are issued separately. The objective of the Podium Potential Pathway selection policy is to is to identify, support and develop athletes who demonstrate the potential to progress to Podium Potential in the future by developing the foundation skills required for future performance. It is open to all athletes who meet the eligibility criteria as defined in the Podium Potential Pathway Selection Policy and meet the eligibility and MPS for E level as defined in Appendix 4 For more details of Podium Potential Pathway eligibility criteria contact David.Hamer@bef.co.uk

APPENDIX 3

INJURY AND ILLNESS (ATHLETE & EQUINE)

Short-term injury/illness

ATHLETE: To continue to receive funding during a performance limiting injury/illness, an athlete must adhere to an agreed rehabilitation/training and (if appropriate) competition programme agreed in advance with the Performance Director, PM and WCP Doctor. This will timetable and plot the return to a full competitive level and the ability to fully participate in the WCP. At the end of the three-month period of injury/illness, the Performance Director, PM and WCP Doctor will undertake a review of the athlete to assess the commitment and progress against the agreed programme.

Each case will be considered on its own merit, and further expert advice may be sought where the long-term impact of the injury/illness is unclear (such as referral to the mental health panel). The athlete's progress against the timetable will need to be reported to UK Sport every three months thereafter, until the athlete has either fully resumed training and competition or left the programme.

Subject to satisfactory evidence of the likelihood of return, the APA should continue to be paid at the existing award level for up to a year but will only be extended beyond this in exceptional circumstances

If it is deemed that during this three-month period an athlete has not shown either the commitment or progress against the agreed programme, they will be given a notice period of a minimum of ONE month before being removed from APA support

EQUINE: In the event of short-term injury/illness to an athlete's equine and if the Performance Director, PM and WCP Vet is satisfied that the equine is likely to recover to full fitness for training and competition within a defined period (normally a three-month period from the point of injury or commencement of illness), then the athlete may remain at their current level of APA. Again, to continue to receive any form of funding during a performance limiting injury/illness the athlete would have to agree an appropriate rehabilitation/training schedule and (if appropriate) competition programme with the Performance Director /PM and World Class Vet. The length of this plan and the support offered will be on a case-by-case basis. If the agreed programme is not achieved and the equine is unable to return to full fitness and training, and the athlete is unable to achieve MPS on another equine, they will be given a notice period of a minimum of ONE month before being removed from APA support.

Long-term injury/illness

If the athlete/equine (as the case may be) is deemed to have a long-term performance limiting injury/illness and is therefore unable to achieve MPS within a 6 month or longer time frame from the point of injury or commencement of illness, the Performance Director or PM will discuss a transition plan with the athlete to support them to come off the programme in consultation with the World Class Doctor or Vet as appropriate. The length of this plan and the support offered will be on a case-by-case basis. Once a transition plan has been agreed, the athlete will only be able to receive APA and agree programme support for up to 3 months from the agreed start date of the transition plan.

Athletes are reminded that by signing the World Class Programme Performance Athlete Agreement they have agreed to notify the relevant HSSM or ESSM Medical & Scientific Support Staff and the Performance Director (or such suitably qualified person nominated by him or her) as soon as possible but not later than 5 working days following illness or injury which affects or may affect their ability to carry out their agreed performance plan to ensure best programme support can be offered (see Point 20. World Class Programme Performance Athlete Agreement).

PREGNANCY IMPACT ON APAs (Olympic and Paralympic)

Pregnancy and elite athletic performance are not mutually exclusive. To ensure continued support for athletes who choose to have children while participating in a high-performance programme and receiving an Athlete Performance Award (APA), the following policy applies.

Eligibility and Continuation of Athlete Performance Award (APA)

An athlete shall remain eligible to receive their full Athlete Performance Award (APA), subject to applicable means testing, throughout the duration of pregnancy and for a period of up to nine (9) months following the date of childbirth.

For the purposes of determining the APA level during the pregnancy and postnatal period, the athlete's entitlement shall be assessed based on their most recent competitive performance results that rendered them eligible for nomination at the time pregnancy was confirmed.

At the point of renomination to UK Sport, the APA level shall continue to be determined by reference to the aforementioned qualifying performance results, unless otherwise stipulated by UK Sport's prevailing nomination criteria or funding policies.

Continued access to the APA post childbirth will be dependent on:

a) The athlete's intention to return to the sport and the programme being discussed and confirmed no later than six months post childbirth

b) At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition – this plan should acknowledge the athlete's experience of pregnancy, the impact on them physically and mentally and the nature of the event they are returning to

c) Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

If the level of commitment and or progress against this plan are not demonstrated, the athlete would be given notice and offered a period of transition before the APA funding stops (see Athletes Leaving the Programme).

At nine months post childbirth the potential of the athlete should be assessed and confirmed to UK Sport in order to continue to access the APA. It is important to note that this assessment should indicate the athlete's future medal potential and not necessarily performance outcomes.

An athlete who announces retirement from their sport during pregnancy or in the initial six months post childbirth, will not be given a further period of notice before the APA terminates.

In the event of complications either during the pregnancy or post childbirth, this policy will be flexed as is reasonable to accommodate these circumstances on a case-by-case basis.

An athlete may wish to conceive more than once during a funding cycle. Should an athlete fall pregnant for a second time, please ensure you have a conversation with a member of your medical team and Performance Director (PD) as soon as possible. The PD will consider your performance outcomes (during training and competition) and commitment to the programme since returning from your first birth, and your performance trajectory post-childbirth for the second time.

UK Sport has commissioned further research into athletes' experiences of pregnancy, with the aim of providing further guidance about how athletes should be supported through pregnancy and post childbirth. UK Sport reserves the right to adjust this pregnancy policy where the findings of this research suggest the policy should change.

For more information, please see https://www.uksport.gov.uk/resources/pregnancy-guidance

ATHLETE BREAKS

An athlete may request "time away" from their sport. Typically, athlete programme breaks will be undertaken in the first two years of a cycle (typically four years). An athlete may request "time away" from their sport only once in an Olympic or Paralympic cycle (typically four years). A request will be considered by the PD.

In the event of an athlete taking a programme break, the APA can continue to be received for a maximum of 12 months. For breaks of up to 6 months, the athlete will receive their full APA (subject to means testing) from the point the break is agreed with the Performance Director. For requests of between 7 and 12 months, the athlete will receive 50% of their APA.

Each case will be considered on its own merit, reflecting on but not limited to the following criteria:

a) The athlete's performance trajectory and selection expectations, considering any impact on World rankings, qualification (should the request be made in cycle), and any other considerations that might materially impact on the athlete's ability to meet agreed Games targets. Athletes should acknowledge the impact this may have on the APA nominated for at the formal athlete review.
b) A strong performance rationale for the break. A request will be considered by the PD, who reserves the right to reject the request. UK Sport will accept the decision of the PD, so the athlete has no right to appeal.
c) An agreed fitness programme being in place, ensuring an appropriate level of fitness is retained to enable a smooth transition back into the programme at a mutually agreed time.
d) Touch points with the programme being agreed.

Upon agreement of a programme break, the athlete will need to be renominated for an APA on the Athlete Nomination Portal, up to a maximum 6 months. At 6 months, an athlete review will be conducted, and a renomination is required. For programme breaks of less than 3 months, nominations are not required.

Continued access to the APA post programme break will be dependent on:

a) The athlete's intention to return to the sport and the programme being discussed and confirmed no later than one month before the programme break end date.

b) At the point where the intention of the athlete is clear, forming a mutually agreed plan/timetable for return to training and competition.

c) Monitoring, reviewing and confirming that the athlete has made the necessary commitment to this plan and is on track to return.

If the level of commitment and or progress against this plan is not demonstrated, the athlete will be given notice and offered a period of transition before the APA funding stops (see Athletes Leaving the Programme).

TRANSITIONAL FUNDING

If an athlete is removed from the Programme following any review process, they will be eligible to receive their APA for a maximum of three months following the date of termination. No other payments will be made following the date of termination. An athlete will not be eligible for any transitional funding after ONE month from the point of formal notification if they remove themselves from the Programme or are removed from the Programme for disciplinary reasons.

Where an athlete experiences a significant reduction in their income as a result of becoming a full-time member of the WCP, (for example, leaving full-time employment) UK Sport may, entirely at its discretion, allow the athlete to access a Transitional APA in their first year to cover the shortfall in income. UK Sport may seek repayment of this transitional award if, at the next financial assessment of the athlete's income (typically after a 12-month period) there is no evidence of a reduction as declared by the athlete.

As a minimum, UK Sport Guidance on transitional APA awards is as follows:

>1 year but <2 years = 1 month transitional award

>2 years but <3 years = 2 months transitional award

>3 years = 3 months transitional award

- All athletes transitioning from the programme will continue to receive the following transitional service support:
- If an athlete is receiving medical treatment via the Athlete Medical Scheme, cover will be maintained for the completion of that particular course of treatment for up to 3 months.
- WCP medical and physiotherapy support will continue for two months only if the athlete is currently under treatment for an existing condition.
- Performance lifestyle support will continue for 18 months

PROGRAMME ATHLETE ADDITION, WITHDRAWAL OR SUSPENSION

The PD may recommend to UK Sport that an athlete is added, suspended or withdrawn from the WCP at any time during the investment period. Recommendations to withdraw athletes from the World Class programme and/or to terminate membership of the programme and the associated funding and benefits will be made if, at the absolute discretion of the PD the athlete is no longer seen as a strong genuine medal prospect at World Championship, Olympic or Paralympic level. Such recommendations will be made in consultation with the respective nomination panels. In addition, circumstances that warrant withdrawal or suspension from the World Class programme include but are not limited to:

a) failure to engage fully in Programme activities as outlined by the respective Performance Manager, Head of Performance Support or the Pathway Manager;

b) failure to comply with and adhere to agreed Individual Athlete Plans (IAPs) as agreed with the respective Performance Manager;

c) failure to engage fully in designated review meetings and monitoring procedures;

d) non-disclosure of medical or injury information to appropriate British Equestrian WCP Staff.

e) failure to comply with the Athlete Agreement and Code of Conduct, Grievance and Discipline policies; or

f) in the sole opinion of the PD, a failure to optimise their current training environment

Additional athletes may be selected onto the World Class programme during the programme year provided there are places available. Any additional nominations will be agreed by the WCSLT and respective Performance Managers.

APPENDIX 4

MINIMUM PERFORMANCE STANDARDS

Minimum Performance Standards (MPS).
Podium Potential (APA level E) is defined by UK Sport as athletes who will have been identified as having the attributes to pursue success in the Olympic or Paralympic Games and have committed to engage in a period of confirmation.

PODIUM POTENTIAL PATHWAY	
Descriptor	Minimum Performance Standards for Podium Potential Pathway APA level E
UKS E	**Open to all Athletes who meet UKS E level MPS criteria and eligibility**

- **DRESSAGE:**
  Up to 28yrs: Minimum of ONE of the following (Amateur classes and Freestyles do not count):
  - Achieve two final scores of 67% in a CDI/CDIO at Senior or U25 Grand Prix level or above
  - Achieve two final scores of 68% in a CDI at Senior or U25 Intermediate II level or above
  - Achieve one final score of 68% in a CDI and one final score of 68% in the BD National Championships (Gold section) at Senior or U25 Intermediate 11 level or above
  - Achieve one final score of 70% in a BD Premier League and one final score of 68% in the BD National Championships (Gold section) at Senior or U25 Intermediate 11 level

  Up to 25yrs: Minimum of ONE of the following (Amateur classes and Freestyles do not count):
  - Achieve two final scores of 66% in a CDI/CDIO at Senior or U25 Intermediate 11 level or above
  - Achieve one final score of 68% in a BD Premier League and one final score of 66% the BD National Championships (Gold section) at Senior or U25 Intermediate 11 level or above
  - Top 10 Individual placing in the U25 European Championships

- **EVENTING:**
  Up to 28 years: Minimum of one of the following:
- Finish in the top 30% of the total number of starters in a CCI5*.
- Finish in the top 20% of the total number of starters in a CCI4*L/ CCIO4*L.
- Member and completion in a Nations Cup team which finished in 2nd place or above with a clear XC jumping: no more than 8 SJ penalties excluding time faults (a minimum of five teams must have started).
- Finish in the top 10% of the total number of starters in a CCI4*S.

  Up to 25 years: Minimum of one of the following:
- Finish in the top 25% in a CCI4*L/CCIO4 *L.
- Finish in the top 20% in the CCI4*L Under 25 Championships at Bramham.
- Finish in the top 15% of the total number of starters in a Senior CCI3*L.
- Member and completion in a Nations Cup team which finished in 4th place or above with a clear XC jumping: no more than 8 SJ penalties excluding time faults (a minimum of five teams must have started).
- Finish in the top 15% of the total number of starters in a CCI4*S.
- Finish in the top 20% of the total number of starters in the CCI4*S Under 25 World Championships at Millstreet

Descriptor	Minimum Performance Standards for Podium Potential Pathway APA level E
UKS E	**Open to all Athletes who meet UKS E level MPS criteria and eligibility**

- **SHOWJUMPING:**
  Up to 28 years: Minimum of one of the following:

- Minimum of 4 clear rounds in 1.50/1.55m competitions**
- Clear round in the first round of a 3* GP.
- Score less than 8 faults in total over both rounds of a 3* Nations Cup.

Up to 25 years: Minimum of one of the following:

- Minimum of 2 clear rounds in 1.50m competitions and a minimum of 6 clear rounds in 1.45m competitions judged under FEI rules for "Normal Competitions & GP Competitions," Article 219, 220, 221, 222, 223, 224, 226, 227, 228.
- Double clear round in a 2* Grand Prix (double clear round in the initial two rounds of any three round 2* Grand Prix)

**Judged under FEI rules for "Normal Competitions, Nations Cup & GP Competitions," Article 219, 220, 221, 222, 223, 224, 226, 227, 228. Excluding special competitions.

- **PARA-DRESSAGE:**
- Minimum of two scores of 66% or above in the GP A or B test at any of the following and with at least ONE score being achieved at a CPEDI 3* or higher-level competition:
  CPEDI3*, BD Para Equestrian Dressage Gold Championships (Summer or Winter), or BD Para Dressage High Profile show

APPENDIX 5

SELECTION/NOMINATION APPLICATION PRIVACY NOTICE

As part of the application process for selection onto the World Class Programme, British Equestrian (BEF) collects and processes personal data relating to applicants. The BEF is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information does the BEF collect?

During the course of the application process the BEF collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your membership with the relevant BEF member body (British Show jumping/British Dressage/British Eventing)
- details of your competition and training history;
- details of your employment/education history;
- information to confirm that you meet the minimum eligibility requirements of the relevant selection policy, such as your nationality and age (date of birth)
- confirmation of your clothing size for the purposes of fitting you with team kit, if required; and
- if you are applying for the Para-Equestrian squad, information in relation to your medical condition, current medication and para classification grade.

The BEF collects this information in a variety of ways. For example, data might be contained in application forms, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

Data will be stored in a range of different places, including on your application record, in World Class selection process management systems and on other IT systems (including email).

Why does the organisation process personal data?

The BEF needs to process your data in order to properly assess your application for selection to the World Class Programme and in order to communicate with you.

Processing data from applicants allows the BEF to manage the selection process, assess and confirm an applicant's suitability for a place on the World Class Programme and decide who should be offered a place on the Programme. The BEF may also need to process data from applicants to respond to and defend against claims for non-selection under the relevant selection policy.

The BEF therefore has a legitimate interest in processing personal data during the selection process and for keeping records of the process.

For Para-Equestrian athletes, the BEF collects health information in order to comply with the eligibility and rule requirements of Para-Equestrian dressage. It will only process data that is appropriate and relevant for classification purposes.

If you agree, photographs of you will be retained by the BEF for promotional purposes. Your consent will be asked for at the time you submit your application.

If your application is unsuccessful, the BEF will keep your personal contact details on file for 2 years to enable the BEF to contact you about applying for future programmes. The BEF will ask for your consent before it keeps your data for this purpose and you are free to withdraw your consent at any time.

Who has access to data?

Your information will be shared internally for the purposes of the selection process. This includes members of the BEF's World Class Programme Team and relevant member bodies if access to the data is necessary for the performance of their roles.

The BEF will not share your data with third parties without your consent. If your application is successful and the BEF makes you an offer of a place on the World Class Programme, it may then share your data with UK Sport or the UK Sports Institute and you will be provided with additional information in relation to how your data will be processed, stored and shared as an athlete on the World Class Programme.

The BEF will not transfer your data.

How does the organisation protect data?

The BEF takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees and members of the World Class Programme Team in the proper performance of their duties.

For how long does the organisation keep data?

If your application is unsuccessful, the BEF will hold your data on file for 3 months after the end of the relevant selection process. If you agree to allow the BEF to keep your personal data on file, the BEF will hold your data on file for a further 2 years to enable the BEF to contact you about applying for future programmes. At the end of that period or once you withdraw your consent; your data is deleted or destroyed.

If your application is successful, personal data gathered during the selection process will be transferred to a file which is personal to you and will be retained whilst you are on the World Class Programme. The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the BEF to change incorrect or incomplete data;
- require the BEF to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where the BEF is relying on its legitimate interests as the legal ground for processing; and
- ask the BEF to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the BEF's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact Lynne Bailey at Lynne.Bailey@bef.co.uk

If you believe that the BEF has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to the BEF during the selection process.

Automated decision-making

Selection processes are not based on automated decision-making.