

FEI European Championship CH – EU – CCI4*

Le Pin au Haras 09 – 13th August 2023

Senior Selection Policy

1. Introduction

- 1.1. This is the British Equestrian Eventing Selection Policy for the 2023 European Championship (the “**Championship**”). The British Equestrian Eventing team for the Championship will be selected by the British Eventing Selectors (the “**Selectors**”) in accordance with this Policy. Once selected, the team will be entered and supported by British Equestrian (“**BEF**”) through its World Class Programme (“**WCP**”).

2. Objectives

- 2.1. The Selectors shall select (in accordance with this Selection Policy) the athlete/horse combinations that in their view will most likely achieve at the Championship the objectives set out in this section of the Selection Policy (“**the Objectives**”).
 - a. **Primary objective:** Win the Team Competition gold medal at the Championship.
 - b. **Secondary objective:** Win as many Individual Competition medals as possible at the Championship
 - c. **Tertiary objective:** To give the option to use the Team and Individual places to provide Championship experience to potential Olympic Games Combinations

3. Outcome of Selection Process

- 3.1. The Selectors shall select a squad of up to a maximum of six (6) athlete/horse combinations. Of which four (4) will make up the team and will compete in the team competition. The squad athletes who are not in the team will compete in the individual competition.
- 3.2. The Selectors may also select several reserve athlete/horse combinations (“**Reserve Combinations**”). The selectors retain the option to place the reserve list in rank order.

4. Selection criteria

- 4.1. The Selectors will consider the criteria set out below and use their absolute discretion and expert opinion to select athlete/horse combinations onto the Squad. They must, at all times, use their discretion honestly and with due integrity.
 - a. The athlete/horse combination’s results. Due regard will be given to:
 - i. Past and present results from CCI4* and CCI5* events, including CCI-L, CCI-S and CCIO-NC-S.
 - ii. The standing of the judges and the competition
 - iii. The difficulty of the cross-country/showjumping courses
 - iv. The terrain

- v. The quantity and competitiveness of the starters
 - vi. The likely contribution of the combination to win medals or achieve the objectives set out in section 2.0
 - vii. The commitment of the rider to preparing optimally for the Championship, as outlined by the PM/HPC, Team Vet and human health team for each combination's specific requirements in order to produce optimal results in the environment
- b. Although the performance in all three phases will be taken into account by the Selectors, they reserve the right to select an athlete/horse combination with an outstanding talent or record in one of the three phases of the competition, if it is in the interests of achieving the objectives of the Selection Policy.
 - c. Fitness and soundness of the horse. The professional opinion of the Team Vet or another appointed veterinary surgeon will be sought. Athletes are obliged to notify the Team Vet 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 Team Vet.
 - d. Fitness of the human athlete to compete to their full potential. An athlete must declare any current or ongoing physical or mental reason that may impair their ability to perform at their peak. This information will be held in the strictest confidence.
 - e. Willingness of the athlete, along with his/her owners, coaches, sport science and medicine (SSM) staff, grooms and others that may be assisting the athlete during the Championship, to contribute to the objectives of the Selection Policy, and abide by any British Equestrian charter or code of conduct which may be in force.
 - f. The World Class Programme Chief Medical Officer or WCP Lead of Athlete Health may also pass judgement from a medical perspective on an athlete's capacity to optimally compete. However, it is noted that this is done confidentially and without any detail of the issue without an athlete's explicit consent.
 - g. Behaviour of the athlete and people associated with the athlete (including, without limitation to, owners, partners, coaches and grooms) that may have an impact on creating a positive team environment.
 - h. Ability to produce peak performances in conditions similar to the Championship.
 - i. Demonstration of behaviour that indicates a commitment to a positive team environment both on and off the field of play.
- 4.2. The Selectors, in collaboration with the PM and HPC, 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.

5. Eligibility, availability, and conditions for consideration for selection

- 5.1. All athlete/horse combinations must have registered their intent to compete with the BEF to be considered for selection at the Championships within the timeframes set out in 7.1.
 - a. The registration form can be found [here](#).
- 5.2. The BE International Secretary will ensure that each athlete and horse put forward to the Selectors as being available for selection for the Championships is eligible to represent Great Britain at the Championships, including that:

- a. The athlete is a national of the United Kingdom of Great Britain and Northern Ireland and in compliance with the Federation Equestre Internationale (“FEI”) General Regulations, 24th Edition, Article 119 at the time of the application, selection and until the conclusion of the Championship.
- b. The athlete holds a valid UK passport that does not expire within the six (6) month period following the conclusion of the Championship.
- c. The athlete has been granted a license by the National Federation of Great Britain (the BEF) to compete in international events in accordance with FEI General Regulations, 24th Edition, Articles 113 and 117.
- d. The athlete is eligible under any anti-doping code (i.e., not serving a competition ban as a result of a proven doping or controlled medication violation), is not serving a competition ban as a result of any breach of any ethical code or misconduct and is not in receipt of a funding ban from UK Sport.
- e. The athlete is a full and active member of British Eventing and not serving any suspensions under either the British Eventing and/or BEF rules.
- f. The owner is a member of British Eventing and not serving any suspension under British Eventing and/or BEF rules for 2023.
- g. The athlete is fully registered with the FEI for 2023.
- h. The horse is fully registered with British Eventing and the FEI for 2023.
- i. The athlete and horse each satisfy the minimum eligibility criteria as defined in the FEI Regulations and are not, for any reason, ineligible to take part in the Championship under BEF, FEI or British Eventing rules.

6. Qualification period

- 6.1. The qualification period for horses and athletes to compete will be in accordance with FEI regulations which are available [here](#).

7. Process and Timelines

- 7.1. The nominated entries:
 - a. Athletes wishing to be considered for selection must enter their details on the [Register of Interest to Compete](#)
 - b. The [Register of Interest to Compete](#) at the **Championships** will close at 20:00hrs on the evening before the nominated entries selection meeting date and only athletes on this list will be considered for selection.
 - c. On or around the 20th of June (subject to the nominated entry date) the Selectors will select a list of nominated entries (the “**Nominated Entries**”), from which the squad will subsequently be selected.
 - d. Athletes will be subsequently informed of the nomination meeting selection outcomes by the Performance Manager (“**PM**”) at the end of the selection meeting.
 - e. Athletes will have the right to appeal any selection decision within 48 hours of being informed of the decision.
 - f. The **Nominated Entries** will be submitted on the nominated entry date from which the Team will subsequently be selected (and subject to receiving the FEI official schedule with confirmation of the nominated entry date).
- 7.2. The Definite entries:
 - a. On or around the 4th of July (subject to the definite entry date) the Selectors will select from the nominated entry list:

- i. The **“Squad”** of six (6) athlete/horse combinations to compete at the Championship
- ii. **“Reserve Combinations”** as deemed required
- iii. The Selectors may, but are not obliged to, place Reserve Combinations in rank order.
- b. Athlete/Horse combinations selected in accordance with 7.2 a above will form the definite entries (the **Definite Entries**).
- c. Athletes will be subsequently informed of the Definite Entry selection meeting selection outcomes by the PM.
- d. The 48hr window for appeals starts at the time the Athlete is informed of the selection decision.
- e. The **“Squad”** will be submitted at the definite entry date (and subject to receiving the FEI official schedule with confirmation of the definite entry date)

8. Confidentiality & Code of Conduct

- 8.1. It is vitally important for the integrity of this Selection Policy and its operation, and out of respect for the athletes, owners, Selectors, staff and other parties involved in this selection process for the Championship, that there is at all times a high degree of confidentiality relating to information which may have a bearing on selection and/or selection decisions.
- 8.2. Any Selector or individual attending a Selection Meeting, whether voting or non-voting, who breaches that confidentiality may be removed as a Selector and prohibited from attending Selection Meetings. All confidential information, conversations and discussions will be identified as such.

9. The Selection Panel

- 9.1. A non-voting Independent Chair of Selectors and two (2) voting Selectors will be appointed by either the WCP Performance Director (**“PD”**) & the British Eventing Chief Executive Officer (**“CEO”**) or by an interview panel comprising the PD, the PM, the CEO of British Eventing and a board member from British Eventing or a relevant substitution should any of the named positions not be available.
- 9.2. A third voting Selector may be appointed from their position on the BE Board, or another suitable qualified individual.
- 9.3. Throughout this Selection Policy the term **“Selectors”** refers to the Independent Chair of Selectors and the three (3) voting Selectors.
- 9.4. The voting Selectors will all have the knowledge and experience required to select Championship teams and will be free from any vested interest or conflict of interest in so far as is possible.
- 9.5. All Selectors must declare any potential or perceived or actual interest or conflict of interest in the selection process as soon as they arise to British Eventing. The PM will be responsible for keeping the Independent Chair of Selectors informed.
- 9.6. The Independent Chair of Selectors will ensure that:
 - a. The voting Selectors are aware of the selection criteria set out in this Selection Policy.
 - b. The process set out in this Policy by which the athlete/horse combinations are selected for the Championship is followed correctly at Selection Meeting(s).
- 9.7. Conflicts of interest to be confirmed and declared at the start of selection meetings to allow the Chair to check and manage any issues.

- 9.8. If any interest or conflict of interest on the part of a voting Selector exists, the Independent Chair of Selectors may vary the process set out in this Policy as they see fit, including by requiring any conflicted voting Selector to recuse himself / herself from any discussion or vote or Selection Meeting.
- 9.9. The Selectors so appointed comprise:

a. Independent Chair of Selectors (non-voting)	Graeme McPherson
b. Selector (voting)	Nigel Taylor
c. Selector (voting)	Sarah Bullen
d. Selector (voting)	Mark Philips
- 9.10. The PD, or a nominated representative of the PD (as agreed with the CEO of British Eventing and the PD), shall attend Selection Meetings.
 - a. The PM will attend all selection meetings and in coordination with the High-Performance Coach “HPC”, provide relevant evidence and insight including, but not limited to, assessment of anticipated performance, assessment of risk factors and recommendations regarding final preparation/training for each combination.
- 9.11. The following individuals may also attend Selection Meetings (in person or remotely) in a non-voting capacity as experts for the purpose of assisting the Selectors to select the combinations and shall play such part in any Selection Meeting as the Selectors consider appropriate. The purpose of the expert is to assist the Selectors to select the “Squad” by providing information, insight and expert opinion including but not limited to, the process of “Squad” selection, assessment of past and anticipated performance and assessment of risk factors:
 - a. WCP Team Veterinary Surgeon (“Team Vet”) and/or a nominated representative of the Team Vet may, if required, provide expert opinion and insight including, but not limited to, horse soundness, anticipated ability to compete in and complete the Championship and assessment of known risk factors. No confidential veterinary information will be provided to the Selectors in the absence of consent from the athlete. Such information, opinion and insight as is provided will be provided and received in the strictest confidence.
 - b. WCP Lead of Athlete Health (“LAH”) or a nominated representative of the LAH may (if required) provide expert opinion and insight as to an athlete’s capacity to optimally compete, although no medically confidential information will be provided to the Selectors in the absence of consent from the athlete. Such information, opinion and insight as is provided will be provided and received in the strictest confidence.
 - c. WCP Performance Support Services Representative and/or nominated representative to provide data analysis as requested by the panel.
 - d. A British Athletes’ Commission Representative.
 - e. A BEF appointed minute taker shall attend all Selection Meetings and shall keep a written minute of the Selection Meeting.
 - f. The following individuals (“Observers”) may also attend Selection Meetings and shall play such part in any Selection Meeting as the Selectors consider appropriate:
 - i. The CEO of BEF
 - ii. The CEO of British Eventing
 - iii. A representative of UK Sport

10. Voting

- 10.1. All Selectors, except for the Independent Chair, will have equal voting rights. Selection decisions must be reached by a majority of the voting Selectors and with no abstentions, unless a voting Selector is required to abstain or recuse themselves from a vote due to a declared conflict of interest.
- 10.2. In the event of a conflict of interest arising, if the remaining voting Selectors reach an equality of votes, the PM will have the casting vote.
- 10.3. In the event of the PM being required to abstain due to a conflict of interest, the PD, or appointed representative, will have the casting vote.
- 10.4. Should a Selector be unable to attend a Selection Meeting for any reason the PM, or a nominated representative of the PM, will assume the role of that Selector and vote in their absence.
- 10.5. Throughout the selection process, the Selectors will act as experts and are entitled within this Selection Policy, having regard to the criteria set out in this Policy, to use their discretion to select athlete/horse combinations. They must at all times use their discretion honestly and with integrity having regard to, and acting in compliance, with such applicable code of conduct or code of ethics as might be in force from time to time.

11. Substitution

- 11.1. At any time between the announcement of the Squad and the departure of the Squad to the Championship. The final decision on as to whether to substitute will be made by the Selectors (in consultation with the PM, HPC and the Team Vet) in the circumstances set out below:
 - a. Substitute an athlete/horse combination from the Squad, and;
 - b. Select a Reserve Combination onto the Squad to replace a removed athlete/horse combination.
- 11.2. In the case of an athlete being considered medically unfit to compete, defined 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”*:
 - a. The athlete will be examined by a WCP approved Human SSM Practitioner.
 - b. Such examination may involve the athlete being required to ride certain dressage movements or jump selected fences on their selected horse.
 - c. The decision as to whether to substitute them will be made by the PM in consultation with the HPC following an examination by a WCP-approved Human SSM Practitioner and in consultation with the PD.
- 11.3. If the case of a horse being considered to be unfit to compete due to veterinary reasons, or unable for veterinary reasons to compete to the performance standard anticipated at the time of selection to the Squad:
 - a. The horse will be examined by the Team Vet or WCP approved veterinary surgeon.
 - b. The decision as to whether to substitute that athlete/horse combination will be made by the PM consultation with the HPC following the examination by the Team Vet WCP approved veterinary surgeon in consultation with the PD.
- 11.4. It is a condition of selection to the Squad that following selection athletes and horses make all reasonable efforts to maintain fitness, form and performance in a suitable training and competition programme to be agreed with the PM. If an athlete or horse:
 - a. Fails to follow such programme, or

- b. Fails to reach agreement with the PM as to an alternative programme.
- c. The Selectors shall be entitled to reconsider (in consultation with the PD, the PM and HPC) the selection of the athlete/horse combination to the Squad and to substitute the athlete/horse combination from the Squad.

12. Post Selection Team and Running Order

- 12.1. The PM in consultation with the HPC and Team Vet will decide the four Team Members, which may be announced at any point up to final declarations, of the Team and the proposed running order.
- 12.2. The PM and HPC will inform/confirm with athletes accordingly after assessment of the condition of the horse's post-travel and the ground/weather conditions and the health of the rider to compete to their maximum potential.
- 12.3. The Team and Team running order will be made with absolute discretion, honesty, and integrity. This decision will not be contestable, it will be final.
- 12.4. The PM may also subsequently make amendments to the Team and the order at any time up to two hours before the start of the dressage phase, if deemed necessary to do so. Again, this decision will be made with absolute discretion, honesty and integrity and will not be contestable, it will be final.

13. Appeals process and procedures

- 13.1. Athletes have the right to appeal against a selection decision of the Selectors, but only on the grounds:
 - a. That the Selectors did not comply with this Selection Policy when making the decision appealed against, or
 - b. That in making the decision appealed against the Selectors made a decision that no rational body of competent Selectors could reasonably have made.
- 13.2. The right to appeal a selection decision must not be seen as an opportunity to dispute the opinion of the Selector(s) where the selection procedure and selection criteria have been followed. In reaching their decision the Selector(s) are acting as experts.
- 13.3. An appeal must be made by submitting notice in writing ("**the Notice of Appeal**") to the CEO of the BEF in accordance with the BEF Selection Appeal Rules within 48 hours of the relevant athlete being informed of the Selectors' decision against which the athlete wishes to appeal.
- 13.4. A copy of the Notice of Appeal must also be submitted to the CEO of British Eventing. The CEO of British Eventing shall, on receipt of the Notice of Appeal, seek to bring together all parties affected by the appeal for a without prejudice discussion that may, if all are agreed, take the form of a facilitated mediation.
- 13.5. For the avoidance of doubt, the Appeal process shall continue to run during such discussion. However, in the event that all affected parties notify the BEF (within 24 hours of receipt of the Appeal Notice) that such discussion/mediation has resolved the appeal, the Appeal Process shall be stayed.
- 13.6. The full details of the BEF Appeals Rules are set out on the BEF website:

[Here](#) and copies of the BEF Selection Appeal Rules can be obtained from the BEF office.

14. Policy Creation & Amendment

- 14.1. This Selection Policy is compiled in consultation with the British Eventing Board of Directors, the World Class Performance Management Group, BEF Board of Directors, **PM**, British Eventing Selectors, athletes and the **PD**.
- 14.2. The Selectors are entitled in exceptional circumstances to amend or revise this Selection Policy where they reasonably consider it necessary to do so to best achieve the Objectives of the Selection Policy set out in Section 2 below.
- 14.3. Any amendments of or revisions to this Selection Policy must be approved by the PD, the BEF **CEO**, the British Eventing CEO and the PM.
- 14.4. The amended or revised Policy and/or relevant sections will be communicated to all senior international athletes in a manner directed by the PD, PM and Selectors. All amended or revised clauses will be published on the British Eventing website and BEF Website.

15. General

- 15.1. **Discretion** – the Selectors are entitled, within the scope of this Selection Policy, to exercise their discretion to achieve the Objectives where it is reasonable to do so.
- 15.2. **Cancellation/postponement** – in the event of cancellation of the Championship, the relevant parties will be notified straightaway. In the event of postponement of the Championship, a situation might arise where a new and/or different Team or nominated list needs to be selected, in which case all parties will be notified and (subject to any amendments or revisions made to the Selection Policy in accordance with Section 1 above) the procedures for selection set out in the Selection Policy will be followed.
- 15.3. **Force majeure** – in the event of exceptional circumstances beyond the BEF or British Eventing's control, such as disease outbreak in horses or humans, war or terrorism, withdrawal of WCP funding, the British Eventing Board reserves the right to make the decision, following consultation with the PD and CEO of the BEF, either to change the Selection Policy or the procedure for selection, which might include withdrawing the British Team from competition.
- 15.4. **Communication (Publication)** – the Selection Policy will be published on the BEF and British Eventing website and copies will be available on request from the British Eventing/BEF office.
- 15.5. **Enquiries** – enquiries about the Selection Policy can be made either in writing or by telephone to the BEF office or the PM.
- 15.6. **Point of contact** – the PM is the key point of contact relating to this Selection Policy.