

# FEI 2023 European Championships Reisenbeck, Germany, 4 – 10<sup>th</sup> September 2023 Para Dressage Selection Policy

## 1. Introduction

- 1.1. This is the British Equestrian (“BEF”) [British Dressage (“BD”) Selection Policy for the FEI 2023 European Championship (the “**Championship**”). The British Equestrian Para Dressage squad for the Championship will be selected by the British Para Dressage Selectors (the “**Selectors**”), in accordance with this Policy. Once selected, the team will be entered and supported by British Equestrian 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:** To medal in the Team and Individual competitions at the FEI Para Dressage European Championships 2023.
- b. **Secondary objective:** To provide the necessary experience for athletes and/or horses at the FEI Para Dressage European Championships 2023, to prepare and develop combinations for future international championships.

## 3. Outcome of Selection Process

- 3.1. The Selectors will select four combinations which will make up the team and will compete in the team 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 team. They must, at all times, use their discretion, honestly and operate with due integrity.

Due regard will be given to:

- a. Scores (obtained from the FEI website) from all CPEDI 3\* competitions during the period 1st January 2023, up to and including the Championship entry dates (nomination and definite respectively) and the designated Selection Event: The BD Festival of Para Dressage, Wellington, 6-8<sup>th</sup> June 2023.

- b. Secondary consideration will be given to scores achieved from 1st January 2022, up to and including 31st December 2022, at CPEDI3\* competitions and the FEI Para Dressage World Championships 2022.
- c. The performance trajectory of the combination.
- d. The current trend in scores internationally within each grade.
- e. Demonstrable ability of the athlete/horse combination to produce peak performance under pressured conditions. In the interests of “proven ability” the Selectors reserve the right to include a less experienced combination within the team in order to prepare and develop combinations for future international championships.
- f. The overall performance and soundness of the athlete/horse combinations and the likelihood of the athlete and horse’s ability to remain fit throughout the whole of the competition at the FEI European Para Dressage Championships 2023.
- g. The commitment of the athlete and athlete’s home team to work with the PM and WCP support team in preparing optimally for the Championships, to achieve the objectives of this Selection Policy, and to behaviours that contribute to a positive team environment both on and off the field of play.
- h. Willingness of the athlete and their home team (i.e., owners, coaches, grooms, carers and others that may be assisting the athlete in the build up to and during the Championships) to abide by the [British Equestrian Team Charter](#) and the [BD Code of Conduct](#).
- i. The Selectors, in collaboration with the PM, may at their absolute discretion, ask athletes and horses to participate in specific training, tests or competitions, where they deem this appropriate to selection decisions being made. The PM will inform details of the necessary requirements to those athletes concerned.

## **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.
- 5.2. The registration form can be found [here](#).
- 5.3. The British Para Dressage International Officer 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 Fédération Equestre Internationale (“FEI”) General Regulations, 24<sup>th</sup> 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, 24<sup>th</sup> 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 (Competing) and active member of British Dressage and not serving any suspensions under BD and/or BEF rules.
  - f. The owner is an active member (Competing or Non-Competing) of British Dressage and not serving any suspension under BD and/or BEF rules.

- g. The athlete is fully registered with the FEI for 2023.
- h. The horse is fully registered with British Dressage 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 Dressage 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 at [www.fei.org](http://www.fei.org).

## 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 **TBC** before the nominated entries selection meeting date and only athletes on this list will be considered for selection.
  - c. On **TBC** (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 (and subject to receiving the FEI official schedule with confirmation of the nominated entry date).
- 7.2. The Definite entries:
  - a. On 11 July 2023 (subject to the definite entry date) the Selectors will select from the nominated entry list:
    - i. The **"Team"** of four (4) 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. The Athlete/Horse combinations selected in accordance with 7.2.a. 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 **"Team"** and **"Reserves"** 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 three (3) voting Selectors appointed by either the WCP Performance Director (“PD”) & the BD Chief Executive Officer (“CEO”), or by an interview panel comprising the PD or PM, the CEO of BD and a board member from BD or a relevant substitution, should any of the named positions not be available.
- 9.2. Throughout this Selection Policy the term **“Selectors”** refers to the Independent Chair of Selectors and the three (3) voting Selectors.
- 9.3. 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.
- 9.4. 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 BD. The BD International Officer will be responsible for keeping the Independent Chair of Selectors informed.
- 9.5. 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).
- 9.6. Conflicts of interest to be confirmed and declared at the start of selection meetings to allow the Chair to check and manage any issues.
- 9.7. 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 themselves from any discussion or vote or Selection Meeting.
- 9.8. The Selectors so appointed comprise:
- |  |                |
|--|----------------|
| a. Independent Chair of Selectors (non-voting) | Sarah Rowell   |
| b. Chief Selector (voting)                     | Joyce Head     |
| c. Selector (voting)                           | Islay Auty     |
| d. Selector (voting)                           | Pamela Bushell |
- 9.9. The PD, or a nominated representative of the PD (as agreed with the CEOs of BD and the BEF), shall attend Selection Meetings.
- 9.10. The PM will attend all selection meetings and, in coordination with the High-Performance Coaches **“HPC”**, provide relevant evidence and insight including, but not limited to, assessment of anticipated performance, assessment of risk factors.
- 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 **“Team”** by providing information, insight and expert opinion including but not limited to, the process of **“Team”** selection, assessment of past and anticipated performance and assessment of risk factors:

- a. **HPC's** with the purpose of providing 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.
- b. 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.
- c. WCP Chief Medical Officer (CMO), or a nominated representative of the CMO, 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.
- d. A WCP Performance Support Services Representative and/or nominated representative.
- e. A British Athletes' Commission Representative.
- f. An appointed officer shall attend all Selection Meetings to keep a written record of the reasons given for selection decisions.
- g. 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 BD
  - 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 PD, or a nominated representative of the PD (as agreed with the CEOs of BD and the BEF), will assume the role of that Selector and vote in their absence, providing they are free of any conflict of interest.
- 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 Team and the departure of the Team to the Championship, the Selectors (in consultation with the PD, the PM, the Team Vet, and the CMO) may in the circumstances set out below:

- a. Substitute an athlete/horse combination from the Team, and
  - b. Select a Reserve Combination onto the Team to replace a removed athlete/horse combination.
- 11.2. If the PM, PD or CMO considers that an athlete might be 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*”) for medical reasons:
- a. The athlete will be examined by a WCP approved Human Sport Science and Medicine Practitioner.
  - b. Such examination may, at the discretion of the PM and Chief Selector involve the athlete being required to ride certain Dressage test elements.
  - c. The decision as to whether to substitute that athlete/horse combination will be made by the Selectors after completion of the examination in consultation with the PM, PD, and CMO.
- 11.3. If the PM, the Chief Selector or Team Vet considers that a horse might 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 Team:
- 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 Selectors after completion of that examination in consultation with the PM, the PD and the Team Vet.
- 11.4. It is a condition of selection to the Team 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, and/ or
  - b. Fails to reach agreement with the PM as to an alternative programme.

The Selectors shall be entitled to reconsider (in consultation with the PM, the Team Vet and/or CMO) the selection of the athlete/horse combination to the Team and to substitute the athlete/horse combination from the Team.

## 12. Appeals process and procedures

- 12.1. 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, and/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.
- 12.2. 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.
- 12.3. 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.

- 12.4. A copy of the Notice of Appeal must also be submitted to the CEO of British Dressage. The BD CEO 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.
- 12.5. 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.
- 12.6. The full details of the BEF Rules are set out on the BEF website: [Here](#) and copies of the BEF Selection Appeal Rules can be obtained from the BEF office.

### 13. Policy Creation & Amendment

- 13.1. This Selection Policy is compiled in consultation with British Dressage Board of Directors, the BEF Board of Directors, PD, PM, British Dressage Selectors, and athletes.
- 13.2. 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 above.
- 13.3. Any amendments of or revisions to this Selection Policy must be approved by the BD and BEF CEOs, PD and the PM.
- 13.4. 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, and all amended or revised clauses will be published on the British Dressage and BEF websites.

### 14. General

- 14.1. **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.
  - 14.2. **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.
  - 14.3. **Force majeure** – in the event of exceptional circumstances beyond the control of BEF or British Dressage, such as disease outbreak in horses or humans, war or terrorism, withdrawal of WCP funding, the British Dressage Board reserves the right to make the decision, following consultation with the CEOs of BD/BEF and PD, either to change the Selection Policy or the procedure for selection, which might include withdrawing the British Team from competition.
  - 14.4. **Communication (Publication)** – the Selection Policy will be published on the British Dressage and BEF websites and copies will be available on request from the British Dressage/BEF office.
  - 14.5. **Enquiries** – enquiries about the Selection Policy can be made either in writing or by telephone to the BEF office or the PM.
  - 14.6. **Point of contact** – the PM is the key point of contact relating to this Selection Policy.
- 