

BRITISH EQUESTRIAN DRESSAGE SELECTION POLICY

FEI DRESSAGE EUROPEAN CHAMPIONSHIPS 2021

(CH-EU-D 2021)

1.0 Introduction

- 1.1 The British Equestrian Dressage squad (the “Team”) for the FEI European Dressage Championships 2021 will be selected by the Selection Panel (the “Selectors”), appointed by British Dressage, endorsed by British Equestrian (BEF). The Team will then be entered and supported by the BEF through its World Class Programme (WCP).
- 1.2 References to the “Team” in this Policy refer to the four (4) athlete/horse combinations who will be selected to compete at the FEI European Dressage Championships 2021.
- 1.3 The Selectors will also select two or three (2 or 3) additional Reserve combinations who will be placed in rank order and/or may be identified as specific replacements for named selected combinations on the Team.

2.0 Objectives

The objective of this Selection Policy is to select athlete/horse combinations that will maximise the potential to:

- 2.1 Primary objective: Win as many medals as possible at the FEI European Dressage Championships 2021.
- 2.2 Secondary objective: To give the opportunity, in a non-qualifying year for the Olympic Games 2024, of providing Championship experience to potential Olympic Games combinations.

3.0 Selection Panel Confidentiality

- 3.1 It is vitally important for the integrity of the Selection Policy and process, and out of respect for the athletes, owners, grooms, selectors, staff and other parties, that there is at all times a high degree of confidentiality relating to information which may have a bearing on selection.
- 3.2 Any member of the Selection Panel, whether voting or non-voting, who breaks this confidentiality may be removed from the Selection Panel. All confidential information, conversations and discussions will be identified as such.

4.0 Selection Panel and attendees

- 4.1 The EU-CH Dressage Selection Panel shall be comprised of:
Independent Chair (non-voting), Sarah Rowell
Chief Selector (voting), Judy Harvey, British Dressage (BD) International Director
Senior Selector (voting), David Trott
Selector (voting), Jenny Ward

Non-Voting Experts present at the EU-CH Dressage Championships Selection Meeting:
(The individual experts' opinion will be sought from the Selectors but will not have a vote at the point of selection. They may contribute to selection discussions when invited to do so).

Team Veterinary Surgeon (non-voting), Andre Buthe
Second Opinion Veterinary Surgeon (non-voting), Tim Randle
World Class Programme (WCP) Athlete Health Lead (if required), Ashleigh Wallace

Minute taker:
BD International Officer (non-voting), Lianne Martin

Performance Data:
WCP Performance Support Services Representative (non-voting)

Observers who may attend the Selection Meeting:
Performance Director (PD) (non-voting), Richard Waygood (or appointed representative)
UK Sport Representative
British Athletes' Commission Representative

- 4.2 The Independent Chair will ensure that the process of selection is followed correctly and in accordance with the Selection Policy. The Chief Executives of British Dressage and British Equestrian will maintain a register of declared interests and all members of the Selection Panel will declare any potential or perceived conflicts as soon as they arise, in accordance with Section 14 of the Policy. If a member of the Selection Panel, whether voting or non-voting, has a declared interest during selection, then they must step down from discussion involving the potential or perceived conflict. The register will be provided to the Independent Chair at all selection meetings.
- 4.3 All Selectors will have equal voting rights. Decisions must be reached by a majority vote and with no abstentions unless a Selector is required to abstain due to a declared interest. In the event of a majority decision not being achieved or possible, the BD International Director as Chief Selector will have the casting and deciding vote. In the event of the BD International Director being required to abstain due to a declared interest, the Senior Selector will have the casting and deciding vote.
- 4.4 The Team Veterinary Surgeon and Second Opinion Veterinary Surgeon will be non-voting members of the Selection Panel with the sole purpose of reporting on soundness, assessment of known risk factors and recommendations regarding final preparation.

- 4.5 The WCP Athlete Health Lead will attend the selection meeting if required and will, in any case, provide such information as necessary to enable Selectors to make a rational decision on an athlete's fitness and/or anticipated ability to complete the dressage competition at the Championships in its entirety.
- 4.6 The PD (or appointed representative) will attend the nomination meeting and final selection meeting and will be responsible for the final submission of athlete/horse combination names by the BEF to the FEI.
- 4.7 The Selection Panel will be provided, in advance, with relevant scores (obtained from the FEI website) and performance evidence to support them in their selection decisions. The information will be provided by the BD International Officer and the BEF WCP team in consultation with, and ratified by, the WCP Head of Performance Support or designated other.

5.0 Policy formation

The British Equestrian Dressage Selection Policy for the FEI Dressage European Championships 2021 is compiled in consultation with the BD International Director, BD Selectors, BD Chief Executive Officer (CEO), athletes, PD and WCP Performance Manager(PM).

6.0 Changes in Policy

The Selectors will have the right, in exceptional circumstances, to amend or change the Policy where necessary at any time in order to fulfil the objectives of the Policy, including (but not limited to) as a result of COVID-19. This may include alternatives to the selection criteria (Section 9.5), as a necessary response to the impact of COVID-19 on the international competition calendar, including any travel restrictions, to enable the objectives of the Policy to be fulfilled. Any such alternatives will be communicated to the athletes at the earliest opportunity. Any changes to the Policy must be approved in writing by the PD (or appointed representative), BEF and BD CEOs and BD International Director, such approval not to be unreasonably withheld by any party. The amended Policy, in its entirety, will be communicated to all athletes (as directed by the International Director by e-mail) and will be published on the BEF and BD websites.

7.0 Eligibility

7.1 Minimum eligibility and availability requirements to be considered for selection:

- a. The athlete must be a national of the United Kingdom of **Great Britain and Northern Ireland** and in compliance with the Fédération Equestre Internationale (FEI) General Regulations, 23rd Edition, Article 119 at the time of application, selection and until the conclusion of the FEI European Dressage Championships 2021.
- b. Athletes must hold a valid UK passport that does not expire within six (6) months of the conclusion of the Games and complies with any current requirements for travel as an outcome of Brexit.
- c. The athlete has been granted a licence by the National Federation of Great Britain to compete in international events in accordance with FEI General Regulations, 23rd 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 human or equine doping or controlled medication violation, or other breach of ethical conduct and is not in receipt of a lifetime funding ban from UK Sport.
- e. The athlete is a full and active member of BD and is not serving any suspension under BD rules.
- f. The horse is fully registered with BD for 2021.
- g. Neither athletes or horses may, for any reason, be ineligible to take part in the FEI European Dressage Championships 2021 under BEF or BD rules.
- h. All athletes being considered for selection, and subsequently named as Reserve/s to the Team, will be deemed to have accepted that they, their horses and support teams may be required to travel to the Championships.
- i. All athletes will be expected to comply with reasonable requests intended to support optimal performance preparation for themselves and their horses, in particular, but not limited to, those specifically aligned to the anticipated environmental conditions and competition format.

7.2 Participation:

- a. To be able to participate in the Championships all athletes/horses must achieve, as a combination, the minimum eligibility requirements (MER) (FEI Dressage Regulations, 25th Edition, Article 422.3.7 <https://inside.fei.org/fei/disc/dressage/rules>)
- b. To be eligible for participation in the Championships, athletes and horses must be compliant with all current and relevant FEI Regulations.

8.0 Qualification period

To be considered for selection athlete/horse combinations must comply with any FEI minimum eligibility requirements required and in accordance with FEI qualification guidelines, available at www.fei.org.

9.0 Selection process

- 9.1 Throughout the selection process the Selectors will act as experts and are entitled, within the boundaries of this Selection Policy and having regard to the criteria set out within the Selection Policy, to use their absolute discretion to select athlete and horse combinations onto either the Nominated Entry List and/or the Team in order to best achieve the objectives of the Selection Policy (See Section 2.0). They must at all times use their discretion honestly and with integrity, having regard to, and acting in compliance with, any applicable BEF and BD code of conduct or code of ethics in force from time to time. Selection considerations for foreign international competitions may be impacted by any current restrictions on UK travel to cross border competitions.

9.2 Designated events

- a. The Selectors may, at any time during the selection period, request an athlete/horse combination to compete in one or more specified competitions. If an athlete agrees to attend the competition but subsequently does not, without a veterinary/medical certificate, this will be the athlete's responsibility and may negatively impact on selection decisions. The International Director will inform the PD/PM and the athlete(s) concerned where this request is being made.
- b. The PD (or appointed representative), in collaboration with the Selectors, may ask athletes and horses to participate in specific training or preparation days. The PM will inform the athlete(s) concerned of the details regarding these requirements. Participation will be compulsory, except under exceptional circumstances agreed in advance with the PD/ID.
- c. Athletes must make themselves available for discussions/meetings with the ID and/or PD (or appointed representative) if requested.

9.3 Nominated Entries

The Selectors will meet on or around TBC and, in consultation with the Selection Panel, will draw up a list of a minimum of eight (8) athlete/horse combinations, and up to the maximum number of ten (10) athlete/horse combinations in order of ranking. A maximum of eight (8) athlete/horse combinations will be submitted by the BEF to the FEI as the Nominated Entries by the Entry deadline of TBC.

9.4 Definite Entries

The Selectors will meet on or around TBC and, in consultation with the Selection Panel, will evaluate the athlete/horse combinations submitted to the FEI as the Nominated Entries and from those will recommend to the BEF a maximum of four (4) athletes and four (4) horses (the "Team") (see 1.3) to travel to the Championships plus two (2) or three (3) additional reserves. The recommendations for the Team will be submitted by the BEF to the FEI as the Definite Entries by the Entry Deadline of TBC.

9.5 Criteria

The following criteria may be considered in concluding the recommendations for Nominated and/or Definite Entries:

- a. Scores (obtained from the FEI website) from all CDI 3*, 4*, 5*, CDI-W or CDIO competitions held during the period 1 January 2020 up to and including the Championships entries date TBC,
- b. Consideration will be given to athlete/horse combinations with proven high scores in the Grand Prix (GP) [the competition in which the team medal will be decided at the Championships].

- c. Secondary consideration will be given to scores achieved in the Grand Prix Special (GPS) [the competition in which an individual medal can be won], notwithstanding that athlete/horse combinations must also have scores in the GP that will support qualification to the GPS.
- d. Tertiary consideration will be given to scores achieved in the Grand Prix Freestyle (GPFs), [the competition in which an Individual medal can be won] notwithstanding that athlete/horse combinations must also have scores in the GPS that will support qualification to the GPFs.
- e. The trend in scores.
- f. The ability of the athlete/horse combination to produce peak performance under high pressure conditions.
- g. The competitiveness of the starters.
- h. The experience and standing of the judges in relevance to the FEI European Dressage Championships 2021.
- i. The competition format of the FEI European Dressage Championships 2021.
- j. The overall performance and soundness of the athlete/horse combinations and the likelihood of the athlete and horse's ability to remain fit to compete throughout the competition at the FEI European Dressage Championships 2021.
- k. Consideration of the reasons and justification behind any incomplete competitions from 1 January 2021 up to and including the Championship entries date **TBC** due to elimination, withdrawal and/or retirement.
- l. The commitment of the athlete to preparing optimally for the Championships, as outlined by the PD, Team Veterinary Surgeon (Vet) and Human Athlete Health Team, for each combination's specific requirements to produce optimal results in the Championship environment for the duration of the competition.
- m. Willingness of the athlete and his/her owners, coaches, sports science and medical staff, grooms 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 (see Section 16.0).
- n. Behaviour of the athlete and people associated with the athlete (including, without limitation, owners, coaches and grooms) that may have an impact on creating a positive team environment.

9.6 Fitness and soundness of the Horse

- 9.6.1 Horses that are candidates for selection for the Championships may be examined for fitness/soundness at any time during the selection process, by the Team Vet (or another appointed veterinary surgeon if necessary). In addition, horses may, more specifically, be inspected before the Nominations selection meeting and Definite entries selection meeting. Examination and inspections may include the taking of blood for pre-Championship testing.
- 9.6.2 Athletes are obliged to notify the Team Vet of any change in their horse's health status or veterinary management immediately. Athletes are expected to facilitate openness of communication between their own veterinary surgeon and the Team Vet to ensure that selectors can make rational decisions and that specific support can be instigated where required.
- 9.6.3 Once a horse has been included in the Nominated Entries or the Definite Entries athletes are requested to ensure that the Team Vet is informed of any changes/treatments taking place in the horse's veterinary plan before the announcement of the Squad and, if selected, before departure to the Championships.

9.7 Fitness of the Athlete

- 9.7.1 Athletes that are candidates for selection for the Championship may be requested to take a pre-determined and relevant fitness test at any time during the selection process. The decision to request a fitness test will be at the discretion of the Selectors in consultation with the PD (or appointed representative). The test criteria will be determined by the WCP team, led by the PD (or appointed representative) with input from the WCP Senior Medical Officer and WCP Athlete Health Lead, and is available on request.
- 9.7.2 Athletes are obliged to notify the WCP Athlete Health Lead of any change in their health status or management immediately. Athletes are expected to facilitate openness of communication between their own medical/fitness team and the WCP Athlete Health Lead to ensure that selectors can make rational decisions and that specific support can be instigated where required.
- 9.7.3 Once an athlete has been included in the Nominated Entries or the Final Sport Entries, they are requested to ensure that the WCP Athlete Health Lead is informed if their health status in any way impacts upon their ability to compete to their full potential.

9.8 Maintaining form and fitness

Throughout the selection process selection decisions are subject to the athlete and horse maintaining fitness and performance up to the Championship date.

9.9 Withdrawal from Selection Process

If an athlete decides at any time, and for whatever reason, that they wish to withdraw from the selection process, they are obliged to notify the ID and PM immediately.

10.0. Selection timelines

- 10.1 The International Director will inform the PD and PM immediately on any selection decisions having been made.
- 10.2 The International Director will inform all athletes being considered for selection of the decisions of Selectors by telephone or direct conversation within a maximum period of 24 hours of the selection decisions having been made.
- 10.3 The athletes and horses to be submitted as the Nominated Entries will be informed on or around **TBC**. Athletes will be required to maintain confidentiality until official announcements have been made post the Nominated Entry deadline.
- 10.4 The athletes and horses to be submitted as the Definite Entries (the “Team”) plus additional reserves will be informed on or around **TBC**. Athletes will be required to maintain complete confidentiality until official announcements have been made post the Definite Entry deadline and they are formally notified by the PD/PM.
- 10.5. Official announcement of the athlete/horse combinations will be posted on the BEF and BED websites.

11.0 Post Selection

11.1 Team running order

- 11.1.1 Post the Team selection and prior to departure for the Championships, the PD (or appointed representative), PM and ID will discuss the proposed likely Team running order, subject to meeting the conditions of Section 14. The PD and/or PM will inform athletes accordingly at the Championships of the running order after assessment of the condition of the horses post-travel, the weather and environmental conditions and the health of the athlete/horses to compete to their maximum potential.

12.0 Conditions of remaining selected

- 12.1 Once an athlete/horse combination has been selected at either the Nominated Entry or Definite Entry stage, they must maintain their form and fitness in a suitable training and competition programme as agreed with the PD (or appointed representative) and ID. Failure to do so, or to discuss proposed amendments with the PD (or appointed representative)/ID, may result in the athlete being de-selected.
- 12.2 It will be expected that selected and reserve athletes and their grooms adhere to all requested training preparation, travel arrangements, media and team meeting arrangements. Training preparation will include optimal performance preparation for athletes, grooms and horses aligned to anticipated environmental conditions and competition format at the Championships. Failure to do so may result in the athlete being de-selected.

13.0 De-selection

- 13.1 De-selection of a Team or Reserve member and/or horse may occur at any time between the announcement of the Team and/or Reserves, the date of the Definite Entries and the Championships date and in accordance with FEI Dressage Rules 2021 available at <https://inside.fei.org/node/3821/> (see Article 449). The final decision as to whether to de-select during this period, whatever the reasoning, will be made by the PD (or appointed representative) and ID, in consultation with the Selectors (as circumstances allow), the Team Vet or the WCP Athlete Health Lead (as appropriate). This decision will be made with absolute discretion, honesty and integrity, it will be final and not subject to appeal.
- 13.2 If an athlete decides at any time, and for whatever reason, that they have to withdraw having been selected onto either the Nominated Entry list, the Definite Entry list and/or Reserve Team members, they are obliged to notify the ID and PM immediately.
- 13.3 In the case of an athlete being considered medically unfit to compete, the decision will be made following an examination by a WCP approved human sport science and medicine (SSM) practitioner. This may involve the athlete being asked to ride certain dressage movements. Being unfit to compete is best described as “not being able to ride their horse in a manner which allows the athlete to produce the standard of performance at which they were selected for the duration of the competition”.
- 13.4 In the case of a horse being considered unfit to compete, the decision will be made following an examination by the Team Vet or a WCP approved veterinarian. This may involve the athlete/horse combination being asked to ride certain dressage movements. Being unfit to compete is best described as “not being able to produce the performance standard anticipated and at which they were selected for the duration of the competition”.
- 13.5 Substitution
- 13.5.1 The Substitution of an athlete/horse combination from the Nominated Entry list may occur at any time between the announcement of the Team and/or Reserves, the date the Definite Entries are submitted and the competition date as per FEI Dressage Rules for Championships Article 449.1.2. (See also Section 13.0).
- 13.5.2 The final decision as to whether to replace/substitute during this period, whatever the reasoning, will be made by the PD (or appointed representative) and ID, in consultation with the Selectors (as circumstances allow), the Team Vet or the WCP Athlete Health Lead (as appropriate). This decision will be made with absolute discretion, honesty and integrity, it will be final and not subject to appeal.

14.0 Conflict of interest

- 14.1 In order to protect the integrity of the selection process, members of the Selection Panel, both voting and non-voting, shall not take any measure nor exercise any influence in relation to a matter where any conflict of interest or any other conflict exists or is perceived to exist.

- 14.2 All members of the Selection Panel must therefore take all reasonable steps to avoid situations where there may be a potential conflict of interest, whether that is a real or perceived conflict of interest.
- 14.3 A Conflicts of Interest register will be maintained by the Chief Executives of British Dressage and British Equestrian. All Selectors, team officials and WCP personnel, whether contractors or staff, should declare any potential Conflict of Interest by 31 January 2021, so they can be managed appropriately.
- 14.4 If any member of the Selection Panel, team official or WCP personnel has a declared interest that could cause conflict during the selection process, then they must step down from any discussion involving the potential or perceived conflict.
- 14.5 It will be incumbent upon all individuals involved in the selection process to declare any potential or perceived conflicts as soon as they arise. The PD, in consultation with the BEF and BD CEOs, will proactively manage any conflicts throughout the selection process to ensure that the integrity of selection decisions is maintained at all times.

15.0 Collective confidentiality

- 15.1 To protect the integrity of the Selection Policy and process, it is vitally important that all parties involved recognize that there is at all times a high degree of confidentiality relating to any information that may have a bearing on selection and/or selection decisions.

16.0 British Equestrian Charter/British Dressage Code of Conduct

- 16.1 Athletes, owners, grooms and athletes' "home teams" should behave at all times in a manner that does not potentially negatively affect performance or bring into disrepute the sport, BEF, WCP or BD, and at all times behave in accordance with the British Equestrian Team Charter (see Annex 1) and the British Dressage Code of Conduct <https://www.britishdressage.co.uk/membership/members-handbook/>. Failure to do so may result in any selection decisions regarding an athlete being impacted negatively or if already selected could result in de-selection.

17.0 Clean Sport

Selection is subject to compliance with FEI and BEF Equine Anti-Doping and Controlled Medication Rules and FEI, BEF and WADA rules on anti-doping.

18.0 Cancellation/postponement

- 18.1 In the event of cancellation of the Championships, the relevant parties will be notified straightaway. In the event of postponement a situation may arise where a new or different Team and/or Reserves need to be selected in which case all parties will be notified and normal procedures for selection followed wherever possible.

18.2 In the event of exceptional circumstances beyond BEF or BD control, the right is reserved to make decisions following consultation with the PD (or appointed representative), Chief Executive of BEF and Chief Executive of BD, either to change the Selection Policy or the procedure, which might include the withdrawing of the British Team from competition. (See also section 6.0).

19.0 Communication (Publication)

19.1 The Selection Policy will be published on the BEF and BD websites and copies will be available on request from the BD and BEF offices.

19.2 Enquiries about the Selection Policy can be made either in writing (via e-mail) or by telephone to the BD and BEF offices.

20.0 Appeals Process and procedures

20.1 Athletes have the right to appeal against a selection decision of the Selectors, but only on the grounds that the Selectors have failed to comply with the Policy or have made a decision that no rational body of competent Selectors could reasonably reach. 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.

20.2 An appeal must be made by submitting notice in writing to the Chief Executive of the BEF, in accordance with the BEF Selection Appeal Rules (the "Appeals Process"), within 24 hours of the relevant athlete being informed of the Selectors' decision.

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

20.4 For the avoidance of doubt the Appeal Process shall continue to run during the course of such discussion. However, in the event that both parties notify the BEF (within 48 hours of receipt of the notice of appeal) that such discussion has resolved the appeal, the Appeal Process shall be stayed.

20.5 Please note, one of the overriding objectives of the BEF Appeals Procedure is to enable the BEF to deal with selection appeals as quickly as is reasonably possible. Any Appeals Process will therefore be dealt with on an expedited basis with the aim being (to the extent possible) to complete the Appeals Process within five (5) to seven (7) days of the relevant selection decision.

20.6 Full details of the BEF Appeal Process are set out on the BEF website:
<https://www.britishequestrian.org.uk/about-us/rulebook>

ANNEX 1

British Equestrian Team Charter For International Competition

All Riders selected to represent Great Britain and Rider Support Personnel (together referred to as “Participant(s)”) are subject to the FEI rules, BEF Rulebook, policies and bye-laws and will be required to undertake to respect the principles and values of the FEI and BEF and to be bound at all times by the British Equestrian Team Charter.

Participant(s) include, but are not limited to: Athletes, Owners, Grooms and Athletes’ “Home Teams”. As a Participant you will be expected to:

- Respect the rights, dignity and worth of all people involved in equestrian sport (including all participants, officials and administrators) regardless of gender, ability, sexual orientation, age, cultural background or religion.
- Be aware of, accept and abide by the Code of Conduct for the Welfare of the Horse adopted by the BEF.
- Be fair, considerate, and honest and act appropriately at all times.
- Recognise that you may be a role model for others in the sport and ensure that you do not commit any act that shocks or offends the community or which shows a manifest contempt or disregard for public morals or decency.
- Refrain from any form of harassment, bullying, abuse, violence, intimidation or vilification of others, including via the use of social media.
- Be professional in, and accept responsibility for, your actions.
- Make a positive commitment to supporting and achieving the aims and objectives of the appropriate championship selection policy and the WCP.
- Be aware of, accept and comply with the BEF’s rules, standards, policies and procedures.
- Cooperate fully with others involved in the sport such as coaches, technical officials, team managers, doctors, physiotherapists, sport scientists and representatives of the BEF and its Member Bodies in the best interests of the yourself and other athletes
- Avoid any conduct using privileged information to gain a personal or commercial advantage.
- Refrain from any actions designed to influence the result of a competition in a manner contrary to sporting ethics.

- Respect the spirit of the rules of the sport (including, without limitation, national and international guidelines which govern equestrian sport) and fair play and behave accordingly.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under the age of 18 years, as your words and actions are an example.
- Refrain from any behaviour that may bring the BEF, its member bodies or equestrian sport into disrepute.
- Not engage in conduct that is (in the BEF's reasonable opinion) unethical, unbecoming or likely to cause harm to the reputation of the BEF and/or its Member Bodies or the sport of equestrian.
- Comply with all relevant laws of England and Wales, including anti-discrimination, employment, occupational health and safety and child protection laws.
- Contribute to a safe sporting environment and respectful culture which is accepting of individual differences and behave accordingly.
- Use appropriately the facilities and equipment made available for events, administration, coaching and training.
- Condemn the use of violence or abuse in any form, whether it is by other spectators, participants, coaches, officials, volunteers or athletes.
- Do not consume or be affected by alcohol or other substances such that it impairs your judgement or the safety of yourself or others.
- Do not take, consume or be affected by illicit substances.