



WORLD CLASS DEVELOPMENT PROGRAMME SELECTION POLICY 2010

PROGRAMME MISSION

To optimise long term GB podium success on the world stage through the identification and development of potential world class riders *and potential world class rider / horse combinations*.

OBJECTIVE OF SELECTION POLICY

The specific aim of the Selection policy is to select talented riders / combinations that have the perceived ability to deliver medal winning performances on the world stage for Great Britain in the future. This Policy covers the 2010 selection process for selection on to the Programme from 1st January 2011.

BACKGROUND

The World Class programmes, comprising Development and Performance, offer exceptional opportunities for Great Britain's most talented riders, including expert training from coaches, veterinary/human sports science and medicine support, and funding to support agreed targets.

The terminology of World Class Start (WCS) and World Class Potential is still used occasionally in this document and refers primarily to a difference in age and level of experience required at two different levels. In the Olympic Disciplines, WCS usually refers to riders that are under the age of approximately 22 and / or have competed below a certain level, and in Para-Equestrian Dressage it refers to riders that have not demonstrated sufficient competition experience (primarily at International level).

KEY

“Performance Director” – (PD) means the Performance Director of the National Governing Body (NGB)

“Performance Manager” – (PM) means the Performance Manager of the relevant disciplines

“Discipline Coordinator” – (DC) means the Discipline Coordinator of the relevant discipline

“British Equestrian Federation” – (BEF) the National Governing Body

“Member Bodies” – (MB) means the governing bodies for each Olympic equestrian discipline

“World Class Development Programme” – (WCDP)

“World Class” – (WC)

WORLD CLASS DEVELOPMENT PROGRAMMES – TIME SCALES

Formal / Open selection takes place every two years. Selected riders can remain on the programme provided certain criteria are met. The development and performance of riders are monitored through a six monthly review process. In addition riders will commit to attending an agreed number of full days of squad training sessions (more detail is in the BEF WCDP Athlete Agreement).

Riders are required to plan competitions, training, management and personal development with the assistance of the World Class personnel, personal coaches, Team Managers and Team Coaches as appropriate and will comply with any Team selection policies relevant to the horse/ rider combination. At all times WC seeks to work with the rider’s home coaches/vets, etc., to be known as “the home team”.

VIEWING / SELECTION PANEL

All Selectors carrying a selection vote will be appointed by the PD in consultation with PMs, DCs and MBs. PMs will be responsible for communicating the discipline specific aims of this Selection Policy to Discipline Chief Executives and Board Members. Selectors will have the knowledge, experience and integrity required to select potential Olympic or Paralympic level riders. A code of conduct will be given to those chosen as Selectors and any conflict of interest will be declared by the Selectors.

Selection Panels:

Details of selection panels for Viewing competitions/Viewing days (where applicable) can be found under individual discipline information.

Selection Trials: The Selectors may include any of the following Olympic / Paralympic Judges, Olympic / Paralympic Level Coaches / Competitors, International Chefs d'Equipe, PMs, DCs, Sports Psychologists, Talent Development experts.

The WCD Sport Psychologist, Physiotherapist / Classifier (Para's) and World Class Coaches may be present but will not generally act as Selectors.

An independent verifier appointed by the PD will also be present at the Selection Trials to ensure that the process is being delivered in a fair and consistent manner at all times.

ELIGIBILITY / AVAILABILITY FOR CONSIDERATION

Minimum age on first application will normally be 16 years and maximum age on first application will normally be 30 years.

14 and 15 year olds who have achieved minimum criteria are invited to apply for consideration and if successful may be taken on the programme as pre-Start riders. This will generally be a non-funded place where certain privileges will be allowed including attendance at some squad training and access to some of the sports science and medicine support staff. This programme does not exist every year for all disciplines due to programme demands and budgets so please check with the BEF if you are 14 or 15 and wish to be considered.

Please note any other specific requirements can be found under discipline specific information.

All riders must be eligible to compete for Great Britain & Northern Ireland (advice on eligibility requirements can be obtained from the BEF and FEI) and hold a current British passport. Riders from Northern Ireland who wish to apply should contact the BEF. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine medication offence will not be eligible.

Riders must achieve minimum criteria and attend the Selection Trial/Viewing Competition/Viewing Day and World Class training sessions (if selected) on **horses** and NOT ponies. The only exceptions to this rule are for Para-Equestrian Dressage where ponies may be allowed if the riders' disability prevents them from riding horses and the pony is of a sufficient standard to compete nationally (as defined by the Para-Equestrian DC) and internationally and Eventing where the equines must be competing as horses and must be approved by the Eventing PM and DC.

The equine ridden at the Selection Trial and any equine they wish to be taken into consideration in their application must be available to the rider to compete for the forthcoming season. If the rider loses the ride on that equine after the Selection Trials they may be removed from the WCDP prior to the 6 monthly reviews.

All riders must attend the Selection Trial on the specified date if invited unless a bye is given through the WCDP (see Bye criteria)

Riders are not required to pay any fee to attend a Selection Trial. All expenses incurred in order to attend any stage of the viewing or selection will be the responsibility of the rider.

Selection Process

The WCDP Selection Policy is formulated in agreement and consultation with the respective PD, DCs, PMs, other key discipline personnel and Member Bodies.

The written application process involves two key stages **BOTH** stages must be completed. Application forms are available to download from the BEF website.

Stage 1: First stage applications

OPENING DATE 30TH JANUARY 2010

CLOSING DATE 16TH MARCH 2010

- First stage applications should be completed by anyone wishing to be considered for selection.

- Riders may not necessarily have achieved minimum criteria at this stage. However they must have a plan to achieve minimum criteria prior to second stage application and produce a copy of this plan with the first stage application.
- Where specified under discipline information, riders must also compete in Viewing competitions/Viewing days.

Stage 2: Second stage applications

OPENING DATE 20TH JULY 2010

CLOSING DATE 24TH AUGUST 2010

- Riders must show evidence of having achieved minimum criteria.
- Any riders who have not reached minimum criteria by 16 August cannot be considered for the final part of the Selection Trials less for the caveat in the following paragraph

Any rider in Eventing, Show Jumping or Dressage with a counting score for a Team Medal or Individual Medal winner at Junior/Young Rider European Championships in 2010 will automatically be invited to final selection provided they have completed a first and second stage application form.

Dispensation for any of the above Eligibility/Availability is at the discretion of the PD

Final Selection Process

During the final selection process the following (which is not an exhaustive list) will be taken into account in the assessments by the panel

Competition record	Horsepower	Technical Skills
Trainability	Strategy & Planning	Commitment
Mindset	Management	Fitness
Performer Pathway	Interviews	

DISCIPLINE SPECIFIC INFORMATION AND MINIMUM CRITERIA

Please note that for all disciplines outlined below the competition results/minimum criteria must be obtained in the current year commencing January 1st 2010 except where stated under discipline information. It is only necessary to have achieved one of the minimum criteria listed in the rider's age group or in an older age group. Criteria as stated under each discipline applies to Start and Potential

DRESSAGE

Start -

To be completed - Stage 1 and Stage 2 of the application process. Following second stage applications all those having achieved minimum criteria will be invited forward to the Selection Trial day/s which will include a ridden section and dismounted interviews.

Potential -

To be completed - Stage 1 and Stage 2 of the application process. **In addition** all riders should ride at a minimum of one Viewing day.

At each Viewing Day a test will be ridden of approximately Intermediare 11 standard and will, therefore, require some steps of piaffe, passage, one time changes and canter pirouettes but degree of difficulty (ie number of steps required etc) will be graded according to the horses age. The expectation of the degree of technical precision and the execution of the movements may also be taken into consideration within the marking of the test.

The test will be judged by one international judge and one international trainer. Details of the marking criteria will be on the test sheets which can be obtained from the BEF office. All first stage applicants will be sent a copy of the test automatically.

The Viewing days will be held on the following dates and venues:-

Monday 10 May	Solihull RC, Four Ashes Road, Bentley Heath, Solihull, W Midlands B93 8QE	Indoor warm up / indoor test
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Monday 14 June	Unicorn Equestrian Trust, Netherswell, Stow on the Wold, Glos GL54 1JZ	Outdoor warm up / indoor test
Monday 21 June	Richard Davison, Combridge Farm, Combridge, Uttoxeter, Staffs ST14 5BL	Outdoor warm up / indoor test

Riders should state on their first stage application form which of these Development days they will be attending and may attend more than one. Withdrawals must be notified to Debbie Lee at the BEF office within 7 days of the Viewing day.

Those riders shortlisted following second stage applications will be invited forward to the final part of selection which will be a dismounted day with interviews.

Dressage - Start and Potential 2010 criteria

Please note that freestyle scores may not count towards minimum criteria

16 – 18 year olds

- Minimum of two scores at 66% at Advanced Medium Open and above (including FEI Junior Team and Individual Tests) in Premier Leagues/Summer Regional Championships
- Minimum of two scores at 65% at Advanced Medium and above (including FEI Junior Team and Individual Tests) in CDI/CDIJ

18 – 24 year olds

- Minimum of two scores at 65% at PSG and above in Premier Leagues /Summer Regional Championships (Young Rider classes excluded)
- Minimum of two scores at 65% at PSG and above (including FEI Young Rider Team and Individual Tests) in CDI/CDIYR

24 +

- Minimum of two scores at 66% at Inter 1 in Premier Leagues/Summer Regional Championships or CDI
- Minimum of one score at 64% at Inter 11 in Premier Leagues or CDI
- Minimum of one score at 63% at Grand Prix in Premier League or CDI

PARA-EQUESTRIAN DRESSAGE

Para Equestrian dressage riders are required to have a current FEI classification for their grade and profile before they can be selected. For details regarding classification please contact the British Dressage Para Dressage Officer.

Start –

To be completed - Stage 1 and Stage 2 of the application process. Following second stage applications all those having achieved minimum criteria will be invited forward to the Selection Trial day/s which will include a ridden section and dismounted interviews.

Potential -

To be completed - Stage 1 and Stage 2 of the application process. Following second stage applications all those having achieved minimum criteria will be invited forward to the Selection Trial day/s which will be dismounted but will include interviews.

Para Equestrian Start and Potential – 2010 criteria

Please note freestyle scores may not count towards minimum criteria

Start: Aged between 14 & 21 years old:

- Minimum of two scores in their relevant grade at 65% or above in their relevant grade in Restricted classes in BD Para Equestrian Dressage competitions
- Have qualified for the RDA Championships and scored 65% or above in the Finals of their Grade at the RDA Championships

Potential:

- Minimum of two scores in their relevant grade at 67% or above in Open classes at BD Para Equestrian Dressage Competitions and a minimum of one score at 64% or above at CPEDI 2* or 3* level during 2009 or 2010.

Due to the varying nature of disabilities, riders' individual circumstances will be taken into consideration

Riders with Learning Disability (known internationally as Intellectual Disability)

The four sports targeted for inclusion in the 2012 Paralympic Games are Athletics, Rowing, Swimming, Table Tennis. It is not known what events within these sports will feature for athletes with intellectual disability at this stage. This will be agreed in the usual way between the International Federations, LOCOG and the IPC.

Currently under F.E.I rules, a rider with intellectual disabilities who does not have a physical classification is covered under Profile 39 of the Classification Guide (applicable to Grade III). This profile remains inactive at present so riders in Profile 39 are not eligible to compete in Para Equestrian competition run under FEI rules.

The World Class Para-Equestrian Dressage Programme can only select and support riders who are currently eligible to compete for Great Britain at the Paralympic Games. This policy will reviewed in line with any future decisions made by the F.E.I.

EVENTING

Start -

To be completed - Stage 1 and Stage 2 of the application process. **In addition** all riders should compete in a minimum of one of the competitions listed below. At least two of the panel listed below will observe at each competition. Riders should state on their first stage application form which of these competitions they will be attending and also what class they will be competing in. It is appreciated that plans might change in which case it is your responsibility to notify Debbie Lee at the BEF office within 7 days of the competition.

Viewing Panel: Yogi Breisner/Sarah Verney/Nick Burton/Tracie Robinson/Peter Murphy/Kenneth Clawson/Angela Tucker/ Emma Fisher/Liz Winter/Gill Watson/Mandy Stibbe

Competitions – class must be Novice level or above. Please state horse/class on your application form:

Belton	16 – 18 April
Hambledon	7 – 9 May
Brigstock	21 – 23 May
Houghton 1* & 2*	27 – 30 May
Glanusk 1*	29 June – 3 July

Those riders shortlisted following second stage applications will then be invited forward to the Selection Trial day/s which will include a ridden section and dismounted interviews.

Potential -

To be completed - Stage 1 and Stage 2 of the application process. No Viewing competitions apply.

Following second stage applications all those having achieved minimum criteria will be invited forward to the Selection Trial day/s which will be dismounted but will include interviews.

Eventing – Start and Potential 2010 criteria

Under 18 year olds:

- Top 10 placing in a CCI *
- Top 5 placing at the JRN Championships
- Top 5 placing in the Pony Club Championships
- Top 15 placing individually at the Junior European Championships
- Counting score of a medal winning GBR Junior European Team
- Top 10 placing individually at the Pony European Championships or counting score of a GBR medal winning Pony European Team (providing the rider has moved on to horses).

18 - 21 year olds:

- Clear round cross country with qualifying result (according to BE Rule Book) at a CCI***/CIC***
- Top 15 placing in a CCI**
- Top 3 placing at the Pony Club Championships
- Counting score of a medal winning GBR Junior European Team
- Counting score of a medal winning GBR Young Rider European Team
- Top 15 individual placing at the Young Rider European Championships.

21 - 25 year olds:

- Completed a CCI**** with qualifying results (according to BE Rule Book)
- Top 20 placing in CCI***
- Top 10 placing in the Under 25 Championship at Bramham
- Top 5 placing in CIC***
- Top 5 individual placing at the Young Rider European Championships
- Counting score in a medal winning Young Rider European Team
- Selected for Senior Team.

26 + years old:

- Top 20 placing in a CCI****
- Top 10 placing in a CCI***
- Top 5 placing in a CIC***.

SHOW JUMPING

Start -

To be completed - Stage 1 and Stage 2 of the application process. **In addition** all riders should compete in a minimum of one of the competitions listed below. At least two of the panel listed below will observe at each competition. Riders should state on their first stage application form which of these competitions they will be attending and also what class they will be competing in. It is appreciated that plans might change in which case it is your responsibility to notify Debbie Lee at the BEF office within 7 days of the competition.

Viewing Panel: PM / Tina Goosen/Di Lampard/ Corinne Bracken/ Clare Whitaker

Competitions:

WCDP Under 23 Qualifier (all riders competing in this class at Addington will have been viewed automatically to assist with the process)	Addington	30 January
WCDP Under 23 Qualifier	South View	4 February
WCDP Under 23 Qualifier	Arena UK	27 February
WCDP Under 23 Qualifier	Towerlands	13 March
WCDP Under 23 Qualifier	The Hand	20 March

WCDP Pathfinder	Birmingham	7 April
WCDP Under 23 Championship	Birmingham	8 April
Jnr & YR European Trials	Wales & The West	29 April – 3 May
Area Trial	South of England	10 June
Stairway	South of England	11 June

Those riders shortlisted following second stage applications will then be invited forward to the Selection Trial day/s which will include a ridden section and dismounted interviews

Potential -

To be completed - Stage 1 and Stage 2 of the application process. No Viewing competitions apply.

Following second stage applications all those having achieved minimum criteria will be invited forward to the Selection Trial day/s which will be dismounted but will include interviews.

Show Jumping - Start and Potential 2010 Criteria

Under 18 year olds:

- Minimum of 2 clear rounds over a minimum 1.40m track
- Counting score of a medal winning GBR Junior European Team
- Top 10 individual placing at the Junior European Championships

18 - 21 year olds:

- Minimum of 2 clear rounds over a minimum of 1.45m / 1.50m track
- Counting score of a medal winning GBR Young Rider European Team
- Top 10 individual placing at the Young Rider European Championship

21 - 26 years old:

- Minimum of 4 clear rounds over 1.50m track
- Counting score of less than 8 faults in a 4 or 5* in a Nations' Cup competition

26+ years old:

- Minimum of 4 clear rounds in 1.50m + classes
- Counting score of 4 faults or less in a 4 or 5* Nations' Cups

CRITERIA FOR ATTAINING A BYE – Selection Trials

Full members of the WCD Programme at Gold level Start and Gold level Potential will not have to attend the Selection Trials. The PD is authorised to grant Byes if the Bye is given for a justifiable reason.

CONFIDENTIALITY

It is vitally important for the integrity of the Selection Policy and those involved in its application both as riders, owners, selectors or other officials, that there is at all times a high degree of confidentiality relating to information which may have a bearing on selection.

ANONYMITY

All riders will be referred to by number and not by name during the selection process. This is in order to avoid bias and is not designed to intimidate the applicant but merely to offer each candidate an objective and fair process.

WEIGHTING OF COMPETITIVE RECORD

A rider's competitive record will be taken into account for the purposes of selection and will be assessed according to their expected position on the performer pathway for their age.

MODIFICATIONS/EXCEPTIONAL CIRCUMSTANCES

The right is reserved that in exceptional circumstances any part of this policy can be waived or modified with the authority of the Performance Director.

DOPING AND MEDICATION:

Selection Trials are subject to the same Equine and Human anti-doping rules as FEI competition. This includes the need for riders to have Therapeutic Use Exemption (TUE's) if so required under the relevant rules. For further information or advice go to www.fei.org or www.ukad.org.uk

PROHIBITED SUBSTANCE TESTING:

Both Human and Equine prohibited substance testing may take place at any Selection Trial; riders should ensure the relevant TUE's are in place.

POST SELECTION RESPONSE

All riders will be informed in writing within 3 weeks of the final Selection Trial whether or not they have been successful in selection, subject to continuing confirmation of the level of the Programme funding. In line with the process for all Selection Policies linked to World Class the selector's reasoning for their selections is not discussed with riders.

RIDER OBLIGATIONS ONCE SELECTED:

- **Read, sign and adhere to the World Class Development Programme Athlete Agreement and UK Sport Team 2012 Deed**
- **Attend all squad training sessions as agreed with the relevant Discipline Coordinator**
- **Attend review meetings throughout their time on the Programme**
- **Be proactive in their improvement of skills and personal development**
- **Commit to setting and achieving agreed goals.**

CHANGES IN POLICY

The PD in consultation with the PM and DC will have the right to amend or change selection policies where necessary at any time in order to fulfil the objectives of the Selection Policy, as long as these changes and amendments are clearly communicated to all parties.

FORCE MAJEURE:

For reasons beyond the BEF's control (e.g. collapse of WCPP funding, disease outbreak in horses or humans, war or terrorism) the PD reserves the right to make the decision to change the selection policy or procedure which might include cancellation of the Selection Trial. This decision will be made in consultation with the PMs and DCs.

DISCRETION

The right is reserved that in exceptional circumstances such as injury or illness the Selectors, PD, PMs and DCs are entitled within this selection procedure to use their discretion to select combinations or riders provided that they can demonstrate that any

decisions made were arrived at through a process of integrity where the information used and procedures taken were perfectly reasonable and justifiable.

Where there is a chance that this situation may occur the issue will be kept confidential.

PUBLICATION/CIRCULATION

The Selection Policy will be available on the BEF Website. Additional copies will be available on request from the BEF Office and the relevant discipline websites.

ENQUIRIES

Enquiries about the Selection Policy should be made in writing to the Performance Director at the BEF Office.

CHANGES TO SELECTION POLICY

Any changes to the policy will be communicated via the website and at any meetings organised for this purpose.

POINTS OF CONTACT

The key point of contact regarding the implementation of this Selection Policy is Debbie Lee, World Class Development Programme Assistant..

APPEALS PROCESS AND PROCEDURES

Riders have the right to appeal against the decision of the selectors. Appeals must be made in writing within 48 hours of the announcements. Appeals must be sent to the PD. If the PD is not able to satisfy the appellant's concerns the Appeal will then follow the BEF Appeals Process; the process and procedures for which are laid out in the BEF Rule Book.

SELECTION TRIAL DATES

DRESSAGE

Start Selection Trial	(ridden & interview)
4th, 5th & 6th November	Addington Manor

Potential Selection Trial	(interview only)
1st & 2nd November	

EVENTING

Start Selection Trial (ridden & Interview)
5th, 6th & 7th November Addington Manor

Potential Selection Trial (interview only)
9th & 10th November

PARA-EQUESTRIAN DRESSAGE

Start Selection Trial (ridden & interview)
4th & 5th December Unicorn Trust

Potential Selection Trial (interview only)
4th & 5th December Unicorn Trust

SHOW JUMPING

Start Selection Trial (ridden & Interview)
21st, 22nd & 23rd November Solihull RC

Potential Selection Trial (interview only)
15th, 16th & 17th November

For further details and application form please contact

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