



WORLD CLASS DEVELOPMENT PROGRAMME RECRUITMENT and SELECTION POLICY 2008 / 2009

PROGRAMME MISSION

To optimise 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 to deliver medal winning performances on the world stage for Great Britain in the future.

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 sports science and medicine support, and funding towards international competitions.

The format of the trials for the World Class Development Programme (WCD) (formerly WC Start & Potential) has been adapted from previous years to ensure that more riders are given the opportunity to demonstrate their skills in front of the selection panel.

The terminology of World Class Start (WCS) and World Class Potential (WCP) 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).

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. Riders are under constant review in terms of their development and performance (which includes two internal and one external review which they must attend). 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/Charter).

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.

VIEWING / SELECTION PANEL

All Selectors carrying a selection vote will be appointed by the Development Manager (DM) in consultation with Performance Managers (PMs), Discipline Coordinators (DCs), the Performance Director (PD) and Discipline National Coaches. PMs will be responsible for communicating with 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 identified / chosen selectors.

Sample Selection Panel: This can vary between disciplines.

Viewing day: Performance Manager (PM), championship team trainers and selectors, discipline specialist

Selection day: The Selectors will primarily be overseas experts and may include Olympic / Paralympic Judges, Olympic / Paralympic Level Coaches / Competitors, International Chef d'Equipes, Talent Development experts.

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

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

SELECTION PROCESS

BACKGROUND

The World Class Development Selection Policy is formulated in agreement and consultation with the respective Discipline Coordinators, Development Manager, PMs, PD and other key discipline personnel.

The process involves two key stages:

Stage 1: Viewing Trial

Stage 2: Selection Trial

Riders are expected to reach the minimum criteria (as outlined later in this document) in the preceding or current calendar year in order to be eligible for “viewing”. Whilst a rider may meet the minimum criteria, they are not assured a place at the Viewing Trials. An offer of a place at the Viewing Trials will be based on the strength of the application. Selection through to each stage will be made on merit. A rider’s financial circumstances will not influence this.

ELIGIBILITY / AVAILABILITY FOR CONSIDERATION

Minimum age on first application will normally be 14 - 16 years and maximum age on first application will normally be 30 years.

Exceptionally talented 14 and 15 year olds 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 so please check with the BEF if you are 14 or 15 and wish to be considered.

Please note any other requirements for discipline specifics can be found under minimum criteria.

All riders must be eligible to compete for Great Britain (advice on eligibility requirements can be found in relevant rule books) and hold a current British passport. 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.

From April 01 2006, WCD has changed its programme policy to enable it to support riders on the programme from the three home countries, enabling it to become a truly GB wide programme. Riders from Northern Ireland who wish to apply should contact the BEF.

Riders must attend the Viewing Trial and Selection Trial and subsequently all World Class training sessions 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 and internationally and Eventing where the equines must be competing as horses and must be approved by the DM and Eventing Discipline Coordinator.

The equine ridden at the Viewing Trial and 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.

All riders must attend the Viewing Trial and Selection Trial on the specified date if invited, unless a bye is given for the Viewing Trial through the WCD programme (see BYE criteria).

Riders are not required to pay any fee to attend a Selection Trial (Stage 2). However there is a charge of £25 to attend a Viewing Trial (Stage 1) which will normally include admission to various sessions delivered by World Class Support Staff. All expenses incurred in order to attend any stage of the viewing or selection will be the responsibility of the rider.

Para-Equestrian dressage riders are required to have a current IPEC classification for their grade and profile.

Dispensation for any of the above Eligibility/Availability is at the discretion of the DM and Selection Panel.

MINIMUM CRITERIA

Please note that for all disciplines outlined below, the competition results must have been obtained in the current or previous year.

Dressage:

Dressage riders **must be a minimum of 16 years of age** and should be achieving a minimum of 65% at Premier League Advanced Medium level or above, showing an upward trend of results in their progress over the past two years, and, be capable of showing work at a higher level. Applicants should send a results sheet with their top five competition results, to include: horses' name and registration number, percentages, Judge's name and the name of the competition venue. Applicants can also provide the names and registration numbers of up to two other horses whose results may be taken into consideration. These results will be taken from the BD database. They must be horses that, from their progression i.e. results, show long term potential and applicants must have the ride on them in the forthcoming season.

Riders may add results after the closing date of applications provided full details are received in writing at the BEF offices by 3 October 2008.

Para -Equestrian Dressage:

Para Equestrian Dressage riders should be consistently scoring a minimum of 65% in their relevant grade at RDA and Restricted classes in B.D. Para Dressage Competitions for WC Start and 67% in Open classes at B.D. Para Dressage Competitions and good International results for WC Potential. Due to the varying nature of disabilities, riders' individual circumstances will be taken into consideration

Eventing:

Under 18 year olds:

- Top 10 placing in a CCI *
- Top 5 placing at the JRN Championships

- Top 10 placing in the Under 18 Championships
- Top 5 placing in the Pony Club Championships
- Top 15 placing individually at the Junior European Championships or counting score for the Team
- Top 10 placing individually at the Pony European Championships or counting score for the Team (providing the rider has moved on to horses).

18 - 21 year olds:

- Clear round cross country at a CCI^{***}/CIC^{***}
- Top 10 placing in the Under 21 Championships
- Top 15 placing in a senior CCI^{**}
- Top 3 placing at the Pony Club Championships
- Counting member of medal winning Junior Team
- Counting member of Young Rider 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 member of medal winning Young Rider European Championship 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:

Applicants should include the relevant BSJA printouts, of their best results during 2007/2008, with their initial application

14 – 16 year olds (Pre-Start programme eligibility only)

- Jumping consistently clear in 1.30m classes on horses
- Member of the Pony European Championship team

16 - 18 year olds

- Jumping consistent clear rounds over a minimum 1.35m / 1.40m track
- Member of the Junior European Championship team

18 - 21 year olds:

- Jumping consistently clear over a minimum of 1.40m / 1.50m track
- Member of Young Rider European Championship Team

21 - 26 years old:

- Jumping consistent clear rounds over 1.50m tracks
- Jumped in a Nations' Cup competition 2007/2008

26+ years old:

- Jumping consistent clear rounds in 1.50m + classes
- Jumping in 4 and 5* Nations' Cups

Criteria for attaining a Bye – Viewing Trials

Criteria for attaining a bye from Stage 1, the Viewing Trial is as follows (these results must have been achieved in the previous or current year):

- Have competed on a 4*/ 5* Senior show jumping Nations' Cup Team (in the current year) and to have completed 2 rounds with less than 8 faults in total over the 2 rounds
- Achieved a counting team score at the European Championships or an individual medal at Junior and Young Rider level (Dressage, Show-jumping, Eventing).
- Have won a disabled riders National Championship (grade specific), B.D Para Dressage Finals or an identified International Competition (Para -Equestrian).
- Achieved a top 8 placing at Grand Prix level at the National Championships or an individual top 10 placing at European Junior or Young Rider Championships (not including freestyles) or a counting score on a Senior medal winning team or ridden on a Senior team at a CDIO (Dressage).

- A top 10 placing in a Senior CCI^{***}/^{****}
- All riders that are full members of the WC Development programme in the current year will be given a bye through to the final round of selection.

Criteria for attaining a Bye – Selection Trials

Criteria for attaining a bye from Stage 2, Selection Trials is as follows:

- Full members of the WC Development programme at Gold level Potential, will not have to attend the Viewing Trials or the Selection Trials.

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 marked 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. This can be done, in advance, through a formal letter written to the DM by the rider.

RIDERS MOVING FROM PERFORMANCE TO DEVELOPMENT

There may be certain instances when a WC Performance rider may be able to move to the WC Development (Potential) programme. This decision will be made by the DM in consultation with the PD, DCs and PMs taking into consideration the following areas:

- Eligibility for WC Development using selection criteria and assessment of age, competition results, horse power, position on the performer pathway with current horsepower and standing against others on the programme (this must be comparable or better)
- The rider wanting to be part of the programme, be willing to attend all training sessions and have the ability to benefit from the scheme
- Funding availability
- Riders can only be taken on at the 6 monthly formal review stage
- Rider will be fully subject to WC Development assessment, reviews, selection and policies.

If funding is not available through the WCD programme, then WC Performance will have the option to fund a rider on WCD programme at a pre-arranged cost.

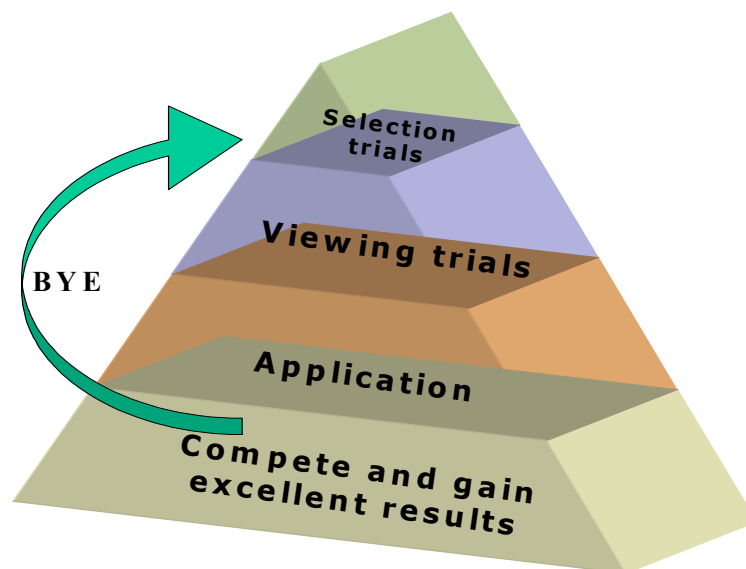
DOPING AND MEDICATION:

All Selection and Viewing Trials will be held under the relevant discipline FEI competition rules.

PROHIBITED SUBSTANCE TESTING:

Both human and equine prohibited substance testing may take place at any Viewing or Selection Trial. If any medication is being prescribed to the horse or the rider they must file a Therapeutic Use Exemption (TUE)(human) and / or medication exemption (horse) with the BEF Office within seven days of the Selection Trial.

SELECTION TIMETABLE AND QUALIFICATION PERIOD



Dates for selection and recruitment will be in the Autumn every 2 years. Dates will be dependent on the competition calendar for each discipline. All Viewing Trial and Selection Trial dates are included at the end of this document.

POST VIEWING TRIAL RESPONSE

All riders will be informed in writing within 7 days of the Viewing Trial.

POST SELECTION RESPONSE

All riders will be informed in writing within 3 weeks whether or not they have been successful in selection, subject to continuing confirmation of the level of the Programme funding. No explanations will be offered.

RIDER OBLIGATIONS ONCE SELECTED:

- **Read, sign and adhere to the World Class Development Programme Athlete Agreement/Charter**
- **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 DM in consultation with the PD 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 DM 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 PD.

DISCRETION

The right is reserved that in exceptional circumstances such as injury or illness the Selectors, PD and DM 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.

CONSULTATION

The WCD selection and recruitment policy is formulated in agreement and in consultation with the DCs, PD, Selectors, PMs and DM.

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 and Recruitment Policy should be made in writing to the Development Manager 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 relating to this Selection Policy is the Development Manager.

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 DM. If the DM is not able to satisfy the appellant's concerns the appeal will be forwarded to the PD. If still not satisfied, the Appeal will then follow the BEF Appeals Process; the process and procedures for which are laid out in the BEF Rule Book.

APPLICATIONS FOR VIEWING TRIALS AND SELECTION TRIALS 2008

Application forms are available to download from the BEF website from Friday 18th July and the closing date for applications is Friday 29 August 2008. References may be included to support your application if you wish to do so but must be submitted with the application forms. Applications should be submitted electronically or by sent by post.

DRESSAGE

Viewing Trial:

25th and 26th October Unicorn Trust, Stow on the Wold, Gloucestershire

Selection Trial:

7th, 8th and 9th Nov Unicorn Trust, Stow on the Wold, Gloucestershire

EVENTING

Viewing Trial:

31st Oct and 1st Nov Addington Manor, Buckinghamshire

Selection Trial:

16th, 17th and 18th Nov Solihull Riding Club, West Midlands

PARA DRESSAGE

Viewing Trial:

27th and 28th Sept Unicorn Trust, Stow on the Wold, Gloucestershire

Selection Trial:

21st, 22nd and 23rd Nov Unicorn Trust, Stow on the Wold, Gloucestershire

SHOW JUMPING

Viewing Trial:

14th and 15th October Addington Manor

Selection Trial:

30th Nov, 1st and 2nd Dec Solihull Riding Club, West Midlands