



## **The BEF England Excel Talent Programme SELECTION POLICY 2015.**

### **PROGRAMME MISSION**

To identify, support and develop riders and horses demonstrating talent & potential in the Olympic and Paralympic disciplines in England and increase and sustain participation and support the development of regional talent within safe and structured environments.

### **OBJECTIVE OF SELECTION POLICY**

The specific aim of the Selection Policy is to select talented rider combinations and to provide training and development to help further their ability for future sporting success.

### **BACKGROUND**

The raising of standards across the sport is a key objective for the British Equestrian Federation and the Excel Talent Programme. With funding from the National Lottery through Sport England, it continues to drive towards this outcome by strengthening the talent development pathway of Equestrian Sport. This training programme offers opportunities for talented riders, which will include expert training and advice from coaches, veterinary and human sports science.

## KEY

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

“Discipline Coach” – (DC) means the Discipline Coach for the BEF Excel Talent Programme of the relevant discipline

“England Excel Talent Programme” – (EETP) means the BEF England Excel Talent programme funded by the National Lottery and Government Exchequer through Sport England

“FEI” means the Federation Equestre Internationale

World Class Performance Director (WCPD) of the NGB or an alternative nominated by the Chief Executive of the BEF.

“Lead Co-ordinator for Excel – (LCE) means the Lead Coordinator for the delivery of the Sport England Excel outcomes of the National Governing Body (NGB)

“Member Body” – (MB) means the relevant governing body for an Olympic or Paralympic equestrian discipline ie **British Dressage, British Eventing or British Showjumping as the case may be and “MBs” shall be construed accordingly.**

“Selectors” means the members of the selection panel who have a selection vote

“World Class Programme” – (WCP) means the World Class Programme in equestrian sports.

**The Selection Policy is formulated in discussion with LCE, DCs, WCP, key discipline personnel and the MBs.**

## EXCEL TALENT PROGRAMME – TIME SCALES

Formal selection takes place every two years. Selected riders can remain on the programme subject to successful reselection for a maximum period of four years. Riders are under constant review in terms of their development and performance. In addition riders will commit to attending an agreed number of full days of squad training sessions.

## 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.

## **VIEWING / SELECTION PANEL**

All Selectors will be appointed by the WCPD in consultation with the relevant MB. The LCE will be responsible for communicating with the MB and BEF Board. The Selectors will have the knowledge, experience and integrity required to select riders who show the talent and ability to succeed in their chosen discipline. All Selectors will agree to abide by a code of conduct.

### **Sample Selection Panel:** (this can vary between Disciplines)

Selection: The LCE, a representative of the WCP, two discipline specialists elected by the MB

If required, a viewing day will be held and riders will be assessed by a discipline specialist elected by the MB.

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

## **SELECTION PROCESS**

### **BACKGROUND**

The Excel Talent Programme Selection Policy is formulated in agreement and consultation with the respective MB and other key BEF discipline personnel.

The process involves two key stages:

Stage 1:       Application

Stage 2:       Selection from Applications

Riders are expected to reach the minimum criteria as outlined later in this document. Whilst a rider may meet the minimum criteria, they are not assured a place on the programme. An offer of a place on the programme 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

In line with the guidance given by Sport England the minimum age on first application will normally be 14 years and maximum age on first application will normally be 24 years.\*

- Due to the varying nature of disability the age range for Para-equestrian is listed in Annexe B

**A rider's age will be calculated in accordance with FEI rules i.e. the age of the rider on their birthday in the calendar year is treated as their age for the entire year.**

For example; a rider who is 15 years may apply for the 16 – 18 year old category if they have their 16<sup>th</sup> birthday in 2015. A rider who is 18 years old and has their 19<sup>th</sup> Birthday in 2015 should apply for the 19 – 21 year old age group. This ruling then applies to all age groups.

## SELECTION PROCEDURE

The Selection process follows the process as detailed below.

### Stage 1: Application

**OPENING DATE      1<sup>st</sup> August 2015**

**CLOSING DATE      31<sup>st</sup> August 2015**

- Application forms should be completed by anyone wishing to be considered for selection. Forms are available to download from the BEF and MB websites during the period that the application process is open.
- Minimum criteria, as specified must be obtained by 31<sup>st</sup> August 2015.
- **The minimum criteria listed in the relevant Appendix under the relevant age group are alternatives: ie it is only necessary to achieve one of the minimum criteria listed in the rider's age group, or in an older age group.**
- All results/ scores should be able to be verified on the appropriate MB database.
- Any rider/equine combination that has not reached minimum criteria by 31<sup>st</sup> August 2015 cannot be considered for the final part of the Selection process.

## **Stage 2: Final selection process**

In addition to the requirements detailed in the discipline specific criteria the following detail is also applicable:-

- All riders must, at the time of final selection, have the ride on an equine that has achieved minimum criteria appropriate to the athlete's age group (or an older age group)
- If the rider loses the ride on that equine after the Selection process has been completed, they may be removed from the EETP prior to the first six monthly review
- Any equine whose competitive record is being taken into consideration for selection purposes must be fit for purpose and available for training.

The Selectors will short list suitable applicants meeting the required minimum criteria of their discipline by considering current horse power, recent competition results and any other relevant information provided on a rider's application form.

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

## **Annexes A - D**

### **MINIMUM CRITERIA**

**For all disciplines outlined below, the competition results must have been obtained between 31<sup>st</sup> August 2014 – 31<sup>st</sup> August 2015 (inclusive) unless specifically stated otherwise. Preference will be given to most recent results.**

### **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.

### **DOPING AND MEDICATION:**

Training sessions will be subject to relevant MB and BEF rules in relation to human doping, equine doping and controlled medication.

## **POST SELECTION RESPONSE**

All riders will be informed in writing within 4 weeks after the close of applications whether or not they have been successful in selection. The Selectors' reasoning for their selections is not discussed with riders, owners or agents and no explanations will be offered.

## **RIDER OBLIGATIONS ONCE SELECTED:**

- **Read, sign and adhere to the Excel Talent Programme Athlete Agreement/Charter**
- **Attend all squad training sessions as agreed with the relevant Squad Co-ordinator.**
- **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 WCPD in consultation with key BEF personnel and the MBs 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:**

In the event of exceptional circumstances beyond the BEF's control (e.g. lack of available Sport England funding, disease outbreak in horses or humans, war or terrorism) the WCPD reserves the right to make the decision to change the selection policy or procedure which might include cancellation of the Selection process. This decision will be made in consultation with the MBs and the BEF Board.

## **DISCRETION**

The Selectors 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.

## **CONSULTATION**

The BEF EETP selection and recruitment policy is formulated in agreement and in consultation with the MBs.

## **PUBLICATION/CIRCULATION**

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

## **ENQUIRIES**

Enquiries about the Selection Policy should be made in writing to the WCPD 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 Lead Co-ordinator for Excel, David Hamer, British Equestrian Federation, Abbey Park, Warwickshire, CV8 2RH

## **APPEALS PROCESS AND PROCEDURES**

Riders have the right to appeal against a 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 selectors could reasonably have made. An appeal must be made by submitting notice in writing to the WCPD within 48 hours of the announcement. If the WCPD is not able to satisfy the appellant's concerns the appeal will be forwarded to the relevant MB.

## **APPLICATIONS FOR SELECTION 2015**

Application forms are available to download from the BEF / MB specific websites and the closing date for applications will be published on the BEF and MB websites. 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 to the BEF.

It is the applicant's responsibility to record proof of postage or electronic submission of an application. Lost or misplaced applications will only be accepted after the closing date if proof of postage or electronic submission is supplied by the applicant to the LEC at the BEF.

## **DATES FOR APPLICATIONS:**

Applications Open: 1<sup>st</sup> August 2015

Applications Close: 31<sup>st</sup> August 2015

**PLEASE NOTE UNDER NO CIRCUMSTANCES WILL APPLICATIONS BE ACCEPTED AFTER 31<sup>ST</sup> AUGUST 2015.**

### **ANNEXE A – DRESSAGE**

**THIS ANNEX MUST BE READ IN CONJUNCTION WITH THE BODY OF THE SELECTION POLICY**

#### **BEF EXCEL DRESSAGE SQUAD CRITERIA:**

All riders must be eligible to compete for Great Britain and hold a current British passport. To be eligible for the programme they must become full competing members of British Dressage on selection and **reside in England**. They will not be eligible for this programme if they are currently supported by the BEF World Class Programme. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine controlled medication offence will not be eligible.

Applications will be open 1<sup>st</sup> August 2015 and close 31<sup>st</sup> August 2015. Applications will not be accepted under any circumstances after 31<sup>st</sup> August 2015

#### **MINIMUM CRITERIA**

Competition results must have been obtained between 31<sup>st</sup> August 2014 – 31<sup>st</sup> August 2015 (inclusive) unless specifically stated otherwise. Preference will be given to most recent results.

**Please note that Freestyle scores do not count towards minimum criteria.**

**Applications may wish to support their application with DVD footage of one of the test sheets submitted.**

#### **14 – 15 years**

- Achieving at Elem/Med (or above) on horses, final scores of 68%+ at a minimum of 3 competitions and one score at Elem/Medium (or above) of 66% at either Regional Championship, National Championship or in Team/Individual Junior classes at Premier League competitions. Horse/Rider combination must show potential to progress to Advanced Medium level.
- Riders who have represented Great Britain on Pony European Teams in 2015 are eligible to apply

We advise that a minimum of 3 recent score sheets at the above level should accompany the application

### **16 – 18 years**

- Combinations will be competing consistently at Advanced Medium level and above and achieving a minimum of 3 final scores at 65% at Adv. Med Open (incl FEI JR Team and Individual tests) achieved at either Premier Leagues, Summer Regional Championships, BD National Championships

**OR**

- Top 15 placing individually in the Team or Individual Test at Junior European Championships in 2015

We advise that a minimum of 3 recent score sheets at the above level should accompany the application

### **19 – 21 years**

- Combinations will be competing consistently and achieving a minimum of 3 final scores of 65% or above at PSG/Inter 1 (incl YR Team & Indv tests) achieved at either Premier Leagues, Summer Regional Championships or BD National Championships

**OR**

- Top 15 placing individually in the Team or Individual Test at Young Rider European Championships in 2015

We advise that a minimum of 3 recent score sheets at the above level should accompany the application

### **22 – 24 years**

- Combinations will be competing consistently and achieved a minimum of 3 final scores of 67% or above at PSG or above achieved at either Premier Leagues, Summer Regional Championships or BD National Championships

**OR**

- A minimum of 2 final scores of 63% or above at either Premier League U25 Grand Prix or Premier League Inter. 2 level.

We advise that a minimum of 3 recent score sheets at the above level should accompany the application

**Young Horses:**

Riders between 16 - 24yrs will also be considered on younger horses (up to 7 yrs) who demonstrate the talent to compete successfully at International level and are already competing consistently and achieving 70%+ at Young Horse Premier League Classes and/or Regional Championships/ National Championships at Elem/Med level

A minimum of 3 recent score sheets at the above level must accompany the application  
Applications for younger horses to be accompanied and supported by a reference from an International/Young Horse Trainer/Judge or a DVD of the rider/horse riding a test at Elementary/Medium level or above.

## **ANNEXE B – PARA-EQUESTRIAN DRESSAGE**

### **THIS ANNEX MUST BE READ IN CONJUNCTION WITH THE BODY OF THE SELECTION POLICY**

#### **BEF EXCEL PARA EQUESTRIAN DRESSAGE SQUAD CRITERIA:**

All riders must be eligible to compete for Great Britain and hold a current British passport. To be eligible for the programme they must become full competing members of British Dressage on selection and **reside in England**. They will not be eligible for this programme if they are currently supported by the BEF World Class Programme. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine controlled medication offence will not be eligible.

Applications will be open 1<sup>st</sup> August 2015 and close 31<sup>st</sup> August 2015. Applications will not be accepted under any circumstances after 31<sup>st</sup> August 2015

Riders must have a current National or FEI classification. For details regarding classification please contact the British Dressage Para Dressage Officer

#### **MINIMUM CRITERIA**

Competition results must have been obtained between 31<sup>st</sup> August 2014 – 31<sup>st</sup> August 2015 (inclusive) unless specifically stated otherwise. Preference will be given to most recent results.

**Please note that freestyle scores do not count towards minimum criteria**

##### **14-18 years old**

- To have two scores of 62% or above in their relevant grade at BD Para Dressage Competitions and/or have scored 64% or above at the RDA National Championships in 2014.

##### **19-24 years old**

- Minimum of two final scores in their relevant grade at 65% or above in Restricted or Open classes in BD Para Equestrian Dressage competitions (including Home International)

**AND**

- One score of 63% or above in their relevant Grade at a BD Para Equestrian Dressage Championship or CPEDI \*/ \*\*.

**Due to the varying nature of disability, exceptional candidates that are competing in BD Para Dressage competitions may be considered that meet the following criteria:**

**25 – 30 years old**

- Minimum of two final scores in their relevant grade at 64% or above in the Team or Individual Test (Restricted or Open) classes in BD Para Equestrian Dressage competitions (including Home International)

**AND**

- One score of 66% or above in their relevant Grade at a BD Para Equestrian Dressage Championship or CPEDI 2\*.

**31 years and above**

- Minimum of 66% or above in their relevant Grade at BD Para Equestrian Dressage Open Championship.

**AND**

- 66% or above in the Team & Individual test of their relevant Grade at a CPEDI 2/3\*.

**Young Horses:**

- Riders between 25 – 30 years will also be considered on younger horses (up to 7 years of age) who demonstrate the talent to compete successfully at International level and are already competing consistently at Para-equestrian Novice Level or able bodied British Dressage Preliminary/Novice Level and achieving 70% plus . National championships will be given more weight than local level competitions.

Currently under FEI Rules, an athlete 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 athletes in Profile 39 are not eligible to compete in Para-Equestrian Dressage competition run under FEI rules.

The BEF England Excel Para-Equestrian Dressage Programme can only select and support athletes 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 FEI.

## **ANNEXE C – EVENTING**

### **THIS ANNEX MUST BE READ IN CONJUNCTION WITH THE BODY OF THE SELECTION POLICY**

#### **BEF EXCEL EVENTING SQUAD CRITERIA:**

All riders must be eligible to compete for Great Britain and hold a current British passport. To be eligible for the programme they must become full competing members of British Eventing on selection and **reside in England**. They will not be eligible for this programme if they are currently supported by the BEF World Class Programme. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine controlled medication offence will not be eligible.

Applications will be open 1<sup>st</sup> August 2015 and close 31<sup>st</sup> August 2015. Applications will not be accepted under any circumstances after 31<sup>st</sup> August 2015

#### **MINIMUM CRITERIA**

**Competition results must have been obtained between 31<sup>st</sup> August 2014 – 31<sup>st</sup> August 2015 (inclusive) unless specifically stated otherwise. Preference will be given to most recent results.**

**14 – 15 years:** NB: Consideration will be given to riders who have only achieved the level of Pony Results listed below who also have competition results on a horse at BE 100 level or above. Please supply these results with your application

- Selected for GBR Pony European Team
- Brandhall 1\* Pony championship – top 10% of starters
- Weston Park 2\* Pony Championship – top 20% of starters
- Top 3 placing at Pony Club Open Championships
- Top 20% placing CCI\* on a horse
- Top 20% placing U18 Regional Team Championships
- Top 20% placing in National Under 18 Championship

**16 - 18 years**

- Top 15% of starters at the U18 Regional Championship at Weston
- Top 20% of starters at National U 18 Championships
- Selected for GBR Junior European Team
- Top 20% of starters at a CCI\*

**19 – 21 years old**

- Top 20% placing in the National Under 21 Championships
- Top 20% placing at a Senior CCI2\*
- Selected for GBR Young Rider European Team
- Clear round XC meeting Minimum Eligibility Requirements (MER) at a CCI\*\*\*/CIC\*\*\*

**22-24 year olds**

- Top 15% placing in a senior CCI 2\*
- Top 25% starters in a CIC3\*
- Top 30% starters in a CCI3\*
- Top 40% Bramham U 25 Championships
- Clear round XC meeting Minimum Eligibility Requirements (MER) at a CCI\*\*\*\*

**Young Horses:**

Riders between 16 - 24yrs will also be considered on younger horses (up to 7 yrs) who demonstrate the talent to compete successfully at International level and are already competing consistently and were placed in the top 20% of the British Eventing Young Horse 6/7 year old Championships 2014 or Young Horse 6/7 Year old Championships at Le Lion 2014

## **ANNEXE D – SHOWJUMPING**

### **THIS ANNEX MUST BE READ IN CONJUNCTION WITH THE BODY OF THE SELECTION POLICY**

#### **BEF EXCEL SHOW JUMPING SQUAD CRITERIA:**

All riders must be eligible to compete for Great Britain and hold a current British passport. To be eligible for the programme they must become full competing members of British Showjumping on selection and **reside in England**. They will not be eligible for this programme if they are currently supported by the BEF World Class Programme. Riders that are currently serving a ban from competition as a result of a doping offence (equine or human) or equine controlled medication offence will not be eligible.

Applications will be open 1<sup>st</sup> August 2015 and close 31<sup>st</sup> August 2015. Applications will not be accepted under any circumstances after 31<sup>st</sup> August 2015

**Applicants should include the relevant British Showjumping printouts to support their initial application.**

#### **MINIMUM CRITERIA**

**Competition results must have been obtained between 31<sup>st</sup> August 2014 – 31<sup>st</sup> August 2015 (inclusive) unless specifically stated otherwise. Preference will be given to most recent results.**

##### **14 – 15 years**

- To have jumped two double clear on a horse at 1.20 m or above

##### **16 – 18 years**

- Minimum of 2 double clear rounds in National/International 1.30m classes and above.

##### **19 – 21 years**

- Minimum of 2 double clear rounds in National/International 1.40m classes and above.

##### **22 – 24 years**

- Minimum of 2 double clears in 1.45+ or been placed in top 10 at a 2\* Grand Prix

**Young Horses:**

Riders between 16 - 24yrs will also be considered on younger horses (up to 7 yrs) who demonstrate the talent to compete successfully at International level and who have jumped in the relevant age Championship Final at the Addington Young Horse Championships.

Results will be ranked by competition and venue. Competition results that meet the minimum criteria that were achieved at any of the following competitions should be included in your application form:

Premier Shows, British Show Jumping Scope Festival, Young Rider European Trials, County Shows.