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Performance Programme

Selection and De-Selection Policy

Programme Objective

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

Selection Policy Objective

The specific aim of the selection policy is to outline the criteria and process for selection.

Background

The raising of standards across the Olympic Disciplines is a key objective for **horsescotland**, which is enabled by funding from **sportscotland**. **horsescotland** continues to drive towards this objective by strengthening the development of Equestrian Sport. This training programme offers opportunities for riders, which will include expert training and advice from coaches, veterinary and human sports science and sports medicine.

Duration of Programme

Formal selection takes place every two years. Selected riders can remain on the programme subject to successful re-selection. Riders are subject to a six-monthly review process covering key aspects of the programme. In addition, riders will commit to attending an agreed number of full days squad training sessions.

Selection Panel

All selectors carrying a selection vote will be appointed by the member of the horsescotland Board of Directors with responsibility for performance ("the Performance Manager"). The Performance Manager will be responsible for communicating with the Discipline Member Body and **horsescotland** Board Members. Those involved with selection will have the knowledge, experience and integrity required to select riders that show the talent and ability to succeed in their chosen discipline. All selectors will agree to abide by the **horsescotland** Code of Conduct for Board Members.

The Selection Panel can vary between disciplines.

Selection

This will be managed by the Performance Manager and will involve a short-listing process of eligible applicants meeting the required minimum criteria for their discipline. If required, an assessment day will be held for rider and equine combinations. Thereafter, rider and equine combinations identified for selection will be recommended to the [horsescotland](#) Board for approval.

Selection Process

Background

The programme Selection Process is formulated in agreement and consultation with the respective Olympic Discipline Member Body and other key [horsescotland](#) personnel.

The Selection Process involves four key stages:

- Stage 1: Application

Applicants are required to complete a formal [horsescotland](#) application form.

- Stage 2: Shortlisting from Applications

Riders are expected to reach the minimum criteria for their discipline (and age group) as outlined 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 and ridden assessment. Selection through to each stage will be made on merit. A rider's financial circumstances will not influence this.

- Stage 3: Ridden Assessment Day

Shortlisted riders will attend an Assessment Day and will be required to undertake a practical ridden assessment for their identified discipline. Riders will also take part in a formal interview and a physiotherapy assessment.

- Stage 4: Induction Day and Formal Offer

Selected riders will attend an Induction Day and will work Coaching and Support staff to agree identified goals and confirm their commitment to the Performance Programme by signing the formal offer.

Eligibility / Availability for Consideration

Minimum age on first application will normally be 16 years. A rider's age will be based on F.E.I. ruling, which is the age the rider becomes in a given year. The calendar age is taken from the beginning of a calendar year that a rider's age is reached until the end of a calendar year that a rider's age is reached. Please visit the FEI website for further details <http://www.fei.org/>

Minimum Criteria

For all disciplines outlined, the competition results must have been obtained in the year prior to the [horsescotland](#) selection process unless specifically stated otherwise.

Please note any other requirements can be found under each discipline specific minimum criteria in Appendices A – D.

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 that may have a bearing on selection. Subsequently, the panel will keep all information relating to individual applicants confidential.

Rider Obligations Once Selected

- Read, sign and adhere to the Performance / Development Squad Rider Declaration Agreement
- Attend squad-training sessions as agreed with the Performance Manager
- Be proactive in their improvement of skills and personal development
- Commit to setting and achieving agreed goals
- Coaches must be recognised by [horsescotland](#)

Changes in Policy

The Performance Director in consultation with key [horsescotland](#) personnel and the Olympic Discipline Member Body 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 [horsescotland's](#) control (e.g. disease outbreak in equines or humans, war or terrorism) the Performance Manager 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 Olympic Discipline Member Body and the [horsescotland](#) Board.

Programme Funding

Performance programmes are supported by funding from **sportscotland** (and others). Changes to funding may result in adjustment/cancellation of the programme.

Exceptional Circumstances

The right is reserved that in exceptional circumstances such as injury or illness the Board of [horsescotland](#) is entitled within this selection policy to use its discretion to select combinations or athletes provided that it can demonstrate that any discretion used was arrived at through a process of integrity. Whereby the information used and procedures taken were perfectly reasonable and justifiable.

Consultation

This selection and recruitment policy is formulated in agreement and in consultation with each respective Olympic Discipline Member Body.

Publication/ Circulation

The Selection Policy will be available on the [horsescotland](#) / Discipline specific Websites. Additional copies will be available on request from the [horsescotland](#) Office and the relevant discipline websites.

Enquiries

Enquiries about the Selection Policy should be made in writing to the [horsescotland](#) Office.

Changes to Selection Policy

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

De-Selection

The set targets and goals linked with achievements and level of performance will form an on-going assessment for continuation on the programme.

The Performance Manager will discuss with Coaches and Support Services Teams to ensure help and advice is available to improve on poor performance of horse / pony and rider.

Reasons for De-Selection

- Continual failure to achieve agreed performance goals will be considered a just reason for de-selection
- Horse / pony becoming unsuitable for any reason including loss of performance, ability, prolonged illness or lameness. Riders will have three months to get the horse / pony back to its level of performance or find another horse / pony that they can achieve the performance level on
- Failure, without good reason, to compete in any named target competitions
- Failure, without good reason to participate in full training programme
- Breach of contract / participation agreement
- Breach of rules, including anti-doping violation or other reasons that bring the sports into disrepute

De-Selection Procedure

Rider must meet one or more of reasons for de-selection as set out above.

In the first instance, a [horsescotland](#) representative will speak to the rider and advise of the concerns.

De-selection will be determined by the Board of [horsescotland](#) following receipt of a report from the Performance Manager.

The rider will be advised by the Performance Manager in writing within five days of the meeting decision of the Board of [horsescotland](#). The rider will receive a copy of the appeals complaints / grievance procedures.

Points of Contact

The key point of contact relating to this Selection Policy is the Performance Manager via the [horsescotland](#) Office, Titwood Farm, Kilmaurs, Ayrshire KA3 2PN.

Appeals Process and Procedures

Riders have the right to appeal against the decision regarding selection or de-selection 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. Appeals must be made in writing to the Performance Manager within 48 hours of the announcements. If the Performance Manager is not able to satisfy the appellant's concerns the appeal will be forwarded to the relevant Olympic Discipline Member Body.

Applications for Selection

An application form is available to download from the [horsescotland](#) / Discipline specific websites. The closing date for applications will be published on the [horsescotland](#) and discipline specific Member Body websites. References may be included to support your application if you wish to do so but must be submitted with the application form. Applications should be submitted electronically or sent by post to the [horsescotland](#) Office, Titwood Farm, Kilmaurs, Ayrshire KA3 2PN.

Appendix A

[This appendix must be read in conjunction with the body of the selection policy]

Dressage 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 Scotland**. Riders 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 medication offence will not be eligible.

16 – 18 year olds

- Combinations will be competing consistently at Advanced Medium level and above and achieving 63% plus
- A minimum of 4 score sheets at the above level must accompany the application
- Applications may wish to support their application with DVD footage of one of the test sheets submitted

19 – 21 year olds

- Combinations will be competing consistently at Prix St Georges level and above and achieving 63% plus
- A minimum of 4 score sheets at the above level must accompany the application

22 years and above

- Combinations will be competing consistently at Advanced/Prix St Georges level and above and achieving 65% plus
- A minimum of 4 score sheets at the above level must accompany the application

Exceptional Applicants

Exceptional applicants aged 12 and above competing on ponies/horses may be considered that meet the following minimum criteria:

- Combinations will be competing consistently at Elementary/Medium level and above on horses and achieving 66% plus with the potential to progress to Advanced Medium level as indicated on the accompanying score sheets
- A minimum of 4 score sheets at the above level must accompany the application

Appendix B

[This appendix must be read in conjunction with the body of the selection policy]

Para Equestrian Dressage 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 Scotland**. Riders 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 medication offence will not be eligible.

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

16-18 year olds

- Be consistently and currently scoring 62% in their relevant grade at BD Para Dressage Competitions

19-25 year olds

- To have two scores of 64% or above in their relevant grade at BD Para Dressage Competitions

25 years and above

- To be consistently scoring 65% or above in their relevant grade in BD Para Dressage Competitions and to have qualified for a BD Para Dressage National Championship (Restricted or Open)

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. Therefore, the [horsescotland](#) programme can only select and support athletes who are currently eligible to compete for Great Britain at the Paralympic Games. This policy will be reviewed in line with any future decisions made by the FEI.

Appendix C

[This appendix must be read in conjunction with the body of the selection policy]

Eventing 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 Scotland**. Riders 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 medication offence will not be eligible.

16 - 18 year olds

- Top 20 placing in a CCI *
- Top 20 placing at the JRN championships
- Top 20 placing in the Under 18 Championships
- Top 10 placing in the Pony Club Open Eventing Championships (on a horse)
- Short Listed for the Junior European Team Championships
- Short Listed for the Pony European Team Championships (providing rider is moving on to a horse)

19 – 21 year olds

- Top 10 placing at CIC ** or
- Top 20 placing at senior CCI** or
- Selection for Young rider European Championships or
 - Qualifying result at CCI *** / CIC *** or
 - Top 10 placing at under 21 championships

22 years and above

- Qualifying result at CCI***
- Qualifying result at CIC ***
- Completion at CCI****

Exceptional Applicants

Exceptional applicants aged 14 to 15 years will be given to riders who have achieved the level of Pony Results listed below who also have competition results on a horse at BE 100 level or above.

- Shortlisted for the Pony European Team
- Top 3 placing at Pony Club Open Championships
- Top 20 placing at CCI* on a horse
- Top 20 placing in under 18 Regional Team Championships
- Top 20 placing in National under 18 Championships

Appendix D

[This appendix must be read in conjunction with the body of the selection policy]

Showjumping 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 Scotland**. Riders 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 medication offence will not be eligible.

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

16 - 21 year olds

- Rider/Horse combination jumping successfully over tracks 1.40m and above of relevant experience on the correct performance pathway for Nations Cups and European Squads

22 years and above

- Rider/Horse combination jumping successfully in national/international competitions exceeding 1.45m

Exceptional Applicants

Exceptional applicants competing on ponies/horses may be considered that meet the following minimum criteria:

- Rider/ Pony combinations, jumping successfully over tracks 1.25m and above and of relevant experience on the correct performance pathway towards Nations Cup, European Squads