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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 and complete a declaration of interest form.

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. It is the applicant's responsibility to record proof of postage or electronic submission of 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 [horsescotland](#).

- 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 **(these will take place at Morris Equestrian, Fenwick on 11th, 12th and 13th March 2019)**

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. An independent verifier will be present during the assessment day to ensure the process is being delivered in a fair and consistent manner at all times. While there is no fee to attend the ridden assessment day all expenses incurred will be the responsibility of the athlete.

- Stage 4 Feedback from Ridden Assessment Day

All riders will be informed as soon as possible following the Ridden Assessment Day whether or not they have been successful. The selectors' reasoning for their selections is not discussed with riders, owners or agents.

- Stage 5: Induction Day and Formal Offer

Selected riders will attend an Induction Day and will work with Coaches 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. All results/scores should be able to be verified by the appropriate Member Body database. If scores cannot be verified then the athlete will be responsible for supplying the evidence of the scores.

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
- All Minimum Performance standards are only considered for the rider/equine combinations and the rider must still have the competition ride on the nominated equine during the programme.
- 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. Throughout the Programme **horsescotland** in conjunction with the appropriate member bodies reserves the right to invite selected athletes to a Ridden assessment within the training environment with the view to joining the programme providing there is demonstrable evidence of GB team selection or medal winning potential.

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 and in further limited circumstances. Appeals must be made in writing to the Performance Manager via e-mail to Performance@horsescotland.org 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 [horsescotland](#) Board.

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 years

- Minimum of two final scores at 67% at Advanced Medium Silver/Gold and above (including FEI Junior Team and Individual Tests) at Premier Leagues, Championships or BD National Championships
- Min. of two final scores of 67%+ in FEI Junior Team or Individual Test at CDI3* / CDIO3* / CDIYR or above (one score must come from Jnr Team test).
- Top 30 individual placing with a score over 65% at Junior European Championships in 2018

A minimum of 2 recent score sheets at the above level/s should accompany the application

19 – 21 years

- Combinations will be competing consistently and achieving a minimum of two final scores of 67% or above at PSG/Inter 1 (incl. YR Team and Individual tests) achieved at Premier Leagues, Regional Championships or BD National Championships
- Minimum of two final scores at 66% at PSG level and above (including FEI Young Rider Team and Individual Tests) in CDI/CDIJ
- Top 30 individual placing with a score over 65% at Young Rider European Championships in 2018

A minimum of 2 recent score sheets at the above level should accompany the application.

22 years and above

- Combinations will be competing consistently and achieved a minimum of two final scores of 68% or above at Inter. 1 level or above achieved at Premier Leagues, Regional Championships or BD National Championships
- Minimum of two final scores at 67% at Inter. 1 level and above at a CDI ***
- A minimum of 2 final scores of 64% or above at either Premier League U25 Grand Prix, Premier League Inter II level or U25 CDI

A minimum of 2 recent score sheets at the above level should accompany the application.

Young Horses:

Riders will also be considered on younger horses at the below stages:

- Horses 5-6 years with 70%+ at Young Horse Premier League Classes or Regional Championships/National Championships at Elementary/Medium
- Horses 7 years with 70%+ at Regional Championships/National Championships at Advanced Medium level

- Horses 8 years with 70% at Regional Championships/National Championships at Advanced Medium/PSG
- Horse 9 years with 67%+ at Regional Championships/National Championships at PSG/Inter1
- Horses 10 years with 66%+ at Regional Championships/National Championships at Inter II
- Horses between 10-12 years at with 65% at Regional Championships/National Championships at Grand Prix

A minimum of 2 recent 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:

- Achieving at Med (or above) on horses, final scores of 68% or above at a minimum of 3 competitions and one score at Medium Silver/Gold (or above) of 66% at Premier Leagues, Regional Championships or BD National Championships. Horse/Rider combination must show potential to progress to Advanced Medium level

A minimum of 3 recent score sheets at the above level should accompany the application

Development squad Criteria

16 – 18 years

- Minimum of two final scores at 66% at Advanced Medium Silver/Gold and above

19 – 21 years

- Combinations will be competing consistently and achieving a minimum of two final scores of 66% or above at PSG/Inter 1

22 years and above

- Combinations will be competing consistently and achieved a minimum of two final scores of 68% or above at PSG or above achieved at Premier Leagues, Regional Championships or BD National Championships
- Combinations will be competing consistently and achieved a minimum of two final scores of 66% or above at Inter I
- A minimum of 2 final scores of 64% or above at Inter II level

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

- Have two scores of 65% or above in their relevant grade at BD Para Dressage Competitions or have scored 66% or above at the RDA National Championships in 2018
Achieve

19-24 year olds

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

AND

- One score of 64% or above in their relevant Grade at a BD Para Equestrian Dressage Silver Championship or CPEDI 2*
-

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 year olds

Minimum of two final scores in their relevant grade at 66% or above in the Team or Individual Test classes in BD Para Equestrian Dressage competitions (including Home International) **or** 66% or above in BD Para Equestrian Dressage Silver Championship

AND

- One score of 64% or above in their relevant Grade at a BD Para Equestrian Dressage Gold Championship or Team or Individual Test at CPEDI 2* /CPEDI 3*

31 years old and above

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

AND

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

Young Horses:

- Riders will also be considered on younger horses (up to 7 years old) 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 a minimum of 3 final scores of 70% plus. National championships will be given more weight than local level competitions.

Profile 39: 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 **horsescotland** Programme for 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.

Development Squad criteria**16-18 year olds**

Achieve qualification for the Para Bronze or Silver Championships

19-24 year olds

Achieve qualification for the Silver or Gold Championships

25 year olds and above

Achieve Silver or Gold Championships qualification

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.

Class classification are 2019 standards

16 - 18 year olds

- Finish in the top 15% of the total number of starters in a CCI2* long
- Finish In the top 10% of the total number of starters in the National U18 Championships
- Selected for the Junior European Championships

19 – 21 year olds

- Top 15% placing in the National Under 21 Championships
- Top 20% placing of the total number of starters at a Senior CCI 3* long
- Selected for GBR Young Rider European Team
- Minimum Eligibility Requirements (MER) at a CCI4* long or Short

22 years and above

- Top 25% placing of the total number of starters in a CCI4* Short
- Top 30% placing of the total number of starters in a CCI4* long
- Top 30% placing of the total number of starters U 25 Championships
- Minimum Eligibility Requirements (MER) at a CCI5* long
- Member of a Nations Cup Team

Young Horses:

- Riders will also be considered on younger horses (up to 8 years old) 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 2018 or Young Horse 6/7 Year old Championships at Le Lion 2018.

Exceptional Applicants

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 in the same time frame at BE 100 level or above. Please supply these results with your application

- Selected for GBR Pony European Team
- 2* Pony championship – top 10% of starters
- Top 20% placing CC2* on a horse
- Top 20% placing U18 Regional Team Championships
- Top 20% placing in National Under 18 Championship
- Top 20% placing in the Pony Club Open Eventing National Championships

Development Squad Criteria

16 - 18 years

Top 20% CCI2* L or S

19 - 21 years

Long listed YR Europeans

Top 20% CCI3*S

MER CCI3*L

22 years and above

MER CCI4*L or S

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.

Performance

Horse/ Rider combinations to have been on the gold league listed 2018 and /or regularly achieving results at 1.40m

Development

Horse/Rider combinations to have a minimum of four double clears jumping 1.25m and above and aspiring to be jumping in the Gold League in 2019

Exceptional Applicants

Exceptional applicants under 16 years old competing on ponies/horses may be considered that meet the following minimum criteria:

To have jumped two double clear on a horse at 1.30m or above

- Minimum of 4 double clear rounds on a horse at 1.25m competitions
- A clear in any round of Children on Horses CSIOCh Nations Cup, Grand Prix or European Championship