



## **The BE Foundation Skills Academy (England) Programme Selection Policy 2020**

### **PROGRAMME MISSION**

To identify, support and develop riders demonstrating the potential to progress in Eventing to Senior International level and increase and support the development of performance foundation skills within safe and structured environments.

### **OBJECTIVE OF SELECTION POLICY**

The specific aim of the Selection Policy is to select riders that are starting their competition journey who demonstrate the commitment, skills and potential to progress in the sport and on to the BEF Podium Potential Pathway or Young Professional programme in the future, and 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 BE Foundation Skills Academy. With funding from Government Exchequer 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 BE Foundation Skills Academy
- “BE Foundation Skills Academy” – (BEFSA) means the BE Foundation Skills Academy, funded by Government Exchequer through Sport England
- “FEI” means the Federation Equestre Internationale
- “Selectors” means the members of the selection panel who have a selection vote
- “World Class Programme” – (WCP) means the BEF World Class Programme in equestrian sports.

**The Selection Policy is formulated in discussion with the BEF.**

## **BE FOUNDATION SKILLS ACADEMY– TIME SCALES**

Formal selection will take place every year. Selected riders may remain on the programme subject to successful participation, reselection for a maximum period of two 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.

## **SELECTION PANEL**

All Selectors will be appointed by BE. The Chief Sport Officer will be responsible for communicating with the BE 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:**

Selection Panel: The Chief Sport Officer, a representative of the BEF, two discipline specialists elected by BE.

An independent verifier 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 BE Foundation Skills Academy Selection Policy is formulated in agreement and consultation with key BEF WCP personnel and BE.

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**

To apply riders must be in the year of their 14<sup>th</sup> Birthday to end of the year of their 18<sup>th</sup> Birthday.

(A rider who is 18 years old and has their 19th Birthday in 2020 would not be eligible to apply.)

### **SELECTION PROCEDURE**

The Selection process follows the process as detailed below.

#### **Stage 1: Application**

OPENING DATE: 25<sup>th</sup> October 2019

CLOSING DATE: 22<sup>nd</sup> November 2019

- Application forms should be completed by anyone wishing to be considered for selection. Forms are available to download from the BE websites during the period that the application process is open.
- Minimum criteria, as specified must be obtained between 1st January 2019 & 22<sup>nd</sup> November 2019.
- All results/ scores should be able to be verified on the BE database (and/or Pony Club database).
- Any rider/equine combination that has not reached minimum criteria by 22<sup>nd</sup> November 2019 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 (14-18 years).
- If the rider loses the ride on that equine after the Selection process has been completed, they may be removed from the BEFSA 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 BE minimum criteria by considering current horse power, recent competition results, the recommendation from the

Regional U18 Coach and Coordinator (an independent Coach if the Regional U18 Coach is also the home Coach) and any other relevant information provided on a rider's application form.

Please note any other requirements can be found under minimum criteria, please refer to Annex A for further details and criteria.

### **MINIMUM CRITERIA**

The competition results must have been obtained between 1st January 2019 & 22<sup>nd</sup> November 2019 (inclusive) unless specifically stated otherwise. Preference will be given to most recent results that indicate a positive performance trajectory. Please also refer to Annex A.

### **DOPING AND MEDICATION**

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

### **POST SELECTION RESPONSE**

All riders will be informed in writing/email 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 BE Foundation Skills Academy 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**

BE, in consultation with key BEF personnel, 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 BE/BEF's control (e.g. lack of available Sport England funding, disease outbreak in horses or humans) BE 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 BE 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 BE BEFSA selection and recruitment policy is formulated in agreement and in consultation with the BEF.

### **PUBLICATION/CIRCULATION**

The Selection Policy will be available on the BE website. Additional copies will be available on request from the BE Office ([training@britisheventing.com](mailto:training@britisheventing.com)).

### **ENQUIRIES**

Enquiries about the Selection Policy should be made in writing to the Chief Sport Manager at BE.

### **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 Training, Education & Under 18 Coordinator.

Postal: British Eventing, Training & Education Team, Equestrian House, Abbey Park, Stareton, Kenilworth, Warwickshire, CV8 2RN.

Email: [training@britisheventing.com](mailto:training@britisheventing.com)

### **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 BE Training and Education Chairman within 48 hours of the announcement. If the BE Training

and Education Chairman is not able to satisfy the appellant's concerns the appeal will be forwarded to the BE CEO.

### **APPLICATIONS FOR SELECTION 2020**

Application forms are available to download from the BE website and the closing date for applications will be published on the BE website. References will be requested from the Regional U18 Coach and Coordinator (an independent Coach if the Regional U18 Coach is also the home Coach) to support your application. Applications should be submitted electronically or be sent by post to BE.

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 Training and Education U18 Coordinator at BE.

### **DATES FOR APPLICATIONS**

OPENING DATE: 25<sup>th</sup> October 2019

CLOSING DATE: 22nd November 2019

**Please note under no circumstance will applications be accepted after 22<sup>nd</sup> November 2019.**

## ANNEXE A

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

### **BE Foundation Skills Academy Eventing Squad Criteria**

- All riders must be eligible to compete for Great Britain and hold a current British passport.
- All riders must become full competing members of British Eventing riding fully registered horses on selection
- All riders must **reside in England**.
- Riders will not be eligible for this programme if they have been long listed, short listed or represented GB at the Pony or Junior European Championships.
- 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 25th October 2019 and close 22<sup>nd</sup> November 2019.

Applications will not be accepted under any circumstances after 22<sup>nd</sup> November 2019.

### **MINIMUM CRITERIA**

Competition results must have been obtained between 1st January 2019 and 22nd November 2019 inclusive. Preference will be given to most recent results that indicate a positive performance trajectory.

The minimum performance standards (MPS) for consideration to apply for the **BE Foundation Skills Academy**:

- English Athletes between the ages of 14-18 as at 31st December 2019.
- Have attended a minimum of 3 BE 12-21 Training in 2018/2019. (Excludes pre Frickley Training).
- Placed in the top eight in three or more BE100/ BE100u18, or placed in the top 15% of starters at The Pony Club Championships at this level, or placed in the top ten of two ONu18 or PT/PON.
- Including the MPS above, **has been recommended by the Regional Youth Coach and Regional Youth Coordinator or Regional Youth Assistant coordinator** as a candidate who has shown commitment to training and is developing the skills and potential to progress in the sport. If the Regional Youth Coach is also the home Coach, then an independent Coach must be used.

**NB:** 'Regional Youth' is replacing the term 'Under 18' when used to describe the roles of the U18 Coordinators, Assistants and Coaches.