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Performance Programme

PART One - Selection Policy

Programme Objective

To identify, support and develop athletes who demonstrate the potential to progress to Senior Championship success in the future by developing the foundation skills required for future performance.

Selection Policy Objective

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

Background

The performance programme run by horsescotland is funded through public funding by **Sportscotland**. As such the programme is monitored on the effectiveness of its delivery and performance outcomes. The training programme includes opportunities to learn from expert coaches and includes input from veterinary and human sports science and medicine. With the aim of raising standards across the Olympic and Paralympic disciplines as a key objective.

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 ongoing and 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

The **horsescotland** board will appoint selectors to ensure that applicants meet the criteria and the ability to participate on the programme. All selectors are appointed on the basis of expert knowledge and are contracted to comply with **horsescotland's** code of conduct. The chair of the selection panel will be the **horsescotland** appointed Performance Manager.

The Performance Manager will liaise with the equestrian Olympic disciplines in relation to the performance programme and the selection process.

The **horsescotland** Board will ratify the selection panel decisions.

Process of Selection

This will be managed by the **horsescotland** Performance Manger in agreement and consultation with the respective Olympic disciplines. These disciplines must be members of **horsescotland**.

Stages of Selection

- 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.

- Stage 3: Interview

Shortlisted riders will be invited to an initial interview to discuss their horse power, recent results and short to long term goals and the commitments required from squad members.

- Stage 4: 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 fitness and physio 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.

- Due to the restrictions placed on competition due to the Coronavirus outbreak selections for the 2021 – 2023 cycle will consider results achieved between May 2019 and December 2020.

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 Squad Contract
- Attend all aspects of squad-training sessions
- Commit to twice yearly reviews to discuss progress towards goals and development areas to focus on with home coaching team
- Be proactive in their improvement of skills and personal development
- Commit to setting and achieving agreed goals as outlined in the tracker document
- Identify themselves as ambassadors for [horsescotland](#), their members body and equestrianism as a whole

Changes in Policy

The Performance Manager 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 the Board of [horsescotland](#) is entitled, within this Selection Policy, to use its discretion to select horse/rider combinations whose results demonstrate ability to be included in the programme. This decision will be taken in consultation with the relevant Olympic discipline and will involve the individual attending an assessment day with the programme coaches.

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 [horsescotland](#).

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 to performance@horsescotland.org

Enquiries

Enquiries about the Selection Policy should be made in writing to the [horsescotland](#) at performance@horsescotland.org

Changes to Selection Policy

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

PART TWO De-Selection Process

The set targets and goals as agreed with the rider, combined with achievements will form an on-going assessment for continued participation on the programme. The Performance Manager will record participation, development, and performance results on a tracker document which is completed in conjunction with the rider. In the event of poor performance the Performance Manager will consult with the rider and the programme personnel to identify any additional support require.

Reasons for De-Selection

- Continual failure to achieve agreed performance goals as outlined in the tracker document 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 unless otherwise agreed with the Performance Manager to get the horse / pony back to its level of performance or find another horse / pony that they can achieve the performance level on
- Loss of performance as a rider through prolonged illness or injury will be discussed with the performance manager and dealt with on a case by case basis dependent on Medical advice.
- Failure, without full justification, to compete in any named target competitions
- Failure, without full justification to participate in all aspects of the Performance/ Development 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, the [horsescotland](#) Performance Manager will speak to the rider and advise of the concerns. Thereafter written confirmation of the discussion will be provided including an agreed course of action, [horsescotland](#) reserve the right to share this information with your Olympic Discipline.

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

The rider and the respected Olympic Discipline 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 complaints / grievance policy if they wish to challenge the de-selection

Points of Contact

The key point of contact relating to this Selection Policy is the Performance Manager via performance@horsescotland.org

Part Three - 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. 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.

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.

25 years and above

- Small Tour - 67%+ at PSG or Inter I at BD Winters / Nationals / Premier League or High Profile competitions.
- Middle Tour - 65% at Inter II / Inter A & B at BD Winters / Nationals / Premier League or High Profile competitions.
- Big Tour - 67% at GP / GP Special at BD Winters / Nationals / Premier League or High Profile competitions

21 – 25 years

- Small Tour - 67%+ at PSG or Inter I at BD Winters / Nationals / Premier League or High Profile competitions
- U25 Grand Prix - 65% at Inter II / Inter II (U25) / Inter A & B / GP (U25) / GP at BD Winters / Nationals / Premier League or High Profile competitions.

14 – 21 years

- Until the end of the year of their 16th birthday riding a pony
 - 67.5%+ at Pony Individual / Team tests / Medium at Premier League or High Profile competitions
- Until the end of the year of their 14th birthday riding a horse
 - 69%+ at Children on Horses Individual / Team tests / Elementary at Premier League or High Profile competitions
- Until the end of the year of their 18th birthday riding a horse
 - 67.5%+ at Junior Individual / Team tests / Advanced Medium / PSG / Inter I at Premier League or High Profile competitions
- Until the end of their 21st birthday riding a horse
 - 67.5% at Young Rider Individual / Test test / PSG / Inter I at Premier League or High Profile competitions.

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

Young Horses

- Horses 5-6 yrs with 70%+ at YH Premier League Classes or Regional /National Championships at Elementary/Medium.
- Horses 7 years with 70%+ at Regional /National Championships at Advanced Medium level.
- Horses 8 yrs with 70% at Regional /National Championships at Advanced Medium /PSG.

- Horses 9 yrs with 67%+ at Regional /National Championships at PSG/Inter I.
- Horses 10 yrs with 66%+ at Regional /National Championships at Inter II.
- Horses between 10-12 yrs with 65% at Regional /National Championships at GP.

Appendix B

This appendix must be read in conjunction with the body of the selection policy (above)

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.

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 30% 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 30% placing in the total number of starters in a CCI3* Long
- Top 30% 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 2019 or 2020 or Young Horse 6/7 Year old Championships at Le Lion 2019 or 2020.

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

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 2019 or 2020 and / or regularly achieving results at 1.40m

Exceptional Applicants

Exceptional applicants 14 years and over competing on ponies/horses may be considered that meet the following minimum criteria:

1/ Rider 14yrs and over competing on a horse will be considered if achieving consistency (double clears and placings) at 1.30m and above and/or Selection for Children on Horses CSIOch Nations Cup, Grand Prix or European Championship.

2/ Pony rider 14yrs and over in the 148 Gold League, with consistent high level placings achieving potential selection for GB Pony Teams/Nations Cup