



Jumping Victoria

State Team Selection Policy

Effective Date: 1 August 2019
(First adopted 02 July, 2019)

PART A – OBJECTIVES

1. OBJECTIVES

- 1.1 To identify those athletes who, in the opinion of the Jumping Victoria Committee, are most likely to achieve the best possible results, for inclusion into various Victorian State Jumping Teams.
- 1.2 To select the most qualified and suitable persons to serve as Selectors on the Jumping Victoria Selection Committees.

PART B – TEAM SELECTION

2. SELECTION CRITERIA

2.1 In determining the proposed selection Criteria the Selection Committee should consider the following points:

- Requirements of the proposed competitions requiring Victorian Teams.
- Selection is for specific horse & rider combinations.
- Results from a minimum number of competitions (3 minimum).
- Results from a minimum level of competitions (Tier 3 Shows).
- Athletes must be current financial members of Equestrian Victoria (EA).
- Athletes must conform to the EA Code of Conduct & Welfare of the Horse.
- Athletes must be eligible to compete for Victoria & Australia.
- Athletes and Horses must be sound, fit, and able to compete at the time of nomination.
- Horses and ponies are eligible for selection.

2.2 To be eligible the nominated combinations must fulfil the general criteria however this does not guarantee the combination a position into any Victorian State Teams.

2.3 Where there are more eligible combinations than available positions the Selectors will base their final decision on the results obtained, but may also, at their discretion, apply additional criteria.

2.4 No wild card inclusions should be allowed as this is not transparent.

2.5 Victorian Team members should be entitled to some privileges but they should also realise that being a member of a Victorian State team carries some responsibilities with it. They should assume responsibility for being an ambassador for Jumping Victoria and Equestrian Victoria generally and act as role models.

2.6 Selectors need to take into account criteria for both teams who compete on borrowed horses and teams who compete on their own horse.

- The selection criteria for teams who compete on borrowed horses should involve performances of a minimum level (clear rounds/placings) on a number of horses – 2 at minimum. This is to show the ability of the rider to ride and do well on a variety of horses not just 1.
- The selection criteria for teams who compete on their own horses, should involve performances of a minimum level (clear rounds/placings) at high profile events where there is more pressure on the combination. Not all combinations perform well at big events where they are under more pressure.

3. SELECTION CONDITIONS

3.1 Selection of an athlete into a Victorian State Team set out in the Selection Criteria of this policy is conditional upon the athlete and owner:

- (a) At all time acting and having acted in such a manner so as not to bring the athlete and owner, Jumping Victoria, Equestrian Victoria or any of its sponsors into disrepute.
- (b) Subject to paragraph 3.2 not using of having used or administered or been involved in any way with the use or administering of any prohibited substance or prohibited method or otherwise have breached Equestrian Australia's Anti-Doping Policy.
- (c) Having met the eligibility requirements set out in the Selection Criteria.

3.2 Paragraph 3(1)(d) will not apply to any doping offence in respect of which the athlete has been sanctioned under Equestrian Australia's Anti-Doping Policy and which sanction has been satisfied in full.

4 APPEALS

4.1 An athlete who is eligible for selection pursuant to this Selection Policy but who has not been selected may appeal against such non-selection only in accordance with this Clause 4.

4.2 *Grounds for Appeal*

The only available ground of appeal is that the Selection Policy, including the Event Specific Criteria, has not been properly followed or implemented in any one or more of the following respects:

4.2.1 The Selection Committee has taken into account a factor or factors which they are not permitted to take into account pursuant to the Selection Policy.

4.2.2 The Selection Committee has failed to take into account at all a factor or factors which it is required by the Selection Policy to take into account.

4.2.3 For the removal of doubt it is not permissible to appeal on the ground that the Selection Committee has given too much or too little weight to any one or more of the factors in the selection policy.

4.3 **Procedure**

An appeal by or on behalf of an athlete (in this Clause 6 referred to as the **Appellant**) must:

- (a) Be made by 4.00pm on the day following the announcement of the decision of the Selection Committee by notifying Equestrian Victoria in writing of the Appellant's intention to appeal.
- (b) Accompanied by a non-refundable fee of \$150.00 (payable to Equestrian Victoria)(**Appeal Fee**).
- (c) Set out particular in writing signed by the Applicant or Guardian of:
 - (i) The decision appealed against.
 - (ii) The ground for the appeal.
 - (iii) Specific details of the reasons of circumstances which support the grounds of appeal (referred to as the **Statement of Appeal**).

4.3.1 The Appeal Fee and the Statement of Appeal must be received by the CEO of Equestrian Victoria within 48 hours of the announcement referred to in paragraph 4.3

4.3.2 Any such State of Appeal must be lodged at the offices of Equestrian Victoria.

4.3.3 Within 24 hours of receipt of the Statement of Appeal and the Appeal Fee the CEO of Equestrian Victoria must refer the Appeal to the Selection Review Panel.

4.3.4 A failure by the Appellant to comply with any of the time limits set out in Clause 4.3 or 4.3.1 will render the purported appeal invalid.

4.4 **Selection Review Panel**

The Panel shall be nominated by the Equestrian Victoria/ Jumping Victoria Board subject to 4.4.1 shall comprise:

- (a) The EV/JV Chair
- (b) An independent person who is a member of a recognised sporting body at State or National level, and;
- (c) A person with a thorough knowledge of equestrian jumping.

4.4.1 No member of the Selection Review Panel shall have a relationship or conflict of interest with any party to the appeal or any Affected Athlete such that the member is or may be seen to be not independent. Any such matters shall be decided by the Equestrian Victoria Board.

4.4.2 Where a determination of the Appeal is required urgently and the Appellant agrees in writing the Selection Review Panel may consist of only one person being a person nominated by Equestrian Victoria provided that person is agreed to by the Appellant.

4.5 Powers of the Selection Review Panel

4.5.1 The Selection Review Panel shall only determine whether or not the Selection Policy has been properly followed or implemented. It has no power of selection or reselection.

4.5.2 If the Selection Review Panel determines that the Selection Policy has not been properly followed or implemented the Panel shall refer the matter back to the Selection Committee in which case the Selection Review Panel may in its complete discretion give directions to the Selection Committee provided such direction do not amount to a direction to select or not select a particular athlete or athletes.

4.6 Procedures of Selection Review Panel

4.6.1 Once an appeal is referred to the Selection Review Panel must:

- (i) Convene a meeting of the Panel to be held as soon as practical (**Meeting**).
- (ii) Serve a copy of the Statement of Appeal on the Selection Committee.
- (iii) Direct the Selection Committee to file with the General Manager of Equestrian Victoria immediately a response to the Statement of Appeal.

4.6.2 No later than 48 prior to the Meeting the Panel must advise the athlete and owner making the appeal, the Selection Committee and any Affected Athletes:

- (i) Of the date and place and time of the Meeting.
- (ii) That they must provide to the Selection Review Panel and Affected Athletes written submissions or submissions provided such statements or submissions are delivered no later than 24 hours prior to the Meeting.
- (iii) That any evidence from a Affected Athlete to the appeal must be given in accordance with paragraph 4.6.2 (ii).

5 AMENDMENT OF SELECTION POLICY

5.1 Jumping Victoria may amend this Selection Policy at any time. Any amendments must be approved by the Jumping Victoria prior to implementation.

PART C – SELECTORS

1. COMPOSITION OF THE SELECTORS SUB-COMMITTEES

Jumping Selectors report to the Jumping Victoria Committee.

- 1.1 The composition of any Jumping Victoria Selectors Sub- Committee (**Sub-Committee**) shall be made up of Individuals as determined by the Jumping Victoria Committee.
- 1.2 The Sub-Committee shall consist of a minimum of 3 and no more than 5 persons nominated to it, pursuant to the criteria in clause
- 1.3 Members of the Sub-Committee will be elected for a term of 2 years.

2. ROLE OF THE SELECTORS SUB-COMMITTEE

- 2.1 The Sub-Committee's function is to select rider/horse combinations for Teams Events, in addition to specific events or national championships in a consistent and transparent manner.
- 2.2 All members of the Sub-Committee have an equal voting right.
- 2.3 The Sub-Committee will be expected to address appropriately selection issues that arise from time to time that relate to the selection process.
- 2.4 The Sub-Committee's selection tasks are to be performed confidentially, impartially, independently and autonomously without interference or influence from the Jumping Victoria Committee or any other source.

3. SELECTORS CRITERIA/QUALIFICATIONS

- 3.1 The position of Selector must be filled by current Equestrian Victoria members meeting the following general criteria:
 - Possess an ability to analyse equestrian competition performance data.
 - Ability to communicate effectively at all levels.
 - Ability to work autonomously whilst being part of a team.
 - Ability to maintain confidentiality.
 - Willing to be accountable for their actions, and prepared to justify tough decisions.
 - Prepared to make hard, yet fair, decisions and prepared to convey those decisions to the people affected.
 - Have actively participated in Jumping at a State level as a Technical Official minimum level EA Level 2 or 3 as either a Jump Judge or Course Designer and have the ability to assess Jumping performances and identify talented horses and riders.
 - Have actively participated in Jumping at a State level as a rider (preferable experience to World Cup), and have the ability to assess Jumping performances and identify talented horses and riders.

4. OTHER REQUIREMENTS

- 4.1 Must be able to travel to fulfill requirements as role of selector.
- 4.2 Must be prepared to attend events as directed by the Jumping Victoria Committee and any other events/competitions deemed necessary for competent and complete assessment of team members.
- 4.3 The Selector should be able to be contacted by phone and/or email at all times with an ability to respond immediately to requests by the Jumping Victoria Committee.

Note: Selectors will be reimbursed travel expenses as agreed to by the Jumping Victoria committee. Private financial means are not regarded as a criterion for appointment to the position.

5. ETHICAL CONSIDERATIONS

- 5.1 A Jumping Selector must have qualities of tact, integrity and ability to preserve confidentiality of the information that is conveyed to them both by individual riders and other EA officials and administration.
- 5.2 A Jumping Selector must respect riders, judges and administrators and other key players in Jumping.
- 5.3 A Jumping Selector must have an open and approachable personality and be able to deal efficiently and appropriately with riders, owners, etc. Many of the issues are sensitive and need to be handled tactfully and with the best interest of the rider, the sport and Equestrian Australia/Equestrian Victoria in mind.

6. CONFLICT OF INTEREST

- 6.1 A conflict of interest arises when a person is serving or attempting to serve two or more interests which are not compatible.
- 6.2 It is essential that the position of a Selector be above any criticism of perceived or actual conflict of interest or bias.
- 6.3 Refer to the Equestrian Australia Conflict of Interest Policy endorsed by the EA National Board 14 May 2013.

7. APPOINTMENT PROCEDURE

- 7.1 Positions will be advertised to all eligible Equestrian Victoria members at least 1 month before the closing date.
- 7.2 All applications must be received by the Equestrian Victoria office.
- 7.3 The selection will take place at the earliest Jumping Victoria General Monthly Meeting with a term year term commencing from the following after the first Jumping Victoria General Monthly Meeting.
- 7.4 The outgoing Sub-Committee remains in office until such time as the new Sub-Committee is formed and ratified by the Jumping Victoria Committee.
- 7.5 The Sub-Committee should contain at least one accredited official member. Accredited applicants should, where appropriate, have preference over non-accredited applicants.
- 7.6 Applicants must complete a nomination form and forward together with other supporting documentation to the Equestrian Victoria Office for consideration and appointment by the Jumping Victoria Committee.
- 7.7 Once approved, the Jumping Administrator will notify applicants and announce the appointments.

8. CONFLICT VACANCIES

- 8.1 In the event of a Selector standing down during the term of appointment, the Jumping Victoria Committee will appoint the next suitable applicant from the previous advertising, who will fill the vacancy for the remainder of the term of office.
- 8.2 If there are no other qualified/accredited suitable applicants available, the position will be advertised for the remainder of the term and a selection process will take place.