



Hong Kong Equestrian Performance Plan 2025

SELECTION POLICY FOR ELITE AND POTENTIAL SQUADS

HKEPP Mission

The aim of the Hong Kong Equestrian Performance Plan (HKEPP) is to achieve success for equestrian athletes from Hong Kong competing on the world stage. This will be accomplished through a systematic approach to identify talent, develop potential and support successful athletes to achieve their goals.

Aims of the Selection Policy

This policy is designed to select athletes on to the Performance Plan who demonstrate the potential ability to represent Hong Kong in international competition, major equestrian Championships and Games, with the ultimate ambition of winning medals.

Introduction

The HKEPP was introduced by The Hong Kong Jockey Club (HKJC), in collaboration with The Equestrian Federation of Hong Kong, China in January 2016. This policy relates to the formal selection of athletes for the eighth year of the programme, running 1 January 2025 to 31 December 2025. Selection on to the programme will take place annually and eligibility criteria are subject to change in future years.

The number of places on the programme and the structure of available support are dependent on funding levels made available by The Hong Kong Jockey Club and therefore subject to change.

HKEPP Programme Commitment

Selection on to the HKEPP takes place annually. Athletes who are accepted on to the programme will undertake formal performance reviews and will only remain on the programme if they continue to reach key performance indicators as agreed with the Performance Manager. Failure to engage fully with the Performance Manager and work through a mutually agreed development plan may result in removal from the programme. Athletes will be required to sign an athlete agreement at the start of the programme, outlining their obligations to the HKJC and The Equestrian Federation of Hong Kong, China and their commitment to attend agreed competitions, squad sessions and home visits. The Athlete Awards and Target Payments for 2025 are detailed in Annex A (page 8).

General eligibility for selection to the HKEPP – Elite Programme

To be eligible for consideration for the programme, all athletes must meet the following criteria:

1. All athletes must be Hong Kong Special Administrative Region passport holders and eligible to compete for Hong Kong in all FEI competitions, championships and major multi-sport Games.



2. All athletes must be current members of The Equestrian Federation of Hong Kong, China.
3. All athletes must maintain their sport nationality as Hong Kong so as to represent Hong Kong at all competitions.
4. Athletes currently serving a ban from FEI or national competition as a result of an equine or human doping or equine medication violation will not be eligible for selection.
5. Athletes must continue to have horse power available to them to continue to compete at the level of the relevant qualification results.
6. All Athletes must meet the Hong Kong Sports Institute minimum requirements of a top 2/3 position in at least one international FEI sanctioned competition in the previous 12 months.

General eligibility for selection to the HKEPP – Potential Programme

To be eligible for consideration for the programme, all athletes must meet the following criteria:

1. All athletes must either be Hong Kong Special Administrative Region passport holders or have an application for naturalization as a Chinese National registered by the Immigration Department of the Hong Kong Special Administrative Region. Furthermore, athletes must meet the requirements laid down in Articles 7 and 8 of the Nationality Law of the People's Republic of China and satisfy the factors considered by the Immigration Department.

A receipt detailing the application reference from the Immigration Department of the Hong Kong Special Administrative Region will be required as proof of application.

Furthermore, athletes will be required to commit to renounce any foreign nationality to enable them to claim a Hong Kong Special Administration passport prior to their acceptance on to the Elite Squad or any long-list for a team representing Hong Kong in competition that requires a HKSAR passport.

In the event that the application for naturalization as a Chinese National is rejected by the Immigration Department of the Hong Kong Special Administrative Region, the athlete becomes ineligible for the programme and will be removed immediately.

2. All athletes must be current members of The Equestrian Federation of Hong Kong, China.



3. All athletes must maintain their sport nationality as Hong Kong so as to represent Hong Kong at all competitions.
4. Athletes currently serving a ban from FEI or national competition as a result of an equine or human doping or equine medication violation will not be eligible for selection.
5. Athletes must continue to have horse power available to them to continue to compete at the level of the relevant qualification results.
6. All Athletes must meet the Hong Kong Sports Institute minimum requirements of a top 2/3 position in at least one international FEI sanctioned competition in the previous 12 months.
7. Athletes applying for the Potential Squad must not have previously been on the Elite Squad in any year.

Specific Minimum Criteria for selection to the HKEPP

The HKEPP is divided into two distinct senior programmes:

HKEPP Elite Programme

This programme is designed to support senior elite athletes who compete regularly in international competition in the discipline of dressage, eventing or show jumping. Within the programme there are three levels, determining the level of athlete funding. Each level has a qualifying criterion established for selection; please see the criteria at Annex B.

Athletes accepted on to the Elite Programme will remain at the designated level for the remainder of the year, even in the event of achieving results for the next level during the year. They may apply for the higher level at the next available application process for the following season (i.e., for 2026).

HKEPP Potential Programme

This programme is designed to support senior or under 25 elite athletes who compete regularly in international competition in the discipline of dressage, eventing or show jumping. It supports riders who are showing potential to progress on in to the Elite programme. Athletes who have previously been on the Elite programme in any year are not eligible to apply for the Potential programme. The qualifying criteria for selection can be found at Annex B. Age of the athlete is at the time of the application.

General requirements on qualifying results

These general requirements are applicable to both elite and potential programme selection:

- All qualifying results must have been achieved between 1 January 2024 and 15 November 2024.
- Athletes who have not achieved the criteria results by 15 November 2024, will have an opportunity to apply for the programme at any point between 1 January 2025 to



26 September 2025. Athlete Award funding for such applications will be calculated pro-rata, subject to the month the application was received. An example table is shown below for an Elite Level One application received between January to September 2025:

Month of application submission - example for Elite Level One	Month of first payment for Athlete Award	Pro-rata funding (i.e., number of months)	Total Athlete Award upon signing agreement = e.g., Level One \$200,000, pro-rata: (200,000 / 12 * number of months)
January	February	11	\$183,333
February	March	10	\$166,667
March	April	9	\$150,000
April	May	8	\$133,333
May	June	7	\$116,667
June	July	6	\$100,000
July	August	5	\$83,333
August	September	4	\$66,667
September	October	3	\$50,000
NA	November	0	
NA	December	0	

- For Target payments (if agreed with the Performance Manager), an example table shown below for an Elite Level One application received between January to September 2025.

Month of application submission - example for Elite Level One	Month of Target Payment	Pro-rata Target funding (i.e., number of months)	First Target applicable to athlete*	pro-rata Payment to	Month of Target Payment	Target dependent funding (i.e., number of months)	Second Target Payment(s) applicable to athlete*
January	June	5	\$125,000		October	6	\$150,000
February	June	4	\$100,000		October	6	\$150,000
March	June	3	\$75,000		October	6	\$150,000
April	June	2	\$50,000		October	6	\$150,000
May	June	1	\$25,000		October	6	\$150,000
June					October	6	\$150,000
July					October	5	\$125,000
August					October	4	\$100,000
September					October	3	\$75,000

* Subject to satisfactory achievement of targets as agreed by the Performance Manager

All qualifying results must be verifiable on the FEI website results database. Athletes are responsible for liaising with the FEI with regards to any missing or incorrect results.



Young Horse Development Programme

Elite or Potential Programme Athletes with young horses that reach the following results will be eligible to apply for the Young Horse Development Programme, which allows access to HKSI funding towards competition expenses (entry fees and transport charges only).

Funding will be available for up to 12 events in the programme year, with an average of two events per month. As such, for applications received after January, the number of months will be pro-rated. Events can include national shows affiliated to the NF or International Shows at the level shown in Annex B for each respective age group.

To be eligible - results must be achieved as a combination with an athlete who is on the elite or potential programme. Horses do not need to be owned by the athlete. The qualifying criteria for selection can be found at Annex B.

Application Process – Elite and Potential Squad:

There are two opportunities to apply for places on the programme in 2025. The initial intake of athletes for January 2025 will be determined by round one of the application process. A second intake for athletes who have not achieved the criteria results for round one, will have an opportunity to apply for the programme at any point between 1 January 2025 to 26 September 2025; this is for athletes entering the programme at potential or elite level. For avoidance of doubt, athletes on potential can apply for the elite programme at any point between 1 January 2025 and 26 September 2026, however, athletes already on the elite programme are not able to move levels.

Details of the application process will be published on The Equestrian Federation of Hong Kong, China website. The application process will involve the completion of the HKEPP Application Form, which will be available as follows:

Round one opens: Friday 1 November 2024

The HKEPP Application Form must be fully completed and submitted by the deadline as follows:

Round one closes: 17:00 hours / 5:00pm Hong Kong time on Friday 15 November 2024

Late applications (after 15 November 2024 and before the 1 January) will not be considered.

Applications must be submitted to The Equestrian Affairs Department by the following means:

Submitted online: Available from 1 November: [The Hong Kong Equestrian Performance Plan - The Hong Kong Jockey Club Elite & Potential Squad - Application Form](#)

Submitted via email at: robert.wl.wong@hkjc.org.hk

Post or Hand Delivered to: Equestrian Affairs Office, 8/F Central Complex Building, Shatin Racecourse, New Territories, Hong Kong. It is recommended that proof of postage or a copy of the email is kept for proof of submission.

Round two applications will re-open 1 January to 26 September 2025.



Application Process – Young Horse Development Programme:

Following a successful application to the Elite or Potential Squad, athletes wishing to apply for the Young Horse Development Programme are required to submit an email with proof of performance attached. The email should be addressed to robert.wl.wong@hkjc.org.hk. Results must be achieved as a combination with an athlete who is on the elite or potential programme. Horses do not need to be owned by the athlete. Athletes can apply from 1 December 2024 to 1 November 2025.

Selection Process

Athletes who meet the general eligibility criteria and the specific qualifying criteria for their discipline and level at the time of application will be awarded a place on the programme. For athletes who compete in more than one discipline, they will be awarded a place on the programme relative to their most successful discipline. If they are successfully accepted on to a second discipline on the programme, they will receive 50% of the level one funding on top of their primary discipline funding, irrespective of the level they trigger in the second discipline.

Applications will be reviewed by the Performance Manager to verify they meet the necessary criteria and final places on the programme will be awarded by the HKEPP Performance Director. There will be no selection events / trials.

The HKJC also reserve the right to award places on the programme outside the application process detailed above, if it can be deemed in the best interests of achieving the Aims of the Selection Policy.

Notification of Selection Decisions

All applicants will be notified in writing (via email) of the selection decisions whether successful or not. Notifications will be sent as follows:

Round one application period: Friday 6 December 2024

Round two, applications after 1 January: notification within 14 days of receipt of the application.

Young Horse Development Programme: notification within 14 days of receipt of the application.

Changes to Selection Policy

The HKJC reserves the right to change the Selection Policy where necessary at any time if it is in the best interests of achieving the aims of the Policy, only when the changes are communicated via The Equestrian Federation of Hong Kong, China website.

Enquiries on the Selection Policy

Enquiries on the Selection Policy or any matter in relation to the HKEPP should be directed to the HKEPP Performance Director, Ms. Amanda Bond via email at amanda.j.bond@hkjc.org.hk.



Confidentiality

At all times, confidentiality will be of the upmost importance to ensure the integrity of the selection process. All those involved, including but not limited to athletes, HKJC staff, Performance Management team and athlete support teams must uphold confidentiality on matters which may have a bearing on selection on to the programme.

HKJC's Privacy Policy

The Hong Kong Jockey Club is committed to ensuring the privacy and security of the personal data it holds and will collect and use personal data in accordance with the Club's Privacy Statement, which can be found here: https://www.hkjc.com/home/english/corporate/corp_privacy.aspx

Appeals Process

Any appeal to the Selection decisions should be made in writing within 48 hours of the selection announcement. Appeals should include full details for the reason for the appeal and should be addressed to the Performance Director, Ms. Amanda Bond.

In the event that the Performance Director cannot satisfy the appellant, the applicant has the right to request to refer the appeal to The Equestrian Federation of Hong Kong, China President. The Equestrian Federation of Hong Kong, China President may form a panel to consider the appeal.

End



Annex A

HKEPP ATHLETE AWARDS AND TARGET PAYMENTS FOR 2025

For Applications Accepted before 11 November 2024

	Athlete Award	Target Payments*	Total Award*
Level One	On signing agreement \$200,000	June \$150,000 October \$150,000	\$500,000
Level Two	On signing agreement \$400,000	June \$300,000 October \$300,000	\$1,000,000
Level Three	On signing agreement \$600,000	June \$450,000 October \$450,000	\$1,500,000
Potential	On signing agreement \$100,000	June \$100,000 October \$100,000	\$300,000
2nd Discipline	On signing agreement \$100,000	June \$75,000 October \$75,000	\$250,000

Athletes applying and joining the programme after 1 January 2025 will receive a pro-rated amount of funding.