

# **ENDURANCE**

## **EDUCATION SYSTEM**

1<sup>st</sup> Edition, effective on 1 January 2020

Updated on 5 June 2024

Copyright © 2024 Fédération Equestre Internationale. Reproduction strictly reserved.

## Table of Contents

<b>Education System for FEI Endurance Officials</b>	2
<b>Overview</b>	2
<b>Minimum Requirements for Eligibility to become an FEI Official</b>	3
<b>Event Participation</b>	3
<b>Level 1 Endurance Judges &amp; Stewards</b>	4
<b>Level 2 Endurance Judges &amp; Stewards</b>	5
<b>Level 3 Endurance Judges</b>	7
<b>Level 4 Endurance Judges</b>	8
<b>Level 3 Endurance Stewards</b>	10
<b>Level 4 Endurance Stewards</b>	11
<b>Level 3 Endurance Technical Delegates</b>	13
<b>Level 4 Endurance Technical Delegates</b>	14
<b>Competency-based Evaluation System (CES)</b>	16
<b>Maintenance</b>	17
<b>Re-entering the FEI Officials' System</b>	17
<b>Equivalency</b>	18
<b>Annex FEI Education Terminology</b>	18

# Education System for FEI Endurance Officials

## Overview

The Education System for FEI Endurance Officials provides a series of learning experiences that are based on the FEI Rules and Regulations and their application at International equestrian Events. It aims at ensuring that all accredited Officials apply a consistent approach to Endurance matters at all FEI Events, keeping the welfare of the horse at the heart of their practice at all times.

The career pathway offered to FEI Endurance Officials is gradual. It starts with a common core and follows with a progressive specialisation towards the various official functions and their associated levels. FEI Endurance Officials are first listed as Level 1 Judge & Steward by fulfilling requirements and completing related education. They may then seek transfer-up to Level 2 Judge & Steward, before accessing Judge, and/or Steward, and/or Technical Delegate functions up to Level 3 & 4.

National Federations are responsible for the number of Endurance Officials needed in the country to develop the discipline of Endurance, endorse the application of National Officials, and follow up on their work during the year. National Federations should designate a Judge, a Steward and a Technical Delegate to oversee the respective National Education Systems.

The National Federation has to submit a written application for a National Official to enter the FEI Education Pathway; this is also valid for National Federations with an Equivalency. The written application has to confirm that the applicant has fulfilled the requirements as set forth in this document. In the Transfer-Up process a National Federation has the right to object an applicant, with a valid reason.

The FEI Endurance Department normally accepts the applicants put forward by the National Federations provided that the requisite criteria are met, and/or unless exceptional circumstances warrant otherwise. Should such a situation arise, the FEI Endurance Department will communicate its concerns directly to the relevant National Federation(s), and consult with them to reach a consensus.

FEI Endurance Officials must maintain up-to-date knowledge of relevant FEI Rules, Regulations and horse welfare matters.

FEI Endurance Officials' competence and performance are regularly evaluated, and their status is reviewed annually by the FEI Endurance Department.

## **Minimum Requirements for Eligibility to become an FEI Official**

For their application to be considered, FEI Endurance Officials must:

- ✓ Have an appropriate level of English, both written and spoken
- ✓ Be minimum 18 years of age
- ✓ Be in good standing with their National Federation
- ✓ Be familiar with the FEI General Regulations, FEI Endurance Rules, FEI Veterinary Regulations, and FEI Endurance Stewards Manual and Annexes
- ✓ Accept the applicable Codes and Code of Conduct
- ✓ Be formally recommended by their National Federation

National Federations are responsible for informing the FEI Endurance Department of any Official who is not in good standing with the National Federation.

## **Event Participation**

Lists of FEI Endurance Officials are available on the FEI website for the use of Organising Committees and other interested Stakeholders, and are updated on a daily basis. Only FEI Endurance Officials who are current with their status maintenance and report submission obligations will be listed, and may officiate at, or be appointed to FEI Events.

FEI Endurance Officials must abide by the applicable Code of Conduct and commit to act according to the principles and Rules and Regulations of the FEI.

FEI Endurance Officials' duties are outlined in their relative job descriptions. However, these documents do not substitute FEI Rules and Regulations.

## Level 1 Endurance Judges & Stewards

### Requirements

For all National Judges & Stewards:

- ✓ Be formally recommended by their National Federation
- ✓ Achieve an English proficiency grade of A2 or higher
- ✓ Complete the online Endurance Foundation Course
- ✓ Have attended one (1) mentor ride as a Steward and one (1) mentor ride as a Ground Jury Member

### Education

For all National Judges & Stewards:

- ✓ Pass an online course with examination(s) for Level 1 Judges & Stewards
- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

### Status

- ✓ On passing the Level 1 examination(s) and fulfilling all requirements, participants are listed as Level 1 Judges and Level 1 Stewards in the FEI Database

### Roles at FEI Events

According to Annex 6 of the Endurance Regulations, Level 1 Judges and Level 1 Stewards may take on the following roles at FEI Events:

- ✓ Ground Jury Member
- ✓ Steward

### Maintenance

To maintain status, Level 1 Judges & Stewards must:

- ✓ Pass a CES Online Assessment every year
- ✓ Pass a CES Maintenance Course every three (3) years
- ✓ Have officiated as a Level 1 Judge and/or Steward at least at two (2) International Events within three (3) years\*<sup>1</sup>

\*condition not applicable for the initial 3 years of officiating at Level 1.

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

The function of a Level 1 Judge and/or Level 1 Steward, who has not fulfilled all Maintenance Requirements by 15 December annually, will be closed.<sup>1</sup>

## Level 2 Endurance Judges & Stewards

### Requirements

For Level 1 Judges & Stewards:

- ✓ Achieve an English proficiency grade of B1 or higher
- ✓ Have held the Level 1 status for a minimum of 1 year
- ✓ Have officiated as a Level 1 Judge and/or Steward at least at 3 CEIs

National Judges & Stewards from NFs with an Equivalency System:

- ✓ Be formally recommended by their National Federation
- ✓ Achieve an English proficiency grade of B1 or higher
- ✓ Complete the online Endurance Foundation Course
- ✓ Pass the online Level 1 Judges & Stewards Equivalency examination

### Education

For Level 1 Judges & Stewards:

- ✓ Pass a course with examination(s) for Level 2 Judges & Stewards
- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

For National Judges & Stewards from NFs with an Equivalency System:

- ✓ Pass a course with examination(s) for Level 2 Judges & Stewards
- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

### Status

- ✓ On passing the Level 2 examination(s) and fulfilling all requirements, participants are listed as Level 2 Judges and Level 2 Stewards in the FEI Database

### Roles at FEI Events

According to Annex 6 of the FEI Endurance Regulations, Level 2 Judges and Level 2 Stewards may take on the following roles at FEI Events:

- ✓ Ground Jury Member
- ✓ Steward

## Maintenance

To maintain status, Level 2 Judges & Stewards must:

- ✓ Pass a CES Online Assessment every year
- ✓ Pass a CES Maintenance Course every three (3) years
- ✓ Have officiated as a Level 2 Judge and/or Steward at least at two (2) International Events within three (3) years\*<sup>1</sup>

\*condition not applicable to Equivalency Officials for the initial 3 years of officiating.

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

The function of a Level 2 Judge and/or Level 2 Steward, who has not fulfilled all Maintenance Requirements by 15 December annually, will be closed.<sup>1</sup>

## Level 3 Endurance Judges

### Requirements

For Level 2 Judges & Stewards:

- ✓ Achieve an English proficiency grade of B2 or higher
- ✓ Have been listed as an FEI Level 2 Judge/Steward for a minimum of 2 years
- ✓ Have officiated as a Member of Ground Jury at least at six (6) CEIs, of which one (1) must be abroad, and one (1) must be a CEI3\*, in the last 3 years

### Education

- ✓ Pass a course with examination(s) for Level 3 Judges
- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

### Status

- ✓ On passing the Level 3 examination(s) and fulfilling all requirements, participants are listed as Level 3 Judges in the FEI Database

### Roles at FEI Events

According to Annex 6 of the FEI Endurance Regulations, Level 3 Judges may take on the following roles at FEI Events:

- ✓ Ground Jury Member
- ✓ President of the Ground Jury
- ✓ Foreign Judge

### Maintenance

To maintain status, Level 3 Judges must:

- ✓ Pass a CES Online Assessment every year
- ✓ Pass a CES Maintenance Course every three (3) years
- ✓ Have officiated as a Level 3 Judge at least at three (3) International Events within three (3) years<sup>1</sup>

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

The function of a Level 3 Judge who has not taken the CES Online Assessment and triennial Maintenance Course by 15 December annually will be closed.

Level 3 Judges who fail to officiate at the minimum number of events will be automatically transferred down to Level 2.<sup>1</sup>



## Level 4 Endurance Judges

### Requirements

For Level 3 Judges:

- ✓ Achieve an English proficiency grade of C1 or higher
- ✓ Have been listed as an FEI Level 3 Judge for a minimum of 2 years
- ✓ Be in good standing with the FEI

The following officiating experience has to be achieved in the last 3 years, with a positive evaluation from the Technical Delegate in the Assessment Form, for each Event (6 in total):

- ✓ Have officiated as Member of the Ground Jury at least at three (3) CEI3\*
- ✓ Have officiated as a Foreign Judge at least at one (1) CEI3\*
- ✓ Have officiated as President of the Ground Jury at least at two (2) CEI3\*

### Education

- ✓ Pass the Level 4 Judges blended learning programme:
  - An online Level 4 Judges examination
  - An online interview - for those who have passed the online Level 4 Judges examination
  - An in-person course of 3 days with examination(s) - for those who have passed the online Level 4 Judges examination(s) and the online interview

The objective of this interactive course is to enhance the participants' communication and interpersonal skills. This will allow them to officiate at International Events more effectively, while ensuring rule compliance and technical requirements at the highest level.

Through theory and action learning, participants will enhance their abilities to look, act and sound calm and confident, achieve greater credibility and project a commanding presence.

Participants will acquire the awareness, motivation and skills to improve their decision-making process and obtain the desired outcomes with less conflict.

- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

### Status

- ✓ On passing the Level 4 final blended learning programme with examination(s) and fulfilling all requirements, participants are listed as Level 4 Judges in the FEI Database

## **Roles at FEI Events**

According to Annex 6 of the FEI Endurance Regulations, Level 4 Judges may take on the following roles at FEI Events:

- ✓ Ground Jury Member
- ✓ President of the Ground Jury
- ✓ Foreign Judge

## **Maintenance**

To maintain status, Level 4 Judges must:

- ✓ Pass a CES Online Assessment every year
- ✓ Pass a CES Maintenance Course every three (3) years
- ✓ Have officiated as a Level 4 Judge at least at three (3) International Events within the previous three (3) years<sup>1</sup>

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

The function of a Level 4 Judge who has not taken the CES Online Assessment and triennial Maintenance Course by 15 December annually will be closed.

Level 4 Judges who fail to officiate at the minimum number of events will be automatically transferred down to Level 3.<sup>1</sup>

## Level 3 Endurance Stewards

### Requirements

For Level 2 Judges & Stewards:

- ✓ Achieve an English proficiency grade of B2 or higher
- ✓ Have been listed as an FEI Level 2 Judge/Steward for a minimum of 2 years
- ✓ Have officiated as a Steward at least at six (6) CEIs, of which one (1) must be abroad and one (1) must be a CEI3\*, in the last 3 years

### Education

- ✓ Pass a course with examination(s) for Level 3 Stewards
- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

### Status

- ✓ On passing the Level 3 examination(s) and fulfilling all requirements, participants are listed as Level 3 Stewards in the FEI Database

### Roles at FEI Events

According to Annex 6 of the FEI Endurance Regulations, Level 3 Stewards may take on the following roles at FEI Events:

- ✓ Steward
- ✓ Chief Steward

### Maintenance

To maintain status, Level 3 Stewards must:

- ✓ Pass a CES Online Assessment every year
- ✓ Pass a CES Maintenance Course every three (3) years
- ✓ Have officiated as a Level 3 Steward at least at three (3) International Events within three (3) years<sup>1</sup>

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

The function of a Level 3 Steward who has not taken the CES Online Assessment and triennial Maintenance Course by 15 December annually will be closed.

Level 3 Stewards who fail to officiate at the minimum number of events will be automatically transferred down to Level 2.<sup>1</sup>

## Level 4 Endurance Stewards

### Requirements

For Level 3 Stewards:

- ✓ Achieve an English proficiency grade of C1 or higher
- ✓ Have been listed as an FEI Level 3 Steward for a minimum of 2 years
- ✓ Be in good standing with the FEI

The following officiating experience has to be achieved within 3 years of the application, with a positive evaluation by the President of the Ground Jury in the Assessment Form, for each Event (6 in total):

- ✓ Have officiated as a Steward at least at three (3) CEI3\*
- ✓ Have officiated as Chief Steward at least at two (2) CEI3\*
- ✓ Have officiated as Chief Steward in a foreign country at least at one (1) CEI3\*

### Education

- ✓ Pass the Level 4 Stewards blended learning programme:
  - An online Level 4 Stewards examination
  - An online interview - for those who have passed the online Level 4 Stewards examination
  - An in-person course of 3 days with examination(s) - for those who have passed the online Level 4 Stewards examination(s) and the online interview

The objective of this interactive course is to enhance the participants' communication and interpersonal skills. This will allow them to officiate at International Events more effectively, while ensuring rule compliance and technical requirements at the highest level.

Through theory and action learning, participants will enhance their abilities to look, act and sound calm and confident, achieve greater credibility and project a commanding presence.

Participants will acquire the awareness, motivation and skills to improve their decision-making process and obtain the desired outcomes with less conflict.

- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

### Status

- ✓ On passing the Level 4 final blended learning programme with examination(s) and fulfilling all requirements, participants are listed as Level 4 Stewards in the FEI Database

## **Roles at FEI Events**

According to Annex 6 of the FEI Endurance Regulations, Level 4 Stewards may take on the following roles at FEI Events:

- ✓ Steward
- ✓ Chief Steward

## **Maintenance**

To maintain status, Level 4 Stewards must:

- ✓ Pass a CES Online Assessment every year
- ✓ Pass a CES Maintenance Course every three (3) years
- ✓ Have officiated as a Level 4 Steward at least at three (3) International Events within the previous three (3) years<sup>1</sup>

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

The function of a Level 4 Steward who has not taken the CES Online Assessment and triennial Maintenance Course by 15 December annually will be closed.

Level 4 Stewards who fail to officiate at the minimum number of events will be automatically transferred down to Level 3.<sup>1</sup>

## Level 3 Endurance Technical Delegates

### Requirements

For Level 2 Judges & Stewards:

- ✓ Achieve an English proficiency grade of B2 or higher
- ✓ Have been listed as an FEI Level 2 Judge/Steward for a minimum of 2 years
- ✓ Have officiated as a Member of the Ground Jury at at least six (6) CEIs, of which one (1) must be abroad, and one (1) must be a CEI3\*, within the last 3 years

### Education

- ✓ Pass a course with examination(s) for Level 3 Technical Delegates
- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

### Status

- ✓ On passing the Level 3 examination(s) and fulfilling all requirements, participants are listed as Level 3 Technical Delegates in the FEI Database

### Roles at FEI Events

According to Annex 6 of the FEI Endurance Regulations, Level 3 Technical Delegates may take on the following roles at FEI Events:

- ✓ Ground Jury Member
- ✓ Technical Delegate

### Maintenance

To maintain status, Level 3 Technical Delegates must:

- ✓ Pass a CES Online Assessment every year
- ✓ Pass a CES Maintenance Course every three (3) years
- ✓ Have Officiated as a Level 3 Technical Delegate at least at three (3) International Events within three (3) years<sup>1</sup>

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

The function of a Level 3 Technical Delegate who has not taken the CES Online Assessment and triennial Maintenance Course by 15 December annually will be closed.

Level 3 Technical Delegates who fail to officiate at the minimum number of events will be automatically transferred down to Level 2.<sup>1</sup>

## Level 4 Endurance Technical Delegates

### Requirements

For Level 3 Technical Delegates:

- ✓ Achieve an English proficiency grade of C1 or higher
- ✓ Have been listed as an FEI Level 3 Technical Delegate for a minimum of 2 years
- ✓ Be in good standing with the FEI

The following officiating experience has to be achieved within 3 years of the application, with a positive evaluation by the President of the Ground Jury in the Assessment Form, for each Event (6 in total):

- ✓ Have officiated as a member of the Ground Jury at least at three (3) CEI3\*
- ✓ Have officiated as a Technical Delegate at least at two (2) CEI3\*
- ✓ Have officiated as a Technical Delegate in a foreign country at least at one (1) CEI3\*

### Education

- ✓ Pass the level 4 Technical Delegates blended learning programme:
  - An online Level 4 Technical Delegates examination
  - An online interview – for those who have passed the online Level 4 Technical Delegate examination
  - An in-person course of 3 days with examination(s) - for those who have passed the online Level 4 Technical Delegate examination and online interview

The objective of this interactive course is to enhance the participants' communication and interpersonal skills. This will allow them to officiate at International Events more effectively, while ensuring rule compliance and technical requirements at the highest level.

Through theory and action learning, participants will enhance their abilities to look, act and sound calm and confident, achieve greater credibility and project a commanding presence.

Participants will acquire the awareness, motivation and skills to improve their decision-making process and obtain the desired outcomes with less conflict.

- ✓ If an examination is not passed, the Official is given the opportunity of a re-attempt after one year

### Status

- ✓ On passing the Level 4 final blended learning programme with examination(s) and fulfilling all requirements, participants are listed as Level 4 Technical Delegates in the FEI Database

## **Roles at FEI Events**

According to Annex 6 of the FEI Endurance Regulations, Level 4 Technical Delegates may take on the following roles at FEI Events:

- ✓ Ground Jury Member
- ✓ Technical Delegate

## **Maintenance**

To maintain status, Level 4 Technical Delegates must:

- ✓ Pass a CES Online Assessment every year
- ✓ Pass a CES Maintenance Course every three (3) years
- ✓ Have officiated as a Level 4 Technical Delegate at least at 3 International Events within three (3) years<sup>1</sup>

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

The function of a Level 4 Technical Delegate who has not taken the CES Online Assessment and triennial Maintenance Course by 15 December annually will be closed.

Level 4 Technical Delegates who fail to officiate at the minimum number of events will be automatically transferred down to Level 3.<sup>1</sup>



## Competency-based Evaluation System (CES)

The Competency-based Evaluation System addresses the following areas:

- ✓ Knowledge of FEI Rules and Regulations (CES)
- ✓ Soft skills in order to interact effectively and harmoniously (CES)
- ✓ Fitness level required to correctly perform all duties relevant to the role (CES)
- ✓ English language proficiency

FEI Officials are required to take an annual CES Online Assessment on FEI Campus. Endurance Officials are assessed on their knowledge of FEI Endurance Rules and other relevant Rules and Regulations.

FEI Officials require a specified level of English language competence as they are working in an English-speaking environment, will be expected to write reports in English, and to ensure they understand FEI Rules and Regulations and course material.

The level of English language proficiency required will differ according to the level at which they are officiating. The Common European Framework of Reference for Languages (CEFR) is used as reference:

Level 1	A2	The user can understand phrases related to areas of relevance, can read very short and simple texts, communicate in simple way and can write short messages.
Level 2	B1	The user can understand the main points of clear speech, can understand texts that consist mainly of high frequency job related language, can deal with most situations likely to arise, can describe in a simple way events and can write simple texts on topics which are familiar.
Level 3	B2	The user can understand complex lines of arguments provided the topic is familiar, can read reports in which the writers adopt particular attitudes or viewpoints, can present clear, detailed descriptions related to the field of interest and write detailed text related to the subject of interest..
Level 4	C1	The user can understand extended speech, can understand long and complex texts, can express himself fluently and spontaneously, can present complex subjects and can write well-structured texts.

Officials who have completed the official English assessment of the FEI and who did not reach the minimum required English proficiency level according to their function and level, are given the opportunity to improve their English with a 12-month online learning license with the FEI's language training partner, at reduced cost.

Once a year, and no earlier than 3 months after the initial attempt, another English assessment attempt may be requested.

## Maintenance

After 15 December of each year, the FEI Endurance Department will review the status of all FEI Endurance Officials to ascertain their compliance with Maintenance Requirements. Depending on their level, failure to fulfil the Maintenance Requirements will result in either attending a CES Maintenance Course, a transfer down to one level lower, or a closure of the function.<sup>1</sup>

<sup>1</sup> The CES Officiating Review will not be applied, by decision of the FEI Board on 5 June 2024.

## Re-entering the FEI Officials' System

Any Official who has retired or has a closed function for not fulfilling the Maintenance Requirements, is able to re-enter the system. Following requirements are applicable according to the discipline concerned:

An Official who has not been officiating at FEI Level for less than three years:

- ✓ Take and pass a CES Maintenance Course\*
- ✓ Comply with their annual Maintenance Requirements (CES Online Assessment) during the year, as every other Official

\*In case of a "Not passed" result at the CES Maintenance Course, a separate CES Interview Assessment will decide if the Official keeps the same level or is transferred down one level. The CES Interview Assessment is conducted in-person or online by two (2) Course Directors.

An Official who has not been officiating at FEI Level for three to six years:

- ✓ Fulfil all transfer-up requirements according to the relevant Education System of each discipline
- ✓ Take and pass a transfer-up course to their current level

An Official who has not been officiating at FEI Level for more than six years:

- ✓ May only be able to re-enter at the lowest levels
- ✓ Is required to pass a transfer-up course for the relevant level

Must also fulfil all other transfer-up requirements according to the relevant Education System of each discipline.

## **Equivalency**

The highest national education can be made equivalent to the FEI entry level education. National Federations have the opportunity to apply for Equivalency to the FEI.

The application process for Equivalency is as follows:

In order for the FEI Education & Officials Department to consider an Equivalency request, National Federations shall provide:

1. Their national education system (with a detailed description), including the different levels, entry requirements, criteria to remain listed, practical experience, exit criteria, etc.
2. A description of the standard career pathway (national and national to international)
3. An outline of the education contents (curriculum, syllabi, examination types and evaluation criteria, with examples of the standardised education material/content

National Federations need to ensure that their highest level Officials are familiar with the FEI Rules and Regulations, FEI Code of Ethics, FEI Conflict of Interest Policy, FEI Officials' Code of Conduct, FEI Safeguarding Policy against Harassment and Abuse, and the FEI Code of Conduct for the Welfare of the Horse.

## **Annex FEI Education Terminology**