Enrichment Vision and Guidelines

1. Introduction

At GEMS Founders School, we believe:

"Education doesn't need to be reformed -- it needs to be transformed. The key to this transformation is not to standardise education, but to personalise it, to build achievement on discovering the individual talents of each child, to put students in an environment where they want to learn and where they can naturally discover their true passions."

- Ken Robinson, The Element: How Finding Your Passion Changes Everything

2. Principles

- To ensure equitable access to enriching and engaging activities in and out of the curriculum.
- To monitor and review the enrichment activities regularly to ensure the best possible provision for GEMS Founders students.
- To provide extensive opportunities for GFS students to develop their character and explore interests through an extension extra-curricular programme.
- Enrichment improves student's attitudes to schools and helps to create a sense of belonging.

3. Extra-Curricular Provision - Internal

- Within each year group, there will be an agreed number of ECA's, based on facilitating the needs of a minimum of 60% of students on roll.
- Provision should include a broad and balanced range of extra-curricular activities:

Academic/Intervention
Sports/Physical Activity
Creativity
Innovation/Technology
Wellbeing/Character

- Extra-curricular activities will be planned as blocked units where possible. E.g. a 6-week programme.
- Planning of activities will be quality assured by department leaders.

4. Extra-Curricular Activities - External

- External extra-curricular activities are provided under the partnership of ESM.
- The leader responsible for coordinating with external agencies regarding extra-curricular activities is the Enrichment Coordinator as well as the Educational Visits Team.

5. Visits and Visitors.

- All students across the school should have the opportunity to attend an educational visit at least twice a year.

- Where possible, all students across the school should have the opportunity to engage in a purposeful curriculum event at least once during the year.
- Responsibility for educational visits and visitors is with the designated trip leader. Support will be provided by the Enrichment Team.
- Please refer to the 'Out of School Activities Policy' for further information on the process to lead a visit or organise a visitor to the school.

6. Enrichment Days

Each academic year, GFS will host enrichment days, where possible. These will be coordinated by whole school leaders and will have a central theme. E.g. Innovation/wellbeing. Senior leaders will agree on which year groups are involved and the relevant teams will work alongside leaders across the school to create whole school events with the following goals:

- Promoting the GFS house system and developing a sense of belonging.
- Developing a culture of innovation across the school.
- Collaboration between phases of the school.
- Promoting wellbeing across the whole school.
- Developing community and culture.

7. Communication

An enrichment calendar is collated for each academic year and reviewed by the leadership team to ensure there is a broad and balanced range of enriching activities for students in all areas of the school. This calendar is shared with staff at the start of the academic year, and should there be any changes to the calendar, 4-weeks' notice should be given where possible.

In the event of a cancellation of any enrichment activity, it is the responsibility of the designated organiser to inform all parties in a timely manner. If staff are absent through unforeseen circumstances such as an illness, they should inform the SLT for Cover when they call in so that arrangements can be made to contact parents that day.

8. Adam Burfield Enterprise Award (ABEA)

As part of the school's mission to develop entrepreneurial skills among students in GEMS, GFS will host the ABEA each academic year. The ABEA involves students from Year 5 and above and is an opportunity for students to develop their business and enterprising skills. It involves working to create solutions to solve real-life problems from businesses in the local community. Students pitch their ideas and finalists present their solutions to local business owners.

The Assistant Headteacher for Enrichment will lead on this event with the support of relevant leaders across the schools involved.

8. Community Links

GFS will strive to contribute positively to the local community through a range of opportunities for students both within the curriculum and through the extra-curricular provision. These links should be explicit on planning documents. The organisers for ECA's will monitor and evaluate the community links across the extra-curricular provision.

9. Resourcing

A budget is submitted to the principal each academic year with a breakdown of the resources needed. Once approved, the Assistant Headteacher for Enrichment and E-Learning manages the budget and is accountable for all money spent.

10. Roles and responsibilities

a. Teachers - To adhere to the agreed policy to ensure consistency of approach across school. To deliver high-quality enrichment activities for students.

b. Middle Leaders – To carry out any of the tasks assigned to leaders within the policy. To work with the SLT to ensure the policy is effective within their department, reviewing and suggesting changes where necessary.

c. Whole School Leadership Team – Draw up and publicise a programme of activities for each term and send to the SLT for review. Monitor the uptake and attendance of all activities. Evaluate enrichment activities with staff, students and parent/carers.

d. Senior Leadership Team - To support the wider leadership team and receive their feedback on staff adherence to this enrichment policy. To monitor the effectiveness of these procedures.

11. Monitoring and review

The policy has been discussed and agreed by Senior Leadership Team and Extended Leadership Team for implementation.

Signed ..... Date .....11 August 2026.....
Whole School Vice Principal

Signed ..... Date .....11 August 2026.....
Associate Principal

Signed ..... Date .....11 August 2026.....
Executive Principal/CEO/Executive Vice President of Education

Next policy review date:
August 2027

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