



YOUTH
SPORT
TRUST

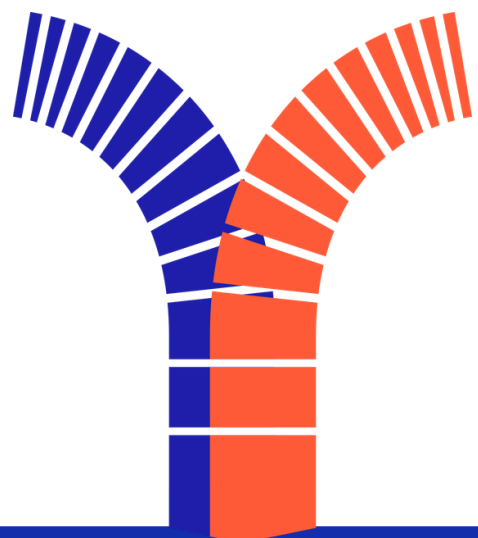
WELL
SCHOOL
COMMUNITY



Further Reading Guide: Creating a Diverse Enrichment Programme



Move Well.



This resource has been designed based on the Well Schools Move Well pillar.

Creating Schools Where Every Child Feels They Belong

1. Youth Sport Trust – Belonging Framework

Why read it?

This framework helps schools understand how belonging influences attendance, engagement, wellbeing and achievement. It provides practical guidance on creating environments where all young people feel valued and connected.

Key takeaway for school leaders

- Belonging drives engagement.
- Inclusion must be intentional.
- Relationships matter most.

Practical implication

Review enrichment and PE through a belonging lens. Identify who participates, who doesn't, and redesign opportunities to better engage those on the margins.

Using Physical Activity to Improve Health, Wellbeing and Equity

2. Sport England – Uniting the Movement

Why read it?

A national strategy exploring how physical activity can improve health, wellbeing and tackle inequalities. It broadens the conversation beyond sport participation alone.

Key takeaway for school leaders

- Activity supports wider educational outcomes.
- Participation inequalities need addressing.
- Positive experiences encourage lifelong engagement.

Practical implication

Consider how PE, sport and enrichment contribute to attendance, wellbeing and inclusion priorities across the school.

Developing the Skills Young People Need to Thrive

3. Education Endowment Foundation – Social and Emotional Learning

Why read it?

Provides an evidence base for developing skills such as resilience, teamwork, communication and self-regulation through school experiences.

Key takeaway for school leaders

- Personal development can be intentionally taught.
- Social and emotional skills support wider success.
- School culture influences outcomes.

Practical implication

Ensure enrichment activities are designed to develop specific personal qualities rather than assuming they emerge naturally.

Making Sport and Competition Accessible for Every Young Person

4. School Games – Inclusion 2024 and Beyond

Why read it?

Offers practical examples of how competition and physical activity can be adapted to engage a wider range of young people.

Key takeaway for school leaders

- Inclusion and excellence can coexist.
- Adaptations increase participation.
- Multiple pathways are important.

Practical implication

Review whether your competitive offer is accessible to all pupils, not just the most confident or skilled.

Building Sustainable Improvement Beyond Individual Champions

5. Leading in a Culture of Change

Michael Fullan

Why read it?

A classic text on sustainable school improvement and creating change that becomes embedded in culture.

Key takeaway for school leaders

- Culture matters more than initiatives.
- Improvement requires shared ownership.
- Capacity building is essential.

Practical implication

Build enrichment into whole-school systems rather than relying on a small number of enthusiastic staff.

Harnessing the Power of Collaboration for Lasting Change

6. Leading from the Middle

Andy Hargreaves

Why read it?

Explores how schools can achieve greater impact through collaboration and system leadership.

Key takeaway for school leaders

- Collaboration strengthens practice.
- Networks accelerate improvement.
- Leadership should be distributed.

Practical implication

Use partnerships, local networks and community organisations to enhance opportunities for young people.

Designing Meaningful Personal Development Through Enrichment

7. Ofsted – Personal Development Research Reviews

Why read it?

Provides insight into how personal development contributes to a high-quality education and what strong provision looks like.

Key takeaway for school leaders

- Personal development should be planned.
- Opportunity and experience matter.
- Leaders need a clear rationale.

Practical implication

Ensure your enrichment offer is connected to school values and has a clear intended impact on young people.

Suggested Reading Sequence for Busy School Leaders

If time is limited:

Start Here

1. Youth Sport Trust – Belonging Framework
2. Sport England – Uniting the Movement

Then Read

3. School Games – Inclusion 2024 and Beyond
4. Education Endowment Foundation – Social and Emotional Learning

Finally Explore

5. Ofsted – Personal Development Research Reviews
 6. Michael Fullan – Leading in a Culture of Change
 7. Andy Hargreaves – Leading from the Middle
-



Three Leadership Questions to Reflect On

1. If enrichment disappeared from our school tomorrow, what outcomes for young people would we be most concerned about losing?
 2. Which groups of pupils currently benefit most from our enrichment offer, and which groups may be unintentionally excluded?
 3. Are we treating enrichment as a collection of activities, or as a strategic vehicle for improving belonging, wellbeing, personal development and life chances?
- 



SportPark
Loughborough University
3 Oakwood Drive
Loughborough
Leicestershire LE11 3QF

01509 462900

info@youthsporttrust.org

www.youthsporttrust.org

@YouthSportTrust

Registered charity number 1086915

Registered company number 4180163

