



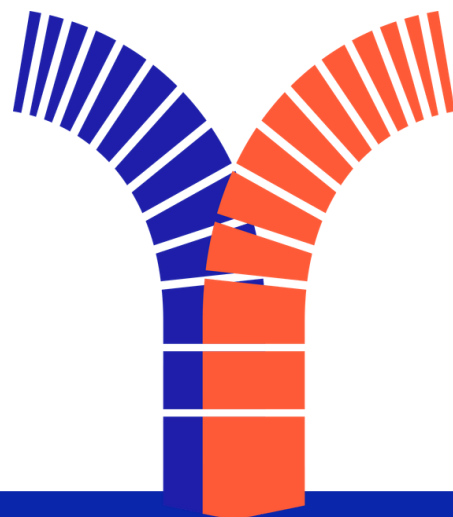
Enrichment: Top tips & reflective questions

Top Tips for School Leaders: Creating a Diverse Enrichment Programme

Drawing on the principles and practices shared during the session, the following recommendations can help school leaders strengthen their enrichment provision, ensuring it is aligned to wider school priorities around inclusion, wellbeing, belonging and pupil development.



Move Well.





01 Start with Your Vision

Be clear about what you want enrichment to achieve. The strongest programmes are designed to support wider outcomes such as belonging, wellbeing, character development and aspiration, rather than simply increasing the number of activities available.



02 Design for Inclusion

Consider who currently participates and who does not. Create opportunities that are intentionally designed to engage a diverse range of pupils, including those who may not traditionally access sport, clubs or extracurricular activities.



03 Build Sustainability

Develop an enrichment model that can be delivered consistently within available staffing, facilities and budget. Sustainable provision is more likely to have long-term impact than programmes that depend on a small number of enthusiastic individuals.



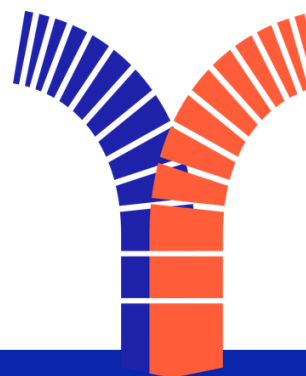
04 Listen To Student Voice

Use pupil feedback to shape and refine your offer. Understanding what young people enjoy, value and want to experience can help ensure provision remains relevant, engaging and responsive to need.



05 Prioritise Participation

Create a culture where participation is valued alongside achievement. Consider how every young person can access positive experiences and opportunities for success, regardless of ability or prior experience.





06 Create Multiple Pathways

Offer a broad range of opportunities that reflect different interests, motivations and strengths. A diverse programme increases the likelihood that every pupil can find something that appeals to them.



07 Use Evidence For Impact

Collect participation data, pupil voice and case studies to understand what is working and to demonstrate the value of enrichment to senior leaders, governors, parents and wider stakeholders.



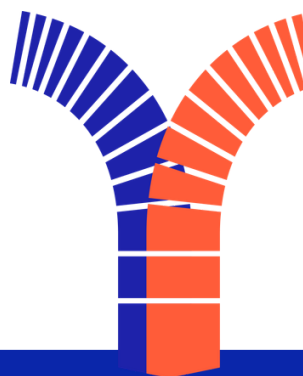
08 Think Beyond The School Gates

Consider how enrichment can broaden horizons, develop aspirations and connect young people to opportunities within their local community. The ultimate goal is to foster habits, interests and relationships that continue beyond school.

Reflection Questions for Leadership Teams

- What is the purpose of enrichment within our school?
- Which groups of young people currently access our enrichment offer, and which groups do not?
- How well does our enrichment programme support belonging, wellbeing and inclusion?
- Are we measuring success through participation and personal development, or only through performance and outcomes?
- How sustainable is our current model?
- What opportunities do we provide for young people who do not identify as "sporty"?
- How effectively do we use student voice to shape provision?

These questions can provide a useful starting point for strategic discussions and enrichment provision review.





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