



Enrichment Policy

‘Children who participate in after school programmes can reap a host of positive benefits in a number of areas: academic, social/emotional, and health and well-being.’

Little, Wimer, and Weiss, ‘After School Programmes in the 21st Century’, 2008

‘The very best schools have well-developed opportunities for students to travel and undertake the very widest range of cultural, geographical and physical experiences, as well as to encounter a range of visiting speakers from all walks of life.’

Andy Buck, ‘What Makes a Great School’, 2010

‘Activities we love fill us with energy even when we’re physically exhausted.’

Ken Robinson, ‘The Element’, 2010

At Isaac Newton Academy our aim is to equip every student with the knowledge, character and learning power necessary for success at university and beyond. The provision of a stimulating, rich and varied extra-curricular programme of activities which builds on and extends the taught curriculum, broadens students’ educational opportunities and expands their horizons is vital in enabling us to achieve our ambitious goals. Involvement in enrichment activities can improve students’ attitude to school, increase students’ engagement with learning and improve educational outcomes. Research by the Independent Schools Council (2009) found that there is a correlation between the number of enrichment activities offered by a school and the proportion of students achieving the top GCSE grades, irrespective of the type of school attended.

Enrichment opportunities contribute to students’ personal and social development and support the development of their BRIDGES’ learning dispositions, for example, developing leadership skills through engagement in an Eco group (B), exploring creativity in a drama club (D) or fostering self discipline through practising a musical instrument (S). In addition, the skills, experience and character gained through engagement in enrichment activities are an excellent foundation for a successful life at university and beyond.

At Isaac Newton Academy, we believe that extra-curricular activities enrich the experience of students in numerous ways, including:

- supporting the existing taught curriculum and providing opportunities for deep learning e.g. Science club

- providing an alternative experience to classroom-based lessons and the taught curriculum e.g. the London Club
- providing students with opportunities to take ownership of learning e.g. student-run activities and clubs
- encouraging students to explore activities and subjects they might not have contemplated otherwise e.g. Astronomy Club
- supporting students to continue with an interest and/or to master a skill e.g. arts and sporting activities
- providing opportunities for students to learn from and with other people, including students of different ages, parents/carers and members of the local community e.g. local history club
- providing students with opportunities to experiment and innovate e.g. drama club.

Enrichment activities at INA

At Isaac Newton Academy, enrichment activities take place on Monday, limited Tuesdays, Wednesday, Thursday and Friday evenings from 4.15-5.10pm, on Tuesday from 3:15-4:10 and at lunchtimes. Students are expected to attend, and actively engage in, at least one after-school extra-curricular activity each week. Students are able to choose from a wide range of activities, including numerous sports' clubs and fixtures and music activities such as choir, orchestra and instrumental practice.

A selection of the enrichment activities available include:

Big Band

Vocal Group

Cooking Club

French & Spanish Clubs

Newton's Apple- the INA student newspaper

Musical Theatre Group

London Club

Henna Art Club

Movie Making

Judo Club

Badminton Club

ESU Debate Club

Science Club

Astronomy Club

The wide range of enrichment activities offered at the Academy also includes education visits. They include cultural visits to galleries and museums, theatre and concert performances, adventure activities, educational conferences, and subject-related trips and competitions (see The INA Educational Visits Policy).

The library is open for students to change books, read and complete Independent Learning from 8.00am until 6.00pm.

The ICT rooms and the music practice rooms are available for students at lunchtimes and after school until 6.00pm. Music practice rooms must be booked in advance.

Responsibilities of students

Primary and KS3 students are expected to participate actively in at least one enrichment activity each week. They are also encouraged to contribute to the enrichment programme by becoming involved in leading or supporting staff in the delivery of activities.

KS4 students are encouraged to participate in the enrichment programme; however it is not a compulsory expectation, unless they are required to attend a subject intervention. Students are actively invited to contribute to the enrichment programme by becoming involved in leading or supporting staff in the delivery of activities.

Responsibilities of parents/carers

Parents/carers are expected to ensure that their child attends at least one enrichment activity each week whilst in Primary and KS3. They are also encouraged to contribute to the enrichment programme by becoming involved in leading or supporting staff in the delivery of activities.

Responsibilities of staff

Every full time member of staff at Isaac Newton Academy contributes to the enrichment programme by either leading or supporting extra-curricular activities. Teaching staff are expected to lead at least one enrichment activity per week. Each enrichment has a maximum of 2 members of staff, unless health and safety requires more staff due to the nature of the enrichment. This provides an opportunity for staff to be involved in activities outside their formal role at the Academy and to form positive relationships with the students in the school's community. In leading enrichment activities, staff act as positive role models for students by emphasising the importance of having interests and hobbies and by actively demonstrating the fulfilment that they can bring.

Invitation –only clubs may be offered to support lower attaining students or to stretch higher attaining students but care needs to be taken to ensure that invitation-only activities do not dominate the enrichment timetable. For every invite-only enrichment, a department should offer an open access-enrichment. The Lead Teacher for Enrichment will monitor the impact of invite-only enrichments on student choice.

Departments with sufficient staffing capacity are expected to offer a KS4 only subject related enrichment to support fostering students' passion and love of a subject.

Staff are responsible for ensuring registers are taken and taking appropriate action where there is non attendance.

Cancelling Enrichment

On rare occasions staff may need to cancel enrichment. This may be due to a known absence, for example offsite training. If there are two members of staff involved in running the enrichment the second member of staff will lead the enrichment. If there is no one supporting that group then the

enrichment will be cancelled. In these circumstances the member of staff must inform the SLT line manager for Enrichment and the Lead Teacher for Enrichment that enrichment will need to be cancelled. The member of staff must then notify parents and students that the enrichment has been cancelled to provide ample notice.

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.

Should enrichment need to be cancelled for any other reason than an absence, then the member of staff must seek authorisation from the SLT line manager for Enrichment. Should this be granted then the member of staff must then notify parents that the enrichment has been cancelled.

If all enrichments need to be cancelled for a whole school event then the Lead Teacher for Enrichment will, in consultation with SLT inform parents and staff of this.

Responsibilities of the Lead Teacher for Enrichment

The Lead Teacher for Enrichment, is responsible for organising and promoting, and monitoring and evaluating, the Academy's enrichment programme. The role includes:

- consulting with all Academy staff prior to the start of each term regarding the extra-curricular activities they would like to offer
- consulting with students and parents/carers regarding the extra-curricular activities they would like to see offered or would wish to lead
- drawing up and publicising a programme of activities for each term, in consultation with the Senior Leadership Team
- monitoring the uptake for and attendance at each activity
- evaluating the activities and their impact on a termly basis with staff, students and parents/carers
- liaising with the ARK central staff involved in extra-curricular and enrichment provision and enlisting their support with activities
- encouraging students and parents to become involved in the delivery of extra-curricular activities
- advising staff of possible enrichment activities they could offer to meet student demand
- liaising with external agencies offering extra-curricular activities to encourage usage of the Academy's facilities and involvement of the Academy's students
- supporting cross-phase enrichments through primary and secondary.

Reviewed June 2018