



ACHIEVING MORE TOGETHER

# Enrichment activities in social distancing times

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Enrichment case studies – September 2020



# Introduction

After what has been a tumultuous time, the start of the new academic year had all its normal preparations, as well as on top, Covid-19! Staff and pupils had to adjust to our new way of working and educating and have done it amazingly.

As this year has progressed, looking after our wellbeing has become a regular topic of discussion, both in and out of the educational sector. Enrichment has always been an aid to help a pupil's social and emotional learning, as well as their wellbeing. During the first national lockdown, most of our enrichment activities had to be paused. But the ones that did go ahead, saw pupils and staff mood lift out of the Covid cloud and help encourage positive mental health.

Since the start of September, our academies have been striving forward to gain normality in their working and learning environments. Enrichment activities have been slow and steady in starting back up to ensure they are all safely run and keeping to social distancing guidelines and bubbles. The enrichment activities we have seen, have already been a massive success, with pupils and staff achieving set goals, progressing skills and overall making a positive effect on their environments and themselves.

This booklet is not only to celebrate these activities but also provide best practices and advice on how to conduct an enrichment activity during a pandemic.

If you have any stories you would like to contribute to this booklet, please get in touch with Roisin Madigan ([roisin.madigan@ormistonacademies.co.uk](mailto:roisin.madigan@ormistonacademies.co.uk)). If you would like further details on any of the case studies contained in this booklet, or are from outside OAT and would also like to contribute to our shared learning, please get in touch with Tuesday Humby ([tuesday.humby@ormistonacademies.co.uk](mailto:tuesday.humby@ormistonacademies.co.uk)).





## Matt Weston's Enrichment Top Tips:

- Link enrichment activity to curriculum, wherever you can.
- Make sure you are offering quality experiences. Students will vote with their feet. If the first week you have 26 people turn up and the next you have seven, ask yourself if it is a good club.
- Tracking is essential, not just because of Covid-19 and requirements from DfE, but because it can help you see those groups that you are not reaching.



## Old dog NEWA tricks

### Ormiston NEW Academy

Whether you are a complete newbie or an established member of senior leadership team (SLT), developing and embedding an enrichment offer in school can be tricky. Throw in Covid-19, and a growing list of restrictions, and it begins to become an intimidating prospect. But it can be done and done well, it's all about the planning.

At Ormiston NEW Academy, the SLT and wider staff have been taking the time to re-think their enrichment offer. Activities have been going in on the background, but the Academy are determined to use this time effectively. Tasked by Principal Craig Cooling, Matt Weston (Director of PE and Enrichment Lead) has rebranded enrichment with a new vision and deliverables. The core aims of the programme will be to develop a new identity for NEWA, which is steeped in cultural learning.

There will be a strong focus on enrichment ambassadors and student voice, with sixth formers being given the opportunity to promote and support enrichment across the academy. Matt will be establishing a rewards-based system linked with enrichment, additional trips, and a big push on using EVOLVEclubs across the school.

One of their key areas of focus is supporting more SEND students to engage with school via dedicated enrichment activity. Ormiston NEW Academy have recently been awarded £250 additional funding to develop a SEND enrichment and sports offer. As well as enabling dedicated engagement, the suggested activities will also utilise their brand new £50,000 sports hall. The hope is that with the SENCO's support the 137 SEND (out of nearly 800) students will be galvanised through the programme.

Matt is an experienced leader and is currently using his enrichment lead role as part of his NPQL. Though he is quick to point out that wholesale enrichment planning and delivery is new to him, he wanted to share some advice for any academies or colleagues who may not know where to start: "Make sure you create buy-in from the staff and listen to what your students want. If you have a Student Voice group or council, make sure you ask them what they would like to do."

## Leading for advantage

### Ormiston Maritime Academy

From finding those elusive keen teachers willing to deliver a club on a Thursday afternoon, to making sure the student body have a say in the development of your enrichment offer, it can be an expectation management minefield for the most emotionally intelligent leader. Having responsibility for enrichment in your academy is a great way to develop your leadership skills. Particularly influencing, persuasion, and empathy, as well as the practical delivery skills of scheduling, budgeting and project management.

At Ormiston Maritime Academy, enrichment is delivered by Kat Stainton, who is currently taking part in OAT's Aspiring Leaders programme. She has chosen to focus on enrichment as an area to aid her leadership development. Since September, she has been developing an enrichment programme that meets all the Covid-19 requirements and offers a varied and sustainable programme.

The Covid-19 enrichment programme was officially launched on the 7 October and has been embedded across the school through targeted staff communications and assemblies. The enrichment offer includes a range of activities, including

keyboards, sport, music, gardening club, arts and textiles, dance, and chess club. The bi-monthly programme is delivered via week A and week B schedules, in-line with curriculum timetables and within Covid-19 safe bubbles.

Normally Kat would be pushing enrichment hard, but she is conscious about staff workload and mental health, so in line with Department for Education and OAT guidance, is starting out slowly and plans to build up provision over Autumn 2. This will include a big push when everyone is back after the two-week half term break.

For academies or enrichment leads who may be finding it hard to develop an enrichment plan or have a reticent SLT, Kat suggests setting up virtual clubs, and advises paying a visit to Edulink, who have some useful STEM-based enrichment videos.

### Kat Stainton's Enrichment Top Tips:

- Speak to staff, get an idea of what they are interested in and what clubs they might like to start. If you come to them with some ideas or a rough timetable, they can help you design it, with their passion and engagement included.
- Make sure you speak to students, as the offer has to appeal to them.
- Publicise your offers widely, making sure you push it out to everyone in the school. For those who are running clubs, make sure you put some time aside to help them with EVOLVEclubs and setting up registers.
- Include seating plans in your club offer and a risk assessment. This will help reassure SLT that you are well prepared and operating within Covid-19 measurements.





## Week A Enrichment

Day	Club	Staff	Location	Time
Monday	Year 9 Cadets	Miss Warrender	CCF	3-5pm
Tuesday	DofE Award	Mr Wilks/Mr Smith	ICT	2.45-3.45
Wednesday	Year 9 Textiles	Miss Jenkins	L10	2.45-3.45
Wednesday	Year 8 Rounders	Mr Dickinson/Miss Litchfield	Field	2.45-3.45
Thursday	Year 7 Rounders	Mr Dickinson/Mrs Stainton	Field	2.45-3.45
Thursday	Yr10&11 Cadets	Miss Warrender	CCF	2.45-3.45
Thursday	Year 10 Go Green	Miss Gittens	Garden	2.45-3.45
Friday	Yr 7 Keyboard	Miss Lancashire	L6	2.45-3.45

## Week B Enrichment

Day	Club	Staff	Location	Time
Monday	Year 9 Cadets	Miss Warrender	CCF	3-5pm
Tuesday	DofE Award	Mr Wilks/Mr Smith	ICT	2.45-3.45
Wednesday	Year 8 Textiles	Miss Jenkins	L10	2.45-3.45
Wednesday	Year 8 Rounders	Mr Dickinson/Miss Litchfield	Field	2.45-3.45
Thursday	Year 7 Rounders	Mr Dickinson/Mrs Stainton	Field	2.45-3.45
Thursday	Yr10&11 Cadets	Miss Warrender	CCF	2.45-3.45
Thursday	Year 9 Go Green	Miss Gittens	Garden	2.45-3.45
Friday	Year 7 Keyboard	Miss Lancashire	L6	2.45-3.45



## Ormiston Horizon Academy

### Just on the horizon

#### Ormiston Horizon Academy

It's not just teaching staff who are leading on enrichment in our academies. At Ormiston Horizon Academy, enrichment is planned and delivered by David Lethaby, the school's Web Developer and Technician. Being involved in martial arts as an official and competitor David knows how to handle himself in tricky situations and his continued optimism and passion for enrichment has enabled him to create a truly varied and impactful enrichment programme.

He does admit that Covid-19 has scuppered some of his plans and has currently reduced the enrichment timetable. Ormiston Horizon Academy have made the decision to put their main focus on Year 7 provision this term, with an offer that includes sport, cycling, cinema club, chess club, humanities club, drama and show club, and music.

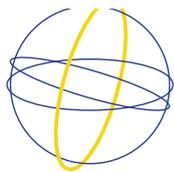
He is also keen to develop some new offers, including a club which combines literacy and cooking. Students will read passages from famous texts, describing the creation of certain food stuffs and will then need to recreate these in the food technology rooms. Unfortunately, due to social distancing, they can't do it at the moment, but as

### David Lethaby's Enrichment Top Tips:

- Get staff on board, as it is a "Hearts and Minds" job. If you can show them how impactful enrichment clubs and activities can be for our most disadvantaged students, you've got them.
- Talk to the kids and find out what they want to do. Our Student Voice council is great, and I always go to them, as they know what they want to do. Without the advice, I wouldn't have known how popular our board games and card trading clubs could be.
- If I could start from scratch, the one thing I would do is make sure everyone got involved in EVOLVEclubs' tracking and training. It is such a useful tool, but it has been hard to get people to use it. Once I have sat down and gone through it with them, they can see the benefits.

soon restrictions are relaxed the wooden spoons will be ordered.

In the current climate, David advises making sure that communication with parents is clear and detailed. We know that enrichment can aid attendance, but carefully planned and communicated enrichment activities can also calm nervous parents. Letting them see all the planning, restrictions and safety measures that are in place, especially for enrichment, is powerful.



Ormiston  
**Meridian** Academy

## A Meridian expedition

### Ormiston Meridian Academy

On 25 and 26 September, Ormiston Meridian Academy ran a Covid-friendly expedition for their Bronze and Silver Duke of Edinburgh students, who were incredibly resilient in the face of adversity.

Having begun their journey prior to lockdown, the students were keen to get back outdoors and complete the awards that they have worked so hard to achieve. Meridian's Bronze cohort successfully completed their Qualifying Expedition during this weekend, displaying courage in their efforts to continue despite the added barrier of Covid-19.

The school is incredibly proud of the ambition they demonstrated in their drive to complete both days' walking with their rucksacks, despite having such a long time between their previous training walk (pre-lockdown!) and this weekend. The Silver cohort powered through the weekend to successfully complete their Practice Expedition, with their Qualifying Expedition due to take place on 16 -18 October.

Heidi Melia said that, the Silver group, though small, are a mighty inspiration to the Bronze group, and hopes they will follow in their footsteps next year.

### Heidi Melia's Enrichment Top Tips:

- A top tip for conducting your DofE expeditions during Covid-19 times is to ensure you communicate often and transparently with all staff, students and parents involved. We all have our concerns and anxieties but there is nothing that cannot be addressed by openly discussing appropriate solutions. We communicate via letters, text messages, phone calls and social media to ensure parents and students feel comfortable with the plans we put in place.
- Explore your options - we use an AAP (Entrust) to help run our expeditions as it relieves some of the workload for our staff and offers students an extremely professional and enjoyable experience.



## Small steps leading to large leaps

### Cliff Park Ormiston Academy

Cliff Park Ormiston Academy have been busy since doors opened again in September. Knowing that they wouldn't be able to have many visitors in the academy itself, they developed a series of virtual careers talks and workshops, whilst supporting over 150 of their students to learn from industry professionals about their career journeys and experiences.

As well as this, they have been supporting students, within their bubbles, to take part in a range of sports which are Covid-19 safe and can be done indoors (badminton, table tennis and football have proved particularly popular). Currently, each day is given to a different year group bubble, to ensure as many students as possible have an opportunity to take part.

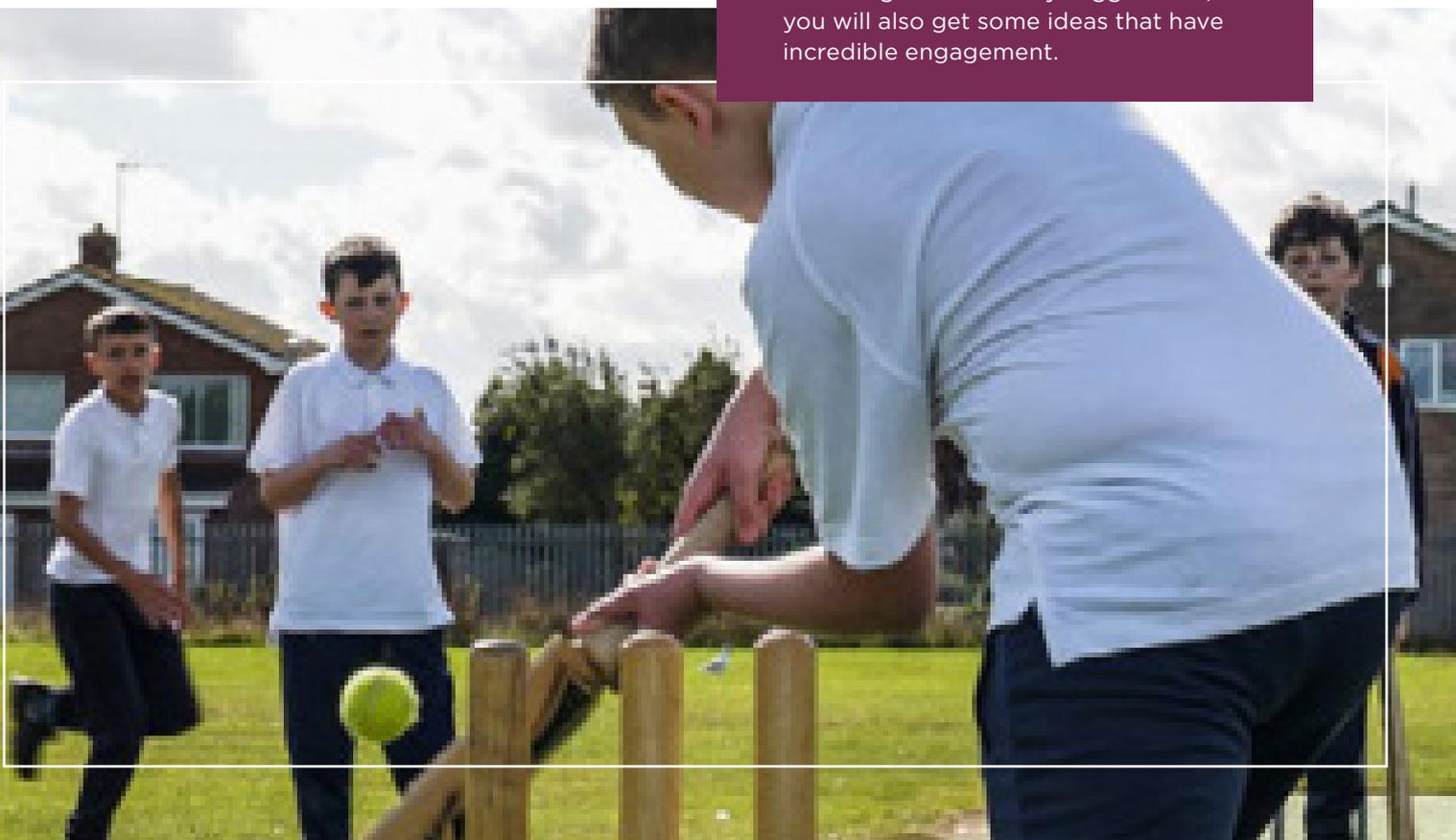
Matt Warnes (Assistant Principal, Student Voice and Enrichment Lead) was thrilled to say that the school had decided to allow more visitors after half term, which would significantly increase their capacity

and ability to offer a more varied programme. From army cadets and local hair and beauty salon treatments to yoga, judo and circus performance. Matt has already begun arranging next term's on-site visits.

Matt was also keen to add that although their enrichment offer is improving, he had started out slowly and was building it up over time. He advised taking small steps and growing it continuously. Within the academy, they spent some time consulting with their students and when everything had been set up, they promoted it hard!

### Matt Warnes' Enrichment Top Tips:

- Make sure you get the parents on side. We sent out our enrichment programme and consent letter to parents and made it really clear what safety measures and precautions we were putting in place.
- If you can talk to the local bus/public transport provider. We have now agreed that all our students can use their student bus pass on all public transport in the area. This has helped significantly.
- Set up an enrichment sub-committee on your Student Voice or Student Council. They can help you develop the offer. You will get some crazy suggestions, but you will also get some ideas that have incredible engagement.



## And the bronze award goes to Forge!

### Ormiston Forge Academy

As a part of their #iwill project, Ormiston Forge Academy introduced the Duke of Edinburgh bronze award for Year 9 students. This aims to give students the opportunity to develop their employability, life skills and gain valuable experiences outside of the classroom. Sixteen eager young people signed up, and last October they began completing their skill, physical and volunteering sections of the award, enjoying activities as diverse as diving, dancing, charity shop work and first aid.

The bronze expedition was originally planned for May 2020, but due to Covid-19 restrictions students were sadly unable to complete it. However, by keeping the expedition close to home to make transportation easier, and walking for two days (but not camping overnight), the expedition was able to go ahead this autumn, and the students are now well on the way to achieving their full award.

The students have been so proud of their achievements.

One student commented:

*"DofE has shown me that I'm capable of doing things I never knew I could do. When you've finished what you've worked hard for, it's the best feeling."*

Another said:

*"DofE is definitely one of the greatest experiences of my life. It introduced me to the possibilities I can achieve and is something I'm going to remember for the rest of my life."*

This autumn, Ormiston Forge Academy will be enrolling new groups of students onto both bronze and silver awards to provide such fantastic experiences for even more of their students.

### Jess Thomas' Enrichment Top Tips:

- Be organised! Having clear procedures for the number and grouping of students and the equipment they will need makes things so much easier.
- Look at the activity in terms of which aspects you can do, rather than what you can't do. Our students enjoyed cooking their evening meal on camping stoves, even though they weren't camping out overnight.





## Kelly Webb's Enrichment Top Tips:

- Tweeting and talking to individual students about what clubs they would enjoy really helps to improve participation numbers. Sometimes, students are not sure whether to try a new club, but when you speak to and encourage them, I often find they then try it out!



**Ormiston Victory Academy**

## Rackets at the ready!

### Ormiston Victory Academy

Badminton Club, at Ormiston Victory Academy is always one of the most popular with students. From the outset, the academy felt it was essential to adapt the club to adhere to Covid-19 guidelines. All clubs at OVA are now in year groups, except Dance and Drama, where they have split their hall into boxes, so bubbles do not mix.

Badminton is offered every afternoon for, different year groups, throughout the week. Students come to school in their PE kits, if they are taking part in a PE enrichment club, to avoid having to get changed at school. Students arrive at the sports hall, straight from their last lesson, to play badminton. Upon arrival at the sports hall all students are expected to sanitise their hands. They are then registered, whilst sitting two-metres away from the teacher in charge.

Players are then able to collect their pre-sanitised (using antibacterial spray and wipes) equipment for the session: a badminton racket and shuttlecock. They keep this equipment for the entire session. The students play half court singles, to avoid mixing with other students. On each badminton court there is hand sanitiser and antibacterial wipes, to wipe the equipment regularly. At the end of their game, the

students clean their equipment and sanitise their hands before leaving.

Kelly Webb said:

*"I am thrilled that the numbers are growing each week and I feel so happy to be able to provide the club as it is so important that students can still access enrichment!"*





## Packmoor pupils build scarecrows for Harvest Festival

### Packmoor Ormiston Academy

As the days grew shorter and colder, the last harvest of the year was soon upon us. The Harvest festival is an important annual event for Packmoor Ormiston Academy, which they have celebrated for many years and Covid-19 wasn't going to stop them this year. Staff worked together to amend their plans from previous years, and with collective effort, strove forward to make it a success and all-inclusive, for the whole school community to take part.

Each class bubble set about creating their own scarecrow, which they then presented to the rest of the school, via an online assembly. Every scarecrow was unique, with pupils finding inspiration from their schoolwork. Some were created based on subject topics, whilst others emulated characters from books they were reading. One class even based a scarecrow on their site supervisor, Mr Plant, who was very pleased to be depicted. And even though they couldn't have a whole school face-to-face assembly, to present their creations, they still had the joy of seeing what each class had designed, which amplified the whole school effort. No harvest festival is complete, without a celebration of food, which Packmoor pupils arranged by collecting

## Sharon May's Enrichment Top Tips:

- Plan a fun, engaging, school-wide activity that everyone wants to get involved with.
- Have a clear, well-thought through plan for organising resources and deadlines for staff.
- Strengthen links by working with the local community, such as parents and a local Food bank

food donation. Families, staff and members of the wider community donated generously, showing their support for this event. The donations were dropped off at the school safely, whilst complying with Covid-19 social distancing guidelines. The school was then able to donate the food to the local Trussell Trust Food Bank, in Stoke-on-Trent.

Sharon May, Principal at Packmoor Ormiston Academy, said:

*"These school scarecrows have certainly brightened up our grounds! I'm extremely impressed with the creativity our pupils have shown, and the scarecrows are a great demonstration of some of the work taking place across Packmoor Ormiston Academy, at the moment. I'm also really pleased that pupils used this festival to connect with and support the local community which is a central focus of what we do here at the academy."*

With their collective planning, creativity and drive, to enable this event to go forward, Packmoor made a success of their harvest festival and ensured the whole school could take part, in a vital enrichment activity for their school and wider community... all in the midst of Covid-19.



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