

The Forder Programme

The Forder Programme is the name given to our co-curriculum. It is taken from the pioneering second Head of St Dunstan's, the Revd Forder, who believed passionately that schools should offer more to the education of young people than classroom learning. His educational philosophy was to put the health and character of young people above the simple acquisition of knowledge. The Forder Programme offers a broad and diverse array of opportunities that support the development of character in its broadest possible context, and the values we espouse as an organisation.

All staff are expected to engage with the programme fully, by taking an ambitious approach to planning, delivery, and ongoing evaluation for continual improvement. A range of activities should be provided, accessible to all pupils regardless of individual needs. To ensure breadth of provision, all staff are expected to make a full contribution to the programme. Staff engagement will be monitored on the co-curricular management system (SOCS) and shared with line managers to celebrate achievement and offer support where appropriate.

Pupils are expected to embrace the spirit of our College motto – *albam exorna* – by taking ownership of their own unique co-curricular journey. They are supported in continuing to pursue their passions, whilst also embracing new challenges. To ensure breadth of engagement, pupils are encouraged to engage with activities across all six values profiles; Curiosity, Courage, Compassion, Creativity, Confidence & Core. Attendance is recorded on SOCS and monitored by staff. Excellence both in terms of commitment and achievement are celebrated, with intervention and support offered where expectations are not being met, first by club leaders, then tutors, and if required by the Assistant Head Co-Curricular or Junior School Deputy Head Pastoral. Relevant behaviour policies should be used to guide intervention, with the emphasis always on support and encouragement.

The Assistant Head Co-Curricular and Junior School Deputy Head Pastoral are expected to plan proactively with support from key staff to avoid clashes wherever possible. However, with a programme of this size and scope, clashes are inevitable. 'Outward facing' activities such as Sport (fixtures and competitions), Music (performances and events) and Drama (productions) will take priority when there are unavoidable clashes. Whilst pupils should be encouraged to take responsibility for self-organisation, staff intervention may be necessary and should be supportive and encouraging. Issues should be resolved by leading staff but can be referred to the Assistant Head Co-Curricular or Junior School Deputy Head Pastoral, where a solution cannot be found.

Junior School

As pupils progress through the Junior School, the opportunities to participate in co-curricular activity will increase as pupils become more able to make independent decisions about how to manage their time outside of the taught curriculum and gain a greater self-awareness of the activities they will enjoy.

Reception pupils are offered optional ‘Munchkins’ activities (Rugby, Multi-Sport, Football and Tougher Munchkins) three times a week, which take place after school 1520-1620. These sessions are run by external specialists and are designed to teach pupils the value of team building, while also developing their hand-eye co-ordination, fitness and confidence in a group situation. Reception pupils also have the option to join dance classes run by Champion Theatre Arts.

Pupils in Years 1 and 2 are offered a range of optional Forder activities after school on Monday and Thursday, taking place from 1520-1600. These are run by the Pre-Prep Form Teachers and Teaching Assistants. Pre-Prep pupils are also able to attend the Munchkins sessions on Tuesday, Wednesday and Friday, should they wish to take part in more activities. Parents decide how many activities to sign their child up to, in discussion with their child/children.

The Prep Forder Programme activities take place at different times throughout the school week, and options are available every day. Before school, lunch time and after school activities are optional and pupils decide which activities they would like to join in consultation with their parents/carers. In Prep, there is also a compulsory Forder Programme session timetabled on Friday, from 1130-1230. Pupils sign-up to these Friday activities independently in class and their parents are made aware of their options, should they wish to discuss this with their child prior to the first timetabled session of each term. This Forder session is the minimum expectation for Prep pupils. We promote early diversification through Form Teachers and encourage students to select activities from different profiles. To facilitate this staff are encouraged to offer more than one activity over an academic year, although this may not be the case if their initial activity is over-subscribed.

Forder Programme activities change every term, with some remaining the same due to their popularity and need for regular attendance.

Since 2021, the Junior School has been working with a range of external specialist providers to enhance the Forder provision opportunities further for both Pre-Prep and Prep. Organised by the Deputy Head Pastoral, external companies are offered the opportunity to use St Dunstan’s College facilities under a room hire agreement, enabling Junior School parents to sign up their child directly to an activity, which is paid for by parents, and held at the College. These external clubs are incredibly popular as it gives pupils the opportunity to access activities and specialisms which would normally be held in the community, during their club time after school. Current options include, but are not limited to: Music:Tech, Champion Theatre Arts, Beam Academy Yoga and Mindfulness, Touch Typing and Film Making.

All pupil activity within the Forder Programme is monitored by the Junior School Deputy Head Pastoral and the Junior School Pastoral Leadership Team.

Senior School

The Forder Programme in the Senior School includes all clubs offered before school (0715-0810), during the timetabled Forder period (1410-1445), and after school (1615-1730).

The clubs are organised into five character profiles which are structured around our College values: Core (sport and wellbeing), Curiosity (academic enrichment), Creativity (performing arts),
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music, art, photography), Courage (adventurous activity), and Compassion (leadership, service and volunteering). Where these programmes of activity culminate in performances, students are considered to have fulfilled an additional Confidence profile (productions, performances, fixtures, events, expeditions, competitions).

All staff are expected to contribute fully to the programme. This will likely include delivery within departments, but offering activities outside of subject-specialisms is also strongly encouraged, to enhance the breadth and diversity of the programme. This might involve supporting large co-curricular departments such as Music, Sport and Drama wherever staff have the expertise to do so. Staff self-reflect on their contribution to the programme as a part of appraisal, and line managers are encouraged to recognise exceptional commitment through this process. Commitment is monitored through the Co-Curricular Office, reported to the leadership team and discussed as a part of ongoing line management.

All students are expected to be ambitious in the way that they engage with the programme. They are encouraged to sign-up to a diverse range of activities, reflecting both their interests but also unfamiliar activities. They receive support in getting the balance right from pastoral teams throughout the sign-up process. A new programme of activity is offered at the start of each term, with sign-up taking place during the first week. Once set, students are expected to commit fully to the clubs that they have chosen.

In the Lower and Middle School, students should attend clubs every day from Monday to Friday (with the exception of Games) during the Forder period, with additional sessions outside that period all optional.

- In the Sixth Form, students have the freedom to choose how they will engage with the programme.
- Where activities build towards performances, competitions and events, some of the clubs can run throughout the year. Where students are selected for these clubs, they are expected to participate fully.
- If there are clashes with external commitments, families are expected to prioritise their commitments to the school, although exceptions can be made in consultation with relevant Heads of Department and if required, the Assistant Head Co-Curricular

Breadth of engagement, exceptional commitment, demonstration of College values and exceptional achievement is all recognised and rewarded at the end of each term in line with the Awards Policy. Failure to meet expectations should be challenged in line with existing behaviour policies.