

INSPECTION SUMMARY REPORT

Parent Edition | 2023-2024

GEMS WELLINGTON ACADEMY -FZE

UK/IB

VERY GOOD

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Inspection Dates
30 October - 02 November 2023

Principal
Sarah O'Regan

LEARN MORE ABOUT THE SCHOOL

LEARN MORE ABOUT THE SCHOOL FEES

4126 Students

183 Emirati Students

682 Students of Determination

333 Teachers

188 Teaching Assistants

6 Guidance counsellors

OVERALL SCHOOL PERFORMANCE

VERY GOOD

OUTSTANDING	Quality of performance substantially exceeds the expectation of the UAE
VERY GOOD	Quality of performance exceeds the expectation of the UAE
GOOD	Quality of performance meets the expectation of the UAE (This is the expected level for every school in the UAE)
ACCEPTABLE	Quality of performance meets the minimum level of quality required in the UAE
WEAK	Quality of performance is below the expectation of the UAE
VERY WEAK	Quality of performance is significantly below the expectation of the UAE

WHAT ARE THE SCHOOLS' HIGHLIGHTS AND POINTS TO IMPROVE?

SCHOOLS HIGHLIGHTS

- Students' excellent personal and social development, their well-being and appreciation of their own and other cultures
- The breadth and balance of a highly inclusive curriculum, very well implemented and adapted, meeting the needs of all groups of students
- Outstanding teaching and achievement in the Foundation Stage and Primary: mostly very good in Secondary and Post-16
- Good and improving teaching and achievement in Arabic and Islamic education
- An excellent, broad curriculum with a great deal of choice for older students and very high standards in both the core subjects and the wider curriculum, especially performing arts
- Very strong leadership and governance and excellent partnerships with parents and the wider community

POINTS TO IMPROVE

- Transform standards in Secondary and Post-16 so that more frequent outstanding teaching is observed
- Raise the achievements of those primary students of determination with the highest needs, by improving the rigour and consistency of planning, and support for them in class
- Improve the learning skills of students in Primary and Secondary by consistently offering students more ownership of and choice in their learning
- Improve the consistency with which teachers in Secondary and post-16 make effective use of the assessment data at their disposal, to personalise learning

WELLBEING

THE OVERALL JUDGEMENT OF WELLBEING IS **VERY GOOD**

The school's promotion of well-being for all is deeply ingrained and effectively practiced by all, with a strong focus on support. Leaders prioritise well-being, frequently gathering feedback through surveys and student councils - then acting upon these. A wide array of extracurricular activities enhances well-being, including opportunities for staff participation. The well-being curriculum is comprehensive, promoting reflective learning and intelligent lifestyle choices. Despite the school's recent, rapid growth, the well-being of all remains a top priority and very well promoted.

STUDENT'S ACHIEVEMENTS

Children in the Foundation Stage (FS) and Primary demonstrate outstanding achievement, with real strengths in mathematics and science and in FS English. Standards in Secondary and Post-16 are mostly very good and on an upward trajectory. Students' now make good and improving progress in Arabic and Islamic education. Furthermore, the broad curriculum showcases exceptional achievement across a range of other subjects and notably in performing arts.

ENGLISH

	ATTAINMENT	PROGRESS
FOUNDATION STAGE	OUTSTANDING	OUTSTANDING
PRIMARY	VERY GOOD	VERY GOOD
SECONDARY	VERY GOOD	OUTSTANDING
POST-16	OUTSTANDING	OUTSTANDING

MATHS

	ATTAINMENT	PROGRESS
FOUNDATION STAGE	OUTSTANDING	OUTSTANDING
PRIMARY	OUTSTANDING	OUTSTANDING
SECONDARY	VERY GOOD	VERY GOOD
POST-16	VERY GOOD	VERY GOOD

SCIENCE

	ATTAINMENT	PROGRESS
FOUNDATION STAGE	OUTSTANDING	OUTSTANDING
PRIMARY	OUTSTANDING	OUTSTANDING
SECONDARY	VERY GOOD	VERY GOOD
POST-16	VERY GOOD	VERY GOOD

ARABIC AS FIRST LANGUAGE

	ATTAINMENT	PROGRESS
FOUNDATION STAGE	NOT APPLICABLE	NOT APPLICABLE
PRIMARY	GOOD	GOOD
SECONDARY	GOOD	GOOD
POST-16	GOOD	GOOD

ARABIC AS SECOND LANGUAGE

	ATTAINMENT	PROGRESS
FOUNDATION STAGE	NOT APPLICABLE	NOT APPLICABLE
PRIMARY	GOOD	GOOD
SECONDARY	GOOD	GOOD
POST-16	NOT APPLICABLE	NOT APPLICABLE

ISLAMIC

	ATTAINMENT	PROGRESS
FOUNDATION STAGE	NOT APPLICABLE	NOT APPLICABLE
PRIMARY	GOOD	GOOD
SECONDARY	ACCEPTABLE	GOOD
POST-16	ACCEPTABLE	GOOD

LEARNING SKILLS

FOUNDATION STAGE	OUTSTANDING
PRIMARY	VERY GOOD
SECONDARY	VERY GOOD
POST-16	OUTSTANDING



STUDENT'S PERSONAL AND SOCIAL DEVELOPMENT

Students at the school mostly exhibit exemplary behaviour, self-discipline, and strong relationships with peers and teachers. Their awareness of healthy lifestyles is evident in their active participation in sports and excellent attendance. They are knowledgeable and appreciate UAE, their own and other cultures. They are community-oriented, taking leadership roles, and actively engaging in charity, sustainability and school-benefitting activities.

PERSONAL DEVELOPMENT

FOUNDATION STAGE	OUTSTANDING
PRIMARY	OUTSTANDING
SECONDARY	OUTSTANDING
POST-16	OUTSTANDING

UNDERSTANDING OF ISLAMIC VALUES & AWARENESS OF EMIRATI & WORLD CULTURES

FOUNDATION STAGE	OUTSTANDING
PRIMARY	OUTSTANDING
SECONDARY	OUTSTANDING
POST-16	OUTSTANDING

SOCIAL RESPONSIBILITY & INNOVATIVE SKILLS

FOUNDATION STAGE	OUTSTANDING
PRIMARY	OUTSTANDING
SECONDARY	OUTSTANDING
POST-16	OUTSTANDING

PROVISION FOR LEARNERS

- Teaching quality is consistently excellent, especially in the Foundation Stage and Primary, and most especially in English, mathematics, science and a range of other subjects, including the performing arts and outdoor education. The school employs rigorous internal assessments and external benchmarks to track student progress and to then support and challenge them in their future learning.
- The broad curriculum, with multiple pathways, is excellent. It is progressive, beginning with real-life skills and outdoor learning in early years, transitioning to holistic learning in Primary, and offering considerable choice in upper phases. The curriculum is regularly reviewed and adapted to meet the needs of all groups of students.
- Students appreciate the school's effective support system, fostering security and personal growth. There's a strong emphasis on safety, behaviour, and supporting students of determination. Safeguarding and security in the expansive school setting are premium.

TEACHING

FOUNDATION STAGE	OUTSTANDING
PRIMARY	OUTSTANDING
SECONDARY	VERY GOOD
POST-16	VERY GOOD

ASSESSMENT

FOUNDATION STAGE	OUTSTANDING
PRIMARY	VERY GOOD
SECONDARY	VERY GOOD
POST-16	VERY GOOD

CURRICULUM DESIGN

FOUNDATION STAGE	OUTSTANDING
PRIMARY	OUTSTANDING
SECONDARY	OUTSTANDING
POST-16	OUTSTANDING

CURRICULUM ADAPTATION

FOUNDATION STAGE	OUTSTANDING
PRIMARY	OUTSTANDING
SECONDARY	OUTSTANDING
POST-16	OUTSTANDING

HEALTH & SAFETY

FOUNDATION STAGE	OUTSTANDING
PRIMARY	OUTSTANDING
SECONDARY	OUTSTANDING
POST-16	OUTSTANDING

CARE & SUPPORT

FOUNDATION STAGE	OUTSTANDING
PRIMARY	OUTSTANDING
SECONDARY	OUTSTANDING
POST-16	OUTSTANDING

INCLUSION

THE OVERALL PROVISION OF STUDENTS OF DETERMINATION IS **OUTSTANDING**

The school exemplifies inclusive practices as a core vision. Rigorous identification processes discern children's needs very accurately. Interventions offer robust support, and parents appreciate the care, training, and informal networks. Consistent lesson planning and classroom cultures across phases facilitate collaboration although for the students with the highest needs in Primary, the quality of provision and support is not consistent. Almost all students of determination exhibit outstanding social, emotional, and academic growth, thanks to skilled teachers and assistants. Secondary students benefit from adaptive teaching, achieving commendable academic outcomes.



LEADERSHIP AND MANAGEMENT

An inspirational CEO and highly skilled senior leadership team expertly navigate significant post-pandemic growth, upholding very high standards and fostering community in a large school setting. They prioritise student and staff well-being and very effectively self-evaluate, and implement robust methods to ensure quality teaching. Parents praise the school's inclusive approach, communication, and high standards. Governance provides both support and accountability. The school emphasises safety, professional development, and maintains a premium environment for learning.

THE EFFECTIVENESS OF LEADERSHIP

VERY GOOD

SCHOOL SELF-EVALUATION AND IMPROVEMENT PLANNING

OUTSTANDING

PARENTS AND THE COMMUNITY

OUTSTANDING

GOVERNANCE

OUTSTANDING

MANAGEMENT, STAFFING, FACILITIES AND RESOURCES

OUTSTANDING



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