



ARCADIA
PRIMARY
SCHOOL

ARCADIA BRITISH SCHOOL

SPORTS SCHOLARSHIP POLICY

2026-27

Sporting Excellence • Character • Commitment • Service

Policy owner	Director of Sport
Accountable officer	Executive Principal
Implementation	September 2026
Next review	September 2027
Applies to	Sports Scholars, parents, staff and relevant external partners
Status	School Policy



Contents

1. Purpose and Philosophy
2. Scope
3. Scholarship Principles
4. Scholarship Categories and Benefits
5. Eligibility and Entry Points
6. Application, Nomination and Assessment
7. Selection Criteria
8. Scholarship Sports and Multi-Sport Scholars
9. Expectations of Sports Scholars
10. School Representation
11. Academic Expectations and Pull-Out Provision
12. Training and Attendance
13. Athlete Welfare and Load Management
14. Injury, Illness and Return to Play
15. Character, Leadership and Service
16. Partnership with Parents, Clubs and Academies
17. Annual Review and Renewal
18. Concerns, Monitoring and Scholarship Probation
19. Withdrawal and Non-Renewal
20. Roles, Responsibilities and Governance
21. Review of Decisions
22. Linked ABS Policies
- Appendix A. Scholarship Assessment Framework
- Appendix B. Annual Scholar Review Framework
- Appendix C. Sports Scholar Agreement
- Appendix D. Parent Scholarship Agreement
- Appendix E. Scholarship Monitoring and Probation Process



1. Purpose and Philosophy

- 1.1** The ABS Sports Scholarship Programme recognises and supports students who demonstrate exceptional sporting ability or potential, sustained commitment, positive character and the capacity to contribute significantly to the sporting life of Arcadia British School.
- 1.2** A scholarship is not simply a reward for current performance. It is a developmental partnership between the scholar, family and school, based on excellence, integrity, ambition, service and long-term athlete development.
- 1.3** Sports Scholars are ambassadors for ABS and are expected to uphold high standards in sport, learning, behaviour and wider school life.
- 1.4** The programme seeks to balance sporting ambition with academic progress, wellbeing, safeguarding and the individual development needs of each young person.

2. Scope

- 2.1** This policy applies to all students awarded an ABS Sports Scholarship or Sports Award, their parents or carers, relevant school staff and, where appropriate, external clubs, academies and coaches involved in the student's development.
- 2.2** The policy should be read alongside the ABS Physical Education, School Sport and Competitive Sport Policy and other linked school policies listed in Section 22.

3. Scholarship Principles

- 3.1** Scholarships are awarded on merit and potential, not solely on current results, selection status or physical maturity.
- 3.2** ABS values multi-sport development, coachability, character and long-term progression alongside competitive performance.
- 3.3** Scholarship decisions will be made consistently, transparently and without prejudice.
- 3.4** Scholarships are awarded for a defined period and are subject to annual review. Renewal is not automatic.
- 3.5** Where a scholarship carries financial remission, the financial terms will be stated separately in the individual Scholarship Award Letter or Agreement.

4. Scholarship Categories and Benefits

- 4.1** ABS may offer Full Sports Scholarships and other Sports Awards or bursary-supported awards according to the school's published scholarship offer for the relevant year.
- 4.2** A Full Sports Scholar will normally access up to two designated scholarship development or pull-out sessions per week. Other Sports Award recipients will normally access up to one session per week, with additional ad hoc support where appropriate.
- 4.3** Scholarship benefits may include specialist coaching, strength and conditioning, athlete mentoring, performance testing, individual development planning, competition support and access to enhanced sporting opportunities.
- 4.4** Exact benefits, any fee remission, duration and exclusions will be confirmed in writing for each scholar. Scholarships do not imply automatic funding for transport, trips, tours, equipment or external competition unless explicitly stated.

Arcadia British School | Sports Scholarship Policy 2026-27 | 3



JVT, Dubai, UAE



+971 4 552 2600



info@arcadia.sch.ae
<https://arcadia.sch.ae/>

4.5 Scholarship awards are personal to the student and are not transferable.

5. Eligibility and Entry Points

5.1 Scholarships may be offered at designated entry points determined by the school, including key transition stages and exceptional mid-phase entry where appropriate.

5.2 Applications may be open to internal and external students according to the published scholarship cycle.

5.3 Applicants should demonstrate strong evidence of sporting performance or potential, commitment to improvement, coachability and the character to contribute positively to ABS.

5.4 Evidence may include school, club, academy, regional, national or international participation, but external representative status alone does not guarantee an award.

6. Application, Nomination and Assessment

6.1 Candidates may apply or be nominated in accordance with the annual scholarship process.

6.2 The assessment process may include sporting evidence, references from coaches, trial or practical assessment, technical and tactical observation, athletic profiling where appropriate, student interview, behaviour and attendance information, and review of academic engagement.

6.3 Assessment should consider current performance, future potential, developmental trajectory, physical maturity, coachability and the likely contribution of the student to the wider ABS sporting programme.

6.4 Assessment arrangements must be age-appropriate, safe and consistent with school safeguarding and health and safety procedures.

6.5 Final recommendations will be made by the scholarship assessment panel and approved through the governance arrangements set out in Section 20.

7. Selection Criteria

7.1 Selection will be holistic. No single measure should determine an award.

7.2 The school will consider: sporting performance and potential; technical and tactical ability; athletic qualities and physical readiness; coachability; attitude and resilience; commitment to ABS sport; character and leadership; attendance and reliability; and academic engagement.

7.3 Where two candidates are closely matched, broader school contribution, future potential and alignment with the strategic needs of the ABS sports programme may be considered.

7.4 An internal assessment framework is provided at Appendix A to support consistency of decision-making.

8. Scholarship Sports and Multi-Sport Scholars

8.1 Each award will identify the student's principal Scholarship Sport and, where relevant, any secondary scholarship sport(s).

8.2 A Single-Sport Scholar is awarded primarily for excellence or potential in one identified sport. A Multi-Sport Scholar is awarded for demonstrated strength across more than one identified sport.

8.3 The scholar's principal Scholarship Sport normally takes priority when school sporting commitments conflict.



JVT, Dubai, UAE



+971 4 552 2600



info@arcadia.sch.ae
<https://arcadia.sch.ae/>

8.4 A scholar may also represent ABS in other Focus or Development Sports where this is appropriate, but such participation should not compromise the student's principal sporting development, welfare or academic commitments.

9. Expectations of Sports Scholars

9.1 Sports Scholars are expected to demonstrate exemplary behaviour, respect, sportsmanship and integrity in school and in sporting environments.

9.2 Scholars should show outstanding attitudes to learning, training and competition, including punctuality, effort, resilience and commitment.

9.3 Scholars must respect teammates, opponents, officials, staff, spectators and facilities, and represent the values and reputation of ABS positively.

9.4 Scholarship status does not provide preferential treatment in normal school rules, behaviour procedures or team selection decisions.

10. School Representation

10.1 Scholars are expected to represent ABS in their identified Scholarship Sport whenever reasonably possible and when selected.

10.2 Selection for a school team carries an expectation that the commitment will be honoured.

10.3 The school recognises that high-performing athletes may also participate in external clubs, academies, governing-body pathways or national programmes. Genuine clashes will be considered individually.

10.4 When prioritising commitments, ABS will consider the significance of the opportunity, the athlete's long-term development, welfare, competition load and prior communication.

10.5 National or international representation and recognised elite pathway commitments may take precedence over routine school or club activity where agreed with the Director of Sport.

10.6 For students in examination years, representation expectations may be adapted where this supports academic wellbeing and long-term development.

11. Academic Expectations and Pull-Out Provision

11.1 Sporting excellence must be matched by positive academic engagement.

11.2 Scholars are expected to demonstrate consistently positive attitudes to learning, make progress appropriate to their individual starting points, complete required work and respond constructively to academic support.

11.3 Scholarship pull-out sessions will be coordinated carefully to protect learning. Core or examination learning should not be compromised unnecessarily.

11.4 Scholars remain responsible for catching up any work missed through approved scholarship activity.

11.5 Pull-out frequency may be reduced temporarily during examinations, periods of academic concern, injury or heightened workload.

Arcadia British School | Sports Scholarship Policy 2026-27 | 5

11.6 Academic attainment alone will not normally determine scholarship continuation; effort, progress, engagement and response to support are more relevant considerations.



JVT, Dubai, UAE



+971 4 552 2600



info@arcadia.sch.ae
<https://arcadia.sch.ae/>

12. Training and Attendance

- 12.1** Scholars are expected to attend scheduled school training, scholarship sessions and strength and conditioning sessions where appropriate.
- 12.2** Students must communicate promptly when illness, injury or exceptional circumstances prevent attendance.
- 12.3** Scholars are expected to maintain strong school attendance and punctuality, recognising that legitimate medical, representative or exceptional circumstances will be considered individually.
- 12.4** Repeated non-attendance without communication may trigger the monitoring process set out in Section 18.

13. Athlete Welfare and Load Management

- 13.1** The welfare and long-term development of the student take priority over short-term performance or fixture outcomes.
- 13.2** ABS will consider the combined training and competition load arising from curriculum PE, Games, ASAs, school teams, scholarship sessions, external clubs, academies and representative programmes.
- 13.3** The school may reduce training, fixture or scholarship-session load where there are concerns regarding fatigue, overtraining, growth and maturation, injury risk, sleep, examination demands or mental wellbeing.
- 13.4** Students and parents are expected to share relevant external training and competition commitments so that appropriate decisions can be made.
- 13.5** Student voice should form part of decisions about workload and development wherever age-appropriate.

14. Injury, Illness and Return to Play

- 14.1** A scholar will not lose a scholarship solely because of injury, illness or a medical condition.
- 14.2** Injured scholars should remain engaged with the programme through suitable rehabilitation, mentoring, analysis or modified activity where appropriate.
- 14.3** Return to training and competition will follow school medical guidance, relevant sport-specific protocols and any clinical advice provided.
- 14.4** Concussion, significant injury or prolonged illness will be managed cautiously, and the school may require medical clearance before return to full participation.
- 14.5** Long-term medical circumstances may be considered sensitively as part of annual review, with the student's welfare as the primary consideration.

15. Character, Leadership and Service

- 15.1** Sports Scholars should model the Arcadia values of Altruism, Respect, Compassion, Aspiration, Determination, Integrity and Adventure.
- 15.2** Scholars should demonstrate humility in success, resilience in adversity, commitment to improvement and support for teammates.



JVT, Dubai, UAE



+971 4 552 2600



info@arcadia.sch.ae
<https://arcadia.sch.ae/>

15.3 Where appropriate, scholars may mentor younger students, support school sporting events, assist with community initiatives or contribute to the wider sporting culture of ABS.

15.4 Leadership is expected primarily through conduct and example rather than title or status.

16. Partnership with Parents, Clubs and Academies

16.1 ABS recognises the important role of parents, external clubs, academies and governing-body pathways in the development of talented young athletes.

16.2 The school seeks open communication, mutual respect and collaborative planning focused on the long-term interests of the student.

16.3 Parents should communicate potential scheduling conflicts, injuries, welfare concerns and significant changes in external training load promptly.

16.4 ABS will publish fixture and tournament information as early as practicable and will seek constructive dialogue with external providers where commitments conflict.

16.5 External clubs are encouraged to recognise the student's responsibilities as an ABS Sports Scholar and to collaborate where appropriate.

17. Annual Review and Renewal

17.1 All Sports Scholarships will be reviewed annually.

17.2 The review will consider sporting development, commitment, attendance, behaviour, character, academic engagement, leadership and service, welfare and contribution to ABS sport.

17.3 Possible outcomes are: Renewed; Renewed with Development Targets; Formal Monitoring; or Non-Renewal.

17.4 The review should take account of injury, maturation, changes in sporting pathway and other legitimate individual circumstances.

17.5 Renewal is not automatic and will depend upon continued fulfilment of scholarship expectations, the student's development and the school's scholarship framework for the following year.

17.6 The Annual Scholar Review Framework is provided at Appendix B.

18. Concerns, Monitoring and Scholarship Probation

18.1 Where concerns arise, the school will normally use a staged support process designed to help the scholar return to expected standards.

18.2 Stage 1 - Informal Concern and Support: clear feedback, guidance and agreed improvement actions.

18.3 Stage 2 - Formal Scholar Review: meeting with the student and, where appropriate, parents; written development targets and review date.

18.4 Stage 3 - Scholarship Probation: a defined monitoring period with explicit success criteria and potential consequences.

18.5 Serious safeguarding, behaviour or reputational incidents may justify accelerated review.

18.6 The process is summarised at Appendix E.



19. Withdrawal and Non-Renewal

19.1 Withdrawal means ending an award during its agreed period. Non-Renewal means deciding not to continue the award into a future scholarship period.

19.2 Withdrawal during an award period should normally follow the staged monitoring process unless there is a serious breach of school policy, safeguarding concern or other exceptional circumstance.

19.3 Potential grounds may include repeated failure to meet scholarship expectations, serious misconduct, persistent non-engagement, refusal to represent ABS without reasonable cause, or conduct seriously damaging to the school's reputation.

19.4 Final withdrawal must be approved by the Executive Principal following recommendation from the Director of Sport and appropriate senior leaders.

19.5 Financial implications of withdrawal or non-renewal will be governed by the individual Scholarship Award Letter or Agreement.

19.6 A scholar will not have an award withdrawn solely due to injury, illness, disability or a temporary reduction in performance.

20. Roles, Responsibilities and Governance

20.1 The Director of Sport is the operational owner of the Sports Scholarship Programme and is responsible for assessment, development, monitoring and annual review.

20.2 The Executive Principal is accountable for the policy and provides final approval for scholarship awards where required, material variations, withdrawal and non-renewal decisions.

20.3 Relevant Heads of Division, academic leaders, coaches, medical staff and safeguarding staff may contribute evidence to review and decision-making.

20.4 Scholarship decisions involving financial remission should be coordinated with the appropriate admissions and finance processes.

20.5 Records of assessment, award, annual review, monitoring and significant decisions should be retained securely.

21. Review of Decisions

21.1 Parents or scholars may request clarification of a scholarship decision where they believe relevant information has not been considered or the published process has not been followed.

21.2 A request for review should identify the specific procedural or factual concern. It is not a re-trial of professional sporting judgement.

21.3 The Executive Principal, or delegated senior leader not materially involved in the original decision, will determine the appropriate review route.

21.4 The outcome of the review will be final within the school's internal scholarship process, subject to any wider school complaints procedure that may apply.

22. Linked ABS Policies

22.1 This policy should be read in conjunction with the following, as applicable: ABS Physical Education, School Sport and Competitive Sport Policy; Safeguarding and Child Protection Policy;



JVT, Dubai, UAE



+971 4 552 2600



info@arcadia.sch.ae
<https://arcadia.sch.ae/>

Behaviour Policy; Inclusion Policy; Attendance Policy; Health and Safety Policy; Medical and First Aid procedures; Educational Visits procedures; and Admissions and Fees policies.

22.2 Where there is any conflict, statutory requirements, safeguarding duties and whole-school policy take precedence.



Appendix A. Scholarship Assessment Framework

This framework supports consistent internal decision-making. Weightings may be adjusted for age, sport and entry point, but no single factor should determine an award.

Domain	Indicative Weight	Evidence	Assessment Focus
Sporting performance and potential	40%	Results, level, coach evidence, trial	Current performance, future potential, trajectory
Technical and tactical assessment	20%	Practical assessment, game understanding	Skill execution, decision-making, sport intelligence
Athletic profile	15%	Age-appropriate physical assessment	Movement quality, speed, power, endurance, readiness
Character and coachability	15%	Interview, references, school evidence	Resilience, humility, response to feedback, integrity
Commitment to ABS sport	10%	Attendance, participation, interview	Reliability, contribution, willingness to represent ABS

Panel recommendation: Award / Reserve / Development Pathway / No Award. Final approval remains subject to school governance and any applicable financial approval.



Appendix B. Annual Scholar Review Framework

The annual review should evidence development over time rather than rely on a single season, result or coach judgement.

Area	Review Questions	Evidence	Outcome
Sporting development	Has the scholar progressed relative to starting point?	Coach reports, competition, testing	
Commitment	Has the scholar trained and represented ABS reliably?	Attendance, fixture records	
Academic engagement	Is effort, progress and organisation appropriate?	Teacher feedback, reports	
Character and behaviour	Does conduct reflect ABS expectations and values?	Behaviour records, staff feedback	
Leadership and service	How has the scholar contributed beyond personal performance?	Mentoring, events, service	
Welfare	Is current load sustainable and appropriate?	Student voice, medical/welfare input	

Annual outcome: Renewed / Renewed with Development Targets / Formal Monitoring / Non-Renewal



Appendix C. Sports Scholar Agreement

By accepting an ABS Sports Scholarship, I understand that the award recognises both sporting ability and the responsibility to contribute positively to school life.

- I will represent ABS in my Scholarship Sport whenever reasonably possible and when selected.
- I will communicate honestly and promptly about injuries, external commitments and welfare concerns.
- I will attend agreed training and scholarship sessions unless excused.
- I will maintain positive academic engagement and take responsibility for missed learning.
- I will model the Arcadia values and demonstrate respect, integrity, humility and resilience.
- I will accept feedback and engage constructively with development targets and annual review.
- I understand that scholarship renewal is not automatic and depends on continued fulfilment of expectations.

Scholar name: _____ Year group: _____

Scholarship sport(s): _____

Scholar signature: _____ Date: _____

Director of Sport: _____ Date: _____



Appendix D. Parent Scholarship Agreement

Parents and carers are partners in the success and welfare of Sports Scholars. By accepting the award, we agree to support the principles below.

- Support agreed ABS representation commitments and communicate clashes as early as possible.
- Share relevant information about external training, competition, injury, rehabilitation and athlete welfare.
- Support balanced development, appropriate recovery, positive academic habits and respectful conduct.
- Work collaboratively with ABS and external clubs or academies where schedules or development priorities conflict.
- Raise concerns through the appropriate school channels and respect professional selection and coaching decisions.
- Acknowledge that scholarships are reviewed annually and that renewal is not automatic.

Parent/Carer name: _____

Signature: _____ Date: _____



Appendix E. Scholarship Monitoring and Probation Process

Stage	Trigger	School Action	Possible Outcome
1. Informal Concern	Early concern about commitment, conduct, attendance or engagement	Clear feedback, support and agreed actions	Return to expected standard
2. Formal Scholar Review	Concern continues or is more significant	Formal meeting, written targets, review date	Improvement plan / further monitoring
3. Scholarship Probation	Repeated concern or insufficient improvement	Defined probation period with explicit success criteria	Renewal / extension / non-renewal / withdrawal recommendation
4. Withdrawal or Non-Renewal	Serious breach or failed probation	Director of Sport recommendation and Executive Principal decision	Award withdrawn or not renewed

Serious safeguarding, behavioural or reputational concerns may result in accelerated review. Any financial implications are governed by the individual Scholarship Award Letter or Agreement.

