



St Augustine's Catholic College

Gifted and Talented Policy

PHILOSOPHY AND AIMS

The College believes that aspiration to succeed is embedded in a gospel ordained life of service which nurtures social, emotional and spiritual growth alongside academic and practical success. Subsequently, the College is wholly inclusive in its approach to challenge and in doing so it seeks to inspire those it teaches, negating the potential impact of labelling in any form.

Aspire not to have more but to be more.
– Archbishop Oscar Romero

In the pursuit of college-wide excellence the College aims to provide opportunities for all its students to become attuned to, reveal, display and extend their God-given talents and abilities. Driven by the belief that the potential to realise and demonstrate gifts and talents is not exclusive to some, but to all, students are encouraged to take ownership of their learning to ensure that they are able to recognise and apply their unique gifts and talents to reach their full potential.

DEFINITION OF GIFTED AND TALENTED

The DfE terms Gifted and Talented is used within the College. Gifted refers to students who achieve or have the ability to achieve at a level significantly in advance of their year group within the College, in one or more subjects in the statutory curriculum. Talented refers to students who have this ability or potential in art, music, PE, sport or creative art.

IDENTIFICATION STRATEGIES

The College will:

- aim to identify gifted and talented students using a variety of methods
- use checklists - general and/or subject specific to help teachers with their initial identification
- promote the early identification of gifted and talented students, use information passed on by other schools and exchange information within the College
- use KS2 scores, Cognitive Ability Tests (CATs) and internal tests/examination results, Fisher Family Trust data and Pupil Achievement Tracker data
- be aware that latent talent or potential may go unrecorded, that social background/lack of opportunity may disadvantage students and that some students perform poorly in tests. To redress this, teachers will be encouraged to use their professional judgement and experience through observation of students; rates of progress in acquiring relevant knowledge, skills and understanding
- have a named person responsible for the big picture; introduction of the agreed policy, monitoring and review

PROVISION WITH THE COLLEGE AND BEYOND

The College, within the given structure of the College, aims to:

- group students in ways which teachers/curriculum leaders feel will maximise the quality of teaching and learning
- identify in planning differentiated work/resources and opportunities for open-ended homework
- use in-class support to further the learning of our gifted and talented students
- develop and provide opportunities for extension work/projects
- provide opportunities for access to the internet
- offer study support
- provide appropriate pastoral care by way of mentors/named persons in recognition of the particular emotional and psychological needs of gifted and talented students
- consider the use of individual student plans
- provide opportunities for professional development of individual teachers or curriculum teams to inform teaching strategies
- make contact with experts external to the College
- provide a wide range of extracurricular opportunities to encourage talent to flourish, eg summer schools, school council, college publications, etc

TEACHER/STUDENT SKILL DEVELOPMENT ACROSS THE CURRICULUM

The College recognises that Gifted and Talented students are entitled to develop their knowledge, skills and understanding in full, and will endeavour to promote this through the enhancement of teachers' own awareness and skills

The College will:

- ensure the teaching of questioning skills to a high level for teachers and students through observation, learning walks and book scrutinies
- promote the teaching of thinking and problem-solving across all curriculum areas
- ensure regular opportunities for CPD
- provide opportunities to develop effective research techniques, library and ICT skills
- encourage the development of a wide variety of recording and communication skills
- promote a culture of determination to succeed
- encourage and celebrate the expression of special ability - musical, sporting, theatrical performances, and art work through assemblies, presentation, commendations, certificates etc

MONITORING ASSESSMENT AND REVIEW

The College will have a named person as Co-ordinator for Gifted and Talented students who will consult with teachers and senior management to monitor the needs and progress of identified students. The Coordinator will:

- provide CPD to raise staff awareness of the characteristics and needs of Gifted and Talented students and to ensure their needs are being met within the classroom
- ensure all teachers are involved in identifying Gifted and Talented students annually as a whole college process
- liaise with teachers/senior management to develop and agree effective methods of collecting and monitoring data pertaining to the Gifted and Talented students
- ensure the needs of Gifted and Talented students are being met
- maintain and keep appropriate records of Gifted and Talented students
- develop links with a local network of schools for information exchange, sharing good practice, teacher support, resource loans etc
- liaise with parents and external agencies, attend meetings when necessary to ensure the needs of Gifted and Talented students are understood and met
- consult with Gifted and Talented students in order to monitor the effective implementation of the policy
- provide information for the governors/named governor
- Work with senior management to provide a statement of provision for the next school brochure
- review the policy annually in accordance with DfE guidelines