

## Our Lady of Mercy Catholic Education Trust



### St Anthony's Girls' Catholic Academy

<b>Policy type:</b>	<b>School</b>
<b>Policy: 23</b>	<b>Able and Talented Policy 2020-2021</b>
Ratified by MAT Directors:	December 2019
Head Teacher signature:	<i>M. Shepherd.</i>
Chair of Directors signature:	<i>Shepherd.</i>
Review Date:	December 2020
Ownership:	C.Dugdale (SENDCo) working with M.McDonagh (Deputy Head) and M.Lanaghan (Deputy Head)

## **ABLE AND TALENTED POLICY**

### **Beliefs and values**

At St Anthony's Academy, following our Mercy tradition, we believe that all our students are entitled to an education that will enable them to develop their full potential, be that intellectual, physical, aesthetic, creative, emotional, spiritual or social.

We also believe that they should be able to live and develop as well-adjusted, autonomous and valued members of society.

All young people have particular and individual needs, which must be met if these goals are to be achieved. Therefore it is important that personalised learning is at the heart of our learning and teaching. Personalised learning is about tailoring education to individual need, interest and aptitude so as to ensure that every learner achieves and reaches the highest standards possible, notwithstanding their background and circumstances.

We are committed to providing a sufficiently challenging curriculum for all our students. In addition, we will provide regular opportunities to identify the "gifted or able and talented" and in turn nurture and develop their exceptional talents and abilities.

**At St Anthony's Girls' Catholic Academy, following our Mercy tradition, we value the talents of all of our pupils and encourage our pupils to do the same. Therefore membership in the Able and Talented group is confidential to staff to ensure that differentiation in class takes place, but that pupils continue to work hard in a mutually encouraging inclusive environment.**

All students have an entitlement to the following:

- Staff commitment and training to develop students' full potential at all times.
- Lessons which stimulate interest, challenge, inform, excite and encourage-through partnership and dialogue with teachers and other students, and through active participation in lesson time and in extended curricular opportunities.
- Courses that lead to examinations and accreditation.
- Skilled, well-prepared and informed teachers who have a perspective and understanding of whole-school needs, problems and policies, especially those which involve issues relating to those students identified and registered by the school as "gifted or able and talented".
- An entitlement beyond subject teaching, including preparation for adult life and preparation for the world of work. This could include, inter alia, extracurricular
- Activities, PHSE, Higher Education/Careers guidance and counselling, visits to local industry, service within the community e.g. Combined Cadet Force, Duke of Edinburgh Award Scheme, John Paul II Award Scheme, National Citizenship service, CAFOD Young Leaders etc.

### **Definition**

In defining what is meant by the term "able or gifted and talented", we have adopted the following definitions:

- Those who show a particular ability in a curriculum area such as mathematics, music, art or drama.
- Those students who possess a general learning ability that is significantly greater than that of most of their peers.

The above list is, of course, not exhaustive, and students may display particular talents and abilities in a wider number of areas.

### **Identification**

The school believes in offering opportunities for enrichment and extension to all pupils and opportunities offered are largely inclusive rather than exclusive. However, particular pupils are identified as 'gifted or able and talented' and specifically targeted for inclusion.

No one method of identification can be entirely accurate, since specific subject criteria will develop. However, St Anthony's Academy endeavours to obtain as much information about individual students as possible. The criteria employed are as follows:

### **Criteria for Able or Gifted and Talented**

The following standardised data is used to assist the creation of the Able and Talented List:

#### **General**

- Midyis 120 + cognitive ability score

And /or

attainment of the above expected levels across Key Stages 2-4.

And /or

#### **Music and Performing Arts**

- To show flair and success in musical performance.
- Associated Board Music examinations/drama/performing arts success.
- Grade 3 (year 7), Grade 4 (year 8) or Grade 5 (Year 9) etc.
- involved in extra musical activities (bands, choirs, orchestras etc.) in school and/or at home at a level which exceeds peers.
- can create musical compositions that are sophisticated, imaginative and interesting, showing a range of musical techniques.

And /or

#### **Art and /or Design Tech**

- An ability to present a personal and meaningful response to a starting point or theme.
- Very good basic painting and drawing skills, good observation and attention to detail.
- Critical awareness and understanding, an ability to express opinion and discover deeper meanings in artwork.
- An ability to cross reference into other subjects and put artwork into context.
- To express opinion or emotion through their artwork.
- Instigate modelling, experimenting and sampling with different materials, equipment and techniques.

- Ask questions that challenge the concepts and ideas around the design process.
- Know how to progress their ideas into innovative products / practical outcomes.
- Explore appropriate research methods to identify client needs and make market niches.

And/or

### **Sport and PE**

- Sport and PE-national Associations/Board examinations/levels/grades
- Performance at city, regional and national level in sport as participants or officials/coaches

And/or

- AS/A level students who trigger St Anthony's 4 A level entry requirement
- Membership of NAGTY (National Association of Gifted and Talented Youth)
- Membership to MENSA

Sources of this information are:

- Information from any previous schools attended
- Internal and external assessments and testing
- Specific criteria developed by subjects or their professional associations/bodies

### **Evaluation**

As with all our school policies, the transfer to consistent practice across the school is of paramount importance, and thus we must evaluate our progress. The responsibility for evaluation will fall to the SENDco, Mrs Catherine Dugdale.

### **Arrangements for co-ordinating provision**

The SENDco Mrs Catherine Dugdale will champion the school's response to meeting the needs of gifted or able and talented students within St Anthony's Academy.

- **Every teacher is a teacher of pupils with special and additional needs and there is therefore a whole school responsibility for delivering activities e.g. master classes, personalised learning opportunities, differentiation in lessons and so on.**
- The identification of a key link person in each core academic department to liaise with the SENDco and to establish mechanisms for coordinating and monitoring progress of gifted and talented students.
- All schemes of work are planned by heads of department to include specific stretch and challenge or enrichment material and ideas.
- All staff should be aware of their role in the identification of gifted and talented students in their classes and the need to make the curriculum sufficiently challenging.
- The establishment of a REGISTER of pupils identified as Gifted or Able and Talented
- The encouragement of students to enter local and national events, including residential courses and competitions.
- The provision of discrete pastoral care (where required) on an individual basis, as discussed by Pastoral Leaders, the Chaplaincy and Learning Support
- The provision of mentoring and/or pre-interview experience, where appropriate.

- Opportunities, such as the Enrichment Programme (KS3), Extended Project Qualification (KS5)
- Academic links with other schools and partners
- School departments encouraging attendance at courses, lectures, laboratory experience directly with universities, such as Bright Sparks at Durham University
- Recognition, celebration and rewarding of achievement of all students through whole school systems such as Reward Postcards, Award Assemblies and the Antonian Awards.
- Mechanisms to identify and address underachievement of able and talented students

**Responsibilities of the SENDCo: linked to the able and talented students**

- To prepare, from prior attainment data such as MIDYIS and ALIS, a register of the most able approximately 10% of each cohort year in St Anthony's Academy.
- To assist Pastoral Staff, Heads of Departments and class teachers to develop strategies and approaches for countering underachievement for "gifted or able and talented underachievers" who, for a variety of reasons, may be failing to achieve their true potential.
- To monitor the provision for gifted and talented students on an annual basis.
- To evaluate the progress made by students - and provision generally - on an annual basis.
- To consider the Register of identified students on an annual basis.
- To ensure ongoing CPD for self and all academic staff on a regular basis.
- To promulgate at all levels that G&T provision at St Anthony's Academy is to be holistic.
- To ensure the unqualified support of the teaching staff that "stretch and challenge in every classroom is absolutely critical".