

GIFTED & TALENTED POLICY

St Bernard's Catholic Grammar School's policy reflects our mission statement: we aim to develop the potential of all our students and provide an opportunity for the balanced development of the students' intellectual, emotional, physical and spiritual qualities. All students are valued equally and have equal entitlement to a broad, balanced, relevant and differentiated curriculum. This is also in accordance with the Gifted and Talented policy of Slough Borough Council.

We recognise that all students are individuals with their own strengths, gifts, talents, and weaknesses and all have unique learning needs. We seek to enable all our students to reach their full potential by:

- Having high expectations of achievement from all students.
- Maintaining a culture that raises aspirations of all students so that they feel encouraged to achieve to the best of their ability and to be successful.

While we would wish to consider all our students as uniquely gifted and talented, we recognize that some students are exceptionally able in one or more areas.

Definitions

We will define as "gifted" students who have exceptional ability (in the top 5–10% ability range of the students in the year group) in at least 2 academic subjects.

We will define as "talented" students who have exceptional ability in art, design, music, drama, dance or sport.

Identification

Identification of G&T students is an ongoing process and the students included on the register may vary over the course of their time at St Bernard's. When identifying gifted or talented students we will be guided by the following eligibility criteria:

Combined English & Maths KS2 results in top 5%

11+ score in top 5%

External assessments, such as Cognitive Ability Tests (CATs) in Yr 7

Teacher Assessment at the highest grade at KS3

An average points' score at GCSE of 56 or above, using the grades from 9 to 1, or A*= 8.5, A= 7, B= 5.5, C= 4, D= 3 etc.

UK Maths Challenge Gold Award

Evidence of outstanding achievement outside school (e.g. national competitions)

Teacher nomination

Students working with consistently high effort across all subject areas

Central register

The school holds a central register of G&T students to ensure that they are appropriately targeted, supported and monitored. This is so that:

- Teachers are made aware of the names of these students.
- Departments, the G&T Coordinator and HOYs can monitor their progress individually and as part of a whole class/cohort.

Provision

St Bernard's already offers an immense variety of extra-curricular activities, trips, workshops and special projects to provide enrichment of the curriculum (i.e. breadth of study) for all students. It is to be expected that students on the G& T register will be encouraged to make the most of these opportunities for enrichment and in many cases develop these further. In the past G&T students have particularly benefited from activities such as debating, public speaking competitions, mock trials, MUNGA, the physics Olympiad, Slough Maths Marathon, UK Maths Challenge, Young Designs Awards, Young Engineer for Britain Awards, Hard Spell and the National History Competition @A Day to Remember'. Critical thinking days both in and out of school have also been organised for KS3 & 4 students on the G&T register.

Opportunities are developed for both extension (relating to depth of study) and acceleration (relating to pace of learning) within lessons. HODs will be responsible for ensuring such opportunities are built into Schemes of Work where possible. The classroom teacher will address the needs of G&T students by providing opportunities for group work, differentiated homework, advanced questioning, individual target setting and independent learning opportunities. All lesson plans and observations are to make explicit how teachers identify G&T students and support their needs.

Tracking

The G&T Co-ordinator monitors the progress of G&T students via SIMS in consultation with the Head of Year, setting targets for each student by referring to prior data and predictions, and tracking the students' achievements on a regular basis. It is the responsibility of the G&T Co-ordinator to oversee the implementation of the G&T policy, co-ordinate monitoring and provision and liaise with external agencies. However, all teachers are G&T teachers, and providing for the most able is a whole school responsibility. Thus every teacher is responsible for recognizing the needs of G&T students and ensuring that they are afforded subject specific appropriate Teaching and Learning situations in order to achieve their potential.

Agreed by the Governors' Achievement Committee 18th October 2017

Review Date: October 2019