

MORE ABLE & 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 More Able 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 more able and talented, we recognize that some students are exceptionally able in one or more areas.

Definitions

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

Identification

Identification of More Able & Talented 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 more able or talented students we will be guided by the following eligibility criteria:

11+ score in top 5%

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

Teacher Assessment at the highest grade at KS3/KS4/KS5 (as appropriate)

The average points' score at GCSE or of attainment throughout the previous year.

UK Maths Challenge Gold Award

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

Teacher nomination

Central register

The school holds a central register of More Able & Talented 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/Faculties, the SLT 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 More Able & Talented register will be encouraged to make the most of these opportunities for enrichment and in many cases develop these further. In the past More Able & Talented 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 More Able & Talented register.

Opportunities are developed for both extension (relating to depth of study) and acceleration (relating to pace of learning) within lessons. HODs/HOFs will be responsible for ensuring such opportunities are built into Schemes of Work where possible. The classroom teacher will address the needs of More Able & Talented 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 More Able & Talented students and thus ensure the quality of education is appropriate for their needs.

Tracking

The SLT monitors the progress of More Able & Talented 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 SLT to oversee the implementation of the More Able & Talented policy, co-ordinate monitoring and provision and liaise with external agencies. However, all teachers are More Able & Talented teachers, and providing for the most able is a whole school responsibility. Thus every teacher is responsible for recognizing the needs of More Able & Talented students and ensuring that they are afforded subject specific appropriate Teaching and Learning situations in order to achieve their potential.

Agreed by the Governors' Quality and Education Committee 23rd October 2019

Review Date: Autumn 2021