

Bishop Rawstone Church of England Academy

GIFTED AND TALENTED POLICY

Aspire Believe Achieve

This policy document and the content contained therein remains the responsibility of the Headteacher, and Governing Body of the Academy. No amendments can be made without their express instruction and they remain the final arbiters in any matters relating to it.

Review date: May 2017

Next review date: May 2018

Reviewed by: Mrs Littlewood/Mr Rawlinson

Date Approved by the Deputy Headteacher—May 2017

Introduction

This document is a statement of the aims, identification, review and strategies for provision regarding Gifted and Talented students at Bishop Rawstorne Church of England Academy.

Rationale

As our Mission Statement asserts, Bishop Rawstorne Church of England Academy celebrates the diverse talents of all our students and seeks to ensure that every individual receives the encouragement and support they need to fulfil their own unique ambitions, in an environment of equity and excellence, through our rigorous, diverse and an academically focused curriculum.

For this reason, Bishop Rawstorne Church of England Academy is committed to providing the best educational experience for all its students. Excellence is encouraged from all students and opportunities to excel are provided for each student. Therefore, this Gifted and Talented policy is an integral part of the school's broader task of ensuring the maximum inclusion of educational opportunities for all students.

Definitions

Gifted refers to students who achieve, or have the ability to achieve, significantly above average in one or more of the academically focused National Curriculum subjects. Students identified as Gifted have the potential for exceptional performance and represent the approximate top 5-10% of the cohort. These students will be placed on the school Gifted and Talented register. Having an 'above average' ability alone is not always sufficient to be identified as Gifted - student ability must be substantially greater than other students in the cohort.

Talented refers to students who achieve, or have the ability to achieve, significantly above average in one or more of the creatively and physically focused National Curriculum subjects. Students identified as Talented have the potential for exceptional performance and represent the approximate top 5-10% of the cohort. These students will be placed on the school Gifted and Talented register. Having an 'above average' ability alone is not always sufficient to be identified as Talented - student ability must be substantially greater than other students in the cohort.

GT 3+ refers to those students identified as being Gifted and/or Talented in 3 or more individual subjects at Bishop Rawstorne Academy. These students will be placed on the school Gifted and Talented register and the SIMs Gifted and Talented register (GT3+).

Aims

- Use a range of qualitative and quantitative data to identify students who are Gifted and/or Talented.
- Raise expectations and aspirations among students to develop a culture of excellence.
- Ensure that high achievement is respected, admired and affirmed.
- Provide a high level of challenge and motivation.
- Build on existing monitoring and evaluation systems to track the progress of Gifted and Talented students.

Identification

Gifted and Talented students will be identified through the analysis of various sources of information. To make this process as unbiased and effective as possible, CAT scores are used as a baseline indicator for identifying Gifted or Talented students in year seven. To complement CATs data, curriculum areas will use their own subject specific methods to identify students within their own specialist area. These include:

- Teacher nomination (based on classroom observation and discussion with curriculum area colleagues)

- Students' responses to testing and extended tasks (based on test scores, work scrutinies, internal assessments and annual school examinations)
- Achievements and progress in activities outside school (these achievements should be at a regional to national level).

Final decisions regarding the identification of Gifted and/or Talented students lies with the Senior Leadership Team.

Review

Our policy recognises that students change over time and the group of Gifted and Talented students is likely to reflect this change. Some students identified as Gifted and/or Talented at an earlier stage in their lives may not demonstrate these characteristics at a later stage; to reflect this, tracking reports for Gifted and Talented students will be reviewed on an annual basis as a minimum. A student may be removed from the register if:

- a) Identified previously as Talented, s/he no longer pursues the talent for which s/he is registered.
- b) Identified previously as Gifted, s/he no longer shows evidence of attainment, interest or potential.

Curriculum provision and differentiation

Our curriculum aims to provide a broad and balanced approach that meets the learning needs of all our students. For the majority of students identified as Gifted and/or Talented, their needs will be met in the course of normal classroom teaching and differentiation. All curriculum areas and teachers ensure that appropriately challenging content is accessed by students and the means of making exceptional progress is made clear.

Enrichment

Within school, curriculum areas operate a number of clubs, groups and programmes that further enhance the learning of Gifted and Talented students, including initiatives such as STEM club and the public speaking club. On occasion, guest speakers are invited into school to deliver talks and presentations for the benefit of Gifted and Talented students. Students are made aware of all appropriate extra-curricular activities as and when they occur.

Links between Bishop Rawstone Church of England Academy, local primary schools, FE such as Runshaw College and HE institutions such as Edge Hill University are maintained in order to give Gifted and/or Talented students opportunities to further their learning and gain an insight into post-secondary education.