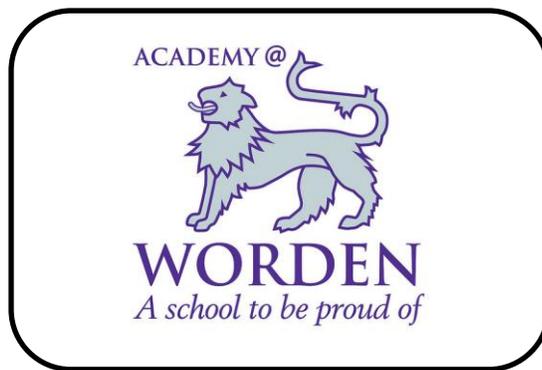


Academy @ Worden



Able, Gifted

And Talented Policy

Statement of Intent

Every child has the right to the best possible education. We aim to ensure that all pupils, regardless of ability, reach their full potential and gain the skills and knowledge necessary to lead successful lives. We strongly believe in the **'right to teach, right to learn'** as this is a fundamental necessity and basis of high quality teaching and learning at the Academy.

Worden will have, at any time, a number of able, gifted and talented students some of whom may perform at a level that exceeds the level of others in their year. At Worden we are committed to ensuring that Able, Gifted and Talented pupils are recognised, inspired and challenged to ensure they maximise their potential.

Our policy of maximising the potential of our Able, Gifted and Talented students is understood and supported at all levels in the school, including with Governors, teaching and non-teaching staff, as well as pupils and parents.

Aims

The aim of this document is to ensure that:

- We have a consistent approach to the identification and provision provided to Able, Gifted and Talented Worden pupils.
- There is an agreed, shared definition of the terms "able", "gifted", "talented"
- Identification of talented or gifted pupils is consistent when they arrive at Worden. The identification process is a continual process where HODs should be regularly updating their individual department lists.
- There is regular monitoring, tracking and intervention of identified gifted, talented and able students by HODs, AG&T Co-ordinator and Pastoral Leaders.
- An appropriate and challenging curriculum which meets the needs of our more able pupils is provided.
- There are opportunities to develop specific skills and talents.
- There is support for teachers to raise awareness of the strategies available to them.
- There is a broadened curriculum with enrichment opportunities.
- Pupils have access to external opportunities.
- There is a working partnership with parents/carers to help them promote children's learning and development.

Definition of Able, Gifted and Talented

'Able' refers to students who achieve, or have the ability to achieve, above average (compared with the attainment of other students in their year group at Worden) in one or more National Curriculum subjects.

'Gifted' refers to students who achieve, or have the ability to achieve, significantly above average (compared with the attainment of other students in their year group at Worden) in one or more of the National Curriculum subjects other than Physical Education, Performing Arts or Art.

'Talented' refers to those students who achieve, or have the ability to achieve, significantly above average (compared with the attainment of other students in their year group at Worden) in Physical Education, Performing Arts or Art.

Identification of Able, Gifted and Talented Pupils

Our overarching identification policy is:

- a) Identifying those children who fall into our stated definition of Able, Gifted and Talented
 - Objective data (CAT, SAT, GCSE projected grades)
 - Nomination by class teachers as a result of performance in the classroom or
 - Through information provided from home about any out of school activity
 - Recommendations from Primary Schools or previous schools
 - DFES recommend between five and ten per cent of the school population, divided into 2/3rd *gifted* (academic) and 1/3rd *talented* (arts and sports)
 - A register of Gifted and Talented pupils will be published in the school handbook and updated annually
 - Parents of pupils identified will be informed by the whole school AG&T co-ordinator
 - Underachievement or poor behaviour will not prevent a pupil from being included on the register

'Able' Criteria: All Curriculum Areas

- Average 5.0 KS2 SAT Score
- Teacher assessed level 6 at KS3

'Gifted' Criteria: Mathematics, English, Science, Humanities, MFL, ICT

- Average 5.5 KS2 SAT Score
- 115+ Mean CAT
- Teacher assessed level 7/8 at KS3
- Teacher assessed potential to achieve grade A or A*

'Talented' Criteria: PE, Music, Art, Drama, Technology

- Teacher assessed level 7/8 at KS3
- Teacher assessed potential to achieve grade A or A*
- Staff nominations of pupils that may be talented in areas outside of the school curriculum

b) Through what we provide for all children to develop their talent.

- We recognise that some children will not be the obvious candidates as part of our AG&T programme, but when they are challenged and enthused in an appropriate way, their gifts or talents are more likely to become apparent.
- We recognise that children may not be gifted or talented in every subject and our policy makes allowances for this to ensure that they are supported in their areas of need and stretched and challenged in their area of talent and potential.

Provision

Whilst the needs of every individual pupil will be different, there is particular school provision that is especially beneficial to our Gifted and Talented cohort. This includes:

- Enrichment, differentiation and extension work within every lesson.
- Extension exercises on HEAT tasks which helps with creativity and higher order thinking skills and importantly is not simply more of the same.
- Opportunities for collaboration of our Gifted and Talented pupils within class, across classes in the same year and across year groups.
- Opportunities for trips out to develop talent such as FE and HE institutions
- Opportunities to participate in extra-curricular activities and House competitions
- Opportunities to develop higher order thinking skills, including critical and creative thinking.
- Opportunities to question concepts to extend understanding, including following teacher feedback.
- Opportunities for pupils to lead parts of lessons or collaboratively in Kagan group
- Additional classes during the holiday period or after school.
- Additional resources for Heads of Faculty to bid for in their Faculty Improvement Planning.

Co-ordination

We believe it is important to coordinate our Able, Gifted and Talented policy and we do this as follows:

Gifted and Talented Coordinator – responsible for:

- Responsible for overseeing the Able, Gifted and Talented strategy.
- Keeping a register of all Gifted and Talented pupils and their provision.
- Developing the Gifted and Talented strategy and policy.
- Liaising with parents.
- Keep and maintain monitoring statistics on the impact of the Able, Gifted and Talented policy.
- Communicate with pupils through Pupil Voice to ensure their needs are met.

Subject Specific Teachers– responsible for:

- Keeping up to date with talent development within the subject.
- Keeping a subject specific register of the gifted and talented pupils
- Implementing subject specific initiatives to maximise the potential of all pupils, including those identified as gifted and talented.