



GIFTED AND TALENTED POLICY

St Irenaeus said 'The Glory of God is a human being fully alive.' With this in mind it is useful to remember that each student at St George is a human being whom God rejoices in and loves infinitely. There are a number of students with gifts and talents in different areas of the curriculum. These gifts are from God and should be used for His greater glory. We, at St George, will try with the help of God to bring those students a greater understanding of their gifts and talents and their uses so they can be used to build the kingdom of God. Let us ponder on the words of Peter:

'As each has received a gift, use it to serve one another, as good stewards of God's varied grace.' 1 Peter 4:10

RATIONALE

St George Catholic College recognises that part of its mission is to celebrate the comprehensive intake and abilities of the whole school community. It is the duty of every individual student to develop his/her talents to the full and every student has a right to receive teaching which makes learning challenging, engaging and enables students to reach their potential. It is our belief that to achieve this we must identify the special educational needs and skills of all our students, including our most able.

There is evidence indicating that, where successful provision is made for Gifted and Talented students, there is an increase in the general levels of achievement for all students and a culture of success is created. Therefore, we strive to provide an education of quality that is challenging, exciting and develops students' skills to their maximum. All staff have a role to play in identifying and meeting the needs of students with marked aptitudes.

Policy Statement

The School aims to:

- Identify Gifted and Talented students as they transfer to St George College.
- Raise awareness among staff of the needs of Gifted and Talented students and to support staff in providing for them.
- Monitor the progress of identified Gifted and Talented students as they move through Key Stages 3 and 4 and to intervene where necessary.
- Provide a differentiated school curriculum appropriate to the needs of Gifted and Talented students.
- Provide extra-curricular opportunities for Gifted and Talented students throughout the school.

- Review the Gifted and Talented Policy on an annual basis.

Defining the Terms

There are many definitions of 'gifted and talented'. Guidance suggests 'Gifted' learners are those who have abilities in one or more subjects in the statutory curriculum other than Art and design Music and PE. 'Talented' learners are those who have abilities in art, music, PE or performing arts such as dance and drama.

Around 10% of our students are identified as Gifted and Talented, a figure in line with national suggestion.

Identification of Gifted and Talented Students

Within the College we recognise that gifted and talented students can be

- Good all rounders
- High achievers in one area
- Of high ability but have poor writing skills This is done using:
- Prior attainment. Raw score data from KS2 and SAT's.
- Teacher nomination
- Subject specific identification criteria determined within the different departments.

Monitoring and Tracking of Gifted and Talented Students

- The school operates an academic database which enables identifies Gifted and Talented students who have come in with average points scores of 32+ (high point scores from KS2).
- Staff are required to monitor the progress of those students who have been identified within their department as Gifted and Talented on entry to school, as well as those with 32+ average point score on entry (high point scores at KS2). A formal review of the progress of these students is carried out at each assessment point.
- Appropriate intervention strategies should be employed by departments where pupils are not making sufficient progress to target.
- Any changes made to the database are advertised to teachers and tutors. New students can be added to the database at any time and individual letters sent home to parents.
- The pastoral teams are informed of the Gifted and Talented students in each year so that tutors and Pastoral Leaders can also monitor progress.
- This process of monitoring and evaluation continues throughout the student's time at St George.

A School Curriculum Differentiated for the most Gifted and Talented

Different departments organise their classes in different ways; some divide students into sets, whilst others teach students in broader bands of ability. Whichever approach is used, however, teachers recognise that every class will contain students with a range of abilities and needs. In response they employ 'differentiated' teaching methods, using a variety of strategies and material.

It is the responsibility of each department to develop approaches to teaching and learning which support the needs of the Gifted and Talented students through the following:

- Provision of a higher standard of work than the norm for the age group.
- Work covered in significantly more depth.
- Work which promotes higher level thinking skills.
- The inclusion of additional subject areas where appropriate.
- The use of supplementary materials beyond the normal range of resources.

Extra-Curricular Activities for the Gifted and Talented

The School organizes a wide range of extra-curricular activities, many of which are of particular relevance to Gifted and Talented students. These activities provide opportunities for students to acquire new skills, areas of knowledge and responsibilities, often bringing them into contact with other gifted students. Examples of opportunities available within the school include:

- Blue Fusion and Bright Sparks
- STEM activities
- Sports clubs and representative teams
- Leadership Opportunities
- School bands and specialist instrumental teaching
- Music, drama, dance productions and workshops
- Art and photography
- Master Classes
- Clubs and societies
- The opportunity to serve as a representative on School Council
- Joint events with local schools and universities.

Review of the Provision and Policy

The policy will be reviewed every two years.

The Success Criteria for this policy are:

- Students achieving their full academic and creative potential.

- Improved self-esteem, confidence and social skills amongst Gifted and Talented students.
- Increased motivation and participation by students.
- Accelerated progression.
- Improved Standard Assessment Tests and public examination results.

This policy will be reviewed every two years and amended as necessary.

Date of next review: September 2018

The Policy Working Group approved this policy on 28 September 2016.