



B14 - Gifted and Talented Policy

Beliefs and Values

At St Mary's Catholic School we believe that all children are entitled to an education that will enable them to develop their full potential, be that intellectual, physical, creative, emotional, spiritual or social.

St Mary's Catholic School is committed to providing a sufficiently challenging curriculum for all its students on a daily basis. Specifically all students have an entitlement to the following at St Mary's:

- Staff commitment and training to develop students' full potential at all times. Lessons that stimulate, engage, challenge, inform, excite and encourage through partnership and dialogue with teachers and other students and through active participation in the lesson.
- Courses that lead to a suitably broad range of examinations and accreditation.
- Skilled, well prepared and informed teachers who have a whole-school perspective and understanding of whole-school needs, problems and policies, whilst delivering individualised lessons concerned with addressing each student's needs.
- Beyond subject teaching, students can expect their education to include preparation for adult life and preparation for the world of work. This should include extra-curricular activity, Personal, Health, Social and Economic education, careers guidance and counselling, visits to local industry, work experience and community service.

In order to facilitate all students developing their full potential, at St Mary's we embrace the philosophy of Growth Mindset which recognises that intelligence is ongoing in its development and that determination, hard work and resilience have a significant part to play and are therefore essential attributes for all our young people to develop. We recognise that our students are individuals with different and varied needs, and personalised learning is always at the heart of our teaching.

Whilst acknowledging, therefore, that our students have different starting points and that exceptionally able and talented individuals will need dedicated extension opportunities in order to fulfil their potential, we operate an inclusive policy intended to maximise access to enrichment and extension opportunities rather than restrict it to a pre-determined list of students.

Identification of Gifted and Talented Pupils at St Mary's

Teachers at St Mary's know their students well and will make recommendations as appropriate to the Subject Leader if there is any student whom they feel would benefit from more extensive challenges than can be routinely experienced in the classroom.

Staff Responsibilities and Pupil tracking

All students are identified on teachers' seating plans by a range of data including Current Working Grade, Target Grade, SEND and by Low, Middle or High Prior Attainment. Thus teachers have a wide range of data, which they supplement with their own knowledge of each student, in order to provide

them with a rich and challenging learning experience designed to help them exceed their targets wherever possible.

The Subject Leader is responsible for ensuring that all Schemes of Work include opportunities for Stretch and Challenge, that all teachers in their department differentiate their lessons and that all classrooms for their subject have an up to date Challenge Board. Furthermore, the Subject Leader is responsible for ensuring that opportunities for enrichment and extension are discussed at least termly in departmental meetings and that these opportunities have open access whenever possible. Teaching and Learning sessions provide cross-curricular staff training opportunities to further enhance each classroom teacher's range of strategies for engaging and challenging the most able students.

The AHT with responsibility for Gifted and Talented provision is available to support departments and to provide information about enrichment opportunities, advice if there are concerns, and to facilitate financial support with trips or activities that have been proposed. The AHT will also distribute to teachers, students or parents as applicable, information about extension opportunities such as competitions and courses, masterclasses, talks or recommendations for wider reading that may be of interest. Small group sessions will be provided giving advice regarding Oxbridge Entrance Applications and other relevant extension and other super-curricular opportunities. Targeted students will also be prioritised for individual careers advice.

Monitoring the Effectiveness of the policy

It is also the responsibility of the AHT to liaise with Learning Coordinators and Subject Leaders to monitor the delivery of a rich and challenging curriculum and students' ongoing progress. This will be done through checks of Schemes of Work, Learning Walks, Lesson Observations, Departmental minutes, audits of participation in enrichment and extension activities, participation in the St Mary's Award and above all evidenced in excellent progress data for students across the ability range.

Governor Committee: School Improvement Committee

Date of Review: July 2021

Next review date: July 2022