



ABLE GIFTED & TALENTED POLICY

Rationale

Our mission statement says 'at Holy Cross Catholic High School we believe that all pupils are entitled to receive the support and challenge necessary to help them to develop their full potential and live life to the full.' We recognise the importance of the individual and want to nurture and develop a wide range of talents and abilities. In addition we are committed to developing pupils' social, moral and spiritual elements in order to educate them as the whole person, made in the image and likeness of God. As schools move towards a 'Levels of Progress' benchmark it is evident that AG&T students have much to contribute. Holy Cross High School aims to help these Able pupils achieve 4 or even 5 Levels of Progress during their time at school. This means that they should be achieving A or A* grades at GCSE. Where data suggests that Able pupils are at risk of not meeting this measure, targeted intervention will be put in place to help it happen. Data will come from Year 10 and Year 11 data.

Definitions

It is important to remember that ability is multi-dimensional and can be a mixture of environment, personality, contextual factors and innate predispositions; bearing this in mind Holy Cross High School offers the following definitions:

Gifted – Demonstrate or have the potential to work at a level above their peers in a specific subject or area of the curriculum.

Able – Top 5 – 10% of students in school as measured by actual or potential achievement in the main curriculum subjects. Pupils demonstrate high ability in assessments and who are predicted or are attaining 5 A or A8 grades across the curriculum. Cat scores of 135 +.

Talented – Demonstrate flair, creativity and a performance at a level significantly ahead of their peers – in the areas of Art, Design, Drama, Music and Sport.

Art/Design	Exceptional design, technique, inventiveness, creativity
Drama	Particular flair or ability in theatrical performances
Music	Highly skilled compositional, instrumental, vocal performance and attainment
Sport	Outstanding performance at school level and/or regional/national presentation



The A, G & T Register

The register will identify AG&T pupils who meet the criteria. This information will be indicated on SIMS and class lists for reference, tracking and analysis. This register will be reviewed annually and in the Autumn Term of each academic year.

Departmental Data

Gifted and Talented students should be identified by departments. It will be up to departments to update their Gifted and Talented lists. Annually departments will be asked to evaluate their support for AG&T pupils. It is the responsibility of **HODs** to ensure that teachers in their subject are aware of the AG&T pupils and are challenging them accordingly. The **HODs** are responsible for ensuring that schemes of learning and resources make effective provision for challenging and stretching AG&T pupils. **HODs** must also provide evidence of AG&T in their Department Development Plans. Provision for AG&T pupils must be included in the departmental SEF form. **Class teachers** have a responsibility for the progress of all students that they teach. They must be aware of AG&T pupils in their classes, ensure that they are appropriately challenged, and that they make sufficient progress.

Enrichment

Enrichment activities are those that present challenge to AG&T pupils outside of the normal curriculum. These may take place at school when the pupils are taken off timetable for a dedicated time or off site where students visit facilities or institutions where activities that foster aspiration are organised. It is imperative that AG&T pupils experience an element of competition and (occasionally) failure. These pupils need to be challenged in order to develop the capacity for tenacity that will serve them in further or higher education or career settings. Opportunities will be identified and attended according to the following criteria:

- Will challenge, inspire or provide competition
- Provides value for money
- Provided by qualified personnel and organisations
- Matches AG&T students' aspirations and needs
- Does not compromise other curriculum activities, exams, or exam preparations
- Departmental activities can be supported with minimal intervention from AG&T Progress Manager
- Student feedback should be sought and collated wherever possible

Home Contact & Student Profiles

Parents will be informed at KS4 via letter, if their child is in the **Able** cohort. Advice regarding revision and how to support their son/daughter will also be offered. The cohort will also be tracked using SISRA and school reports.



Student Mentoring

Able pupils will be offered a weekly 'drop in session' with the AG&T Progress Manager during registration time to discuss career/college/ university concerns. The Progress Manager will also meet termly with each individual pupil in the cohort to discuss progress, concerns and if necessary intervention.

Key Staff

Headteacher	To guide AG&T strategy in line with whole school aims. Lead and manage the Assistant Headteacher (Teaching & Learning) and AG&T Progress Manager.
Assistant Headteacher (Teaching & Learning)	To raise awareness of AG&T at whole school level. To communicate between the governing body and the AG&T Progress Manager. Monitor tracking and progress of Able pupils.
AG&T Progress Manager	To drive and implement AG&T policy. To raise the profile of AG&T within school. Provide opportunities to develop Able pupils' aspirations through appropriate enrichment opportunities. To track and monitor progress within the Able cohort and intervene if necessary.
Subject Leaders	To identify Gifted and Talented pupils within their department. Ensure that these pupils are catered for effectively in the classroom and through schemes of learning and resources.
Class teachers	To be aware of AG&T pupils in their class and stretch and challenge them effectively and help them to reach their full potential.
Head of Year	To be aware of AG&T pupils, to monitor progress and commitment to support academic and pastoral interventions as required.
Form tutor	To be aware of AG&T pupils in their form and provide pastoral support and academic guidance.