



Hope Academy

A joint Catholic & Church of England Academy

GIFTED & TALENTED POLICY

Mission Statement:

“A community of learners of all ages from the local area committed to mutual service where all can flourish, be their best and work for the common good to the glory of God and his creation.”

APPROVED			
REVIEW DATE			
SIGNED PRINCIPAL		PRINT NAME	
SIGNED CHAIR OF GOVERNORS		PRINT NAME	

Rationale

At Hope Academy we believe that all students are entitled to receive the support and challenge necessary to enable them to develop their full potential. The needs of gifted and talented students are acknowledged as part of our overall policy on inclusion. We recognise the importance of identifying a wide range of abilities and talents, and of providing opportunities to nurture them. In addition we are committed to developing students' social and emotional skills as essential elements in the development of the whole person.

Definition

Although others may use the term more generally, at Hope Academy we identify "gifted" students as those who demonstrate exceptional ability in one or more academic areas of the curriculum; they represent 0.5% of the national population. We use the term "able" to refer to students who demonstrate or have the potential to work at a level above their peers.

We use the term "talented" to refer to students who have ability in areas such as music, drama, art or sport.

Aims

- To use a broad range of qualitative and quantitative data to identify our most able students.
- To recognise those students who may have the potential but currently underachieve.
- To ensure that all staff receive appropriate support and training in identifying and providing for most able students.
- To provide support and challenge in the classroom, within an ethos of high expectations.
- To ensure that where necessary individuals receive academic or pastoral support to overcome identified barriers to learning.
- To build on systems of monitoring and evaluation to track the progress of these students.
- To work with parents to help students achieve their potential and to be ambitious for further success.
- To provide a range of additional opportunities to develop the experiences of our most able.

Conclusion

The success of the policy will impact on the culture and ethos of the Academy. At Hope Academy we want our students to be proud to be gifted and/or talented and ambitious to strive to achieve their full potential. We want our staff to drive students' achievements by offering appropriate levels of challenge for our most able students. We will measure success by academic performance, an increase in the confidence and independence of our learners, and the many other ways in which they demonstrate excellence and outstanding achievement.

Identification process

- KS2 standardised score from FFT data base used to identify top 10% of each cohort – 'Gifted and Able'.
- Every LTL identifies 'Talented' students.

Data sets used:-

- Gifted and Talented Co-ordinator / Data Manager produces central data base of set lists containing:-
 - KS2 results
 - CAT
 - SEN Status
 - Able/Gifted
- Set lists tagged for G&T on shared area of computer systems.
- All teachers discuss within subject areas

Academy wide interventions:-

- Academic Mentoring
- Additional opportunities and enhanced provision.

Evaluation & Monitoring:-

- Termly Monitoring of progress rates against expectations