

Gifted and Talented Student Policy

Vision / Aims

“Once there was a man who was about to go on a journey; he called his servants and put them in charge of his property. He gave to each one according to his ability” (Mtt.25v15)

Cardinal Newman Catholic School 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 the appropriate support from the school. This can only be achieved by offering teaching and learning activities appropriate to the abilities of students so as to maximize the potential of all. 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.

High attaining students who have insufficient demands placed upon them can become bored and disillusioned. There is also 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:

- 1) Identify Gifted and Talented students as they transfer to Cardinal Newman from Year 6.
- 2) Raise awareness among staff of the needs of Gifted and Talented students and to support staff in providing for them.
- 3) Monitor the progress of identified Gifted and Talented students as they move through Key Stages 3, 4 and 5 and to intervene where necessary.
- 4) Provide a differentiated school curriculum appropriate to the needs of Gifted and Talented students.
- 5) Provide extra-curricular opportunities for Gifted and Talented students throughout the school and the Sixth Form.
- 6) Review the Gifted and Talented Policy on the annual basis.

Defining the Terms

Talented refers to students who have outstanding ability in one or more of Music, Art, Drama or P.E. Gifted refers to high ability students in academic subjects.

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

Identification of Gifted and Talented Students

This is done using:

- a) Prior Attainment. Raw score data from KS2 SATs plus information from feeder school.
- b) Cognitive Ability Tests performed by all students in Year 7.
- c) 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 teachers to track the progress of all students throughout each Key Stage. The database specifically highlights Gifted and Talented students within a subject area.
- Staff are required to monitor the progress of those students who have been identified as Gifted and Talented on entry to the school in Year 7. A formal review of the progress of these students is carried out at the end of the autumn term.
- At the end of the Easter term departments conduct an annual review of the progress made by all Gifted and Talented students from Years 7-13. A monitoring sheet is completed for each student within a particular subject area. This is used to record the various strategies used to extend and enhance learning opportunities for students with marked aptitudes and is given to the Subject Leader.
- Appropriate intervention strategies should be employed by departments where necessary.
- Any changes made to the database are advertised to teachers and tutors. New students can be added to the database at any time.
- 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 Cardinal Newman.
- Students entering the Sixth Form with high GCSE points and / or known to be Gifted and Talented are also notified to staff. Their progress is monitored in the same way (above).

A School Curriculum Differentiated for the most Able

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 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. Opportunities available within the school include:

- Sports clubs and representative teams
- School orchestras, bands and specialist instrumental teaching
- Music, drama, dance productions and workshops
- Art and photography

- Master Classes
- Clubs and Societies e.g.; IT, Art Club, SVP, CARITAS Group
- The opportunity to serve as a representative on Year committee or the School Council
- Year 12 Oxbridge programme
- The AQA Baccalaureate in Year 12 and 13 which includes the Extended Project at L3.
- Young Enterprise scheme
- Joint events with local schools and universities
- Opportunities to attend courses organised by Canterbury Christ Church University College

Staff Responsibilities

Overall responsibility for the support of Gifted and Talented students lies with James Kilmartin (Deputy Head). The Lead Teacher responsible for the delivery and development of our Gifted and Talented programme is Rachel Dickinson who, along with the other Lead Teachers, is line managed by Graham Goldup (Assistant Headteacher with responsibility for the Humanities specialism)

It is the responsibility of Subject Leaders to implement this policy by:

- identifying Gifted and Talented students taught within their department;
- ensuring that student progress is monitored annually and any necessary remedial action is taken;
- ensuring that both schemes of work and teachers provide students with a challenging and differentiated curriculum;
- supporting professional development within their department for the teaching of Gifted and Talented students;
- advertising and providing opportunities for Gifted and Talented outside the curriculum and in the wider community.

[The accountability for supporting Gifted and Talented students within a subject department may be delegated within the team].

It is the responsibility of Pastoral Leaders to implement this policy by:

- identifying students with marked leadership or social skills;
- working with tutors to help monitor the progress of Gifted and Talented students;
- providing students with opportunities for leadership and responsibility;
- encouraging Gifted and Talented students to identify and explore opportunities in the wider community;
- celebrating student achievement.

Review of the Provision and Policy

The policy will be reviewed every two years by the SLT.

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.
- Places offered and secured at the Russell group of universities.