

Able and Talented Policy

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1 INTRODUCTION

- 1.1 At Thomas Deacon Academy, we believe that all our learners are of equal value and deserve to achieve their full potential. This will be recognised in both the planning and execution of all aspects of Academy life. Our mission is to ensure maximum achievement for every individual and we will achieve this by developing a culture which encourages students to aim high, fulfil their potential and succeed together.
- 1.2 We recognise that all students have individual needs and we place personalised learning at the heart of our teaching and learning. We will provide a challenging curriculum for all our students, identifying those who are more able and talented, nurturing their abilities and personal development.
- 1.3 We place great importance on the need to stretch and challenge all young people at Thomas Deacon Academy, including the most able and talented. To ensure that higher attaining students experience this stretch and challenge, the Academy has a clear policy in identifying, monitoring and evaluating its provision for the most able and talented learners.

2 AIMS

- To use a broad range of qualitative and quantitative data to identify our A&T students.
- To recognise those students who may have potential, but currently underachieve.
- To ensure that all staff receive appropriate support and training in identifying and providing for our most able students.
- To provide support and challenge in the classroom, within an ethos of high expectations/aspirations.
- To ensure that, where necessary, individuals receive academic or pastoral support to overcome identified barriers to learning.
- To build on existing 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.
- To provide a range of additional opportunities to develop the experiences of our most able and talented.

3 IDENTIFICATION

3.1 Able

- i. **Definition:** Students with the potential to achieve at a higher level than majority of their peers in academic subjects.
- ii. **Identification:** SAT data to be used to identify students. At Key Stage 5 students performing above national expectations in two or more academic subjects, with Head of Department approval.

3.2 Talented:

- i. **Definition:** Students who possess an exceptional nature or particular ability in art, music, sport or performing arts and whose performance is outstanding. This can be as part of a TDA lesson, extra-curricular/enrichment activity or those participating and competing at a local, national or county level.
- ii. **Identification:** Teacher, Peer or Self-nomination.

4 MONITORING/EVALUATION

- 4.1 In line with other Academy policies and practices, systematic evaluation will enable us to track progress. The responsibility for evaluation will fall to the AP for Transition, reporting to the VP Team.

5 ARRANGEMENTS FOR COORDINATING PROVISION

- AP will coordinate the Academy's response to meeting the needs of A&T students.
- The AP will link with HOD's to establish mechanisms for coordinating and monitoring progress of A&T students.
- Subjects to contribute to the development of the enrichment activity programme.
- An awareness amongst all staff of their role in the identification of A&T students, based on subject-specific criteria and the need to make the curriculum sufficiently challenging.
- Continuing professional development for staff that enhances the provision for A&T students. Targeted development opportunities to be tailored to training needs, identified through lesson evaluations, learning walks, teacher appraisal process and as part of staff Induction.
- The encouragement of students to enter local and national events, including residential courses and competitions.

6 RESPONSIBILITIES

6.1 AP

- To prepare, from prior SAT data, a record of the top HPA students in each year group
- To gather names of identified Talented students from subject areas where necessary
- To promote monitor and evaluate the provision for A&T students
- To monitor and evaluate the progress made by students on an annual basis
- To identify and respond to the training needs of Academy staff.
- To review the policy annually

6.2 Heads of Department

- To monitor schemes of work. To work with the subject leaders to oversee the provision of lessons that stimulate, engage, challenge, inform, excite and encourage
- To include items concerning provision for A&T students on meeting agendas.

6.3 Subject Leaders

- To identify students who meet the criteria and to pass these names onto the HOD
- To ensure opportunities for students identified as A&T

6.4 Classroom Teachers

- Ensure appropriate provision through differentiated learning.
- Use appropriate resources to challenge A&T students.