ABLE, GIFTED AND TALENTED

POLICY

2025 - 2027

Approved by:	Ratified by Governing Body	**Date:** June 2025
Effective Date:	September 2016	
Last reviewed on:	June 2025	
Next review due by:	June 2027	
Reviewed by:	Tracey Hinson, Vice Principal	
Website:		
Yes/No	YES	

Advocacy Statement

The Greensand Federation will celebrate and extend the talents, aptitudes and abilities of all students through a range of activities both within the schools, through external opportunities and within the local community. By providing stretch and challenge for our most able students, we will enrich and inspire the entire student body.

Rationale

The principal outcomes of able, gifted and talented strategies are:

- To plan and develop strategies for the early identification and support of students with potential and/or exceptional ability through statistical measures (the top 5%) and teacher experience.
- To establish provision through which exceptional ability in all its forms is recognised, valued and celebrated in all subject areas and associated learning environments.
- To ensure that all those concerned (staff, parents, etc.) are aware that gifted and talented students form a diverse group and that their pattern and range of attainment will be varied.
- To encourage gifted and talented pupils to achieve their full potential.

Outcomes

Our key performance indicators are:

- Students achieving in line with their exceptional identified abilities.
- Progress 8 measures for gifted students at least matching those for all students.
- Students progressing to post 16 and HE, especially those who come from more challenging backgrounds (RAISE, EDIMS) who make exceptional progress.
- Students enjoying and being inspired by the academic challenge in one subject or across a range of subjects that they consistently participate in and show meaningful progress.
- Students realising that high achievement is something to celebrate and be proud of
- Students developing the skills and language to discuss and articulate the processes of their learning
- Gifted and talented pupils becoming truly independent learners and inspiring their peers

Development Strategies

In order to achieve our outcomes, we will implement the following strategies:

Internally:

- Departments will provide a 'golden curriculum' alongside conventional curriculum; inclusive of activities such as guest speakers (such as STEM ambassadors), project work and subject-specific masterclasses outside of the school timetable (through drop down days and/or after the school day).
- Engagement will be encouraged by rewarding student participation through informal rewards (such as a free lunch, social events) progressing to formal awards (certificate ceremony, pins)
- Opportunities to academically excel through additional qualifications (such as EPQ, Further Maths, Extended Diploma) will be offered.

- Opportunities for students to experience new ideas and activities through a programme of masterclasses and lectures, increasing the cultural capital and providing challenge and aspiration.
- Effective teacher-student pairings will be implemented so that teachers can effectively mentor students for internal and external opportunities (such as support with HE applications).
- The use of student voice will be developed to better understand from our exceptional students how we can support their learning and developmental needs.
- Teachers will be supported to plan, develop and deliver appropriate tasks for able, gifted and talented students (such as teaching, learning and extension tasks and 1 to 1 mentoring) through staff training/CPD and sharing best practice.
- The Top Achiever Programme (initially for Year 11, extending to Years 10 and 12) will be implemented.

Externally:

- Engagement of local and national partners to inspire learners throughout the school (such as HE visits in year 9, Sutton Trust summer schools, national competitions such as Maths Challenge, F1 in schools challenge, the Oxford Project and OSCAR).
- Encouragement of supportive parental engagement to share in celebrations of achievement of able gifted and talented students, as well as providing them with strategies that will encourage and support students outside of school.
- Use of local sources of media and social media as a platform to highlight student success.