



# BROADWAY SCHOOL

## Able, Gifted and Talented Policy

### Aims

We aim to enable all our students to achieve high academic standards and therefore seek to:

- Identify AGT students using a data based approach alongside a subject nomination system and to provide appropriate provision, both curricular and extra curricular.
- Secure high quality teaching appropriate to the differing needs and aspirations of AGT students and to foster an enthusiasm for learning through a varied programme of curricular and extra curricular activities.
- Ensure that each AGT student achieves his academic potential and that all achievements, both curricular and extra curricular, are valued and celebrated.

### In order to implement these aims the school will:

- Identify the top 10% of each cohort and review this list annually, as well as identify subject specific gifts and talents.
- Support students who are exceptionally gifted or talented in any field of endeavour and support and encourage them through our curricular, extra-curricular and enrichment activities.
- Develop our provision in the IQS standards to exemplary standard in all five strands and the NACE challenge award in all nine strands.
- Maintain and develop curriculum programmes that both support and challenge students, and where possible provide opportunities for personalised learning.
- Increase teacher competence and confidence in using the latest research on teaching techniques and learning skills in general classroom practises.
- Develop the use of the CQS to review and improve teaching throughout all curriculum areas.
- Share good practise within and outside our school – linking in particular with other schools in Birmingham NW Cluster II.
- Use the work with partner schools as a vehicle to continually share good practise.
- Raise awareness amongst students of thinking and learning skills and make appropriate provision to develop these skills within the curriculum.
- Encourage co-operation and mutual support amongst all our students.

### Key Definitions:

**Able:** Students who are identified by staff nomination as able in a particular subject.

**Gifted:** Students who entered the school at level 5 in English, Maths and Science.

**Talented:** students nominated by staff in maths, art, drama or PE using departmental criteria.



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## Practice:

### Gifted and Talented Register

- A register of all Able, Gifted and Talented students will be kept and updated annually. This register will attempt to identify particular areas of strength for each student and will be available to all staff so that the able students in their lessons can be easily identified and provided for.
- The list is reviewed annually and therefore provides a fluid list.

### Means of Identification:

#### a. Able:

- All departments aim to recognise students who are able in their subject area,
- Departments will agree criteria with which to identify their able students.
- A central register of these ALBE students will be kept and maintained by the AGT Coordinator.
- DOLIs and HOD will be expected to monitor the progress of this cohort and provide support and interventions where needed.

#### b. Gifted

- In year 7 students are identified through their KS2 SATs results.
- In year 8-11 the AGT list is reviewed annually using in house data collected through teacher assessment or through GCSE module results in year 10.
- These students will form the GIFTED list – this list comprises students who are academically able in all subject areas.

#### c. Talented:

- Students who are identified in Art, Drama, Music and PS will form the school TALENTED list.

### Curriculum Provision

- The School, through departments, will provide a curriculum which supports and challenges very able students.
- Departments will begin to develop teaching and learning activities for school or home use Gifted and Talented students that seek to challenge them at the highest levels.



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- Guidance and preparation for higher education, including specific advice on University places, will be an integral part of the Year 12 and 13 programmes.
- Individual or collective teacher training in teaching and learning techniques will be provided through the Teaching and learning group and INSET. Departments will be encouraged to make the most of opportunities provided by the NW Cluster II to develop Gifted and Talented teaching skills.
- Peer observation will be encouraged, through the work of the teaching and learning groups, to develop coaching and mentoring, as well as sharing of good practice in teaching and learning strategies for gifted and talented students.

## **Enrichment Activities:**

- We will make use of the expertise amongst our own staff and will exploit opportunities for external links with professionals and experts to provide enrichment activities for our students in the form of academic workshops, clubs for interested groups, artistic and sporting events, master classes, special events, cultural visits, residential trips and competitions.
- The school will also provide opportunities to enrichment, entrepreneurial and business talents through work experience, Industrial Day and business partnership links.
- The school will maximise its use of the enrichment activities provided by the NW Cluster II
- The AGT lead teacher will exploit opportunities arising from external funding streams to develop enrichment activities for AGT students.

## **Roles and Responsibilities:**

### **Headteacher:**

- To lead the school in the role of celebrating the achievement of all students, as well as those who are AGT.
- To liaise with the AGT Coordinator.

### **AGT Coordinator:**

- To attend NW Cluster II meetings where possible.
- To generate a Gifted and Talented cohort register and make this available to all staff.
- To review the register, maintain a shadow register and oversee the monitoring of and interventions for underachieving AGT students.
- To arrange spending of the Gifted and Talented budget in line with the strategies priorities and in consultation with the AGT Lead Teacher.



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- To inform staff of any AGT issues.
- To be available to discuss development plans with subject leaders.
- To monitor and evaluate all aspects of the Gifted and Talented provision within the school.

## **AGT Lead Teacher**

- To attend NW Cluster II meetings where possible.
- To liaise with external providers regarding all aspects of extra curricular AGT provision.
- To monitor and evaluate all extra curricular AGT provision.
- To organise and chair G&T focused L&T meetings.
- To provide whole school or departmental specific INSET in teaching and learning issues for AGT students in consultation with the AGT Coordinator.
- To promote AGT across the school including amongst students.

## **Subject Leaders**

- Establish a subject specific Gifted and Talented policy within the context of the subject area.
- Identify gifted and talented students in their subject area, and update the nominations on an annual basis.
- Ensure that schemes of work make provision to stretch and challenge the AGT students.
- Monitor provision within their department for AGT students.

## **Librarian**

- To promote the use of the library for research and pleasure for all students but to have the scope to stretch and extend the most able.

## **All Teachers**

- To access the Gifted and Talented cohort register and to know which students in each class fall into this group and identify these in their mark books/electronic records and RAPs both for the overall AGT list and those specific to their subject areas.
- To understand the departmental system for nominating AGT students and contribute to these nominations.
- To offer teaching and learning strategies which challenge the Gifted and Talented students and are in line with the departments policies and schemes of work.



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**Monitoring and Review of AGT provision:**

- The provision for AGT students will be reviewed on a half termly basis by subject staff as part of their RAPs.
- The G&T Teaching and Learning group will review the progress of key pupils as an agenda item at each meeting.
- THE AGT Coordinator and Lead teacher will meet once a term to review the list and any underachievement.

