



## More able 2018-19

Author of Policy

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Signed on behalf of the Academy

To be reviewed

September 2019

All Saints Church of England Academy Plymouth aims to be an inspirational community of learning that puts faith in education. It provides a broad and balanced curriculum that strengthens the body, challenges the mind and nourishes the spirit, encouraging everyone to go beyond their best.

All Saints Academy Plymouth mission is based on four golden threads:

- FAITH – putting Christian faith at the heart of every action, providing a safe environment, and caring ethos for all
- FOUNDATIONS – creating strong foundations in learning, behaviour and success for all
- FAMILY – understanding the importance of family, the value of community and ensuring support for all
- FUTURES – preparing for bright futures shaped from excellent progress, achievement and choice for all

This policy and the associated procedures are based on these principles, aims and beliefs.

### **Purpose:**

In defining what is meant by the term **'more able' / HAP** (High Achieving Pupil) and **'talented'**, we have adopted the following definitions.

The government defines gifted and talented pupils as "those children who are achieving, or who have the potential to achieve at a level substantially beyond the rest of the peer group". It is also widely recognised that the term 'talented' refers to learners who have abilities in art and design, P.E. or performing arts such as dance and drama. These students often demonstrate an innate talent or skill in creative or sporting fields.

The term 'more able' has been adopted by the school to identify those children who demonstrate a higher ability than average for the class and who often require differentiated tasks and opportunities to learn through challenges. We believe that every classroom throughout the school has 'more' able students. These are students who are working at the top end of any classroom and their distinction is not linked to any prior attainment, only their current performance within class. 'More' able students, as opposed to 'most' able students are more prevalent in areas where streaming is carried out however even with mixed ability sets we can identify 'most' and 'more' able students. The National Association for Able Children in Education (NACE) suggests it is important to "look beyond actual progress" and that schools should endeavour to include "those who are underachieving or whose skills and knowledge may extend beyond the school's measures of progress and curriculum."

### **Procedure:**

Identification

More able / HAP (and talented students are identified through a combination of the following strategies:

- In Year 7, 8 and 9 a standardised score of 105 or higher
- In Year 10-11, those who gain L5C and above in both Maths and English will automatically be tracked throughout their time at All Saints Academy Plymouth
- Information from parents
- Peer-interaction, such as student voice
- Professional opinion of teaching staff and agencies such as Education Psychologist or academic Partners
- Subject teachers or Curriculum recommendation
- Tutor recommendation

These students would also display their ability in one or more of the following areas:

- Academic performance
- Artistic/creative talent
- Leadership
- Sporting Prowess
- Technological ingenuity
- Communication
- Interaction with others

#### Needs of More able / HAP and Talented Students

As an Academy, we recognise that More able / HAP and Talented students need a high level of support and guidance. The class teacher will be responsible for the children in their class. It is recognised that appropriate provision and support for gifted and talented children will raise the self-esteem and aspirations of all children in the school. We have identified the following needs for our More able / HAP Talented students:

- Contact with chronological peers
- Contact with intellectual peers
- Encouragement towards all round development
- Opportunities to lead in co-operative activities
- Opportunities to pursue and develop areas of personal interest
- Opportunities to learn at an accelerated rate or in greater depth
- Opportunities to develop specialist skills
- Opportunities to experience failure and regrowth (as well as success)

#### Effective Provision in the Classroom

Core provision is through the high quality first teaching and learning opportunities which is personalised and tailored to meet individual need, interest and aptitude of every student, irrespective of background and circumstance.

The More able / HAP Talented Provision at All Saints Academy Plymouth includes the following characteristics:

- There should be an awareness amongst all staff of the needs of individual students, to inform differentiation of tasks, resources and outcomes as well as an acknowledgement of differing learning styles
- Departments will ensure that all SOW include appropriate enrichment/extension material
- Early identification of the More able / HAP students so that teaching is adapted, and the curriculum is flexible so it can be tailored to meet their needs
- Groupings that allow students to be stretched from the very start of secondary school
- Expert teaching, supported by effective formative assessment and purposeful homework that stimulates students' enjoyment of the subject and focus planning on "teaching to the top"
- High expectations among the More able / HAP students, their families and teachers
- Effective training and cooperative practice, ensuring that teachers learn from one another
- Tight checks on the progress of the More able / HAP students so that any slippage is identified early and acted on

#### Effective Partnerships

As an Academy, we are committed to make effective and innovative partnerships with other Learning Institutions to best support our More able / HAP and Talented provision.

- NACE
- Specialist Provision e.g. Marjons
- Local HEI's

#### The Role of Parents and Pastoral Support

It is essential that the More able / HAP and Talented programme embraces the support the pastoral system within the school. Teachers must be aware that the identification of a student as more able / HAP may lead to peer-problems or self-esteem issues and therefore must be open to strategies to support students within the More able / HAP cohort.

Following this, we endorse The Home-School Partnership agreement and ensure that parents are informed of students being identified as More able / HAP and Talented. Parents will be encouraged to support learners, to be involved in the review of progress and target setting and in the work of the Academy through regular contact.

#### Monitoring and Evaluation

Students are encouraged to recognise and value their own skills, strengths and talents and those of their peers. This is achieved through media such as Student Voice, the use of Lead Leaders, awards and rewards based on assessment and progress. Students will be tracked throughout their school careers and profiles will be created and constantly updated by their subject teachers.

Interventions will be made within the curriculum, and through outstanding information, advice and guidance (IAG) given by their personal tutor.

We will also use data to identify underachievement through effective tracking via SIMs and Class Charts and regular Teaching and Learning reviews.