

# DE LA SALLE COLLEGE



## GIFTED & TALENTED POLICY

*“BUT BE DOERS OF THE WORD, AND NOT HEARERS ONLY,  
DECEIVING YOURSELVES.”*

JAMES 1:22

Compiled by: The Head of College	Last Reviewed: June 2024
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## Gifted and Talented Program

The Gifted and Talented Program at De La Salle College aims to engage, inspire and motivate the students who participate. The program aims to create opportunities for our learners to develop and expand their interests and, as much as possible, to take responsibility for their own learning. It is designed to provide a wide range of varied opportunities for our learners, in order to develop and extend their intellectual, scientific, cultural, political, spiritual, artistic and moral horizons over each Key Stage in the secondary school. The extended curriculum is also designed to enhance and develop our students' experience of the wider world, as well as offering them access to new skills outside of the confines of the classroom.

The Gifted and Talented Program is constructed to foster softer skills, such as confidence building, communication, team work, discussing and shaping ideas in writing and orally, independent critical thinking and to provide opportunities for students to work collaboratively and reflect on their learning. It is our intention to develop a portfolio of skills, challenges, experiences and opportunities which can be used to support applications to prestigious universities, colleges and institutions in Key Stage 5.

## Identification of Gifted and Talented Students (KS3 & KS4)

Whilst students nationally are often deemed 'Gifted and Talented' by looking at their CAT scores alone, we endeavour to look beyond just the CAT scores.

As a starting point, we will focus on students with an overall mean CAT score of 126+. Our second focus will be on pupils who achieve 126+ results in 2 or more areas of the CAT scoring system (Verbal, Quantitative, Non-Verbal and Spatial).

At the beginning of each school year, we will cross-reference Year 7-10 end of year exam results of the top 2%, with those who have been identified previously through their CAT scores. This will provide evidence of those who should be selected for the Gifted and Talented Program.

We will also include teacher nominations from the Heads of Department, who can put forward pupils they believe should be enrolled in the Gifted and Talented Program. They will need to complete a referral form, which will include evidence in the form of classwork, test results, or proof of gifted and talented abilities to support their nomination.

Once this list is compiled, the Gifted and Talented Coordinator and the Head of Academics will confirm the Register for the Gifted and Talented Program.

## Process of enrolment onto the program

Each student identified on the Gifted and Talented Register, and their parents, will be invited to an individual meeting with the Gifted and Talented Coordinator. Years 8-11 meetings will take place before October half term and Year 7 will be after the half term.

The purpose of this meeting is to:

- outline the Gifted and Talented Program and the various opportunities being offered,
- give out and explain the questionnaire identifying strengths, skills and areas of interest in each student's profile, as well as identifying possible gaps in their educational experiences,
- explain the use of the Student Portfolio to measure engagement, and
- explain the pattern of regular meetings, communications with parents and the purpose of the Student Portfolio.

## Student Portfolio

The Student Portfolio will be used as a log for each pupil to record and reflect on their achievements, experiences, awards, prizes and certificates.

Students will meet with the Gifted and Talented Coordinator at least once every half term to ensure that activities are being completed, as well as ensuring that each activity is being recorded and reflected upon.

The Gifted and Talented Coordinator will update parents at the end of each term, outlining what each individual student has undertaken and their performance in each activity.

## Aims and provision for KS5

The principle aim of work with our most able students at KS5 is to create opportunities for those students who will be aiming to gain entrance to top universities. At the moment, this is not a monitored register for gifted and talented pupils, but we will be extending the program into the Sixth Form as it progresses. All activities are open to the whole Sixth Form, as pupils are encouraged to engage in various events to support their post-secondary options.

Discussions with students in relation to future options are provided through their Sixth Form interviews, which take place in October with the Head of Year 12 and tutors and, following AS results during the last week of summer holidays, with the Head of Year 13.

The Gifted and Talented Coordinator will pass on their register to the Sixth Form team so they can be supported and will meet with those students once a term to check in with their progress and achievements outside of the classroom.

PSHE lessons are focussed on skill development, careers opportunities and UCAS support. This is carried out with the support of guest speakers from various industries (KPMG, Aztec, EY), skills workshops (CV writing, interview skills, etc.), and various opportunities that are shared with the whole year group via Teams (Youth Debate).

## Subject specific roles

The Gifted and Talented Program does not negate the need for subject specific provision. Individual Heads of Department are still responsible for identifying talented students in their academic disciplines and providing opportunities for extension work within lessons. Appropriate challenge within the curriculum needs to be identified and planned in their Schemes of Work and Programs of Study.

Each department is responsible for offering an event/activity for each Key Stage every academic year. The aim of these events is to push our students and to give them opportunities outside of the classroom. Events can cover multiple Key Stages, for example the Science Fair covers KS3 and 4, so they would only need to run one additional event for KS5. These events should relate to the specific subject, but do not need to be linked to the Programs of Study. They can be external events or competitions (e.g., Poetry Competitions for English) or events that are organised and run internally (e.g., House Art competitions). The Gifted and Talented Coordinator will keep a log of the various events that occur throughout the year.

## Gifted and Talented Primary

Within the Primary School, Gifted and Talented students are provided opportunities to explore and extend their talents within the normal classroom differentiation strategies. Various forms of assessment are used to identify particular skills or a general high ability, and learning opportunities are devised by teachers to develop and enhance this capacity. The effectiveness of this provision is monitored by the class teacher.

Where specific gifts and general talents relate to non-academic areas – sporting abilities, artistic talents, speaking or social skills, for example – opportunities outside of the classroom are explored. These may include after-school clubs and competitions, links with outside organisations, or access to “higher-level” opportunities and expertise through liaison with the secondary school.

Similarly, the Primary School is able to provide extension and enrichment opportunities for secondary students who have skills and talents which can be extended through involvement in the Primary School, e.g., opportunities to coach sports; support teaching in specific areas (art, music, reading, academic subject); attend Primary visits / residentials as volunteer staff etc.