



400 YEARS OF EXCELLENCE

Most Able and Talented Policy

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Policy Lead	Louise Morris
Governor or SLT approval	SLT
Governor committee responsible for policy	Curriculum

At Richard Hale we promote a growth mindset, encouraging and supporting our students to engage in challenging tasks to achieve success. The school also recognises that its most able students have specific academic needs including high aspirations, challenge and opportunities outside of the normal curriculum in order for them to reach their full potential.

Identification of Most Able and Talented Students

The school identifies and reviews most able and talented pupils at all stages of their school career; this includes reviewing recommendations made at primary school transfer. The school maintains a register of most able students. Main criteria for inclusion are:

- A mean or non-verbal CAT score of 125 and above, or
- Performance at the end of Key Stage 3 or during Key Stage 4 that suggests attainment of straight 7-9 grades at GCSE is possible

Departments also maintain a list of students they consider to be most able in their subject. These lists are reviewed and updated regularly.

Supporting Most Able and Talented Students

This is the responsibility of all teaching and pastoral staff. All teachers have a copy of the register and will therefore know which pupils in their teaching groups or form have been identified as most able or talented. Lessons, homework and independent study tasks are planned with the appropriate level of challenge for students to reach their full potential, details of which are included in the Teaching and Learning and Homework and Independent Study policies. Enrichment and extension activities are planned for and students are actively encouraged to routinely include independent learning in their personal study programmes outside of lessons. Student performance is tracked by Heads of Department, Heads of Year and Form Tutors across all year groups, and interventions are put in place if expected progress is not made.

Many opportunities are available for most able and talented students outside of lessons throughout their school career. These include trips, visiting speakers, attending university lectures, competitions and workshops. In Years 11 and 12 high attaining students enter our Prestigious Universities Programme where they attend a series of lunchtime sessions run by staff to broaden and deepen their knowledge on a range of topics outside of the curriculum, develop their thinking skills and provide information and advice on Higher Education opportunities. Groups and societies for potential Oxbridge students and specific degree courses including Medicine also run in the sixth form, and students are encouraged to lead these sessions. Sixth form students are also given the opportunity to study for an EPQ outside of their timetabled lessons. This process, which begins in Year 12, enables students to carry out a project of their own choice under the guidance of a teacher mentor to achieve a qualification worth half an A Level.

Special provision is also made for students with particular talents who require our support to fulfil their potential at national and international level. This includes talents in the fields of sport, drama and music for example. Provision will be allocated on an individual basis, and may include authorised time away from school and our support in ensuring this does not have a negative impact on their academic progress.