



ALL SAINTS RC SCHOOL, YORK
Diocese of Middlesbrough



ABLE GIFTED AND TALENTED POLICY

(from now onwards to be known as)

ABLE INTERESTED AND MOTIVATED (AIM) POLICY

*“to one he gave five talents, to another two, to a third one; each in proportion to his ability.”
(Matthew 25:15)*

1. Principles of the Policy

All students should be encouraged and challenged to achieve their full potential through a differentiated, broad and balanced curriculum. This should occur within the classroom and through identification and provision of additional pathways, including extra-curricular activities where appropriate.

2. Definitions

The DfE promotes the figure of the top 10% nationally of the school's population for the cohort of gifted and talented (G&T) students in the school. Gifted are the potential high performers in traditional 'academic' fields of study; talented are the potentially high performers in the arts, music and sports. Able students will be identified by their potential to progress on to the G&T register within All Saints RC School.

3. Name Change

The name change to AIM is not a branding gimmick: it reflects the new direction of the school as regards its provision for 'gifted' students. The addition of interested and motivated gives a much greater fluidity to the process and seeks to include students with an engaged passion for a subject, even if they are not in the top 10% of the whole school cohort.

4. Aims

- Provide a more challenging experience for students in all subject areas.
- To improve levels of attainment and motivation of the AIM.
- Ensure staff are equipped to recognise and effectively cater for the AIM.
- Provide appropriate learning support and pastoral care to enhance students' motivation and confidence.
- Break down any barriers to learning and reduce underachievement.
- Involve parents/guardians as far as possible in the learning programmes and the experiences devised for their children to support fields of talent.
- To make effective provision for AIM students by ensuring that we work together on areas such as inset needs and enrichment experiences.

5. Implementation

The top 10% of students identified as AIM by school data, including MIDYIS will be recognised on the school data system which should instantly flag them up as able students to any class teacher. However this is not the only way of implementing, identifying and supporting these students. The new database identifies students by their ability in each subject and thus gives an overview of who are the students who are performing at the top level in an individual subject and also those who are performing exceptionally in a range of subjects. This should be far more supportive to staff teaching these students and allow for much greater fluidity in the system; particularly for late developers in a subject area.

6. Roles and Responsibilities of Staff

Teachers will provide appropriate challenge for the most able students to achieve their full potential. Teachers will monitor progress of the most able and put into place strategies to reduce underachievement where identified. Subject Leaders will monitor this process and address any concerns which arise. This will be monitored by School Leaders through line management. The AIM Co-ordinator will develop close links with subject AIM link teachers and play a lead role in developing, sharing and encouraging best practice within School. They will also develop links with outside agencies. The AIM co-ordinator will report to the Deputy Headteacher and they will share the monitoring and evaluation of AIM provision at All Saints.

7. Monitoring, Evaluation and Review

The Governing Body will review this policy every two years and assess its effectiveness and implementation.

8. Availability

This Policy will be included in the Staff Handbook, on the School website and copies for interested parties will be available from the Head Teacher's PA.

Person Responsible :	<i>Deputy Headteacher</i>
Reviewed by :	<i>Governors Curriculum committee</i>
Last Review Academic Year :	2016-2017
Next Review Academic Year :	2019-2020