



**MERCHANT
TAYLORS'
SCHOOLS**

For Boys and Girls
aged 4 to 18 years

GIFTED AND TALENTED POLICY

Gifted and Talented

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Able, Gifted and Talented Policy
Merchant Taylors' Girls' School

Aims

- To continue to develop a rigorous system for identifying and monitoring the progress of able, gifted and talented pupils.
- To ensure that subject teachers are made aware of the able, gifted and talented pupils in their subject and that stretch and challenge activities are provided accordingly. (For individual subject G and T policies see Gifted and Talented Audit file).
- To provide a programme of stretch and challenge activities outside of the usual curriculum to widen the horizons of gifted and talented pupils. This programme is known as the Harrison Group.
- To raise the aspirations of gifted and talented pupils through membership of the Harrison Group and the extra stretch and challenge opportunities available.
- To raise the aspirations of pupils outside of the Harrison Group who aim to improve on their achievements in order to gain membership to the Harrison Group.
- To monitor the progress of gifted and talented students to ensure that their achievements are reflective of their ability.
- To identify able, gifted and talented pupils who are underachieving and provide support to help them reach their potential.

Identification

Using ISI terminology of :

- Able: general academic ability
- Gifted: specific academic ability
- Talented: elite ability in art, music, drama or sport

In the first instance data such as MIDYIS (120+) and Entrance Examination results are used to identify gifted students. Teacher recommendations from MTPS and the SHINE coordinator are also taken into consideration. The students selected usually represent the top 20% of the ability range for their year group. These students become members of the Junior Harrison Group.

At the end of each academic year the list of Junior Harrison Group students is reviewed based on performance in summer examinations and teacher

recommendations. This allows for students who perform well in examinations to be added to the list and for students who are underachieving to be identified and given conditional places. Students on conditional places will be made aware of the need to improve their grades and will be monitored more closely than other members throughout the year.

In upper school data such as YELLIS, Y10 examination results and staff recommendations are used to review the list of Harrison member and pupils are often added to the list at the end of Y10.

In the sixth form all students are invited to join the Harrison Group in a process called 'self selection'. This allows all students the opportunity to expand their horizons and get experience of attending university style lectures and delivering presentations.

Provision

At a department level subject teachers provide stretch and challenge activities accordingly during lessons. Each department also provides opportunities for extension outside the classroom such as guest lectures, clubs, clinics, reading lists and competitions such as Maths Challenge and the Geography World Wise Quiz.

The Junior Harrison Group provides a programme of events for Y7-10, including workshops, lectures and full day events such as Maths Puzzle Challenge days and Young Apprentice Day. Students also get involved off site with trips to the theatre, lectures and competitions such as Merseyside Medical Challenge Day and Merseyside Science Challenge Day.

In sixth form the vast majority of students choose to become members of the Harrison Group. These students are expected to attend a programme of forums, presentations and lectures covering a range of subjects. Pupils in year 13 are expected to deliver a presentation that results in a debate with their peers and teachers. 'Key Note' lectures delivered by external academics and professionals are the highlight of the year and these have covered a range of subjects such as the Ebola virus and 'String Theory'. There is a launch event at the beginning of Y12 where students are invited to join the Harrison Group and a formal dinner is held at the end of Upper Sixth to celebrate their membership.

Oxbridge

Students in the Harrison group are introduced to the idea of Oxbridge in Y9 where they take part in group interviews and answer Oxbridge style lateral thinking questions. They are also given advice on what they need to do if they are considering applying to Oxford or Cambridge.

In Y12 students are offered the opportunity to visit the University of Oxford and then are guided through a programme of events, meetings and mock interviews with the designated Oxbridge coordinator.

Management

The Harrison group was introduced in 2008 and was managed by a senior member of staff. Since 2013 The Harrison Groups have been managed by a member of the teaching staff who is committed to the development of the gifted and talented programme throughout the school.

The specific outcomes we seek

The specific outcome of the Able, Gifted and Talented policy is to maintain and build on the success of our students at A Level and GCSE, with specific reference to the percentage of A and A* grades. In 2010/2011 53.9% of A Level grades at MTGS were A and A* grades. The tables below shows how the percentage of A* and A grades has remained high at A Level and GCSE, in spite of government changes to make examinations more difficult. In 2014/2015 the percentage of A* and A grades was 53.4% and as this is a very high figure, our aim is to maintain or even improve on this percentage.

A Level	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015
A*-A	53.9%	57.8%	51.9%	39.5%	53.3%

GCSE	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015
A*-A	72%	69.6%	68.2%	60.7%	60%

Programme for Talented Performers

We inevitably will have a number of students in the School, whose performance in art, sport, music or drama will place them in the elite category for their skill and talent ('Talented' by ISI definitions). We will endeavour to make their route through school as smooth as possible and through negotiation will:

- Adjust the curriculum to allow the time and space for the pupil to complete their requirements for their specific training (which will involve some or all of reducing the number of subjects, permitting absence from PSHEE, PE or General RS in agreement with parents).
- Allow absences to be authorised for the student to attend any masterclasses, competitions or training programmes.
- Provide the programme of study, specification and associated materials whenever possible to allow for the student to catch up with their cohort.
- Provide feedback on any submitted work, whether this is completed remotely or on-line or on an alternative timescale.

The negotiated adjustments and provision are in addition to the 'normal' school provision (and must be read in conjunction with Merchant Taylors' Schools' Terms and Conditions).