



REDMAIDS' HIGH SCHOOL

FOR GIRLS | BRISTOL

SENIOR SCHOOL & SIXTH FORM

CODE OF PRACTICE - THE ATHENA PROGRAMME Provision for More Able, Gifted or Talented Students

Background

Redmaids' High School is a selective school, with the majority of students being of national average or above average ability. In this context it is our aim to:

- recognise each student's individuality within the context of high and consistent expectations.
- identify More Able, Gifted and Talented children quickly and positively in the school.
- enable staff to feel confident about working with more able students.

Teacher expectations are high for all students and learning is differentiated in lessons, but it is felt that if we are to fulfil the school's aims for all our students then some special provision should be made for our most highly-achieving students, both those with exceptional academic ability and those with precocious talent in any area.

Definitions:

More able: those identified as being in the top 10% of the year group cohort according to their baseline data or who have been identified by a subject teacher

Gifted: those identified from their data or who have been identified by a teacher as being exceptionally able

Talented: those identified by subject staff in wider curriculum areas such as art, music, drama, PE and IT as performing substantially ahead of their peers, and, where applicable, achieving precocious success in the relevant exams, competitions or sports teams.

Practice

The identification of more able students is the responsibility of all the staff who are in contact with them:

1. Evidence from the MIDYIS, YELLIS and ALIS scores for More Able or Gifted students is used as a starting point to identify the top 10% (TT) of each year group cohort. This is collated and shared by the Athena Co-ordinator.
2. Class and subject teachers may propose names of students to be added to

Reviewed June 2021

Athena - More Able, Gifted and Talented 20.21

three lists.

3. Evidence from music and drama exams, competitions, sports teams and parental information about out-of-school achievements for talented students, is collated by subject staff in the relevant departments.
4. Staff make a joint decision based on all the evidence, resulting in a register of More Able, Gifted and Talented students.
5. We recognise that relative ability can change over time and so a review of those students identified as Gifted and Talented is carried out annually in October. Individual students may be considered for addition or removal from the register at any time

Provision for Academically More Able Students

1. These students should be able to be catered for within the differentiated provision normally provided at the School.
2. Where appropriate, extension and enrichment materials will be given in class, and students will be individually considered for participation in extra events, challenges, competitions or courses etc.
3. Intellectual challenge for these students must be through the quality of work rather than the quantity.
4. Self-initiated and self-directed learning can be given to the exceptionally able student to develop their knowledge.
- 5.

Provision for Academically Gifted Students

As above, with the addition of:

1. These students *may* need a specially planned programme of work rather than that normally provided.

Provision for Talented Students

In the case of Talented students, subject and specialist staff have particular responsibility for their development through mentoring and opportunities for participation in extra-curricular events such as, masterclasses, competitions and tournaments.

Staff Training

Redmaids' High School offers a range of teaching and learning CPD opportunities for staff, which include sessions on successful differentiation, and stretching and challenging the more able. The Assistant Head – Co-curricular and the Athena Co-ordinator will liaise with the Deputy Head Academic to provide further opportunities for G&T specific training opportunities for staff.

Athena Programme

The Athena Programme not only offers 'stretch and challenge' opportunities for girls to go beyond the set curriculum, but also facilitates the development of independent enquiry skills, adding an additional layer to the provisions available

Reviewed June 2021

Athena - More Able, Gifted and Talented 20.21

in lessons and through the extra-curricular activities programme. The purpose of the programme is two-fold:

- To provide for the needs of girls who are considered to be More Able, Gifted or Talented.
- to offer opportunities for all girls in the school to develop their abilities in particular areas of interest.

Athena programme activities include:

Year 7: Subject-specific twilight sessions designed to encourage curiosity and extension of students' learning beyond their subject curricula.

Year 8: Subject-specific twilight sessions with a cross-curricular element, designed to encourage problem solving and creativity.

Year 9: Students will be offered the opportunity to undertake a research project on a topic of their choosing, the outcome of which will be a presentation to the school community as a 'Junior "Red" Talk' or Redmaidio broadcast.

Year 10: As well as being able to attend twilight sessions run by departments, Year 10 students will have the opportunity to complete an AQA Level 2 project qualification on a subject of their choosing.

Year 11: Subject-specific discussion groups with the aim of helping girls think beyond their GCSE courses to 6th form study and beyond.

Year 12 & 13: Students will have the chance to attend trips organised to talks and other events in and around Bristol, organised by the Athena Coordinator. An online bulletin is also published regularly to highlight any other opportunities for further learning.

Students are also encouraged to carry out their own independent research and present their findings to the school community as part of our 'Red Talks' programme.

Many of our more able students choose to apply to Oxbridge and/or other competitive courses, such as Medicine and Engineering. Support for these applications is provided by the Assistant Head of Sixth Form (Academic).

Athena activities are open to all. Where the events are designed for smaller groups, pupils will be allocated places initially on a first come, first served basis, and a waiting list will be produced. A record of attendance will be kept and the Assistant Head Co-curricular and/or the Athena Co-ordinator will use their discretion to ensure that as many girls as possible are able to access the opportunities available.

Reviewed June 2021

Athena - More Able, Gifted and Talented 20.21

Involvement with the Athena programme is overseen and monitored by the Assistant Head – Co-curricular (Yrs 7-9), Alice England, and the Athena Co-ordinator (Yrs 10-13), Christine Locock. Students sign up to Athena opportunities via the Hub and attendance at/participation in these will be monitored by the member of staff leading the session and by the Assistant Head – Co-curricular. Tutors will encourage students to participate in events and the Assistant Head – Co-curricular and the Athena Co-ordinator will liaise with staff about student engagement with the Athena programme.

Athena Colours (Junior half and full colours and Senior half and full colours) will be awarded as a result of exceptional involvement in the Athena programme. The decision will be made to award these colours by the Assistant Head – Co-curricular and the Athena Co-ordinator based on the attendance of students at Athena events and discussions with tutors and subject staff, where appropriate.

All departments should ensure that opportunities are offered in their subject area as part of this programme. Opportunities should be offered to all girls if numbers allow, however specific girls may be targeted for a certain event or trip. In this event, the Assistant Head Co-curricular and/or the Athena Programme Co-ordinator will liaise with subject staff to provide a list of suitable girls based on the year group, subject area and nature of the event or trip.

Laura Beynon/Gilly Rowcliffe June 2021
Review date May 2022

Linked policies: SEND and Monitoring, Reporting & Assessment