



**ABLE, GIFTED AND TALENTED**  
**Business Studies DEPARTMENT POLICY**

*"To one he gave five talents, to another two, to a third one; each in proportion to his ability."*

*(Matthew 25:15)*

**1. Criteria for identifying Able/Gifted/Talented**

- Teacher observation and assessment of a student's work that would typically demonstrate:
  - Skills of analysis and evaluation
  - Investigation and recommendation / decision making skills
  - Research and problem solving skills
  - A practical appreciation of the subject / topic areas
- Target grade indicators which are generated from a variety of sources of quantitative data

**2. Provision**

Each class is made up of students of varied and mixed ability. Therefore the needs of our highly able students may be met through:

**Internal**

- **KS4 & KS5:**
  1. The nature of the course pre and post 16 which places emphasis on the development of the critical reasoning skills of analysis and evaluation. Accessing these higher levels of response can motivate such students.
  2. Yr 10 and Yr12 marketing projects encourage investigative, decision making and creative skills.
  3. Yr10 and Yr12 production and finance activities encourage problem solving.
  4. Pre and Post 16 coursework seeks to develop independence, information gathering and communication skills. Individual teacher contact can facilitate discussion and the understanding of additional complex concepts.
  5. Some work is completed in ability groups e.g. Applied GCE Unit 8 Business Planning.
  6. Self Evaluation – students are encouraged to reflect on their progress and attainment on all courses at the end of each unit of work.

## **External**

- **KS4** Project challenges such as pro share investment competition, the CPP Innovations In Action competition and Griffins Nest are examples of competitions that can be a rewarding experience and extend the highly able student.
- **KS5** A Community Fund Raising challenge is also conducted with Yr12 A level as a vehicle for developing enterprise and business acumen.
- **KS4 & 5** Visits to businesses and from outside speakers can reinforce the highly able students' understanding of the subject through discussion and are a frequent feature of the courses, particularly post 16.

### **3. Department ethos (values and support)**

- The Business Studies department strives to allow all students to move forward in their learning by generating enthusiasm and understanding of the subject.
- It is important to identify those students who possess a particular talent for Business Studies and by communicating, supporting and encouraging that potential, an able student should maximise their level of attainment. This strategy is also likely to be successful in raising the standards of all students generally.
- Each teacher will build on general provision, setting challenging targets and create a climate for the highly able to flourish. Certain activities devised within the curriculum lend themselves to situations in which the highly able student may revel.