

Local Procedure Title	Talent Development Local Procedure
Site	Sketchley School, Forest House and Progression House
ECS Policy number and title	N/A
Local Procedure reference	38
Local Procedure date	March 2018
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Local Procedure Author(s)	SJ Astbury
Local Procedure Ratification	Checked and Approved by:

At Sketchley School, Forest House and Progression House, we strongly believe that areas of talent should be identified and supported amongst our students. This is supported through our curriculum aims, which include:

- Reach their full potential and be well prepared for the future
- Be able to follow passions and develop as an individual

Following on from an extensive study into talent in autism, this local procedure has been written to support the following aims:

- Actively seek out talents in our young people
- Include everyone in talent identification (students, staff and parents)
- Record the talents of students
- Create strength based targets for our students
- Allow time in the school week for talent development
- Use staff skills and community resources to support areas of talent

1. Actively seek out talents in our young people
2. Include everyone in talent identification
<ul style="list-style-type: none"> – Staff across all three sites should actively seek out the talents of the young people they are working with. – This should be through communicating with parents, the students themselves, and other staff members. – If staff become aware of a possible talent held by a student who is not in their class/ tutor group, they should report this to the class teacher/ tutor.
3. Record the talents of students
<ul style="list-style-type: none"> – Pupil profile documents will be used as a method for recording strengths/ areas of talent, as well as special interests (a large contributing factor to talent development). – This will be in place by May half term 2017. – This will be monitored through red file audits.
4. Create strength based targets for our students
<ul style="list-style-type: none"> – Strength based targets will be included within 'personal targets documents' and within relevant lesson planning. – This will be in place by May half term 2017. – This will be monitored through personal targets audits and planning audits.

<ul style="list-style-type: none"> - Areas of talent to be included in annual review/ EHCP discussions.
<p>5. Allow time in the school week for talent development</p>
<ul style="list-style-type: none"> - Each school site to develop time within the week where students can develop their individual areas of talent (this can be through lunch time clubs, courses on offer, external visits, intervention sessions etc.)
<p>6. Use staff skills and community resources to support areas of talent</p>
<ul style="list-style-type: none"> - Each school site to embrace the talents of their staff and use these to support students. - Each school site to investigate opportunities for talent development of students in the local community.

Local Procedure Review History:

Date Reviewed	Reviewer	Summary of revisions