

Bedales School Able, Gifted & Talented and Scholarship Policy

INCLUDING EYFS

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Bedales School Able, Gifted & Talented and Scholarship Policy

Bedales and Bedales Prep Approach

Bedales is innovative and distinctive in its approach to teaching and learning. This approach extends to the education of 'Able, Gifted and Talented' students (A, G & T).

The work of Carol Dweck on 'fixed' versus 'growth mindset' is a familiar and respected concept in schools. Dweck coined the terms 'fixed mindset' and 'growth mindset' to describe the underlying beliefs people have about learning and intelligence. When students believe they can get smarter, they understand that effort can make them stronger. Her research has shown that to praise a student for their efforts encourages them to seek further challenge. In contrast, praise that is directed towards a student's status as 'clever' or 'able' can have a negative impact and make students not identified as such feel disengaged. It has also been suggested that this labelling of student's ability can discourage 'gifted' students from pushing themselves beyond areas of prior strength.

The idea of positive yet challenging learning environments is something that Bedales prides itself on. The trappings of traditional boarding school life, in particular, competitive houses, have been avoided and the academic challenge at Bedales is not about winning against others, but flourishing intellectually in one's own right.

The Bedales approach to A, G & T aims to encourage students to push and challenge themselves and recognises that a student's ability can grow and develop over time. As such, Bedales has moved away from a standard 'teacher identification' model of 'giftedness', and now provides for stretch and challenge in a number of different ways. These are outlined in the sections below.

Bedales Pre-prep

At Bedales Pre-prep we provide an array of opportunities for children to unearth their talents. The teachers know the children very well, both as characters and learners, and we provide them with learning opportunities appropriate to their abilities, whilst ensuring that we focus on their social and emotional wellbeing. All abilities are well catered for. We observe, identify and challenge our children with appropriate tasks matched to extend their learning. We seek out 'intellectual playfulness' that develops their curiosity and inquisitive nature. We plan suitably challenging learning opportunities as part of every lesson.

This will involve:

- Effective assessment for learning that informs the planning of challenging curricular targets and differentiated learning objectives
- Child-centred and child-directed learning which will expand and challenge their critical and creative thinking skills
- Opportunities to learn collaboratively developing their social and emotional skills as well as providing opportunities for leadership and developing problem-solving skills.

The small classes and small child-teacher ratios mean we can effectively personalise the learning. This promotes:

- High levels of engagement
- Independent learning, with children having control over learning and assuming responsibility for learning and behaviour
- Confidence in their own abilities, with high self-esteem and strong social skills.

At Bedales Pre-prep we encourage an environment where making mistakes is seen as a learning opportunity, where the learning process is more important than the end product or outcome, and where questioning and intellectual playfulness are encouraged.

3i

The most visible part of our A, G & T provision is 3i. The 3 'i's are *Intelligence, Initiative and Individuality*, and derive from a phrase which was coined by our founding Head, John Haden Badley. In doing so, the 3i provision aims to encapsulate the core components of what we want to see in our students.

The 3i programme is open to any student who nominates themselves, however teachers and tutors can suggest a student be added if they believe that it will be beneficial. At Bedales Prep, parents can also make this nomination on behalf of their child.

All 3i students at Bedales senior school receive a regular bulletin which lists stretch/challenge events happening in and out of school, a topic to stimulate thought, competitions they might like to participate in, and logic and maths puzzles. Some of the puzzles are from the more accessible questions in the Oxbridge admissions assessments, which means students from Blocks 3-6.2 (Years 9-13) are exposed to complex and challenging questions much earlier than they would otherwise.

Students have enjoyed considerable success in essay competitions and external awards. For example, Bedales has recently had two finalists in the John Locke essay Prize, a student won the Institute of Economic Affairs Prize in the schools' category, and in 2021, a Bedales student won the Immerse Education Essay Competition. This was a record-breaking competition with thousands of entries from students attending leading schools all over the world. In 2022, a Block 5 (Year 11) student won the prestigious Arkwright Engineering Scholarship, which is awarded only to the top 10% of applicants.

At Bedales Prep, students have the opportunity to engage in weekly 3i topical debates, in addition to attending guest talks. For further stretch opportunities there is a 3i display board that has puzzle sheets and articles to read, which are frequently refreshed.

Students in 3i at Bedales Senior and Bedales Prep are invited to record their attendance at 3i events, such as, attendance at talks, undertaking challenging work or organising a student-led intellectual talk. Students who partake in a significant number of events within and out of school, are eligible for 3i rewards at the end of term, which range from a board games night to a trip, or a book token.

3i+

As the 3i programme is open and inclusive to all students, it does not provide the School community details of students who need to be stretched. Therefore, a subgroup of 3i known as 3i+ has been developed. The 3i+ group comprises of students with high prior attainment, and includes academic scholars, Oxbridge candidates and other students with high MidYis or ALIS scores - the top 10% from each cohort. In addition, during January and February, Heads of Faculty will be asked to review the 3i+ group, as often academic prowess can develop throughout students learning journeys, and thus an additional indicator of performance is included. We have found that this is clearer, more efficient and less subjective than a teacher nomination model.

3i+ is not a label we share with students, for the mindset reasons outlined above, but it is a helpful list for teachers to have access to (via iSAMS) student to further support students' learning journey.

Bedales' Scholars

Overview

Bedales approach to scholarships align closely with our aim “to develop inquisitive thinkers with a love of learning who cherish independent thought”. The scholarship programme is honorific and aspirational, enabling students to play a key role in the daily life of the school, whilst furthering their aspirations and working closely with their peers.

Students can apply for scholarships in Art, Music, Dance, Drama, Sport and other academic subjects to encourage their appetite for research, enquiry and development. Scholarships can be awarded at any entry point to Bedales, with the exception of the final year of study. Allocation of scholarships is reviewed annually and is based on the student's performance at Bedales. There is no reduction in school fees for academic scholars.

Scholarship fund

All scholarship recipients have access to a research fund (2023/24 rate: £500 per year). This fund enables students to develop their study in an area of their choosing. Students can choose to accumulate and roll over any un-spent allocation on to their academic year only. Any scholar wishing to roll over their fund must have this approved by end of May of the first year. Students can access their fund through consultation with the Deputy Head (Academic) and / or the Head of Academic Enrichment.

Expectations of Scholars

Scholars are a key part of the school community and as such, are expected to behave in a manner that promotes academic excellence, and which reflects the values of the Bedales community. All scholars are expected to sign the schools' 'Expectations of a Scholar' form (Appendix One), to confirm that they accept the terms of the award. Music, Art, Design, Sport, Dance or Drama Scholars will have subject-specific expectations to adhere to. Academic scholars will be part of the Schools' Gifted and Talented 3i Programme (*Intelligence, Initiative and Individuality*) and are expected to be leading members of this group. Students with Sixth Form Academic Scholarships will usually complete the Extended Project Qualification in 6.1 (year 12) or fulfil another extension activity that has equivalent academic challenge (e.g. enter an external essay competition, facilitate an academic talk / debate, contribute to the 3i Bulletin).

Academic Scholarships

The provision of Academic Scholarship is designed to:

- Celebrate academic excellence.
- Provide students with the means and opportunity to develop their talents and areas of interest.
- Encourage students to share their interests and knowledge with the school community both by assisting others and by setting a motivational example.
- Create a culture of aspiration and achievement in a broad range of fields.

Art Scholarships

Students awarded Art Scholarships are expected to take part fully in the School's Art Society, visiting exhibitions, attending lectures, and hosting visiting professional artists. They are also encouraged to exhibit their work each year in School, as well as share their expertise and skills with students from Bedales Prep and pre - prep and other visiting feeder schools. Students awarded Art Scholarships also have access to a grant each year (up to £500) to support their artistic development in consultation with the Head of Art.

Music Scholarships

Music Exhibitions – this is not means-tested and is in recognition of a student's musical talent/potential. This award comprises one free lesson per week on a student's principal study (instrument or voice).

Music Scholarships – students receiving this scholarship are offered two periods per week of free tuition on their principal study (instrument or voice). Further funding for support on a second study may be available at the discretion of the Director of Music. Students awarded Music Scholarships also have access to a grant each year (up to £500) to support further musical development in consultation with the Director of Music.

Drama & Dance Scholarships

Students awarded Drama & Dance Scholarships are expected to be ambassadors for their subject, taking opportunities to develop their abilities while they are here. Those opportunities that make up the minimum expectation for Drama & Dance Scholars include auditioning for plays, supporting (or producing) student dramatic work, taking actor training (vocal) sessions and watching performance work in our beautiful timber-framed theatre (whether international, national or our home-grown work). We are proud of our exceptional scholars as they exemplify the student appetite for Drama & Dance here at Bedales, whether that is in class or in the rehearsal room outside curriculum hours. Drama & Dance Scholarship beneficiaries have access to a grant each year (up to £500) to support the development of their drama & dance skills, in consultation with the Director of Drama & Dance.

Table 1: Overview of Scholarship Awards and Assessment dates:

| Bedales Prep Scholarships | Assessment | Application |
|---|------------------------------------|------------------------------------|
| 10+ Music (younger, exceptionally gifted musicians: please enquire) | January of year of entry | Mid November before year of entry |
| 11+ Academic | January of year of entry | No separate application needed |
| 11+ Academic, Music | January of year of entry | Mid November before year of entry |
| Bedales Scholarships/Awards | Assessment | Application |
| 13+ Academic | January of year of entry | 30 November before year of entry |
| 13+ Music, Art | January of year of entry | 30 November before year of entry |
| 16+ Academic, Music, Art, Dance, & Drama | November before year of entry | Early October before year of entry |
| 16+ Sport | Mid-October & before year of entry | Application form and presentation |
| 17+ Design Bamsley | Internal – end of 6.1 | No application required |

Annual Review process for all scholarship beneficiaries

1. **Students of concern:** if there are concerns about student performance and progress of a scholarship holder, targets will be set mid-year, for end of year review. These targets will be confirmed in writing to parents of the award holder.
2. **Normal review:** the outcome of the annual review will be communicated to parents to confirm continuation of the award into the next academic year, by the Assistant Head (Student Progress) and / or Head of Able, Gifted & Talented, Deputy Head Academic, Bedales Prep
3. **Decision:** The Head at Bedales and Bedales Prep (for I1+students) decision is final in relation to all scholarships and the school reserves the right to change its admissions and scholarship policies at any time, if necessary.

Internal awards

In addition to the scholarship awards outlined above, there are also a number of internal awards across a range of disciplines for current Bedales students.

Block 3

Kadian Harding STEM (Science, Technology, Engineering and Maths) award – financial award (£100 each) to two students demonstrating academic excellence in STEM and non-curricular excellence in STEM. Awarded at the end of Block 3 (Year 9).

Block 5

Bedales Sixth Form Sports Scholarship – Awarded at the end of November in Block 5 (Year 11) in recognition of outstanding contribution to School sport. This award is held by the student for two years in the Sixth Form, subject to satisfactory progression through the Sixth Form. Beneficiaries will have access to a grant of up to £500 per year to support their sporting development, in consultation with the Director of Sport.

6.1

Awards are made to students at the end of 6.1 (Year 12) for their contribution in particular areas:

- Dance & Drama - financial award for student(s)
- Design - financial award for student(s)
- The Design Barnsley Scholarship – awarded at the end of 6.1 (Year 12) to a Design student to benefit from mentoring during their 6.2 year from James Ryan, Designer-Manager of the Edward Barnsley Workshop based in Froxfield.

Oxford and Cambridge Applicants

Every year, a selection of 6.2s and Old Bedalians, will decide to make an application to Oxford or Cambridge universities.

The process of preparation for applications begins in 6.1. All 6.1 students are sent a form to fill out if they are interested in applying to Oxford or Cambridge with their GCSEs, their choices at A Level, their likely subject choices, and what they are currently learning about beyond their A Levels.

Having filled these out, students then meet with the Oxbridge Coordinator for a 1:1 session, in which they can discuss their plans, their chances of success (in terms of prior attainment and competitiveness of courses). This narrows down a list of candidates who are serious about making an application. These students are then eligible to attend Oxford or Cambridge conferences, as well as Open Day events.

Students receive support from a number of quarters during the applications process: academic tutors are their referee, and first port of call when writing their personal statements and filling in UCAS forms. The Oxbridge Coordinator will guide both candidates and tutors and is responsible for reference guidance and feeding back updates on the application process to other staff.

In the summer term of 6.1, departments offer subject-specific university preparation sessions that are not exclusive to Oxbridge preparation, but which help. These might involve practising admissions tests, interviews, doing extra reading, undertaking online courses and a number of other activities. Above this, departments often make a lot of time to help students prepare for admissions tests, which are sat in late October/early November.

In November, a day course of interview preparation is held. Previously, we have used this as a chance to pair up with partner schools.

NB: All School Policies are available to staff and can be found here:

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Appendix I: Bedales Schools General Expectations of Scholarship Beneficiaries

As a Scholar at Bedales Schools, you will be a key part of the school community and as such, are expected to behave in a manner that promotes academic excellence, and which reflects the values of the Bedales community. All scholars are expected to sign the school's 'Expectations of a Scholar' form, to confirm that they accept the terms of the award.

In signing this form, you agree to the following statements:

1. Commit to the School and its ethos "Work of each for weal of all".
2. Lead by example in relation to behaviour, leadership and attitude to the school.
3. Endeavour to achieve outstanding effort across the entire range of subjects, and high levels of achievement (as appropriate to the individual).
4. Act as an ambassador to promote your particular area of expertise through internal and or external activities.
5. Be an active member of the 3i programme as an Academic Scholar.
6. (Award holders only) Be involved in an annual review of your award, to be carried out by the Deputy Head Academic- Bedales Prep (11+) and Assistant Head (Academic), or whomever the Assistant Head (Academic) selects to carry out the review.
7. Recognise that your award/s can be removed following an unsatisfactory review.

| | |
|--------------|------|
| Student Name | |
| Signature | Date |