

# **Whole School Policy for the development of Gifted and Talented Students**

## **Rational**

We aim to create an environment where all students flourish and are able to develop their ability and talents to the full. With this in mind the purpose of the policy is to give a clear understanding of how the gifted and talented students within the school can be identified, supported and monitored to ensure the development of their potential as a whole.

## **Definitions**

Government guidelines ask schools to recognise a specific cohort of Gifted and Talented students with the term Gifted and Talented recognised as:

**Gifted** learners being those who have abilities in one or more subjects in the statutory curriculum other than Art, Design, Music and Physical Education.

**Talented** learners are those who have abilities in Art, Design, Music, Physical Education, Sport or Performing Arts such as Dance and Drama.

## **Aims**

Our aim is to:

- Provide a challenging and stimulating environment for gifted and talented students where they are able to display their ability
- Ensure gifted and talented students are stretched and challenged
- Allow staff the training and support so they can recognise and make the curriculum sufficiently challenging for gifted and talented students
- Emphasise the importance of middle school liaison in identifying gifted and talented students so that the process can be continued at KS3, and then into KS4 and beyond
- To provide consistency therefore every department needs to be aware that gifted and talented students have as much need of differentiated work as any other student

## **Identification and monitoring schemes**

- The Learning and Pastoral Managers are responsible for the monitoring and evaluation of progress for all students in their Year Group.
- Heads of Department are responsible for monitoring, reviewing and evaluating the progress of gifted and talented students on the register within their subject area.
- Classroom teachers are responsible for monitoring progress by using summative and formative assessment data along with professional observations.

- A register of gifted and talented students will be included in Department handbooks and will be updated regularly by the member of the leadership team responsible for gifted and talented students in conjunction with Learning and Pastoral Managers as well as Heads of Department.
- Each department should include a policy for gifted and talented students in department handbooks.
- The gifted and talented coordinator will work closely with the SEN department to ensure adequate provision for all gifted and talented students.
- This policy will be reviewed and evaluated annually.

## **Organisation**

1. During certain periods of the academic year gifted and talented students' may have their timetables modified allowing them the opportunity to work with their intellectual peers during normal lesson time.
2. The school homework policy will be used with the gifted and talented cohort but the work, where appropriate, will be differentiated to allow for challenge. Gifted and talented must not feel they are being punished by being given more work than their peers. The philosophy of extension, enrichment and acceleration will be encouraged.
3. The school's assessment data will be used to help identify gifted and talented students along with careful liaison with middle schools, especially for the year 9 cohort. A register will be compiled and issued to heads of departments. Inclusion on the register is not permanent. A dynamic approach will be used where students may move on and off the register. If it is perceived by parties that inclusion is no longer beneficial, students may be moved out, temporarily, or permanently.
4. Disaffected bright students will be targeted. Behavioural problems will never be a reason for non-inclusion, nor will being on SEN register. The SENCO and classroom assistants will be involved in working with and developing strategies for bright but disaffected students.
5. Heads of Department will liaise with their team in order to compile a list of names for those who qualify as gifted or talented in their area. The list will be passed to the member of the leadership team responsible for Gifted and Talented students who will provide a comprehensive list.
6. All departmental handbooks will have a section on dealing with those students who are particularly gifted in their subject area. The handbook should be used as a working document and working with

the students at the top end of the ability range should be a regular item on the department meeting agenda.

7. Departments should ensure that schemes of work are developed which contain suitable enrichment and extension work along with corresponding resources. Subject teachers will ensure their classrooms allow provision for challenging and purposeful differentiated tasks.
8. The Learning and Pastoral Manager will interview and set targets for the students on the gifted and talented register. Targets need to be achievable and reviewed regularly by the Tutor. A record of individual progress plans will be kept as part of the Aimhigher mentoring system.
9. The member of the leadership team will advise heads of Department about new initiatives, suitable web sites, recent publications and relevant courses for both staff and students with responsibility for Gifted and talented students.
10. Where possible students on the gifted and talented register will be invited to attend enrichment courses, master courses and competitions.
11. Parents or guardians will be informed of their child's progress through the school reporting system and parent's evenings.

## **IMPLEMENTATION AND REVIEW**

- i. This policy will be made known to all staff including part-time staff, learning support assistants, newly appointed staff, peripatetic staff, students on teaching placements, parents, guardians and governors.
- ii. This policy will be taken into consideration when updating school and department development plans.
- iii. Reference to this policy will assist in the identification of in-service training
- iv. This policy will be reviewed and updated annually.

## **LINKS TO OTHER POLICIES**

LEA policy for Gifted and Talented

## **USE OF OUTSIDE AGENCIES FOR TRAINING, PROVISION etc.**

All students with CAT scores over 126 are registered with the NAGTY