



Able, Gifted and Talented Policy (Whole School including EYFS)

Introduction

This policy is a statement of the entitlement of pupils with high ability or a specific talent at this School. It has been developed from reading, research and through staff consultation.

The policy reflects the commitment of the School to support the able pupil. The School will be aware of these needs and that there should be provision within the budget for resources.

Aims

- To support the abilities, personal qualities and talents of all pupils.
- To ensure that all pupils receive an education appropriate to their abilities.
- To provide teaching which makes learning challenging and enjoyable.
- To provide higher order thinking and questioning skills.
- To employ a wide variety of methods of recognition of potential.
- To recognise under-achievement and to seek to remove it.
- To stimulate pupils through extracurricular activities and through curriculum enrichment.
- To have the expectation that the curriculum for all will be extended by realising the needs of the most able.
- To train staff and to provide for these aims to be achieved.
- To compile an Able, Gifted and Talented Register for use in school.
- Involve and encourage parents in meeting the needs of their gifted, talented or able children.

Definition

The Department for Children, Schools and Families (2008) describes able, gifted and talented learners as “children and young people with one or more ability developed to a level significantly ahead of their year group (or with the potential to develop these abilities)”.

- ‘Able’- very high ability, potential or attainment in one or more areas
- ‘Gifted’- exceptionally high ability, potential or attainment in core subjects, or outstanding ability in a single subject
- ‘Talented’- very high ability, potential or attainment in sporting or creative subjects



The term ‘Able, Gifted and Talented’ is not to be understood as referring to the most able children in the national population. The term should be seen as relative and refers to the top 5% to 10% of any school, regardless of the ability profile of pupils at the school.

Within the school we recognise that Able, Gifted and Talented pupils can be:

- good ‘all rounders’
- high achievers in one area
- of high ability but have for example poor writing skills.

We also recognise that those pupils who are Able, Gifted and Talented do not always show their ability. Such pupils are Able, Gifted and Talented even though their abilities may be hidden or remain as potential.

Recognition

Able, Gifted and Talented pupils are identified by making a judgement based on an analysis of various sources of information including:

- Test scores (end of module/year levels ie INCAS)
- Teacher nomination (based on classroom observation, checklists and assessment, discussions with pupils, work scrutiny, background knowledge)
- Predicted test/ examination results
- Reading ages
- The expertise of the Co-ordinator in supporting the judgement of the teacher

No one single method can be entirely accurate.

The identification process is ongoing and begins when each child joins our school. Pupils who attend Foundation 1 have observational reports written about them, which include specific aptitude in a particular area. Pupils in Foundation 2 are assessed using the Early Learning Goals. This gives information about their developing skills and aptitude across several areas of learning. At this stage children who are developing specific skills in areas are monitored and stretched but may not be recorded on Avon House’s Able, Gifted and Talented register.

The school will seek to provide an enriched curriculum for all pupils. Through this it will be possible to identify the most able. The school will then seek to further provide.

Provide - Identify - Provide

Organisation

Acceleration is not usually recommended because there may be social difficulties through differences in levels of maturity. On most occasions it should be possible to address the needs of these pupils within the appropriate year group.



However, there will be times when it will be appropriate for pupils to work with older children.

Classwork

Enrichment/extension work is provided by all teachers in all classes as part of normal differentiated provision. This is shown on planning documents. Working with others of like ability is important. This can be made possible by group work, or by the use of setting. Differentiation should provide activities requiring higher order thinking skills. Gifted pupils need to be challenged. The role of the teacher is vital in challenging the thinking of the gifted child.

Extra-Curricular Activities

These are highly valued for the Gifted and Talented pupil and include:

- Club activities – curriculum subjects, eco club, arts and crafts, quiz club, geeks and boffins club etc.
- Activity days and master classes.
- Maths, science and general knowledge quiz teams.
- The use of specialists e.g. visiting artists and authors, instrument teachers.
- Instrumental/music exams.
- English Speaking and Listening Board exams
- Performance assemblies, plays, concerts and house competitions.
- A broad, creative curriculum with plenty of differentiation, giving pupils a chance to thrive.

Co-ordinating and Monitoring

The following people can support this through regular reviews:

- Gifted and Talented Co-ordinator/Leading Teacher
- Subject leaders

Review and Development

Each year the School will draw up a register of able pupils in each year group. The Senior Leadership Team in its meetings will keep this list under review.

Partnership with Parents

Parents and teachers will work together for the needs of the Able, Gifted and Talented child. Prep school parents will receive a letter to inform them that their child is on the Able, Gifted and Talented Register and the provision that is put in place for their child. The School reviews its register every year so a child's place on the list is fluid.



Secondary Transfer

The school will liaise with local secondary schools to provide information on Able, Gifted and Talented pupils.

How Avon House implement and apply Gifted and Talented in school.

- All staff have access to the nomination forms (see Appendix 1) which clearly identify each area of the gifted and talented process. These forms are available in the staff room. Once a member of staff nominates, there will be consultation with the Gifted and Talented Co-ordinator. Once it is mutually agreed that the pupil needs to be identified on the register, the coordinator will add the pupil to the register.
- New pupils can be added at any time during an academic year.
- The same applies to pupils who need to be removed if their gift and/or talent is not being maintained.
- Yearly reviews will take place with class teachers and the Co-ordinator as needed.
- All staff have access to the register so they can plan accordingly. Specialist teachers are reminded to access this at regular (termly) intervals.
- At Avon House we have a stimulating range of after school activities or lunch time clubs eg drama, choir, a full list of which is available in the termly school calendar. Pupils who are identified as Able, Gifted or Talented have the opportunity to stretch their abilities through these clubs.
- Class teachers will ensure that planning includes identification of Gifted and Talented if appropriate.
- Any pupil who is demonstrating a gift or a talent outside of school can be identified and, if appropriate, this could be utilised in school.
- The Co-ordinator has supplied (and will continue to do so through the academic year) subject guidance materials designed to help new and experienced staff identify and support the Gifted and Talented cohort.
- Inset sessions will be used to report back on procedures currently in operation and to discuss new initiatives designed to improve our teaching of Gifted and Talented pupils still further.

Reviewed October 2018 EW

Reviewed July 2019 EW

Reviewed August 2020 EW



Appendix 1

Able, Gifted and Talented Nomination Form

The Able, Gifted and Talented Register is a document used in Avon House to record all pupils who exhibit one or more of the following characteristics:

ABLE – very high ability, potential or attainment in one or more subject areas

GIFTED – exceptionally high ability, potential or attainment in core subjects, or outstanding ability in a single subject

TALENTED – very high ability, potential or attainment in sporting or creative subjects

If you think that someone should be on the Able, Gifted and Talented Register, please fill in the details below and send the completed form to Mrs E Wratten, Extended Education Provider at Avon House School.

Details of Pupil Being Nominated

Full name:

Class:

Ability / Gift / Talent (please specify):

Evidence

Please specify level of attainment (eg county champion or 97% in class test):

Your Details

Name:

Relationship to nominated pupil:
(please specify)