



Gifted and Talented Policy

Rationale

Our college aims state that we:

- help all our pupils to develop their skills and abilities, intellectually, emotionally and socially; for the individual to develop fully
- provide teaching which makes learning challenging, engaging and enables pupils to reach their potential

and that

we are committed to working for quality and equality of opportunity

This policy is an integral part of the college's broader development of maximum inclusion of educational opportunity for all pupils and states our commitment to providing an environment in which all pupils are enabled to realise their potential.

Aims

This policy is intended to support the following aims:

- The raising of aspiration for all pupils
- High expectations of achievement for all students
- Greater enterprise, self-reliance and independence for all students

In order to achieve these aims, we will ensure that all students have opportunities to develop specific skills or talents.

Definitions

A gifted pupil is one who 'has the capacity for or demonstrates high levels of performance in an academic area and may consequently require extension beyond the normal curriculum.'

A talented pupil is one who has a specific ability in a non-academic area, for example:

- Physical talent
- Visual / performing abilities
- Mechanical ingenuity
- Outstanding leadership and social awareness
- Creativity

A **gifted pupil** is one who 'has the capacity for or demonstrates high levels of performance in an academic area and may consequently require extension beyond the normal curriculum.' They should be in the top 5-10% of their cohort academically. They may exhibit many characteristics in the classroom which may highlight them as being in this category of students:

- Speed of information processing – learning rapidly, understanding things quickly.
- Highly efficient memory- learning quickly, capacity to retain and recall effortlessly.
- Making connections – their ability to see patterns and link things together at times in novel and idiosyncratic ways makes them very efficient at deriving new insights and understanding.
- Intellectual curiosity- a thirst for knowledge and high intrinsic motivation which allows them to take in information very quickly. They will often love the acquisition of knowledge for its own sake.
- They may often exhibit an eccentric approach to problem solving within a subject area, with or without endeavour.

A talented student is one who is in the top 5-10% in a non-academic area such as a:

- Physical talent
- Artistic talent
- Musical talent
- Talent in drama
- Mechanical ingenuity
- Leadership qualities
- High creativity

Some of the characteristics of a gifted student may still apply, but the exceptional skill exhibited by a talented student will be far more specific. For example, a student may be exceptionally talented at delivering presentations but not appear on the gifted list for English as their written work is of a lower standard.

Identification

Gifted and talented students are identified at this stage, by making a judgement that could be derived from an analysis of various sources of information including:

- Test scores (end of key stage levels; CAT scores; NVRQ scores)
- Teacher nomination (based on classroom observation, discussions with pupils, work scrutiny)
- Peer or self-nomination
- Parental nomination
- Predicted test/ examination results
- Reading ages

This information is collated by the gifted and talented co-ordinator and is made available to all staff. The gifted and talented register is regularly reviewed and updated to ensure that it is reflective of the school's most able students at that time.

Provision for Gifted and Talented Students may include:

- The coherent management of pupil groupings (whether in mixed ability groups or ability sets) and recognition that whilst there may be a higher concentration of gifted and talented pupils in some groups, there will be pupils who have gifts and talents in all groups.

