



More Able, Gifted and Talented Policy

Review date: April 2020

Next review date: April 2021

Staff resp. for review: IST

More Able, Gifted and Talented Policy

Definitions

The National Association for Able Children in Education (NACE) suggests that:

- **“More-able”** describes learners who have the ability or potential to work and achieve with depth above age related expectations in academic subjects
- **“Gifted/Exceptionally Able”** describes learners who have the ability to excel academically in one or more subjects well above their peers. (Working at 1 or 2 years above their peers)
- **“Talented”** describes learners who have the ability to excel above their peers in practical skills such as sport leadership, artistic performance, or in an area of vocational skill
- **“Multi or dual exceptionality”** refers to those who are gifted and have a disability or are gifted and have ADHD; children with dual exceptionalities are sometimes difficult to identify because their strengths from their giftedness hide their weaknesses from their disability or conversely, their disability hides their strengths

The DCSF defines:

- **‘Gifted’** refers to those pupils who are capable of excelling in academic subjects; gifted children are identified by schools as those who are performing significantly above the expected level in one or more curriculum areas
- **‘Talented’** refers to those pupils who may excel in areas requiring visio-spatial skills or practical abilities, such as art and design, music, P.E. or performing arts such as dance and drama
- **‘Exceptionally able’** pupils are those who excel in a range of areas; this group of pupils is likely to represent only 2% of the whole school population
- **‘More able’** pupils are those who work consistently above age-related expectations as defined in National Curriculum Programmes of Study and can apply their skills and knowledge; this group is likely to make up to 30% of the school’s cohort

More able students may also show outstanding leadership and social awareness. It is important to remember that some more able, gifted and talented, especially those with multi or dual exceptionality students may also be on the SEN register.

Aims of the programme

The DCSF suggest that the more able and talented are defined as a cohort of between 5% and 20% of a school’s population. The DCSF also suggests that the group should be divided into the More Able (the academically most able) and the Talented (those whose experience lies in areas outside National Curriculum, such as Drama, Performing Arts, Music, etc.). The DCSF guidelines are that they should be in proportion of 2/3 gifted to 1/3 talented.

Therefore the register will consist of approximately 20-25 students from each year.

Inclusion in the cohort is not permanent. 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.

Disaffected bright students need to be targeted. Behavioural problems will never be a reason for non-inclusion, nor will being on the Code of Practice (SEN). The SEN Coordinator and classroom assistants will also be involved in identification.

Norbury Manor will use **at least three** of the following methods in order to identify the gifted and talented. We aim to be flexible in our approach and always consider the abilities of the individual.

- Staff (heads of departments) nomination using subject assessment and experience of working with students
- A register of able, gifted and talented students is on Fronter
- Mean CAT scores
- SATs information
- Predicted GCSE/A level grades
- Reading age

Provision for more able, gifted and talented

Able students should be offered support, challenge and opportunities to excel in all areas of school life. At Norbury Manor, we believe a curriculum of opportunity celebrating achievement and talent is available.

The college's role and responsibility in relation to more able and talented students

- Norbury Manor will provide the more able and talented students with their full entitlement to the National Curriculum; in addition, the college hopes to provide access to curriculum enhancement in both National Curriculum areas and, where appropriate, outside
- During certain periods of the academic year Norbury Manor may modify certain students' timetables allowing them the opportunity to work with their intellectual peers during normal lesson time
- The college's assessment and marking policies will be utilised by the more able, gifted and talented cohort as they stand

The HOD's roles and responsibilities in relation to more able, gifted and talented students

- Subject leaders should liaise with their team in order to compile a list of names for the more able, gifted or talented students in their subject area; the list should be passed on to the More Able, Gifted and Talented Coordinator
- Subject leaders should appoint one member of each department to feed back to the More Able, Gifted and Talented Coordinator every half term
- Subject leaders should have an updated register of their more able, gifted and talented students in each year group; schemes of work should be developed which contain suitable enrichment and extension work and corresponding resources

- Each department will be asked to consider their provision for the more able, gifted and talented cohort at a departmental meeting and provide a statement of intent, to be included in their departmental handbook

The subject teachers' roles and responsibilities in relation to more able, gifted and talented students

- Subject teachers will be responsible for the identification of more able students and the provision of challenging and purposeful differentiated tasks
- Subject teachers are expected to keep summative and formative records of attainment and progress of students in their teaching groups; they should report to the More Able and Talented Coordinator each term, if they think it is necessary, but particularly if a more able and talented student is underachieving
- Subject teachers will use different tasks and resources for the differing abilities of students; the approach and homework will reflect the level of the student
- Set homework tasks allowing students to pursue their own line of enquiry/alternative methods of presentation

Provision of an extensive range of classroom activities will enable students to demonstrate their skills and talents. Opportunities for curriculum **enrichment** (adding breadth) and **challenge** (adding depth) should be written into schemes of work. The college Chilli Challenge menus/tasks can be used to provide this alongside other forms of differentiation.

The needs of able students should be taken into account through:

- Differentiation in lessons (e.g. learning objectives, plenary/alternative activities rather than extra tasks)
- Enabling students to work with others of like ability
- Offering opportunities for independent learning
- Planning activities to develop higher order thinking skills
- Using of higher order questioning techniques and open-ended tasks
- Entering students for competitions
- Arranging for visitors to come in and speak, or students to go on appropriate visits
- Providing out of class extension through after college clubs or liaison with other local schools
- Using Chilli Challenge tasks to deepen critical thinking around a certain subject

The More Able, Gifted and Talented Coordinator's roles and responsibilities in relation to more able, gifted and talented students

- To write and update the college's More Able, Gifted and Talented Policy
- The More Able, Gifted and Talented Coordinator to annually compile and update the central register for each year group
- Coaching the more able, gifted and talented students on the central register; each student should be interviewed for about 15 minutes with a view to establishing some targets using the Pupil Passports; the targets need to be achievable and a practical limit is about two to three targets; the targets should be reviewed regularly (every term is usually appropriate), not necessarily with the Able, Gifted and Talented Coordinator, but the first negotiator needs to rewrite the Pupil Passport after the review

- The More Able, Gifted and Talented Coordinator to keep a record of all Pupil Passports
- Have an overview of existing enrichment and extra curricular opportunities provided by the college, ensuring the more able, gifted and talented representatives point the cohort to them
- Participation in specially run enrichment courses, lectures, master classes and summer colleges
- The More Able and Talented Coordinator to inform subject leaders regarding suitable web sites, recent publications, resources available and each term's enrichment courses
- To resource the college library with suitable materials for the more able, gifted and talented students, and have these resources in a clear area for students to access
- To provide in service training to individual members of staff and on inset days
- To ensure More Able and Talented departmental representatives enter students for competitions, arrange for visitors to come in and speak, or students to go on appropriate visits

The More Able and Talented Champion's roles and responsibilities in relation to more able, gifted and talented students

- Attending MA&T working lunches and R&D groups
- Being responsible for organising competitions within individual departments
- Creating and organising extra-curricular opportunities for more able and talented students
- Identifying and collating lists of MA&T students within departments (particularly in 'talented' subjects)

Assessment of the programme

The Pupil Passport developed through mentoring periods will be effective in the following ways:

- They will assist more able, gifted and talented students with their future planning
- They will help students to be more aware of their particular strengths and weaknesses
- The negotiated targets and objectives will encourage the students to be more focused
- The Individual Progress Plans will provide greater feedback to subject teachers which will aid them with lesson planning and differentiation
- The Pupil Passports will mesh with the pastoral mentoring programme
- The Pupil Passports may help to identify potential Able, gifted and talented students

Evidence will be:

- An improvement of student's work
- Positive staff responses
- In some cases a more flexible approach to assessment to encompass the differing needs and abilities of students
- Signposts of ability (subtle clues that ability is there, but not evident)

- For exceptionally able students, achievement across the board, rather than simply subjects that they enjoy

The More Able, Gifted and Talented Coordinator will also coach and evaluate the progress of the students by:

- Analysing end of year exam results
- Analysing estimated versus actual results of KS3 of Able, gifted and talented students
- Liaison with PE, Art, Music and Drama regarding talented students
- Maintain a log of enrichment and extension activities offered in college

Pastoral care and support

At Norbury Manor, it is important to offer opportunity, but without pressure. Referral to the pastoral team must be regarded as a strong option when dealing with the more able, gifted and talented as they may require a high level of support.

There will also be a paired mentoring system between older and younger able, gifted and talented students in order for the younger to benefit from the experience of the elder, and for elder to raise their self-esteem, and to clarify their own thoughts.

Parent/carers

The More Able, Gifted and Talented Programme will be a three-way partnership between Parent/carers, the students and the college. The keystone to this will be the Pupil Passport, which will focus the attention of all concerned. The Parent/carers will be kept informed and will be provided with a copy of the initial target setting review as well as half-termly data collection and teacher assessment on behaviour and effort.

Conclusion

- Exceptionally able students should be supported through differentiation in lessons, with particular emphasis on subjects they **are not** excelling in
- Talented and more able students should be pushed and challenged in the subjects they **are** excelling in
- The More able, Gifted and Talented Coordinator will become the mentor to all students on the register
- The membership of the cohort will be flexible
- Ideally the More Able, Gifted and Talented Programme will have an impact upon the curriculum as a whole if it is successful

An equality impact assessment has been carried out with regard to this policy. There was found to be no significant impact on any group with protected characteristics i.e. this policy does not discriminate against anyone on the basis of disability, gender re-assignment, pregnancy and maternity, race, religion or belief, gender or sexual orientation.

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