

CIRENCESTER KINGSHILL SCHOOL

HIGH ACHIEVERS (GIFTED AND TALENTED) PUPILS POLICY

At Kingshill School we recognise the diversity of the needs of the individual and the importance of providing a personalised curriculum. As teachers, we recognise that many of our pupils are 'gifted' and/or 'talented' learners, and we endeavour to foster and extend their abilities to the maximum potential.

Defining Gifted and Talented

According to the DFE, **Gifted** refers to pupils who achieve, or have the ability to achieve, significantly above average (compared with other pupils in their year group at their school) in one of the National Curriculum subjects other than Art, Performing Arts or Physical Education.

The term **Talented** is reserved for those pupils who achieve, or have the ability to achieve, significantly above average in Art, Performing Arts or Physical Education, compared with other pupils in their year group at their school. Note that this means an individual pupil can be both 'gifted' and 'talented'.

Identification of 'Gifted' and 'Talented' pupils

Kingshill School will identify its gifted and talented pupils by:

- Using FFT (20) estimates based on KS2 SATs results that would indicate the pupil being placed on the 'Exceptional' pathway.
- Using baseline data to identify the gifted and talented pupils in each year group, these will be pupils who are achieving, or have the potential to achieve, significantly in advance of the average of their year group in their school (e.g. Cognitive Ability Tests; 126+ in one battery or 120+ in two batteries).
- Subject teachers identifying those pupils who are 'gifted' or 'talented' within their teaching groups.
- Where FFT (20) estimates are not used e.g. Expressive Arts, D&T, PE, those pupils identified by their subject teacher as being on the 'Exceptional' pathway.
- In following the above processes we will ensure that the identification process is rigorous and does not discriminate against particular groups.
- In addition we will endeavour to ensure that those who are gifted and talented, but underachieving, are identified and their progress monitored, and that the parents of gifted and talented pupils are updated on their child's progress through the usual reporting system.

Provision for 'Gifted and Talented' pupils within the curriculum

Kingshill School aims to meet the needs of individuals through:

- Diversity of courses
- Setting of groups in selected curriculum areas e.g. Mathematics
- Extra-curricular trips (though such trips may not be exclusive to gifted and talented pupils)
- Differentiation in lessons and homework
- Target setting
- Mentoring
- Offering a full range of academically challenging GCSE courses such as Triple Science, 3 Modern Foreign Languages, Statistics, Free Standing Mathematics Qualification etc.

Managing, monitoring and evaluating the Gifted and Talented Pupils Policy

All subject teachers will take a collective responsibility to provide challenge for pupils identified as being 'gifted' and or 'talented' within their subject area. Heads of Faculty will liaise with senior staff line managers to include 'gifted and talented' strategies within their faculty development plans and will review progress and developments annually. Whole school provision will be monitored by the Gifted and Talented Co-ordinator who will review the gifted and talented policy annually and report to the Deputy Head.

The Gifted and Talented Co-ordinator

The Gifted and Talented Co-ordinator will:

- Provide advice and support to colleagues by keeping abreast of current knowledge in the field of gifted and talented provision.
- Review and update the gifted and talented register (Years 8-11 at the end of the school year ready for September, Year 7 initial list by the end of Term 2 and the final list by the end of Term 5).
- Review and update the gifted and talented policy.
- Audit whole school provision for gifted and talented pupils.
- Identify and address any staff training needs.
- Ensure that gifted and talented pupils are presented with inspiring opportunities outside of the classroom (e.g. extra-curricular trips)
- Communicate with parents about gifted and talented provision.
- Organise Gifted and Talented events within school and provide opportunities for Kingshill pupils and staff to work with Gifted and Talented pupils from selected feeder primary schools.
- Publicise Gifted and Talented events through the school newsletters.

Heads of Faculty / Subject

The Head of Faculty / Subject will:

- Liaise with the Gifted and Talented Co-ordinator to provide further challenge for gifted and talented pupils.
- Monitor the progress of gifted and talented pupils within their subject area.
- Ensure that schemes of work cater for those pupils who are identified as being gifted and talented.

Subject Teachers

Subject teachers will:

- Use baseline data and formative assessment to identify those pupils who are gifted and talented within their classes.
- Consider the needs of the gifted and talented child in lesson planning and provide challenge within their classroom.
- Follow the guidance in the whole school gifted and talented policy.
- Be responsible for encouraging pupils to work independently using their initiative (Personal Learning and Thinking Skills).
- Value pupils' interests and preferred learning styles.

Form Tutors

Form tutors will:

- Support pupils in setting of targets and encourage them to reflect on the process of their own learning and consider the factors which help them progress (Academic Tutoring).
- Provide details of outstanding qualities in terms of learning, behaviour and attitude to be recognised through the 'celebrating success' events.

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Reviewed by S Pritchard / Gifted and Talented Co-ordinator (V Richards) April 2022
(Date)

Adopted by Governors _____ (Sign)
(Date)

Review date April 2023