



# GIFTED & TALENTED STUDENTS POLICY

***This policy is applicable to Senior School Pupils only***

*This Policy is available on the College website, or upon request from the School Administration Office.*

## Introduction

- St Lawrence College is committed to ensuring that gifted and talented students are recognised, supported, inspired and challenged to ensure they do not underachieve and that they maximise their potential;
- St Lawrence College celebrates achievements and rewards success;
- A Co-ordinator for G&T students has responsibility for the provision and monitoring of the scheme.

## Definitions

There is a widely used government definition of “gifted and talented” children as follows:

“Children and young people with one or more abilities developed to a level significantly ahead of their year group (or with the potential to develop those abilities)”. Frequently “gifted” is used to refer to ability in one or more subjects in school – but not including Art and Design, Music, PE and Sport or Performing for which the term “talented” is used.

We include the word “able” to refer to students with particular abilities across a range of areas, and we more commonly use the phrase “able, gifted and talented” to describe all students in the cohort for whom this policy is intended.

## Aims

- To provide entitlement to an appropriate education;
- To provide opportunities to work at a higher cognitive level;
- To provide opportunities to develop specific skills and talents;
- To support teachers in their work with these students;
- To ensure curriculum challenge;
- To show concern for the whole child, both intellectually and socially;
- To enhance the curriculum with an enrichment programme;
- To facilitate students in accessing external opportunities.

## Rationale

- These students have the potential to become the leaders, thinkers, investigators and creative designers of the future;
- G&T students can become isolated from their peers and can benefit from mentoring beyond their chronological age group;
- Disaffected G&T students can present behavioural problems or deliberately underachieve to avoid identification or additional work.

## Identification

- At St Lawrence College, procedures for the identification of G&T students will be transparent, non-discriminatory, flexible and effective;
- The DFCS has defined a cohort of between 5% and 10% of a school population, divided into gifted (academic) 2/3rd and talented (Arts, Sports etc.) 1/3rd. The College will keep these statistics in mind but will not necessarily adhere to them;
- The agreed identification criteria at St Lawrence College will involve:
  - Objective test data (CATs, SATs, GCSEs, AS);
  - Referral from outside organisations;
  - Referral from teachers;
  - Recommendations from Primary Schools and previous schools;
  - Parental requests will be considered in accordance with the above criteria;
  - Underachievement, disability or behavioural problems will not prevent a student from inclusion in the cohort;

- Students will be added at any time during the school year if they meet the above criteria;
- A register of G&T students will be published annually and updated as necessary. This will be distributed to all staff and is available on **U:\SubjectAreas\AEN\AEN Info for all staff**;
- Parents of students identified will be informed.

### **Support**

- It is recognised that there is a need to ensure the social and emotional welfare of students identified as Gifted or Talented;
- St Lawrence College recognises the complex needs of the exceptionally able students and will seek to provide them with opportunity, enrichment and challenge;
- Tutors of students on the register will pay particular attention to the needs of these pupils and will write a short report for the G & T co-ordinator each year describing the support and guidance they have given them and the impact this has had on the student;
- Students will be informed of, and encouraged to attend, extra-curricular enrichment and extension opportunities;
- Parents will be encouraged to support students at home and inform the school of any concerns.

### **Curriculum**

- St Lawrence College will ensure students have their full entitlement to the National Curriculum;
- The enrichment programme will involve a range of curriculum areas;
- Individual subject areas may offer their own opportunities such as visits, master-classes and clubs;
- Provision will be made for students to work at a higher level. Subjects will provide provision in their own appropriate way. These could include:
  - Differentiated materials and higher order tasks;
  - Grouping by ability;
  - Accelerated entry for GCSE;
  - Differentiated homework tasks;
  - Parental feedback.
- All schemes of work will be planned by the HoD to include specific enrichment material and ideas on a module by module basis;
- There will be an awareness amongst all staff of their role in the identification of more able students based on subject specific criteria and the need to make the curriculum more challenging;
- There will be continuing professional development for staff that addresses the implications for more able students;
- G&T Student success will be celebrated in Principal's Assembly and on House/School noticeboards.

#### **Provision within lessons**

- Each subject area has a clearly documented explanation covering identification and special arrangements for able, gifted and talented students;
- Provision is clearly identified within schemes of work and action plans;
- Strategies employed will include enrichment work, planned differentiation, individual intervention and support;
- Sports Excellence Programme.

#### **Provision beyond lessons**

- Opportunities for performance and participation at appropriate levels (activities, clubs, teams);
- Individual extension work in specific areas or subjects;
- Specialised provision through links with organisations beyond school.

### **Responsibilities**

#### **Subject teachers**

- To apply the appropriate whole-school and subject provision in order to support and monitor the students they teach;

### **Heads of Departments**

- To identify students who meet the criteria;
- To pass these names onto the G&T co-ordinator;
- To provide schemes of work that contain enrichment/extension material for identified students;
- To ensure that teachers have registers that recognise who has been identified as more able;
- To ensure that enrichment/extension material is being used by subject teachers.

### **Deputy Head, Academic/Director of Studies**

- To monitor the schemes of work;
- To include Gifted and Talented items concerning provision for more able students during Head of Department and Housemaster/Housemistress meetings.

### **G&T co-ordinator**

- To prepare, from prior attainment data, a register of the top 5-10% of each year group;
- To gather names of identified students from all areas;
- To monitor the provision for more able students by lesson observation;
- To evaluate the progress made by students using baseline tracking;
- To consider the list of identified students on an annual basis.

This policy will be reviewed in accordance with the Policy Review Schedule