



GIFTED AND TALENTED POLICY

Lead Teacher (LT): A. Bawden
Line Manager (LM): J. Waterston
Support Persons: HOD, HOY, Tutors, Class Teachers and G & T Departmental Reps

Definition of Gifted: learners who demonstrate potential to achieve a significant higher level of ability than most students of the same age in one or more curriculum areas within the school other than Art, Design Technology, Music, Physical Education and Drama.

Definition of Talented: learners who have the ability to excel in practical skills such as Physical Education, artistic performance, or in an applied skill such as Music, Art, Design Technology and Drama.

Aim: It is the procedure of the school to:

- ensure departments identify G&T students;
- help the students to develop their skills and abilities intellectually, emotionally and socially;
- provide teaching and learning that is challenging, engaging and provides an opportunity for all students to maximise their potential;
- work with and gain the support of parents/guardians creating a strong home-school link;
- maximize inclusion of educational opportunities for all students;
- encourage Gifted and Talented pupils to apply for Oxbridge/Russell Group universities.

Identification:

The teacher identification process has been embedded in the school. Teachers give subject nominations to the HOD for students who, in their professional opinion are Gifted & Talented in their subject area, HOD's then forward the names to the Lead Teacher(LT) of G&T. Nominations are supported by set criteria and characteristics which Gifted & Talented learners show within their learning. These characteristics are:

- Subject Specific
- Cognitive
- Personal
- Creative
- Social

Once a nomination has been received by the LT, the student is placed on the G&T register. Students who receive 3 or more nominations are managed by the LT, who will monitor their progress across the subjects and expose them to further enrichment activities during the academic year. Students who have 1 or 2 nominations fall directly under the responsibility of the department who gave the nomination to ensure a provision is in place for every student identified.

Students in the VI form only need 1 nomination in order for the LT to be involved with their provision. The identification process is done for all Years 8-13, and Year 7 students are identified at the end of their first school year as they prepare to go into Year 8. This is so that teachers can fully identify the strengths of students and have a fuller understanding of their abilities.

Other data and methods used to support the teacher identification process are as follows:

- Initial identification of the Gifted will be made through CAT and GCSE scores by the Lead Teacher in the Autumn Term of the new academic year. When a student joins during the year they will be assessed accordingly.
- Two separate registers are identified and created, a 'Gifted' register and a 'Talented' register.
- The use of Key Stage 2 scores and end of Year 9 test results respectively, along with summative data, end of year assessments and Year 11 GCSE results.
- Teacher nomination through Departmental audits and from recognition within the classroom.
- Success in extra-curricular activities, sport, music etc. which has been highlighted by the teacher, student and/or parents.

To support the nomination process the registers are reviewed on a yearly basis, especially the Year 9 register when students go into Year 10 as nominations change following GCSE options. There is a high possibility that new G&T students will be identified throughout the year as they may be late developers. Students may lose nominations as they may underperform or fall behind other students in comparison to their peers. This process allows all students in the school to be placed on the Gifted & Talented register and students and parents are informed of the process throughout the school year.

For those students who have been identified in the VIth Form, or in 3 or more subjects in other year groups and are deemed as Gifted & Talented, the following provision and support is put in place to ensure that G&T students within the school fulfil their potential.

Support:

- LT will collate information on all the students, using available data to identify the Gifted and Talented.
- The data from the initial identification will be given to all teaching staff and also placed on the school network for teacher access.
- Teacher nominations will also be sought by LT, through HODs and disseminated among all the (teaching/cover) staff.
- Each department to identify a Gifted and Talented representative, who will meet in a team on a regular basis (once a term) co-ordinated by LT.
- The school will continue to provide INSET through the Teaching and Learning Programme to ensure that all staff are aware that Gifted and Talented students need to be catered for explicitly.
- To support the provision of and participation in enrichment activities run by Departments or by groups of staff.
- Enrichment activities are also organised by LT such as an enrichment day and guest speakers to inspire our most able students to fulfil their potential.

- Gifted & Talented Student Mentoring Scheme – Gifted & Talented students in the V1th Form act as mentors for KS3 Gifted & Talented students. Set meetings organised by LT once a half term where students meet and offer extra support, guidance and a point of contact for Gifted and Talented learners.
- Crypt will continue to offer a working relationship with neighbouring schools to offer a Gifted and Talented programme or work day(s) to promote experiences beyond those experienced in the classroom. This will be subject to funding.
- Crypt will work alongside and share good practice with local schools, co-ordinated by LT.
- Direct provision comes from departments, for example the maths challenge to stretch our strongest students and the Crypt Sports Academy for our most talented sportsmen and women in the school.
- Parent's evenings will offer further support and inform parents/guardians why their son/daughter is Gifted and Talented, what is being done throughout the school to meet the needs and enrich the successes of students.

Monitoring, Evaluation and Review:

On an annual basis the Gifted and Talented Lead Teacher will:

- compile an audit for the provision for the Gifted and Talented students by sending a questionnaire to all HODs;
- continually update the list of Gifted and Talented lists pupils, which may change throughout the year;
- constantly monitor pupil progress through the use of Pupil Assessments (PA's) and yearly reports, intervening where appropriate to ensure individual pupils are achieving targets. Letters of concern and praise sent home throughout the year.
- hold intervention meetings – following each set of PA's, 5 minute meetings are organised with LT and G&T students to reinforce areas of concern and praise for individuals.

On an annual basis the SLT Line Manager for named Department will:

- ensure that Departmental policies have provision for the Gifted and Talented within each subject area;
- ensure that the Department is responsible for reviewing and updating their individual G&T policy on a yearly basis;
- ensure that monitoring of the provision for the Gifted and Talented student is being provided within each subject area by the HOD, as part of the lesson observation structure;
- ensure that the Department has a standardised method for selecting, tracking and recording their more able students.

LT will review the policy annually, in conjunction with the Gifted and Talented Line Manager.

Reviewed : A. Bawden - May 2011, September 2011

Approved : Full Governors – October 2011

Next Review : September 2012