



*Striving for Excellence*

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# Cirencester Kingshill School

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*Head: Christine S. Oates*

## **GIFTED AND TALENTED STUDENTS 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 students 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 students who achieve, or have the ability to achieve, significantly above average (compared with other students 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 students who achieve, or have the ability to achieve, significantly above average in Art, Performing Arts or Physical Education, compared with other students 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 baseline data to identify the top 5-10% of 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. (Cognitive Ability Tests; 126+ in one battery or 120+ in two batteries)
- Subject teachers identifying those students who are 'gifted' or 'talented' within their teaching groups
- Parental nominations verified by the school, parents are invited via a letter home to nominate their child.
- Ensuring that the identification process is rigorous and does not discriminate against particular groups
- Ensuring that those who are gifted and talented, but underachieving, are identified and their progress monitored
- Ensuring that the parents of able, gifted and talented pupils are updated on their child's progress through the usual reporting system

### **Provision of '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
- Differentiation in lessons and Homework
- Target setting
- Mentoring (PE Gifted And Talented in Education, GATE)

## **Managing, monitoring and evaluating the More Able, Gifted and Talented Students 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 overseers, 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)
- Review and update the gifted and talented policy
- Audit whole school provision for gifted and talented pupils
- Identify and address any staff training needs
- Work with gifted and talented pupils to assist them in target setting and ensure progress within subject areas
- Ensure that gifted and talented pupils are presented with inspiring opportunities outside of the classroom (e.g. summer school)
- Communicate with parents about gifted and talented provision
- Chair Gifted and Talented working party meetings

### **Heads of Faculty / Subject**

The Head of Faculty / Subject will:

- Liaise within 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
- Ensure that the faculty is represented at the gifted and talented working party meetings

### **Subject Teachers**

Subject teachers will:

- Use baseline data and formative assessment to identify those students 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)

Reviewed by A Thomas \_\_\_\_\_ June 2011 \_\_\_\_\_ (Date)

Adopted by Governors \_\_\_\_\_ (Date)

Review date \_\_\_\_\_ June 2012 \_\_\_\_\_