



Academically More Able, Gifted and Talented Policy

Introduction

At Plantsbrook Learning Trust we believe there are more able, gifted and talented pupils in all our classes and it is our responsibility as teachers to enable the potential of each to be fulfilled. We also believe that a school focus on more able, gifted and talented pupils invariably leads to improved teaching and learning both in and outside the classroom, through more challenging and engaging activities for all students.

Definitions of More Able, Gifted & Talented pupils

More able, gifted and talented pupils at Plantsbrook Learning Trust are those who achieve, or have the capacity to achieve, significantly above average for a pupil in their year group. The gifted and talented and more able pupils are a diverse group and their range of attainment will be varied. Some do well in statutory national curriculum tests, world-class tests or national qualifications. However, being more able, gifted and talented covers much more than the ability to succeed in tests and examinations, for example more able, gifted and talented learners may demonstrate leadership qualities, high-level practical skills or a capacity for creative thought.

More Able Pupils	Gifted and Talented Pupils	Exceptionally Gifted or Talented Pupils
These are pupils whose attainment is above average for their year group within their own school, or is potentially so.	These are pupils whose attainment in academic subjects is markedly above average for their year group within their school, or is potentially so. This will also include pupils who demonstrate skill, ingenuity, creativity or ways of thinking that are markedly advanced for their year group within their school.	These are pupils who are exceptional in their year group, and may, in fact be several years ahead.
This may be in one intelligence domain or more across the National Curriculum subject range.	This may be in one intelligence domain or more than one. It may also include leadership or entrepreneurial skills.	Pupils in this category could be three levels or more above national expectation. In Arts subjects, such as Music, they could be years ahead of their peers.
Typically, demonstrating one level above the school cohort	Typically, demonstrating between one and two levels above the school cohort	

Aims

At Plantsbrook Learning Trust we believe it is the right of all pupils to receive an education that enables them to realise their potential. Provision for more able, gifted and talented pupils is seen as a whole school matter, with emphasis on the education of the whole child. Support for gifted and talented and more able pupils is an integral part of the school's aim to raise achievement and improve standards for all pupils.

As a school, we identify a cohort of 'academically more able and gifted and talented pupils', whilst adopting an inclusive and flexible approach. The school's provision will take into account the needs of the most able as well as confronting the issue of under-achievers and those with specific learning difficulties and disabilities.

Objectives

To promote independence and self-confidence of more able, gifted and talented pupils.

- To welcome individuality, freedom of thought and initiative from all pupils where it is positive to their development.
- To provide opportunities for more able, gifted and talented pupils in and outside lessons and the curriculum.
- To celebrate the achievement of all pupils.
- To support staff in providing for more able, gifted and talented pupils.
- To provide a framework whereby more able, gifted and talented pupils thrive and go on to fulfil their potential.

Identification and Assessment

Pupils can be identified through:

- Assessment data
- Departmental nomination
- Pastoral nomination
- Primary transfer information
- Parental notification

Provision

We recognise that classrooms should be places where learners are inspired, encouraged and challenged to question, speculate and hypothesise. The challenge for teachers is to make every lesson motivating and engaging, and to ensure that every child is stretched.

To provide appropriately for our more able, gifted and talented pupils, staff at Plantsbrook Learning Trust will provide a curriculum that ensures:

- Care is taken to ensure that the needs of pupils are met through appropriate groupings.
- Departments are responsible for differentiated class work, out of school activities, extension tasks and varied teaching styles aimed at promoting higher order skills.
- The new Teaching Standards are shared with staff as they outline a clear expectation to support and challenge high ability pupils.
- CPD opportunities will be identified to ensure that all staff are trained on how to effectively build challenge into their lessons.
- CEIAG provision will support the needs of all pupils, including our more able, gifted and talented pupils. Destination data (one year after the end of Key Stages 4 and 5) will be kept and disseminated as appropriate.
- Pupils' performance will be monitored to ensure appropriate targets are set in order to ensure progression, and to maximise achievement for the cohort. ACOs are requested to feedback on the achievement and interventions in place for the more able gifted and talented pupils in their cohorts.
- The pastoral care system is alert to 'pupil overload' and closely involved in identifying pupils as well as providing extra support where necessary.
- Parental support is sought and encouraged.
- Records of cohort's achievements and interventions in the teaching and learning programme, and enrichment activities, are kept and disseminated as appropriate.