Gifted and Talented Policy

This policy should be read in conjunction with: Equal Opportunities Policy. This policy is applicable to all children in the school including those in the Early Years Foundation Stage.

Introduction

At RGS Dodderhill, the staff are committed to ensuring that all pupils are provided with educational opportunities to fulfill their potential. This policy recognises that pupils of all abilities, including more able pupils, are entitled to a curriculum that will stretch, challenge and stimulate them. All members of staff are responsible for identifying those pupils who are Gifted and Talented. Identification is a continuous process. Working with department staff, the HODs will establish a programme of activities to enhance the pupils' experience through additional activities and enrichment sessions. These opportunities may include working with Gifted and Talented pupils in other schools, visits in and out of school and entering pupils in competitions.

Definition

- Pupils with an ability to develop to a level significantly ahead of their year group (or with the potential to develop those abilities) are described as Gifted and Talented.
- 'Gifted' learners are those who have abilities in the context of RGS Dodderhill in one or more academic subjects, like Maths and English.
- 'Talented' learners are those who have high abilities in the context of RGS Dodderhill in practical skills in areas like sport, music, design or creative and performing arts.

Objectives

- Departments will review annually the progress of those pupils identified as Gifted and Talented and may alter the criteria and provision as a result of this.
- The appraisal system will highlight any additional training needs for individual staff in teaching Gifted and Talented pupils.

Identification of Gifted and Talented pupils

Gifted and Talented pupils will generally excel, or have the potential to excel, in one or more of the following areas:

- General intellectual ability
- Creative thinking
- Specific subjects e.g. Maths or languages
- Physical Education
- Visual or performing arts, including Music

Departments will identify Gifted and Talented pupils by making a judgment based on an analysis of all or any of the following sources of information:

- Information from Feeder schools.
- Test and examination results, including entrance examinations and the award of scholarships. Standardised scores from PiRA/PUMA/VR or MiDYIS information and other tracking data.
- Teacher nomination based on classroom observation and work scrutiny.
- Departmental criteria.
- Achievement in related Co-curricular activities.

Teaching of Gifted and Talented pupils

The teaching of the Gifted and Talented could include some or all of the following strategies, which will also enrich the experience of all pupils:

- Adaptive teaching, by providing extension (through complexity) and enrichment (through a broader range of content tasks and resources).
- The development of independent learning skills, allowing pupils to organise their own work, carry out tasks unaided and/or evaluate their work and the work of others.
- Opportunities to work with pupils of similar ability across the age range.
- The offering in school of related clubs, societies, music, drama, art and sporting activities, including lectures from relevant speakers.
- The promotion of external opportunities of academic and/or Co-curricular enrichment provision for the Gifted and Talented (e.g. competitions, masterclasses, enrichment days, residential experiences and visits).

Distinguishing characteristics of effective teaching for pupils of high ability include:

- A high level of subject knowledge and enthusiasm to work with the Gifted and Talented on the part of the teacher.
- Emphasis on creative problem solving and critical thinking.
- Higher order concepts and terminology.
- Risk taking by teacher and learner.
- Freedom to challenge and to admit error.
- Developing skills for independent research.
- Building on prior learning and experiences.

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