

Gifted and Talented Policy

The Education Fellowship academies believe in providing stretch and challenge for all of its students to ensure the best possible outcomes. The aim is to:

- ♥ to identify students achieving at a level beyond their peers, and to make appropriate provision which stretches them in areas of strength and develops them in areas of relative weakness
- ♥ to identify students with the potential to perform at a level beyond their peers, and to make appropriate provision which develops their potential in areas of strength and develops them in areas of relative weakness
- ♥ to provide an appropriately challenging curriculum for Gifted and Talented and potentially Gifted and Talented students, through extension within the curriculum, and through enrichment/study support beyond it to support and make more effective the transition of Gifted and Talented students through the primary, secondary and post 16 phases to higher and further education
- ♥ to raise the level of academic achievement and attainment for Gifted and Talented students

Identification of Gifted and Talented students

Identification will be an on-going process aided by assessment (both formative and summative). Teachers will identify the most able 10% of students across the board using a balance of qualitative and quantitative measures.

- ♥ **Gifted** refers to students who are achieving, or who have the potential to achieve in advance of their peers in one or more academic subject
- ♥ **Talented** refers to students who are achieving, or who have the potential to achieve in advance of their peers in music, art, PE or in any other sport or creative art

The academy will secure and maintain an outstanding Gifted and Talented provision, by:

- ♥ compiling and maintaining an up-to-date register of G&T students, both academic and non-academic
- ♥ setting high expectations for what makes challenging lessons and quality learning

- ♥ supporting and monitoring curriculum planning which ensures differentiated provision
- ♥ establishing a network of teachers dedicated to the provision of high quality learning for gifted and talented students
- ♥ ensuring the transfer of relevant information individuals through primary and secondary phases
- ♥ arranging extra-curricular provision for students in a wide range of subject areas and others organising specific G&T workshops and sessions
- ♥ arranging a parent consultation meeting and maintaining regular communication with them
- ♥ developing and maintaining an annual action plan

The academy challenges and supports all Gifted and Talented students to achieve his/her potential, by:

- ♥ ensuring that all lessons have strong Assessment for Learning (AfL) features so students understand the progress they are making
- ♥ develop and build each student's capacity as a lifelong learner
- ♥ setting appropriate targets for Gifted and Talented students in each class
- ♥ ensuring appropriate provision through differentiated planning and teaching using appropriate resources to challenge Gifted and Talented students
- ♥ providing an individual support programme for students when performing below their potential

Monitoring, Evaluation and Review

The quality and effectiveness of Gifted and Talented provision throughout the academy will be monitored and evaluated through:

- ♥ a robust and standardised series of lesson observations which are judged using Ofsted criteria to monitor levels of challenge in lessons
- ♥ an annual subject audit carried out by senior or middle leaders, which records the provision for G&T students both curricular and extra-curricular
- ♥ regular updating of the G&T register
- ♥ annual review of student voice
- ♥ feedback to Academy Advisory Board