

# **Gifted and Talented**

## **Policy 2016**

## Policy Statement

LSI College aims to challenge all of its students to achieve the highest standards and help them reach their potential in an environment that celebrates excellence. We recognise that within any school environment, including our own, there will be gifted and talented people and we shall do all that is reasonable to make provision for their needs. This provision is a matter of equity. As with all other students, the gifted and talented have a right to an education that is stimulating and personalised.

## Aims

- To employ a whole-school approach to identifying, monitoring and providing for students with gifts and talents;
- To provide for these students in a way that is fair and transparent and does not discriminate against particular groups, such as those with learning difficulties, behavioural problems, or for whom English is a second language;
- To create a learning environment where all students, including those with gifts and talents, are presented with work that challenges, stretches and excites them on a daily basis;
- To create conditions for learning in which there are opportunities for students with gifts and talents to demonstrate their high ability;
- To direct gifted and talented students toward appropriate advanced learning opportunities both within and outside the college; and
- To recognise, celebrate and reward the achievements of all students.

## Defining 'Gifted & Talented'

According to the 'Excellence in Cities' definition of 'gifted and talented', the gifted are those with high ability in one or more academic subject(s) and the talented are those with high ability in sport, music, visual arts and/or performing arts. Gifted and talented (G&T) students represent between 5% and 10% of each year group.

Many different areas of ability are recognised and include:

- Linguistic/Verbal (facility with words and language)
- Mathematical/Logical (reasoning, calculation, abstract and critical thinking)
- Visual/Spatial (ability to think in pictures/mental images, use of movement to assist learning)
- Musical/Auditory (skill with rhythm, pitch and musical patterns)
- Kinaesthetic (physical skills, hand-eye co-ordination)
- Interpersonal (communication skills, leadership, sensitivity to others)
- Intrapersonal (self-awareness, self-motivation)
- Naturalistic (skill in the natural sciences)

LSI College endeavours to provide for G&T students in particular subject areas, as well as for those with one or more of the above identifiable aptitudes.

## Identification and Assessment of Gifted and Talented Students

LSI College takes a flexible and individual approach in its efforts to identify G&T students through the use of a range of data sources:

- At interview, parents and/or students are asked about the particular strengths;
- Gifts and talents may be discussed in pastoral meetings
- Previous schools provide past reports and references for all new students;
- Throughout the year, subject tutors observe students regularly in the classroom and have a detailed knowledge of their performance in assessments, discussions, classroom tasks and homework. Tutors use their professional judgment and understanding of what constitutes high ability to identify potential students;
- Student attainment in exam and test results is immediately available to all staff and this is the primary indicator of high academic ability; and
- Educational Psychologists' Reports can draw attention to areas of high ability, specifically for those with Special Educational Needs.

LSI College recognises that while many G&T students will clearly demonstrate their ability, others will be disaffected underachievers and need to be targeted.

## Provision for Gifted and Talented Students

We aim to provide a tailored curriculum that allows for breadth and depth of study, opportunities for collaborative and accelerated learning, independent enquiry and reflective self-evaluation. Some examples of opportunities for G&T students at MPW include:

- **Compressed courses** such as one-year, self-contained A-Level programmes offer an accelerated pace of learning;
- **Enrichment sessions** are offered to meet the demand in particular subjects, such as Psychology;
- **The Oxbridge Programme** supports potential candidates through the application process, including entrance test and interview preparation;
- **External Lectures** provide an opportunity for students to listen to and engage with academics and professionals from a broad range of disciplines;
- **Participation in competitions** is encouraged;
- **Opportunities for leadership skills** are provided through involvement in the Student Council;
- **Outside organisations** such as local theatres and sports clubs are recommended to students with non-academic talents;
- **Reading materials and reading lists** help to stretch students; and
- **LSI's social programme** further opportunities for enrichment.
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## Monitoring Gifted and Talented Provision

All members of staff play a part in meeting the needs of G&T students, through identifying, delivering, monitoring and reviewing the provision we offer. Provision is currently overseen by the Principal.

## **Directors of Studies**

- identify the needs and targets of G&T students at the start of the year during individual meetings, which are recorded in the student files and shared with subject tutors and the Principal;
- monitor and review G&T students' provision during the year, and inform and update the subject tutors and Principal; and
- update parents of G&T students regarding their child's provision and collect feedback from them.

## **Subject Tutors**

- identify enrichment and extension opportunities for G&T students in their Schemes of Work;
- identify high ability students within their classes and inform the DOS/Principal;
- differentiate lessons appropriately by outcome, resource, task, dialogue, support, pace, content and independence;
- maintain a record of G&T provision in their planning; and
- liaise with the DOS/Principal, particularly if a G&T student is underachieving.

## **The Principal**

- maintains an up-to-date record of all identified G&T students;
- audits the provision of subject departments for G&T students;
- collates feedback from students and parents regarding G&T provision; and
- monitors the effectiveness of the college's G&T provision and assists with the annual review of the policy.

## **Resources and INSET Days for Gifted and Talented Provision**

The Principal maintains a bank of accessible G&T resources, distributes details of specific training courses, competitions and events to tutors.

Opportunities for professional development occur in various ways throughout the academic year. These may involve individual members of staff attending an INSET course outside of college or a wider staff audience may be reached through sessions organised on site.

## **Policy Review**

A formal review is conducted annually by the college's Principal, drawing on the feedback collected from Directors of Studies, Subject Tutors, parents and students. Sources of evidence used in the evaluation of the policy include:

- the academic progress of students and success in public examinations
- the record of extracurricular achievements including success of students in competitions
- the record of G&T differentiation in lesson observations.

*Reviewed by SPB*

*September 2016*

*Next review Sept 2017*