



GIFTED AND TALENTED POLICY

General Rationale

At St Michael's C of E Primary Academy we are committed to providing an environment, which encourages all pupils to reach and maximise their full potential. The aim of this policy is to provide an overview of the available provision St Michael's C of E Primary Academy has for their gifted and talented pupils.

The main aim of St Michael's C of E Primary Academy is to put in our mission statement. The provision offered by the Gifted and Talented Policy ensures that children are all encouraged and can make the very most of the opportunities offered.

Definition and Identification

Gifted children are identified as those who have the capacity to demonstrate high levels of performance in academic areas. A talented pupil is identified as those with a specific ability in a non-academic area, for example physical talent, visual performing abilities, social awareness and creativity.

At St Michael's C of E Primary Academy we identify gifted children by their attainment against National Curriculum criteria's and standardized tests used in school. We also value parents identifying children and informing us. There is also provision of additional Literacy and Numeracy for targeted groups of children in year 6. Talented children are identified by continuous assessment done by class teachers, particularly in the areas of visual and performing arts and physical talents. This is done through Celebration assembly, dance concerts, music concerts, sporting events and art exhibitions.

Continuous identification processes are used. These include the use of assessment data to identify children who are achieving at a high standard alongside the use of teacher assessment using guidance available.

In each class gifted and talented children are differentiated within lessons. In some instances children are used as models or paired with less able children to enhance their own skills.

A 'Gifted and Talented' register will be kept and parents will be spoken to informally with regard to the level at which their child is working. The parents of talented children are also spoken to informally to encourage them to allow their children to attend extra curricular activities both in and outside of school to extend their skills.

Support for gifted and talented pupils is provided in a variety of ways. In the main, gifted and talented children are supported by differentiation within the classroom. But from time to time when resources allow, children are withdrawn from class for additional support. Staff teach, taking into account levels of existing knowledge, skills and understanding. Children are also encouraged to learn in several different ways, including independently, in groups or as a pair. This allows pupils to work with like-minded peers, sharing their thoughts and ideas, as well as having the opportunity to work in mixed ability groups. Opportunities are also created for independent learning and reflection to allow children to work creatively.

Staff, have high expectations and actively use guidance available from higher year groups to plan lessons to ensure the needs of the more able pupils are addressed. One of the main strategies used to stretch children is questioning, which allows completing open-ended tasks.

St Michael's C of E Primary Academy also has a rigorous system of assessment, where data is regularly scrutinized and used in order to aid staff in identifying provision needed in order to develop the educational needs of children. This also allows the educational achievements of children to be monitored closely. The use of this data also allows the identification of underachieving pupils, who may then be given specific support.

School currently offers a variety of provision to encourage the range of gifts and talents of the children at St Michael's, for example every class does a:

- Class Assembly once a year - inclusion of children
- Talent Show
- Football
- Booster classes for identified year 6 pupils
- Peripatetic Music Teachers -drums, guitar paid for from school budget share
- Links with local secondary schools - e.g. Gifted and Talented workshops held for year 6 pupils over summer holidays
- Post SAT's workshops for year 6 pupils
- Art Competitions

There is an active School Council across a wide age range of children - years 1 to 6.

School runs a range of competitions sent from other organisations to ensure those who are talented in art and design have opportunities to produce and share their work for a purpose.

There is a yearly 'Talent Show' held in school for the whole school for all children giving them the opportunity to share their talents.

Staff is encouraged to think about individual learning styles and ensure that a wide range of activities are used when teaching and learning. The school environment is positive and we are committed to providing a stimulating and safe independent learning environment. There are weekly celebration assemblies and the school readily recognises achievements.

As stated above currently parents are spoken to informally, with regards to the ability of their child. If there is an opportunity available to encourage a child's skills or ability, the child will be encouraged to attend the available provision and their parent(s) will be informed by letter or be spoken to informally. In addition to this the weekly newsletter identifies a child from each class who will be rewarded with a certificate for achievement.

Review and Development

Curriculum co-ordinators are also actively involved in the identification of pupils development and provision of ideas and resources for those teaching more able pupils and also monitoring the effectiveness of teaching and learning.

The policy will be monitored through staff planning and evaluations. It will also be monitored by systems already in place, such as the schools continuous monitoring and performance management cycle.

Records will be kept of children identified as Gifted and Talented, gender and ethnic mix will be recorded as part of this.

A Gifted and Talented Register, for each year group, will also be kept the Head Teacher will also have a copy of the registers.

Budget

There will be an annual budget to reflect the financial needs of implementing the Gifted and Talented Policy.

In addition to this the school has formed community links to improve Gifted and Talented provision.

This policy will be reviewed every 2 years by the Head Teacher, senior leadership team and whole staff to be presented to the Governors in the event of any changes.