

Academically More Able, Gifted and Talented Pupils Policy

Date	Review Date	Endorsed by	Approved by	Link Governor
Dec 2015	Dec 2016	Curriculum and Achievement Committee	Governing Body	Steven Lock

We at The Devonshire Hill Nursery and Primary School believe we have a duty to ensure that all children have equal rights to the opportunities offered by education and that all children will be encouraged to fulfil their potential in their academic, physical and creative achievements.

We want to give all children the right to access high quality educational experiences, to take part in a broad and balanced curriculum and to be part of the social life of the school.

We recognise that within the school we have academically more able, gifted and talented children.

We believe that:

- Academically more able children work above age related expectations in one or more area;
- Talented children are those who work above age related expectations in art, music, dance, sport;
- Gifted children work significantly above age related expectations in academic subjects;

We encourage individual children to develop their attributes and skills within a learning environment that embraces equality of opportunity. We strive to develop the gifts and talents of pupils by ensuring Quality First Teaching, robust assessment systems, challenging lessons, a variety of learning experiences in a secure learning environment.

We will identify more able and talented children by:

- Teacher observations;
- Staff discussions;
- Analysis of pupils' work;
- Teacher assessment;
- Statutory assessments;
- Analysis of data;
- Discussions with parents;
- Discussions with children;
- Discussions with outside agencies and local clubs.

We aim to work effectively with parents in order for pupils to fulfil their potential in their academic, physical and creative achievements.

We wish to work closely with the House Captains and House Representatives to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We aim to be judged at least good in all school inspections by ensuring that standards for all pupils are higher than schools of a similar size and that standards continue to improve faster than the national trend.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To identify at an early stage academically more able, gifted and talented children;
- To address and develop specific skills and talents by providing wider opportunities and expectations by extending teaching and learning skills;
- To work with other schools and the local authority in order to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

The Governing Body has:

- Appointed a member of staff to be responsible for Academically More Able, Gifted and Talented Co-ordinator;
- Delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- Responsibility for ensuring that the school complies with all equalities legislation;
- Nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- Responsibility for ensuring funding is in place to support this policy;
- Responsibility for ensuring this policy and all policies are maintained and updated regularly;
- Responsibility for ensuring all policies are made available to parents;
- The responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- Nominated a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- Responsibility for the effective implementation, monitoring and evaluation of this policy

The Headteacher will:

- Ensure all school personnel, pupils and parents are aware of and comply with this policy;
- Work closely with the link governor and coordinator;
- Provide leadership and vision in respect of equality;
- Provide guidance, support and training to all staff;
- Monitor the effectiveness of this policy;
- Annually report to the Governing Body on the success and development of this policy.

The Assistant Headteacher for Inclusion will:

- Lead the development of this policy throughout the school;
- Work closely with the Headteacher and the link governor;
- Ensure that the identification strategies are in place;
- Keep an Academically More Able, Gifted and Talented register;
- Monitor progress of the children on the register each term in order to ensure that pupils are on track to meet targets;
- Ensure records are kept by school personnel;
- Lead staff discussions and training;
- Liaise with parents offering advice and support;
- Liaise with the governor with responsibility for more able and talented children;
- Ensure that adequate resources are in place;
- Keep up to date with new developments and resources;
- Review and monitor;
- Annually report to the Governing Body on the success and development of this policy

The Link Governor will:

- Work closely with the Headteacher and the coordinator;
- Ensure this policy and other linked policies are up to date;
- Ensure that everyone connected with the school is aware of this policy;
- Report to the Governing Body every term;
- Annually report to the Governing Body on the success and development of this policy

The Senior Leadership Team will:

- Consider academically more able, gifted and talented being a priority of the school's improvement plan;
- Provide resources to support this policy;
- Monitor the performance of pupils by analysing data and by discussion with class teachers;
- Monitor the progress and development of this policy;
- Assess the impact of this policy.

Teaching staff will:

- Provide Quality First Teaching, small group intervention and individualised teaching;
- Have high expectations for all pupils;
- Ask parents to identify their child's talents and abilities when they enter the school and at parent-teacher consultations;
- Endeavour to identify academically more able, gifted and talented children at an early stage;
- Encourage pupils of all backgrounds to be proud of their abilities and to make the most of them;
- Use prior assessment and future targets to inform planning;
- Ensure that planning meets the needs of these children;
- Use differentiation effectively;
- Use a variety of teaching and learning strategies to develop these children;
- Provide lessons that motivating, engaging and challenging;
- Create a learning environment that will inspire, encourage and challenge children;
- Inform parents when their child has been placed on the register for academically more able, gifted and talented children;
- Show parents how to support their child outside school;
- Keep parents informed of the progress made;
- Implement the school's equalities policy and schemes;
- Report and deal with all incidents of discrimination;
- Attend appropriate training sessions on equality;
- Report any concerns they have on any aspect of the school community

Subject leaders will:

- Be responsible for ensuring effective provision in their subject area;
- Keep a register of pupils who show a particular ability in their subject area;
- Ensure Quality First Teaching, small group intervention and individualised learning;
- Ensure that teachers planning shows activities that breadth and depth and the effective use of differentiation for developing learning;
- Support class teachers in providing advice on developing challenging tasks;
- Ensure pupils are on track to meet their targets;
- Provide when appropriate opportunities to extend experiences e.g. university projects etc.;
- Ensure current information is passed between phases as part of the transition arrangements;
- Provide effective curriculum subject plans

The House Captains and House Representatives will be involved in:

- Determining this policy with the Governing Body;
- Discussing improvements to this policy during the school year;

- Organising surveys to gauge the thoughts of all pupils;
- Reviewing the effectiveness of this policy with the Governing Body.

Pupils will:

- Be aware of and comply with this policy;
- Learn to take pride in their work;
- Produce work of a high standard;
- Listen carefully to all instructions given by the teacher;
- Ask for further help if they do not understand;
- Participate fully in all lessons;
- Participate in discussions concerning progress and attainment;
- Treat others, their work and equipment with respect;
- Support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- Talk to others without shouting and will use language which is neither abusive nor offensive;
- Hand in homework properly completed and on time;
- Wear correct uniform
- Liaise with the school council;
- Take part in questionnaires and surveys;
- Take part in setting their own targets.

Parents/carers will:

- Be encouraged to support their child at all times;
- Inform the school of their child's talents and skills;
- Inform the school of any special achievements out of school;
- Work closely with the school;
- Be encouraged to take an active role in the life of the school by attending:
 - Parents and open evenings
 - Parent-teacher consultations
 - Class assemblies
 - School concerts
 - Fundraising and social events
 - Celebration Assemblies
- Be encouraged to work in school as volunteers;
- Be encouraged to organise after school clubs or groups;
- Be asked to take part periodic surveys conducted by the school;
- Ensure regular and punctual attendance;
- Notify school on the first day of pupil absence;
- Have holidays in term time and authorised by school;
- Encourage effort and achievement;
- Encourage completion of homework and return it to school;
- Provide the right conditions for homework to take place;
- Hand in homework on time;
- Support the school Code of Conduct and guidance necessary to ensure smooth running of the school;
- Ensure correct school uniform is worn.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- The school website;
- The Staff Handbook

- Meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops;
- School events;
- Meetings with school personnel;
- Communications with home such as weekly newsletters and of end of half term newsletters;
- Reports such annual report to parents and Headteacher reports to the Governing Body;
- Information displays in the main school entrance.

Training

All school personnel:

- Have equal chances of training, career development and promotion
- Receive awareness and if requested more specific training on this policy on induction which specifically covers:
 - Curriculum;
 - Differentiation;
 - Assessment;
 - Teaching and Learning;
 - Key Skills;
 - Target Setting;
 - Marking;
 - Homework;
 - Parent Involvement (Engagement);
 - Monitoring and Evaluation;
 - Equal opportunities;
 - Inclusion.
- Receive periodic training so that they are kept up to date with new information;
- Receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring the Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the link governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

This policy was reviewed and endorsed by the Full Governing Body of The Devonshire Hill Nursery and Primary School on Wednesday 9th December 2015.