

## **Elmhurst School for Boys**



# **Policy for Provision for Able, Gifted and Talented Pupils**

**This policy applies to the whole school, including EYFS**

**Sept 2022**

**bellevue**

*The guidelines and format for this policy have followed the procedure set in a similar way to the guidelines and format set out in the SEND Policy.*

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## **School Setting**

Elmhurst School for Boys is a non selective independent Preparatory School for boys of the age of 3 to 11 years. Every teacher is a teacher of every child or young person including those with SEND. The policy reflects the SEND policy and SEND Code of Practice, 0-25 Guidance. The policy was created by the governors, in conjunction with the SENCo, staff and SLT, at Elmhurst.

The policy is available to staff on our website, alongside all our key policies, and is available in paper format on request.

For the remainder of this policy, pupils identified as Able or Gifted and Talented, will be referred to as 'More Able'

## **School beliefs**

Elmhurst School for Boys believes that all pupils are entitled to high quality, well-planned and well-organised teaching, which will enable them to participate in a broad and balanced curriculum and to be part of the social life of the school.

Every teacher is a teacher of every child or young person including those with SEN

## **Beliefs and Values about Most Able Children**

At Elmhurst School for Boys, we recognise that all pupils are individuals with their own strengths and weaknesses, gifts and talents. Within this range of individuality there are pupils who are more able than others and pupils who are particularly talented in particular areas.

Every child has the right to be included in a broad, balanced and relevant curriculum. We believe that each pupil is entitled to have the opportunity to enjoy an education which challenges, motivates and rewards them, so that they can each fulfil their individual potential.

## Aims

This policy aims to ensure we can provide:

- An appropriate education for each individual
- Opportunities for pupils to work at levels higher than that of their peers
- Opportunities to develop specific skills or talents
- The opportunity to experience a broader, richer curriculum
- Support and care for the whole child, socially, emotionally and intellectually

## Objectives

- To identify and provide for More Able Pupils
- To operate a whole school approach to the management and provision of support for More Able Pupils
- To provide a Co-ordinator (or SENCO) who will work with the More Able Policy
- To provide support and advice for all staff working with More Able Pupils

## Definition

The More Able child is usually defined as being in the top 5% of the school's population, regardless of the school's ability profile. Each child is unique and any single definition is likely to be misleading. This policy deals, in general terms, with three groups of pupils:

- The gifted child, likely to be one of a minority of pupils and would be performing at a level at least **3-4 terms ahead of National Expectations**.
- The talented child, who may exhibit specific abilities in areas such as Art, Music, P.E. etc.
- The most able child, performing consistently above the level of most able peers in one or more subjects.

## Identification

A gifted and talented register provides a basis for provision for most able pupils. The following list indicates that Elmhurst School for Boys welcomes the potential of these pupils and is able to identify ability in a number of ways:

- Test results from Pupil Asset and GL data, and other assessments such as ongoing teaching assessment
- Teacher observation and nomination: this may reveal talented pupils, especially when made by a specialist teacher
- Samples of work revealing consistently outstanding performance in one or more subjects
- Parental nomination: which may be useful in revealing high achievement in activities outside of school, such as winning chess competitions, debating in a public forum competently.

In English and Mathematics, most able pupils show:

- creativity and originality – *they are able to work in new and imaginative ways*
- the ability to make connections between different concepts they have learned – *seeing patterns of relationships and applying these to new contexts*

- independence and perseverance – *demonstrating initiative and persistence in completing tasks or pursuing lines of enquiry*
- capacity to learn and understand new ideas and ways of working quickly
- communication skills – *expressing ideas succinctly, justifying, qualifying, and explaining what they say; using language in ways that reflect an appreciation of the knowledge and interests of specific audiences, acquisition and use of vocabulary*
- ability to take on demanding tasks – *researching, comparing and synthesising information from a range of different sources, including technology*
- ability to debate and reason – *creating and sustaining accounts and reasoned arguments of more abstract levels in both speech and writing*

### Whole School Approach to G&T Support

Elmhurst School for Boys takes a whole school approach to the provision for More Able pupils through assessing, planning, delivering, reviewing and recording of information, to ensure that all pupils achieve their potential.

### Analysis of Needs

Ongoing processes of **formative and summative assessment** is an integral part of the teaching and learning process at Elmhurst School for Boys providing information useful to the pupil, the teacher and the parents. It demonstrates what has been learned, identifies successes and should identify what the next learning stage should be. It also provides valuable information about how the curriculum could be suitably adapted and which methodologies should be adopted to meet individual needs.

### Monitoring and Evaluation and Success

The SLT, the SENCo and teaching staff will review this policy bi-annually and will evaluate the impact of provision on the attainment and well-being of individuals.

This is evaluated in the following ways: Value added scores in GL assessment data; the amount of children achieving their potential or greater (119+); Parent survey; PASS data; work scrutiny, significant achievements (both within and outside of school).

Examples include:

- comparing baseline data with the data collected at the assessment point (P.A.P.A)
- Comparing pupil attainment with pupil potential
- reviewing pupils' progress in relation to the targets set
- taking account of other factors that may have affected progress
- analysing the effectiveness of educational professionals and parents working in partnership
- noticing a reduction or an increase in the total number of most able pupils
- noting how well most able pupils have access to the whole curriculum of the school
- ensuring provision for each pupil is planned for, reviewed and evaluated regularly
- ensuring the most effective deployment of resources is designed to ensure the needs of all pupils are met

### **Criteria for Exiting the Register**

Pupils who are deemed to be gifted and talented, or more able should be the exception to their peers. If the number of pupils within a particular cohort in this ability range becomes the norm, pupils will cease to need differentiated provision for their high ability and therefore exit the register. The cohort, however, should receive special attention from staff and be acknowledged as Gifted, Talented or More Able.

If a child who was identified as Gifted, Talented or More Able fails to perform on the definitions of More Able, Gifted or talented set out in this policy, the child may be eligible to exit the register. However, Staff and SLT would need to analyse carefully as to why this is the case. The school would not normally expect this to occur.

Upon leaving the school, a child will exit the register.

### **Supporting Pupils and Families**

At all stages of this process, the school keeps parents fully informed and involved at all stages. We encourage parents to make an active contribution to their pupil's education and hold regular meetings to share progress, termly. In addition, the subject leads and SLT will liaise with parents if their son has been identified and should consider extra-curricular provision in a given area.

A record is kept of any communication with parents, and all notes and action plans arising from these meetings are kept in a secure place in order to maintain confidentiality (see management of records).

All discussions are dealt with confidentiality and in a sensitive manner. In partnership with parents, pupils will be encouraged to contribute to the assessment of their needs, the review and the transition process.

### **Training**

Pupils who are gifted and talented or More-Able receive funding as deemed appropriate by the Head. The funding comes out of the Curriculum budget. Parents may be asked to contribute towards the costs of extra-curricular clubs.

In order to maintain and develop the quality of teaching and provision to respond to the strengths and needs of all pupils, all staff are encouraged to undertake training and development. Training is identified in Appraisal meetings throughout the year, as well as needs of more than one staff member being identified by SLT.

All teachers and support staff undertake induction on taking up a post and this includes a meeting with the SENCO to explain the systems and structures in place around the school's More Able provision and practice and to discuss the needs of individual pupils.

The school's SENCo regularly attends the Bellevue SENCo network meetings and local authority meetings in order to keep up to date with local and national updates in More Able provision, and is a member of NASEN.

### **Responsibilities**

SLT oversees the management of the Most Able, Gifted and Talented together with the SENCo and part of Learning Enrichment.

Responsibilities include:

- compiling and managing the gifted and talented register
- overseeing the day-to-day operation of the school's gifted and talented and higher ability policy
- co-ordinating provision for more able pupils
- overseeing the records for more able pupils
- supporting and advising teachers in planning appropriate programmes of work
- ensuring planning is differentiated and takes into account individual need for more able pupils
- reading / summarising / disseminating information regarding educational reports
- liaising with the named co-ordinator for early years and secondary educational establishments to discuss transition
- advising / liaising / managing the deployment of L.S.A.s
- screening visiting pupils, reviewing the identification procedure, monitoring progress and record keeping
- liaising with external providers
- identifying, ordering and utilising resources available from other agencies
- contributing to the development of curriculum policies to ensure that the provision for more able pupils is considered
- monitoring progress and providing additional support to more able pupils working in class
- continuing C.P.D.
- liaising with and advising parents of more able pupils
- in consultation with the S.L.T. review the quality of teaching, including supporting teachers' understanding of strategies to identify and support more able pupils through appropriate training.

### **Storage and Management of Information**

The school will continue to use the system of the Gifted and Talented list and provision map to record the steps taken to meet the needs of individual pupils. The SENCo is responsible for ensuring that records are kept and are available when needed on the staff Google Drive: under Learning Enrichment:

<https://drive.google.com/drive/folders/1kc-vzUIKlKhZ7yL5gCozIK3jvPCddrLN>

These individual provision maps are available to share with parents termly.

<https://drive.google.com/drive/folders/17iWOVydhx0oZzVhTOUpAu2Gktf7PhvVd>

The data is kept in line with the GDPR rules and regulations, which can be found in our policy here: <https://www.elmhurstschool.net/admissions/policies-and-procedures/>

All staff members have access to individual information via the school system. Paper copies of completed provision maps are collated by the SENCo and kept in the Learning Enrichment Folder, in number 46, in a lockable filing cabinet.

## **Accessibility**

Learning activities are differentiated by:

- taking into account individual learning styles such as audio, visual and kinaesthetic
- varying the task so it is more demanding, challenging or stimulating
- setting an open ended task so a pupil performs at a higher level by outcome
- providing adult/specialist support to develop skills and talents
- providing further extension and/or enrichment activities for those who complete tasks
- a range of open-ended questions
- grouping by ability
- providing homework activities at a more challenging level. Homework will be differentiated when appropriate.

At Elmhurst School, pupils are not set by ability. Pupils can learn from mixed-ability interaction, the more-able, as well as the lesser-able.

## **Development of Thinking Skills**

The following thinking skills are particularly important in supporting most able pupils in that they help pupils consider the 'how' of learning, rather than the 'what', furthering a questioning and a critical mind. Teachers aim to build in activities that encourage these skills as a matter of course in every day lessons. The following higher-order thinking skills are acknowledged at Elmhurst School:

- reasoning
- enquiry
- creative thinking
- evaluation
- information processing
- summarising
- analysis

## **Support Services and External Providers**

Support Services are welcomed to support a most able child, if the child:

- continues to make significant progress in specific areas over a long period
- continues working at National Curriculum levels substantially above that expected of pupils of a similar age
- continues to excel in English and Mathematics
- has emotional or behavioural difficulties which regularly and substantially interfere with the child's own learning or that of the class group
- has ongoing communication or interaction difficulties that impede the development of social relationships and cause substantial barriers to learning

At Elmhurst School, support services have included:

- educational psychologists



- specialists from local secondary schools/colleges
- parents with specialist knowledge

### **Extra Curricular Activity**

Elmhurst School offers a variety of extra curricular activities that provide opportunities for More Able Pupils to develop specific skills.

- Inter-school Maths competitions (Y5&6)
- English Speaking Board Exam (Y6)
- Stride: Putting Young Minds to Work (Y6)
- Hockey Club (Y3-6)
- Badminton Club (all ages)
- Cricket Development Club Y4,5,6
- Football Development Club Y5&6
- HB Soccer Football club (Reception -Y2)
- Chess Club (Y1-6)
- LAMDA (Y3-6)
- Orchestra (Y3-6)
- Guitar, Drums, Clarinet, Saxophone, violin tuition
- Maths and English Booster classes (Y5&6)
- Bellevue group G&T days.

### **Procedures for Resolving Complaints about Provision for More Able Pupils**

This follows the school complaints procedure.

<https://www.elmhurstschool.net/admissions/policies-and-procedures/>

### **Bullying**

At Elmhurst School, steps are taken to ensure and mitigate the risk of bullying of Most Able learners. We would treat bullying of this kind, like any other kind of bullying. Elmhurst is an inclusive school, which welcomes, nurtures and provides an education for pupils of many ability ranges. See Bullying Policy for further details:

<https://www.elmhurstschool.net/admissions/policies-and-procedures/>

## Appendix

# GIFTED, ABLE AND TALENTED

## Pupil Assessment Profiles

In this section a series of six sheets are presented (profiles A to E) for compiling an overall **Pupil Assessment Profile**. The method recommended for deciding which names should be entered on the **AGT Register** involves the profiling for accurate assessment of *all* pupils under consideration. Each of the component profiles contains a number of key assessment statements regarding the pupil in question, for which scores should be recorded as follows, in relation to the peers within the school:

- 4** – Performing (or capable of performing) **exceptionally** well;
- 3** – Clearly **well advanced** (or has the potential to be so);
- 2** – Displaying (or capable of displaying) **above-average** performance;
- 1** – Performing **in line with the year-group average**.

It will be important when evaluating these scores not to attempt mathematical calculations, such as '21 out of a possible 40', but simply to concentrate on the frequency of scores above 1.

## Pupil Assessment Profile Tables

Pupil's Name: Year Group:

Date of Birth:

PROFILE	A	THINKING SKILLS	SCORE
1		Is able to process information quickly and accurately.	
2		Has a highly-enquiring mind, with well-developed reasoning and deduction skills.	
3		Capable of having very imaginative ideas.	
4		Approaches problems creatively.	
5		Is able to evaluate data objectively.	
6		Can retain significant facts and information, and recall selectively.	
7		Is highly articulate, using subject-specific language and a wide vocabulary confidently.	
8		Is well able to work independently, and enjoys doing so.	
9		Analyses situations well, and can generalise.	
10		Is highly curious and confident in new situations.	

PROFILE	B	LEARNING SKILLS	SCORE
1		Acquires new knowledge, understanding and skills quickly and easily.	
2		Is a self-directed learner who develops own ideas.	
3		Shows well-developed attention and concentration.	
4		Confidence and motivation levels are high.	
5		Is a productive worker who learns at a good pace.	
6		Is a self-evaluative learner, who knows what is being done, how well it has been tackled and how it can be improved.	
7		Approaches problems logically and thoroughly.	
8		Organises own approach to work properly.	
9		Can see connections among different aspects of learning.	
10		Can use and apply new learning, work in the abstract, and devise original ideas.	

PROFILE	C	PERSONALITY TRAITS	SCORE
1		Displays a sharp and often mature sense of humour.	
2		Pays considerable attention to detail.	
3		Is highly responsive to new ideas and situations.	
4		Often emerges as a leader of others.	
5		Understands the whole picture with relative ease.	
6		Is capable of being very flexible in approach.	
7		Shows tenacity in pursuing a line of enquiry.	
8		Avoids errors caused by rushing.	
9		Is quick to see own errors and to devise alternative strategies.	
10		Can be very popular with his or her peers, and relates very easily to adults as well.	

<b>PROFILE</b>	<b>D</b>	<b>ATTAINMENT IN CORE SUBJECTS AND IN GEOGRAPHY AND HISTORY (i.e. the subjects the DfES considers as 'gift' subjects)</b>	<b>LEVEL &amp; GRADE  e.g. 3A</b>	<b>SCORE (see note below)</b>
<b>English</b>		<b>Speaking and Listening</b>		
		<b>Reading</b>		
		<b>Writing</b>		
		<b>Spelling</b>		
		<b>Handwriting</b>		
<b>Maths</b>		<b>Using and Applying Mathematics</b>		
		<b>Number and Algebra</b>		
		<b>Shape, Space and Measures</b>		
		<b>Handling Data</b>		
<b>Science</b>		<b>Scientific Enquiry</b>		
		<b>Life Processes and Living Things</b>		
		<b>Materials and their Properties</b>		
		<b>Physical Processes</b>		
<b>Geography</b>		<b>The skills and understanding for enquiry into places, geographical patterns and processes, and environmental change.</b>		
<b>History</b>		<b>An understanding of chronology, causality and how the past is represented.</b>		

**NB:** By the end of Year 2, a child attaining at: Level 3 scores 2

<b>PROFILE</b>	<b>E</b>	<b>ACCOMPLISHMENTS</b>	<b>SCORE</b>
<b>1</b>		<b>Has very good interpersonal skills.</b>	
<b>2</b>		<b>Has very good intrapersonal awareness.</b>	
<b>3</b>		<b>Has particular musical aptitude, especially as an instrumentalist.</b>	
<b>4</b>		<b>Shows prowess as a modern or traditional dancer.</b>	
<b>5</b>		<b>Has a flair for both improvised and scripted drama, either as an actor or as a director.</b>	
<b>6</b>		<b>Has real mechanical ingenuity, e.g. an ability to design and build models.</b>	
<b>7</b>		<b>Has true artistic aptitude, in drawing, painting, sculpting or design.</b>	
<b>8</b>		<b>Is a gifted sportsperson, whether in games, athletics, gymnastics or swimming.</b>	
<b>9</b>		<b>Displays a capacity for advanced, original thought.</b>	
<b>1</b>		<b>Is a gifted orator or singer.</b>	
<b>1</b>		<b>Has exceptional computer skills.</b>	

Level 4s cores 3    Level 5+    scores 4

### Profile Scores into Register Categories

Having completed an assessment profile for each child that you judged to be a candidate for the AGT Register, you can now make an initial evaluation.

First, here is a reminder of the letters and titles of the five component profiles for the overall Pupil Assessment Profile:

<b>PROFILE</b>	<b>TITLE</b>
<b>A</b>	<b>Thinking Skills</b>
<b>B</b>	<b>Learning Skills</b>
<b>C</b>	<b>Personality Traits</b>
<b>D</b>	<b>Core Subject Attainment</b>
<b>E</b>	<b>Accomplishments</b>

<b>Profile</b>	<b>Score 2</b>	<b>Score 3</b>	<b>Score 4</b>
<b>A</b>			
<b>B</b>			
<b>C</b>			
<b>D</b>			
<b>E</b>			

The following tables translate a given score profile into the most likely register category:

<b>AVERAGE ATTAINERS</b>
Pupils with the following profile would normally be unqualified for the AGT Register:
Scores are 1, with only the occasional 2, for all statements.

<b>ABLE</b>	
These pupils' profiles will tend to be as follows:	
<b>SPECIFIC ACHIEVERS</b>	<b>GENERAL ACHIEVERS</b>
Some scores of 2, in D.  Other statements may score from around average to above average (from 1 to 2).	As specific achievers but evidence of above average progress in other non-core curriculum subjects e.g. ICT, DT etc.

<b>GIFTED OR EXCEPTIONALLY GIFTED</b>	
These pupils' profiles will tend to be as follows:	
<b>ADVANCED SPECIFIC ACHIEVERS</b>	<b>ADVANCED GENERAL ACHIEVERS</b>
Quite a few scores of 3 and 4, in D.  Other statements may score from above to well above average (from 2 to 3).	As specific achievers but evidence of well advanced or exceptional progress in other non-core curriculum subjects e.g. ICT, DT etc.

<b>TALENTED OR EXCEPTIONALLY TALENTED</b>	
These pupils' profiles will tend to be as follows:	
<b>TALENTED</b>	<b>EXCEPTIONALLY TALENTED</b>
Some scores of 2, 3 or 4, in E.  Other statements may score from around average to above average (from 1 to 4).	Some scores of 3 or 4, in E.  Other statements may score from around average to above average (from 1 to 4).

You should now be ready to start entering names on the Able, Gifted and Talented Register for your class. Remember a child may fall into more than one category, for example;

**Specific Achiever in Maths, Talented in Music, Exceptionally Talented in ICT.**

Intervention Programmes used:

Lexia

Toe-by-Toe

### **Reviewing the Policy**

This policy will be reviewed annually.