



NORTH BIRMINGHAM ACADEMY

GIFTED AND TALENTED POLICY

Introduction

This policy is a statement of the entitlement of children with high ability at this Academy. It has been developed from reading and research, through staff consultation and by CPD. The policy now reflects the expertise of staff within the Academy. It also reflects the commitment of the Academy to support the able child. The Governors will be aware of these needs and that there should be provision within the budget for resources.

Aims

- To support the abilities, personal qualities and talents of all children.
- To ensure that all children receive an education appropriate to their abilities.
- To provide teaching which makes learning challenging and enjoyable. To provide higher order thinking and questioning skills.
- To employ a wide variety of methods of recognition of potential.
- To recognise under-achievement and to seek to remove it.
- To stimulate children through extra-curricular activities and through curriculum enrichment.
- To have the expectation that the curriculum for all will be extended by realising the needs of the most able.
- To train staff and to provide for these aims to be achieved.
- To audit provision through The Quality Standards.
- To compile a Gifted & Talented Register and enter this on the Academy Census
- To work with The Primary Strategy.

Definition

Children are defined as gifted and talented in areas of:

- general intellectual ability
- specific aptitude in one or more subjects
- leadership
- creative and performing arts
- psychomotor ability
- exceptionally able children
- these children will be performing well above their chronological age.

Recognition

Children are continually tested by means of national tests and assessments throughout the Academy. In addition the following methods will be used:

- teacher observation and assessment
- checklists
- background knowledge
- the expertise of the co-ordinator in supporting the judgement of the teacher
- peer nomination
- parent nomination

No one single method can be entirely accurate.

The Academy will seek to provide an enriched curriculum for all children. Through this it will be possible to identify the most able. The Academy will then seek to further provide.

Organisation

Acceleration is not usually recommended because there may be social difficulties through differences in levels of maturity. It should be possible to address the needs of these children within the appropriate year group. However, there will be times when it will be appropriate for children to work with older children, through curricular activities and through visits to secondary Academics. Withdrawal groups can be used but these must be done sensitively. Mentoring is valid and to be welcomed. The Academy will provide mentors from adults within the Academy.

Classwork

Enrichment/extension work is provided by all teachers in all classes as part of normal differentiated provision. This is shown on planning documents. Working with others of like ability is important. This can be made possible by group work, or by the use of setting. Differentiation should provide activities requiring higher order thinking skills. Gifted children need to be challenged. The role of the teacher is vital in challenging the thinking of the gifted child.

Extra-Curricular Activities

These are highly valued for the gifted and talented child and include:

1. Club activities – curriculum subjects, plus chess, photography, gardening etc.
2. Activity days and Master classes. These may be organised by The Academy, or the Local Authority and E-ACT
3. Day and residential visits.
4. The use of specialists e.g. teachers from secondary Academies, visiting artists and authors.
5. A broad, creative curriculum, giving children a chance to thrive.

Co-ordinating and Monitoring

The following people can support this through regular reviews:

1. Principal
2. Gifted and Talented Co-ordinator/Leading Teacher
3. Co-ordinators for PHSE will support pastoral issues.
4. Teaching Assistant for Gifted and Talented Children will provide support.
5. Governor with responsibility for Gifted & Talented Children.

Review and Development

Each year the Academy will draw up a register of able children in each year group. The Senior Management Team in its meetings will keep this list under review. In addition there will be a register of under-achieving children. Their progress will be closely monitored. These groups will be known as 'The Hard Register' and 'The Soft Register'. These children will be entered on the Academy Census.

Partnership with Parents

Parents and teachers will work together for the needs of the gifted and talented child.

Secondary Transfer

The Academy will liaise with local secondary Academies to provide information on Gifted & Talented Pupils.

The Learner Academy

Pupils who are eligible will register as Associate Members of The Learner Academy. Teachers will use The YGT website as a learning resource.

THE NATIONAL ASSOCIATION FOR GIFTED CHILDREN (NAGC) has developed ten principles of good practice for Academies. They are:

1. Flexibility in meeting needs
2. Valuing diversity, dealing with underachievement
3. A partnership with pupils and parents
4. The leadership of the Headteacher and Senior Team
5. Regular observation and review with early and prompt intervention
6. High teacher expectations
7. Positive attitudes by teachers who are prepared to "Go the extra mile"
8. Close primary/secondary liaison
9. Good use of external resources
10. The absence of labels, working to the child's strengths.

Quality Standards

The Academy will evaluate provision by use of:

1. The Institutional Quality Standards (IQS).
2. The Classroom Quality Standards (CQS).

Approved by NBA Governors on:

Date of Next Review:.....

Lead Manager: