

Gifted and Talented Students Policy

Document Control

This document is issued, controlled and impact assessed by the Senior Leadership Team.

The latest version of the procedure will be maintained on the School Website.

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Scope

The Endeavour Academy is fully committed to personalising the learning of all students and ensuring equality of opportunity for all. We believe that every student, whatever their ability, has the right to be challenged and so encouraged to develop to their full potential.

The school wishes to encourage a growth mind-set for all and, as such, would not wish to create a culture of elitism for the highest attainers. Nevertheless, we recognise the need to identify and respond to the requirements of those students with exceptional ability, and intend to use the DfE definition as our guide.

Gifted	=	Top 5-10% of pupils within school as measured by actual or potential achievement
Talented	=	Top 5-10% of pupils per school as measured by actual or potential achievement in the subjects of Art, Music and PE. (In reality, within the Endeavour Academy we are identifying the top attainers in terms of creativity, imagination and the practical application of subjects).

We will consider both definitions flexibly and appreciate that the definition is relational and can vary from institution to institution. Since students also can move in and out of the scope of Gifted & Talented, as they progress throughout their education, we do not intend to label students or create a specific register. Rather, our focus will be on encouraging a praise and aspirational culture for all.

Identification

At Endeavour Academy, the identification process will consist of two parts, a curriculum process – used mainly to identify gifted students and a pastoral process – used to identify talented students.

The Curriculum Process

Lead Learning Coaches will be given the responsibility of identifying those students in the top 10% of any subject via quantitative data (including prior attainment and current assessment data). Learning Coaches will need to ensure strategies are in place to provide appropriate stretch and challenge.

The Endeavour Academy meets the needs of gifted and talented students with a tri-partite programme, including acceleration, extension and enrichment opportunities. Although there is much over-lap in the concepts, basic provision typically consists of:

Acceleration

- Students remain with their peer group but undertake more advanced work.

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Extension

- All schemes of work indicate appropriate extension resources and materials for use with gifted and talented students in lessons.
- Gifted students may also opt to study additional qualifications in addition to the standard curriculum offering.
- All members of staff make full use of CREATE in their planning and teaching.

The gifted and talented students will be identified for internal monitoring purposes within the school management information system and ongoing tracking will help to identify any areas of potential under-achievement, so corrective action can be taken.

Enrichment within the Curriculum

All students will undergo an enriched curriculum in the school but, in addition, the personalised curriculum will expose them to stretch and challenge and this will be encouraged and expected throughout the projects.

Enrichment Extra-Curriculum Activities

- STEM projects in which students explore open ended lines of enquiry and interest.
- Team building exercises will promote leadership skills, using the facilities of external organisations such as NCS (National Citizen Service).
- Entry to national competitions.
- Social Enterprise activities.

Co-operation with other Schools

Endeavour Academy students will have access to opportunities offered by local organisations. Students will also be able to participate in master classes arranged across schools within the area and also across the Trust.

The Pastoral Process

Learning Mentors will help to identify appropriate students. This more subjective area of identification will also include pupil self-assessment, appraisals of project performance and reports from students in addition to the wider enrichment activities of the school and community (including external competitions).

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Monitoring

The gifted and talented cohort is monitored in the following ways:

- Individual progress in terms of assessment results is tracked and compared with base line expectations.
- The value added of the gifted and talented cohort is compared with the value added of other students within the school.
- Each gifted and talented student has a personal coach with whom they meet regularly and for at least 20 minutes per half term in a one-to-one review.
- Learning Coaches monitor and feedback on the progress of gifted and talented students, ensuring that students are making progress in the development of their social and interpersonal skills, as well as the development of their academic abilities.
- Classroom provision for the gifted and talented is monitored by the senior team as part of the ongoing cycle of lesson observations and work sampling.

Whole School Issues

There is an identified budget to support gifted and talented activities. This is used to release staff for INSET, to purchase appropriate learning resources on gifted and talented matters for the staff and to support offsite activities

Gifted and talented issues are included on the agenda for staff meetings at least once a term.

Breach of this policy may lead to action being taken under the Endeavour Academy's formal Disciplinary Procedure. Any employee, who feels they have been treated in a manner contrary to the spirit of this policy, should seek recourse in accordance with the Endeavour Academy's Grievance or Dignity at Work procedures.