



POLICY FOR GIFTED, TALENTED AND EXCEPTIONALLY ABLE STUDENTS

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Person responsible for policy: DH-S

Policy for Gifted, Talented and Exceptionally Able Students

Aim

At Droitwich Spa High School, we believe that all students are entitled to an educational experience that will enable them to develop their full potential, be that intellectual, practical, physical, artistic, creative, spiritual or social. We are committed to providing an appropriately challenging curriculum for all of our students. Some students have strong academic ability which can be demonstrated in a range of subjects; others have specific skills and talents. We acknowledge the need to recognise these students and in turn to nurture, foster and extend their abilities and talents.

Definition

We use the term “gifted” to describe students at the upper end of the spectrum of academic ability, in particular, those capable of excelling in one or more areas. Students deemed to be “exceptionally able” are those identified as capable of achieving the very highest academic standards. Gifted students would be identified as those achieving more than 1.5 standard deviation above the mean for a national normal distribution (approx. top 7%) and exceptionally able as those who’s data places them 2 or more standard deviations above the mean of any distribution (top 2.5%). A “talented student” is someone who has particular ability in art and design, technology, music, sport or performing arts.

As a school we also recognise that students can begin to excel at different stages in their lives and therefore “gifted”, “talented”, or exceptionally able students can identified at any stage via tracking progress and through professional dialogue with teachers and Heads of Department.

Identification

In order to identify its gifted, talented and exceptionally able students, Droitwich Spa High School obtains as much information about individuals as possible by:

- using information from any previous school;
- using baseline data from internal and external assessment and testing;
- using teacher and parental nominations validated against subject-specific criteria, and approved by Heads of Department.

The school will ensure that:

- students who fit the criteria
- the identification process is rigorous and does not discriminate against any particular groups
- those who are exceptionally able, gifted or talented, but underachieving, are identified and their progress monitored

The progress of those identified as “gifted”, “talented” or “exceptionally able” will be specifically tracked by Heads of Department and monitored through line management and PMR where appropriate.

Provision

Droitwich Spa High School aims to meet the needs of its exceptionally able, gifted and talented students through such means as:

- holding consistently high expectations for the student
- providing a rich and diverse curriculum
- identified suitable externally accredited courses
- appropriate setting of groups
- fast-tracking in certain subject areas
- providing opportunities for extra-curricular projects and extra-curricular trips
- Differentiated teaching in lessons and differentiated homework
- Focused target-setting

The Senior Leader with responsibility for implementing this policy will:

- Provide advice and support to colleagues on how to meet the needs of exceptionally able, gifted and talented students
- Audit whole school provision for exceptionally able, gifted and talented students
- Identify and address any staff training needs
- Ensure that exceptionally able, gifted and talented students are presented with inspiring opportunities outside of the classroom.. These provisions will provide appropriate opportunities for the identified students but will not necessarily be offered exclusively to them.
- Monitor the differentiation provided to stretch and challenge the exceptionally able, gifted and talented students in lessons through the observation process
- Communicate with parents about provision for exceptionally able, gifted and talented students.
- Nominate students to external organisations where appropriate

Subject Leaders will:

- Liaise with the Senior Leader responsible for implementing this policy to provide further challenge for exceptionally able, gifted and talented students
- Monitor the progress of more exceptionally able, gifted and talented students within his/her subject area
- Produce subject-specific criteria to support and justify a student’s nomination as more able or talented in their subject.
- Ensure that specific provision for these students is identified within schemes of work and through appropriate provision of alternative courses.

Subject teachers will:

- Take responsibility for providing challenge for students identified as being ‘gifted’, “exceptionally able” or ‘talented’ within their subject area.
- Use baseline data and informative assessment to identify those students who are talented within their classes
- Consider the needs of the more able, gifted and talented child in lesson planning and provide challenge within their classroom
- Follow the guidance in the whole school more able, gifted and talented policy
- Be responsible for encouraging students to work independently using their initiative
- Support students in setting targets and encourage them to reflect on the process of their own learning and consider the factors which help them progress

Evaluation

- The provision for Gifted and Talented and Exceptionally Able students will be regularly reviewed by Heads of Department and SLT through lesson observation and data evaluation.

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The School’s Data Protection Officer is the *Governance Manager* who can be contacted at Droitwich Spa High School and Sixth Form Centre, Briar Mill, Droitwich, WR9 0AA or by email at privacy@droitwichspahigh.worcs.sch.uk