



Culmore Primary School

Gifted and Talented (G&T)/ Exceptionally Able (EA) Policy

Aims

Culmore Primary School is committed to providing an environment, which encourages all students to maximise their potential and this includes pupils who display some form of exceptional ability or talent.

Definitions

Gifted and Talented pupils are those who are achieving, or who have the potential to achieve, at a level substantially beyond the rest of their peer group or substantially above the National Average. This may be in one or more of the following areas:

- General intellectual ability or talent;
- Specific academic aptitude or talent;
- Visual and performing arts and sports;
- Leadership ability;
- Creative and productive thinking;
- Mechanical ingenuity;
- Special abilities in empathy, understanding and negotiation.

The terms 'Gifted and Talented' or 'Exceptionally Able' encompass pupils who are able across the curriculum as well as those who show talent in one or more specific areas. All talents and gifts are equally valued.

Identification of the G&T/EA

Before identifying any pupil as Gifted and Talented in a particular area, we aim to ensure that all pupils have had the opportunity to learn and succeed in this area. This makes the process of identification fair.

A Gifted and Talented pupil should be identified using a variety of methods. The specific procedure will vary according to subject area but will include elements of the following:

- Teacher nomination
- Assessment results
- Peer nomination
- Parental nomination
- Identification by a previous teacher, previous school, external agency or organisation
- Self-nomination

It is worth remembering that Gifted and Talented pupils can be:

- *good all-rounders;*
- *high achievers in one area;*
- *of high ability but with low motivation;*
- *of good verbal ability but poor writing skills;*
- *very able with a short attention span;*
- *very able but with a learning difficulty or disability which masks their achievements;*
- *very able with poor social skills;*
- *keen to disguise their abilities.*

(adapted from Deborah Eyre, 1973)

Everyone in Culmore Primary School has a responsibility to recognise and value pupils' abilities. We are aware that unnecessary repetition of work is demotivating and demotivated pupils will not always demonstrate potential; There is sometimes peer pressure to under-achieve.

The School G&T/EA Record

The Responsible Teacher is to maintain a register for Gifted and Talented and to ensure appropriate records are being kept. All pupils who have been identified as Gifted and Talented are entered onto the School G&T/EA record. A copy of the record is made available to all staff. The area of ability is recorded with reference to the aspect or aspects in which they have a talent. The parent or carer is consulted before the pupil's name is put on the record. The record is reviewed twice a year at a meeting of the staff concerned and the progress of each pupil towards their individual challenges evaluated. If a pupil is not reaching his or her full potential, or has achieved the set challenges, new arrangements, and where necessary new challenges, will be set.

Provision for the Gifted and Talented

Opportunities for extension and enrichment are built into all our schemes of work.

We aim to:

- Maintain an ethos where it is acceptable to excel;
- Encourage all pupils to be independent learners;
- Recognise achievement;
- Be aware of the effects of ethnicity, bilingualism, gender, religion and social circumstances on learning and high achievement;
- Provide a wide range of extra-curricular activities and clubs;
- Always provide work at an appropriate level;
- Provide opportunities for all pupils to work with like-minded peers if possible.

Types of Provision

Classroom Differentiation

Teachers have high expectations.

Tasks are designed to take account of levels of existing knowledge, skills and understanding.

There are planned extension opportunities or open-ended tasks.

(There is access to higher tier exam entries)

School Based Provision

This varies according to subject area and is covered using a variety of methods:

- School based clubs
- School societies/councils
- Enrichment opportunities
- Opportunities for performance
- Specialist teaching
- Partnerships with other schools/ (higher education institutions).

Out of school provision

Culmore Primary School will explore and develop community links to provide opportunities for Gifted and Talented pupils to develop. Pupils will be encouraged to fulfil their potential in those areas in which they are Gifted and Talented without reducing the breadth of their curriculum and personal experience.

Leadership and Management Roles

The Responsible teacher for Gifted and Talented is to decide on the targets for the School Development Plan, to co-ordinate and monitor the school's provision for pupils. The Principal is responsible overall for the implementation of the Gifted and Talented policy. A named governor takes specific interest in the school's arrangements for Gifted and Talented/ Exceptional pupils and works with the Responsible Teacher, on review and development.