



Notley High School & Braintree Sixth Form

Able and Talented Policy

Implementation Date:	May 2024
Last reviewed:	May 2024
Next review date	May 2026
Ratified Committee	May 2024
Designated Postholder	Assistant Headteacher

Able and Talented Policy

Definitions

Able pupils

'Able pupils' refers to pupils who achieve, or have the ability to achieve, above average (compared with the attainment of other pupils in their year group at Notley High School & Braintree Sixth Form) in one or more of the National Curriculum subjects.

Talented pupils

Talented refers to those pupils who achieve, or have the ability to achieve, **significantly** above average in art, performing arts, physical education or in areas requiring visio-spatial skills or practical abilities (these could include a range of non-traditional areas) compared with the attainment of other pupils in their year group at Notley High School & Braintree Sixth Form.

According to Renzulli (1986) giftedness not only involves above average ability but also involves task commitment and creativity. Task commitment and creativity have been included for the following reasons:

- To let pupils know that there is more to being on the Able and Talented register than high achievement in test scores. Commitment and application of ability is also required.
- To help curriculum areas to identify those pupils who have the potential to be highly productive and not just the pupils who come in with high target grades.
- To raise awareness of the fact that provision for the Able and Talented also needs to encourage task commitment and creativity.

Pupils with high task commitment might show the following:

- The capacity for high levels of interest, enthusiasm, fascination and involvement in a particular problem, area of study, or form of human expression.
- The capacity for perseverance, endurance, determination, hard work, and dedicated practice. Setting high standards for one's work; maintaining openness to self and external criticism; developing an aesthetic sense of taste, quality, and excellence about one's own work and the work of others.

Pupils with high creativity might show the following:

- Fluency, flexibility, and originality of thought.
- Openness to experience; receptive to that which is new and different (even irrational) in thoughts, actions, and products of oneself and others.
- Curious, speculative, adventurous, and "mentally playful"; willing to take risks in thought and action, even to the point of being uninhibited.
- Sensitivity to detail and aesthetic characteristics of ideas and things.
- Willingness to act on and react to external stimulation and one's own ideas and feelings.

Identification

Academy A&T register

Notley High School & Braintree Sixth Form will have one **A&T** register for each year group that will list all pupils that are identified by one or more curriculum area.

At the start of each academic year (taking data from the previous year's A&T register) each faculty and subject would already have identified their applicable pupils in Years 8-11 based on attainment, assessment data, target grades and the subject specific criteria based on the criteria for talented above (Year 7 will need separate consideration, see below). Most of these pupils will fit into the "**Able**" definition as mentioned earlier with a smaller proportion fitting the "**Talented**" definition.

This will raise awareness of who the more able pupils are within each faculty and subject and will mean that before the start of each academic year there is a list of the more able pupils in each curriculum area for Years 8-11. This should facilitate planning to meet the needs of these pupils from day one in the new academic year.

At the end of the first and second term each curriculum area will be asked to review their list of more able pupils. However, this is only to add pupils who have consistently met the departmental criteria to the list and who may have been missed.

Towards the end of each academic year, each faculty will be asked to review the lists of their top applicable pupils for each year group. At this point the following are possible:

- Pupils currently on the register remain on the register (**no evidence required**)
- Pupils who have consistently met the departmental criteria could be added to the register (**no evidence required**)
- Pupils could be removed from the departmental registers if they have failed to meet the departmental criteria (**departments must give brief reasons to the SLT in charge of Able and Talented for this in writing. The reasons could include: behaviour concerns, homework concerns, effort concerns, absence, attainment concerns and must include any intervention that has been put in place**).

This information will then be used to form the A & T register for the following year.

Identification of A & T pupils in Year 7

As Year 7 pupils are new to the school there is a lack of qualitative and quantitative data available for identification purposes. Therefore identification may involve a combination of data collected from the following methods:

- Primary teacher referral through the primary liaison process
- Faculty referral as mentioned above
- Parental nomination. Parents will be invited to share information regarding areas in which pupils are Able and Talented where they may not have had the opportunity to express through the school curriculum.
- KS2 SATS
- CATs test

At the start of the second term, faculties will be asked to identify their applicable pupils in Year 7 based on a recommended list provided by the SLT member in charge of Able and Talented.

Additional Methods of Identification

If at any point a pupil is recommended (by parents, staff, peers etc.) as being Able and Talented, then it will be the responsibility of the SLT member in charge of Able and Talented to investigate this. This may be done using the following methods:

- Discussion with the pupil
- Discussion with relevant staff, (teachers, form tutors, RSL) to include test data and examination of pupil's work where relevant
- Discussion with parents
- Discussion with peers

Staff will use the A&T register to identify pupils and provide appropriate provision for them in lessons.

A pro-forma will be made available to subject leaders within the school so that they can notify the SLT member in charge of Able and Talented of any concerns for pupils who are underachieving and, more specifically who might not reach their target by the end of the year. This is so that appropriate intervention strategies can be put in place to improve performance and concerns raised at the academic board meetings.

Aims

- To identify able and talented pupils;
- To provide an educational environment which is appropriate to the abilities and needs of such pupils and which encourages them to maximise their potential;
- To develop the pupils' thinking skills through engaging, extended and enriched learning activities;
- To raise the able and talented pupils' own level of expectation and risk-taking;
- To develop resourcefulness and resilience and the capacity to form appropriate relationships through emotional and social development;
- To involve and encourage parents in meeting the needs of their able and talented children.

Roles and Responsibilities

The SLT member in charge of Able and Talented is responsible for:

- Supporting staff in the identification and setting-up of provision for able and talented pupils
- Collating and monitoring the A&T Register
- Supporting staff in the development of learning experiences to challenge the abilities and talents of pupils in their classes/subjects to enable them to maximise their potential

Tracking and Monitoring

All Able and Talented progress will be monitored. There will be appropriate intervention if problems such as underachievement are identified and exceptional performance will be celebrated with the presentation of certificates, communication home and head teacher awards.

Broad Outline of provision

- Link with suitable career routes, Higher Education – Essex/Cambridge University.
- Provision for talents where possible within sports' teams, music, art and drama showcases
- Becoming a 'Subject Ambassador'