



St. Mary's College

Preparatory School

Gifted and Talented Policy

Date Written: August 2022

Reviewed: September 2024

Aims:

At St. Mary's College Preparatory School, we believe in treating all pupils as individuals and so catering for their individual needs. We are committed to providing an environment, which encourages all pupils to maximise their potential and this clearly includes pupils who display some form of giftedness and/or talent.

Specifically:

- Maintain an ethos children understand that to excel is a positive
- Encourage all pupils to be independent learners
- Recognise achievements
- Provide a wide range of extra-curricular activities
- Always provide work at an appropriate level
- Provide opportunities for all pupils to work with like-minded peers

Definitions:

A **gifted** pupil is one who is in the top 5% of the pupil population. Gifted learners are those who have abilities in one or more subjects in the statutory school curriculum other than art and design, music and PE. A gifted pupil is therefore one who has the capacity for or demonstrates high levels of performance in an academic area.

A **talented** pupil is one who is in the top 5% of those with a specific ability in a non-academic area:

- Physical talent
- Visual/performing abilities
- Mechanical ingenuity
- Outstanding leadership and social awareness
- Creativity

Identification of the gifted and talented:

The identification of the gifted and talented pupils is a process in which all teaching staff have a part. Before identifying any child as gifted or talented in any area, we aim to ensure that all children have had the opportunity to learn and succeed in this area. This makes the identification process fair. A gifted and talented pupil should be identified using a variety of methods. The specific procedure will vary according to the subject area but will include elements of the following:

- Teacher nomination
- Assessment/test results (e.g. Baseline, Standardised Assessments)
- Specialist teacher identification
- External coach nomination

It is worth remembering that gifted and talented pupils can be:

- Good all-rounders
- High achievers in one area
- Of a high ability but with low motivation
- Of good verbal ability but with low writing skills
- Very able but with a short attention span
- Very able but with poor social skills
- Keen to 'disguise' their skills

We believe that everyone in our school has a responsibility to recognise and value pupils' abilities.

We are aware that:

- Gifted pupils are not necessarily easier to motivate or inspire than other pupils
- There is sometimes peer pressure to under-achieve
- Unnecessary repetition of work is de-motivating and de-motivated pupils will not always demonstrate potential

Provision and arrangements for the gifted and talented:

There are three basic ways of meeting the needs of gifted and talented pupils:

- Accelerated
- Enrichment
- Extension

'Accelerated' consists of enabling pupils to access work which would typically be for older pupils. This can occur through moving pupils up a year group or through simply giving them work which would usually be given to older pupils.

'Enrichment' consists of broadening a pupil's education. This can consist of enabling a pupil to study aspects of topic that there would not normally be time to study, or it can consist of adding extra subjects to the curriculum.

'Extension' occurs when pupils are encouraged to develop more sophisticated thinking and reasoning skills.

At The Prep, we focus on all three ways of providing for G&T pupils as strategies for meeting the needs of pupils.

We also seek to:

- Encourage students to enter local and national events, including residential courses and competitions.
- Provide discrete pastoral care (where required) on an individual basis.
- Provide mentoring, where appropriate.
- Provide opportunities for more able students to work together, including across year groups.
- Recognise, celebrate and reward achievement of all students.
- Liaise closely with external support agencies and the home.

SLT will keep a central register of children that the staff team consider to be Gifted and/or Talented.