



**Date of review: September 2021**

**Date of next review: September 2022**

**Responsible person: Lead of HA/G&T Provision**

## **HA (High Ability) and Gifted & Talented Policy**

The aim of this policy is to ensure quality first teaching and learning supported by an effective programme of enrichment opportunities for the HA cohort, including the Gifted and Talented students of The Boulevard Academy. All pupils have a right to a challenging and appropriate education. If students have abilities beyond the vast majority of their peer group, they need a curriculum that exceeds the expectations of the standard curriculum.

### **Definitions:**

In addition to those students who are classified as HA across the Academy, we recognise pupils as Gifted or Talented in the following way:

#### **Gifted:**

- Maths
- English
- Science
- Modern Foreign Languages
- Computer Science
- Geography
- History
- Business Studies

#### **Talented:**

- Art
- Drama
- Music
- Photography
- PE
- Creative iMedia

Students are registered as Gifted or Talented only in the subject area identified and not automatically recognised as such across all subjects as with HA pupils. This is to provide tailored provision for the students in subjects that they are excelling in. They can be registered in more than one subject but this would not happen automatically and would require a referral from each department.

**All staff, in all subject areas, are responsible for ensuring good progress of the HA cohort within the Academy and staff will be held accountable for the progress of these students.**

## Identification Process:

### High Ability (HA)

HA pupils are recognised as such for having achieved KS2 data that falls within the higher percentiles. This is decided year on year as the government release national guidance.

### Gifted and Talented (G&T)

The assessment team will identify those students who will be recognised as gifted in the core subjects (English/Maths/Science) based on, but not limited to, the following criteria:

#### **KS3:**

- **Prior KS2 data** – nominations for students who achieve a scale score which is significantly higher than their peers (reading score will be used for English identification, mathematics score for maths and an average of the two scores will be used for science).
- **GL assessment data** – further nominations will be made for any students who achieve above average or higher (with a standardised age score of 112 or higher) on these assessments (this will be particularly useful for identifying gifted students with no prior KS2 data).

#### **KS4:**

- **Prior KS2 data** - as previously identified in KS3.
- **GCSE assessments** - based on internal assessment data cycles that take place throughout the year, further students will be added to the list in the core subjects if they are working at a level, according to the trajectory, which means that they will achieve a GCSE grade 7+.

All other subjects will nominate students (both at KS3 and KS4) to be added to the gifted or talented register. These will be discussed at department meetings and subject teachers will work with the HoD, providing evidence where requested, to ensure accurate nominations are being made. Subjects can use a range of criteria to base their nominations on, including but not limited to:

- **Teacher Judgement**
- **Summative Assessments**
- **Class Work**
- **External Data**

When a student is enlisted on the G&T register they will receive the following:

- A congratulatory letter from the Principal explaining that they are now being identified as a G&T student.
- A badge for the subject(s) in which they are gifted or talented.
- “Membership” and access to a specific Google Classroom page for each subject’s gifted or talented students.

## Reviewing Process

Each term, the G&T registers of the core subjects will be reviewed by the assessment team and where a student is identified as underperforming, a meeting will take place in order to put a personalised action plan in place. This will be triangulated between the student, class teacher, HoD and member of the G&T team.

For all other subjects, departments must discuss G&T progress at department meetings and each term, update and review their registers. Where students previously nominated are not meeting expectations, the same meeting process as discussed above will take place.

## Responsibilities:

The Gifted and Talented team will take responsibility for:

- In consultation with the Principal, Trustees and staff, auditing current levels of provision within the school and developing strategies for improvement.
- Leading the development, implementation and evaluation of an effective whole school policy for meeting the needs of Gifted and Talented students in Years 7 – 11.
- Maintaining a register of Gifted and Talented students within the school, which is updated after each assessment cycle.
- Learning walks from the relevant member of the Gifted and Talented team will take place termly to ensure that students are adequately and consistently challenged in all subjects. This could be in addition to existing quality assurance procedures or as part of the current monitoring cycle.
- Liaise with subject leaders who have recognised the students aspiring towards grades 8 and 9 at GCSE and work together on strategies that will give students the opportunity to meet these grades readily.
- Monitoring the overall progress made by Gifted and Talented students and set targets to ensure challenge and address underachievement.
- Identify and disseminate good practice in developing the abilities of Gifted and Talented students.
- Organise and lead CPD where appropriate.
- Work with class teachers/heads of department to ensure a suitably varied and differentiated curriculum that promotes the right blend of challenge and support.
- Provide a first point of contact for parents, students and colleagues.
- The careers lead will put together and run the enrichment programme available to G&T students. This will include:
  - Organisation of the available provision
  - Monitoring of rewards for G&T students
  - Raising the profile of G&T students with parents/carers
  - Making G&T provision an attractive prospect

All departmental staff will take responsibility for:

- Identifying those students who show exceptional ability in their subject areas/classes using agreed criteria and data and communicating this information to the Gifted and Talented Co-ordinator by agreed deadlines.
- Departments will actively look for opportunities for pupils to hone their gift/talent, creating a programme of provision (offer) and keeping an accurate record of any opportunities provided.
- Recording those Gifted and Talented students they teach and considering their individual needs when planning lessons.
- Setting personalised targets for Gifted and Talented students that address specific areas of improvement.
- Monitoring and accelerating the learning of the HA cohort, including the Gifted and Talented students in their classes with the aim of ensuring that these students make good levels of progress and development.
- Ensuring that there are appropriate challenge/expansion opportunities for Gifted and Talented students in each lesson and for homework.
- Contribute to creating and implementing a G&T programme of provision.
- Raising aspirations amongst the G&T students.
- Rewarding G&T students for their successes.

The admin staff member for G&T will take responsibility for:

- Creating and updating the G&T spreadsheet to track G&T students.
- Updating SIMS with the current lists of G&T students.
- Keeping track of which students need badges/certificates/letters/phone calls and informing the relevant staff member.
- Update the school website as requested by the G&T team.
- Complete any other relevant tasks deemed necessary by the G&T team.