Testwood Sports College Gifted & Talented Policy	
Key Responsibility area:	PK & HR
Last Review:	October 2016
Next Review:	October 2017

1) Rationale

The governors and staff of Testwood Sports College believe that all pupils should have the opportunity to fulfil their potential. Those students identified as gifted & talented (G&T) are those who have one or more abilities developed to a level significantly ahead of their year group (or with the potential to develop these abilities) and who need special provisions to provide appropriate learning challenges to meet their learning needs. G&T students may demonstrate exceptional ability across the curriculum, or perform highly in specific subjects or extra-curricular activities.

The College aims to provide effective support to meet the learning needs of gifted and talented pupils as this will not only enable these specific students to be more successful, but will also help raise standards for all students.

2) Purpose

This policy sets out the principles to guide the design of activities that:

   a) enable G&T students to achieve their potential in emotional, social, spiritual, cultural, moral, intellectual and physical development
   b) enable G&T students to make and maintain the best possible progress
   c) stimulate a desire for learning and aspiration amongst G&T students
   d) help to identify and monitor the progress of G&T students
   e) provide opportunities for G&T students to work at higher cognitive levels

3) Outcomes

The College will have strategies in place to ensure that:

   a) There is an agreed process for identifying gifted and talented pupils
   b) that all staff understand this and use it
   c) it keeps an accurate record of gifted and talented pupils
   d) it reviews the gifted and talented cohort regularly
   e) it undertakes self-evaluation in line with the Institutional Quality Standards in G&T Education to update the school's processes as necessary

To achieve these outcomesTestwood Sports College staff have a range of responsibilities described below:

Class Teachers will:

   a. refer pupils who they feel are G&T students to the G&T Co-ordinator
   b. plan for and provide work that accommodates the needs of G&T students
   c. monitor progress of G&T students and set challenging targets
   d. identify those G&T students who are underachieving and refer if appropriate to G&T Co-ordinator
   e. involve G&T students in self- assessment and permit them opportunities to take increased responsibility for their own learning
   f. liaise with parents to report on learning provision and progress
   g. provide a variety of teaching methods to allow opportunities for different preferred learning styles and intelligences

Subject Leaders will:

   a. ensure that schemes of work, resources and key assessments provide suitable opportunities to motivate and challenge G&T students.
   b. support teachers in developing enrichment and extension activities for G&T students
   c. monitor the progress of G&T students and develop intervention strategies where problems are identified
   d. liaise with the G&T co-ordinator
   e. Offer enrichment opportunities for G&T students in their subject area

The Gifted and Talented Co-ordinator will:

   a. monitor the effectiveness of the policy
   b. collate and maintain the G&T register
   c. support and train staff in identifying and providing for G&T students
   d. be aware of the latest developments and disseminate information to staff
   e. have an overview of the progress of G&T students across the curriculum
   f. communicate regularly with staff about G&T activities
   g. liaise with staff who are working with critical G&T students to ensure needs are being met.
   h. Offer enrichment opportunities for G&T students

The Deputy Head (PK) will:

   1) advise the G&T co-ordinator and monitor the success of the programme.

This policy was approved by the Governing Body and will be reviewed annually.

Date policy agreed: October 2016   Date of review: October 2017

Signature of Panel Chair: Date:

Signature of Chair of Governors: Date: October 2016

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