



The Hampshire School Chelsea

Policy for Provision for Able, Gifted and Talented Pupils

The guidelines and format for this policy have followed the procedure set in a similar way to the guidelines and format set out in the SEND Policy

This Policy applies to all pupils in the school, including in the Pre-School and covers procedures expected of staff working with children throughout the school

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School Setting

The Hampshire School Chelsea is a co-educational non selective independent Preparatory School from pupils of the age of 3 to 13 years.

The responsibility for identifying, assessing and monitoring children with special educational needs including those pupils who are more able, gifted and talented, is the responsibility of the Class Teacher (Form Tutor), subject teachers including all specialist teachers in liaison with the Head of Section (Head of Pre-School, Head of Pre-Prep and Head of Prep), Head of Academic and the Head of Inclusion.

For the remainder of this policy, pupils identified as Able or Gifted and Talented, will be referred to as 'More Able'.

Beliefs and Values about Most Able Children

At The Hampshire School Chelsea, we recognise that all pupils are individuals with their own strengths and weaknesses, gifts and talents. Within this range of individuality there are pupils who are more able than others and pupils who are particularly talented in particular areas.

Every child has the right to be included in a broad, balanced and relevant curriculum. We believe that each pupil is entitled to have the opportunity to enjoy an education which challenges, motivates and rewards them, so that they can each fulfil their individual potential.

School Aims and Core Values

- To develop pupils' self-esteem, **resilience** and well-being through the application of a growth mindset to learning.
- To create an atmosphere of mutual **respect** and consideration for the ideas, values and feelings of others.
- To value and develop strong partnerships with our parents and the wider **community**.
- To inspire a love of learning and encourage the use of key thinking skills across the curriculum and school life so that every pupil strives for personal and academic **excellence**.
- To encourage **responsibility** in every pupil so they can confidently make decisions and choices for themselves.

Aims of this Policy

This policy aims to ensure we can provide:

- An appropriate education for each individual
- Opportunities for pupils to work at levels higher than that of their peers
- Opportunities to develop specific skills or talents
- The opportunity to experience a broader, richer curriculum
- Support and care for the whole child, socially, emotionally and intellectually

Objectives

- To identify and provide for More Able Pupils
- To operate a whole school approach to the management and provision of support for More Able Pupils
- To provide a Co-ordinator who will work with the More Able Policy
- To provide support and advice for all staff working with More Able Pupils

Definition

The More Able child is usually defined as being in the top 5% of the school's population, regardless of the school's ability profile. Each child is unique and any single definition is likely to be misleading. This policy deals, in general terms, with two groups of pupils:

- The most able child, performing consistently above the level of most able peers in one or more subjects.
- The talented child, who may exhibit specific abilities in areas such as Art, Music, P.E. etc.

Identification

A gifted and talented register provides a basis for provision for most able pupils. This process will result in an identified cohort of pupils who represent the most able pupils in each year group/class according to their academic ability or particular talents. This could also include pupils who are currently underachieving but have the potential and may need specific support. These pupils identified will be representative of the school as a whole in terms of gender and ethnicity. Identified students will be communicated across all teachers and parents/guardians and their progress will be monitored. To ensure a consistent and accurate identification process, a variety of methods will be employed which can give reasonable information collectively. The school will take advantage of information about pupils from a variety of sources, including:

- teacher observations and recommendations across the breadth of curriculum subjects by subject teachers and other specialist teachers, for example, including peripatetic music teachers and sports coaches
- samples of work reveal consistently outstanding performance in one or more subjects.
- the Foundation Stage profile throughout the Reception class. This gives information about children's developing skills and aptitudes across several areas of learning
- observations of how pupils approach work and activities both inside the classroom and outside
- tracking of pupils across all curriculum areas and identifying areas of strength and high attainment
- formative and summative assessment to ensure pupils are making expected progress
- information from Cognitive Ability Tests (CAT4) and other standardised assessments (NGRT, NGST, PTE, PTM, PTS)
- progress in internal examinations across the breadth of curriculum subjects
- achievement in the performing arts
- parental nomination which may be useful in revealing high achievement in activities out of school, for example, pupils with a track record of achievement in a sport or activity at county or national level

In English and Mathematics, most able pupils show:

- creativity and originality – *they are able to work in new and imaginative ways*
- the ability to make connections between different concepts they have learned – *seeing patterns of relationships and applying these to new contexts*
- independence and perseverance – *demonstrating initiative and persistence in completing tasks or pursuing lines of enquiry*
- capacity to learn and understand new ideas and ways of working quickly

- communication skills – *expressing ideas succinctly, justifying, qualifying, and explaining what they say; using language in ways that reflect an appreciation of the knowledge and interests of specific audiences, acquisition and use of vocabulary*
- ability to take on demanding tasks – *researching, comparing and synthesising information from a range of different sources, including technology*
- ability to debate and reason – *creating and sustaining accounts and reasoned arguments of more abstract levels in both speech and writing*

Whole School Approach to More Able, Gifted and Talented Support

The Hampshire School Chelsea takes a whole school approach to the provision for More Able pupils through assessing, planning, delivering, reviewing and recording of information, to ensure that all pupils achieve their potential.

Analysis of Needs

Ongoing processes of **formative and summative assessment** is an integral part of the teaching and learning process at The Hampshire School Chelsea, providing information useful to the pupil, the teacher and the parents. It demonstrates what has been learned, identifies successes and should identify what the next learning stage should be. It also provides valuable information about how the curriculum could be suitably adapted and which methodologies should be adopted to meet individual needs.

Nomination of a Pupil

A 'Nomination Form' will be completed and given to the A,G and T co-ordinator by teachers (see appendix 13) This can be done due to high achievement in class work, high test scores or following data collected after CATs tests.

- **Assess:** The class or subject teacher, working with the Head of Academic and Head of Inclusion will carry out a clear analysis of the pupil's needs
- **Plan:** In consultation with the parent and pupil, agree the adjustments, interventions and support to be put in place as well as the expected impact on progress, development or behaviour, along with a review date.
- **Do:** The Class Teacher (Form Tutor) and subject teachers remain responsible for working with the pupil. The Head of Academic and Head of Inclusion will support the Form Tutor and subject teachers in the further assessment of the pupil's particular strengths and will advise on the implementation of support
- **Review:** The effectiveness of the support and interventions and their impact on the pupil's progress is reviewed (termly) by the Head of Section (Head of Pre-School, Head of Pre-Prep and Head of Prep as appropriate); the impact and quality of the support and interventions is evaluated by the Head of Academic along with the views of the pupil and their parents; the support is revised in light of the pupil's progress and development in consultation with the teaching staff, pupil and parents

Monitoring and Evaluation and Success

The Senior Leadership Team including the Head of Academic and the Head of Inclusion will review this policy bi-annually and will evaluate the impact of provision on the attainment and well-being of individuals. This will be achieved by:

- comparing baseline data with the data collected at the assessment point
- reviewing pupils' progress in relation to target setting
- taking account of other factors that may have affected progress
- analysing the effectiveness of educational professionals and parents working in partnership

- noticing a reduction or an increase in the total number of most able pupils
- noting how well most able pupils have access to the whole curriculum of the school
- ensuring provision for each pupil is planned for, reviewed and evaluated regularly
- ensuring the most effective deployment of resources is designed to ensure the needs of all pupils are met

Development of Thinking Skills

The following thinking skills are particularly important in supporting most able pupils in that they help pupils consider the 'how' of learning, rather than the 'what', furthering a questioning and a critical mind. Teachers aim to build in activities that encourage these skills as a matter of course in every day lessons. The following higher order thinking skills are acknowledged at The Hampshire School Chelsea:

- reasoning
- enquiry
- creative thinking

Supporting Pupils and Families

The school keeps parents fully informed and involved at all stages and we encourage parents to make an active contribution to their pupil's education. Meetings with the Head of Academic, Parents Evenings and reports keep parents informed of their child's progress.

A record is kept of any communication with parents, and all notes and action plans arising from these meetings are kept in a secure place in order to maintain confidentiality (see management of records).

All discussions are dealt with confidentially and in a sensitive manner. In partnership with parents, pupils will be encouraged to contribute to the assessment of their needs, the review and the transition process.

Training

In order to maintain and develop the quality of teaching and provision to respond to the strengths and needs of all pupils. All staff receive training regarding the school's provision for More Able pupils. The Head, Head of Inclusion and Head of Academic explain the systems and structures in place around the school's More Able provision. Staff meetings include discussion of the needs of individual pupils. The school's Head of Inclusion attends Bellevue SENCo network meetings to keep up to date with local and national updates in More Able provision.

Responsibilities

The Head of Inclusion is the Most Able, Gifted and Talented Co-ordinator in liaison with the Head of Academics. Responsibilities include:

- compiling and managing the gifted and talented register
- overseeing the day-to-day operation of the school's gifted and talented and higher ability policy
- co-ordinating provision for more able pupils
- overseeing the records for more able pupils
- supporting and advising teachers in planning appropriate programmes of work
- ensuring planning is differentiated and takes into account individual need for more able pupils
- reading / summarising / disseminating information regarding educational reports

- liaising with the named co-ordinator for early years and secondary educational establishments to discuss transition
- advising / liaising /managing the deployment of Teaching Assistants (TAs)
- screening visiting pupils, reviewing the identification procedure, monitoring progress and record keeping
- liaising with external providers
- identifying, ordering and utilising resources available from other agencies
- contributing to the development of curriculum policies to ensure that the provision for more able pupils is considered
- monitoring progress and providing additional support to more able pupils working in class
- continuing Professional Development.
- liaising with and advising parents of more able pupils
- in consultation with the SLT review the quality of teaching including supporting teachers' understanding of strategies to identify and support more able pupils through appropriate training.

Accessibility

Learning activities are differentiated by:

- taking into account individual learning styles such as audio, visual and kinaesthetic
- varying the task so it is more demanding, challenging or stimulating
- setting an open ended task so a pupil performs at a higher level by outcome
- providing adult/specialist support to develop skills and talents
- providing further extension and/or enrichment activities for those who complete tasks
- a range of open-ended questions
- grouping by ability
- providing homework activities at a more challenging level. Homework will be differentiated when appropriate.

At The Hampshire School Chelsea, pupils are set by ability in English and maths from Year 5. This ensures that the subjects are taught at an appropriate level. Differentiation may still be used within a set, according to individual need.

Development of Thinking Skills

The following thinking skills are particularly important in supporting most able pupils in that they help pupils consider the 'how' of learning, rather than the 'what', furthering a questioning and a critical mind. Teachers aim to build in activities that encourage these skills as a matter of course in everyday lessons. The following higher order thinking skills are acknowledge at The Hampshire School Chelsea:

- reasoning
- enquiry
- creative thinking
- evaluation
- information processing

Support Services and External Providers

Support Services are welcomed to support a most able child, if the child:

- continues to make significant progress in specific areas over a long period
- continues working at national curriculum levels substantially above that expected of pupils of a similar age
- continues to excel in English and Mathematics

- has emotional or behavioural difficulties which regularly and substantially interfere with the child's own learning or that of the class group
- has ongoing communication or interaction difficulties that impede the development of social relationships and cause substantial barriers to learning
- At The Hampshire School Chelsea, support services have included Educational Psychologists

Clubs and Activities

The Hampshire School Chelsea has an extensive Clubs and Activities programme that provide opportunities for More Able Pupils to develop specific skills. The list of over 50 clubs and activities is on the school website and a copy is available on request from the school Receptionist.

Procedures for Resolving Complaints about Provision for More Able Pupils

This follows the school complaints procedure which is available to download from the school website or as a hard copy from the Head's EA.

Appendix 1: Identification in English

Children should display a number of the following criteria but not necessarily all

Key Stage 1 (Year 1 – Year 2)

Reading

- A child entering school who reads naturally (i.e. a child who teaches himself/herself)
- A child who learns to read fluently and expressively and with complete understanding in the first term of school with little or no teaching
- A child exceeding national expectations for their year group
- Insatiable appetite for the printed word
- Draw inferences - goes beyond the literal
- A child scoring above 120 in a Standardised Reading Test

Key Stage 2 (Year 3 – Year 6)

- An inferential reader
- A child scoring above 127 on standardised tests (to be used in conjunction with other criteria)
- Insatiable appetite for the printed word
- A child exceeding national expectations for their year group
- Has informed opinions about preferences and can back them up
- Perseveres with a difficult text - i.e. a young child reading Dickens/Tolkien/Mark Twain

Key Stage 1 (Year 1 – Year 2)

Speaking and Listening

- A child who can hold his/her own in an adult conversation at an adult level
- Can debate a point
- Has an extended vocabulary

Key Stage 2 (Year 3 – Year 6)

- Confident speaker within his/her peer group and with adults
- Seeks the company of older children for stimulation
- Can debate a point and modify opinion if required
- Can counter an argument
- Always takes the lead in discussions
- Uses a wide and sophisticated vocabulary

Key Stage 1 (Year 1 – Year 2)

Writing

- A child in Year 1 who independently writes uses adjectives, pronouns, expanded sentences, connectives and a varied vocabulary - includes a varied structure.
- A child who can spell Phase 4 cvc and ccvc and cvcc words easily and can spell common irregular words with little effort (i.e. can spell the first 200 most frequently used words by the beginning of Year 2)
 - Can write in a variety of genre and adapts language to suit the genre
 - A child exceeding national expectations for their year group

Key Stage 2 (Year 3 – Year 6)

- A child achieving above age expectancy (see Assessment Policy)
- Can freely adapt writing to suit purpose and style - obviously different to the peer group
- An ability to be self-critical at the drafting process at an early age
- Strives constantly for perfection
- Initiates own projects and writes for pleasure
- Choice of vocabulary
- Can manipulate work to improve it showing understanding of sentence structure in order to create effect
- Can mimic an author's style / genre
- Can use humour

Appendix 2: Identification in Maths

Children should display a number of the following criteria but not necessarily all

Key Stage 1 (Year 1 – Year 2)

- Thrives on complexity
- Works well beyond age group
- Manipulates information
- Achieves good above national expectations for their year group
- Works a Key Stage above expectations (see Assessment Policy for level expectations across the Key Stages)
- Thrives on investigative studies
- Understands place value up to 1000 at an early age

Key Stage 2 (Year 3 – Year 6)

- Child scoring above 127 on in house testing
- Thrives on complexity
- Can explain difficult problems to others
- Asks complicated questions and wants to know more
- Completes work quickly and accurately
- Manipulates information
- Works a Key Stage above expectation (see Assessment Policy)
- Thrives on investigative studies and initiates own investigations
- Can develop and use formula at an early age

Appendix 3: Identification in Science

Children should display a number of the following criteria but not necessarily all

Key Stages 1 and 2 (Year 1 – Year 6)

- Investigative skills are higher than age expectancy e.g. can predict and reason, can hypothesise with alternatives, inference and evaluation
- Intuitive understanding for the subject
- Studies for pleasure
- Already knows; excellent background knowledge
- Curiosity and original ideas, e.g. initiates own investigations
- Grasps the meaning quickly

- Is able to carry through investigations logically - can interpret results and apply them to other situations

Appendix 4: **Identification in ICT**

Children should display a number of the following criteria but not necessarily all

Key Stages 1 and 2 (Year 1 – Year 6)

- Seems to instinctively understand what should be done
- Can apply knowledge and understanding across applications
- Uses applications creatively and not always in the manner for which they were designed
- Manipulates information
- Can identify a problem and solve it
- Is confident enough to experiment in a rational and logical manner and therefore is persistent, resourceful, self-directed and self-motivated
- Is able to break into the system
- Can teach others including teachers
- Has programming and system analysis skills

Appendix 5: **Identification in History and Geography**

Children should display a number of the following criteria but not necessarily all

Key Stages 1 and 2 (Year 1 – Year 6)

- Skills level a key stage higher than age expectant e.g. chronology, map reading
- Takes questioning one step further than expected
- Discusses in detail and elaborates
- Works beyond the group
- Show strong feelings/opinions
- Already knows
- Draws inferences
- Is intense about subject
- Manipulates information
- Initiates own projects/self-directed
- Has original ideas
- Can discriminate and discuss the credibility of sources
- Can clearly empathise why people behave as they do and give reasoned justification

Appendix 6: **Identification in Art**

Children should display a number of the following criteria but not necessarily all

Key Stages 1 and 2 (Year 1 – Year 6)

- Has an individual style
- Can interpret the subject in original ways, is imaginative
- Perception advanced beyond his/her chronological age
- Can use several elements of art in an advanced form beyond expectation (not just the child who can draw well)
- Shows artistic flair in several media
- Has an understanding of colour
- Knows what a finished product will look like

- Can show a different personal response to those expected/ or directed
- Shows a mature response to the work of other artists often seeing beyond the obvious
- Keenly/ critically observant
- Older children may express a more emotional level of sensitivity
- Can draw what is seen not what is thought to be seen
- Successfully experiments with the visual elements

Appendix 7: Identification in Music

Children should display a number of the following criteria but not necessarily all

Key Stage 1 (Year 1 – Year 2)

- Acute sense of rhythm
- Sings in tune/ pitches perfectly or nearly perfectly
- Can memorise rhythm and tune and repeat after an interval
- Able to experiment with music purposefully
- Manipulates and augments music
- Initiates musical activities on own
- Can discuss a piece of music perceptively beyond the their years

Key Stage 2 (Year 3 – Year 6)

- Meets the above criteria at Key Stage 1
- Takes to an instrument quickly and easily with little teaching
- Plays expressively and sensitively
- Can play by ear
- Plays purely for enjoyment
- Instinctively plays an instrument

Appendix 8: Identification in Physical Education

Children should display a number of the following criteria but not necessarily all

Key Stages 1 and 2 (Year 1 – Year 6)

- In Key Stage 1, able to put movements together in sequence showing maturity beyond years
- Single minded to his/her approach to subject
- Highly competitive
- Self-critical; strives for perfection
- Intense about own subject
- Can cope with physical activities requiring high degree of motor coordination and takes lead in activities
- Strong, controlled and agile
- Skills a Key Stage higher than would be expected
- Excellent sense of rhythm able to empathise with stimulus
- Can extend and refine dance movements
- Demonstrates a good awareness of tactics

Appendix 9: Identification in Theology, Philosophy and Religion (TPR)

Children should display a number of the following criteria but not necessarily all

Key Stages 1 and 2 (Year 1 – Year 6)

- Informed in unusual areas often beyond their years
- Shows unusual insights
- Shows high level of sensitivity and empathy
- Is intrigued by human nature and questions the actions of individuals and society as a whole
- Shows strong feelings and opinions
- Questions deeply
- Discusses in details and elaborates

Appendix 10: **Identification in French**

Children should display a number of the following criteria but not necessarily all

Key Stages 1 and 2 (Year 1 – Year 6)

- Has a strong desire to put language together creatively and imaginatively by themselves
- Picks up new language and structures quickly and naturally
- Has a natural flair for grammar; can successfully conjugate verbs
- Has a strong ability to learn independently
- Has an insight into their own learning style and preference
- Shows an intense interest in the cultural features of the language
- Has confidence to take risks in using the language
- Asks grammatically based questions without having been taught something previously
- Can instinctively manipulate the language and grammar accurately

Appendix 11: Checklist: Evaluating the learning environment

Teachers can use this checklist to help them consider the effectiveness of the learning environment for more able, gifted, talented and high achieving pupils:

- Have we asked high achieving, gifted and talented pupils what helps them to learn effectively?
- What have we done to ensure we meet their needs?
- How have we helped pupils become more aware of their preferred learning styles?
- How have we helped pupils with the language needed to discuss the process of their learning?
- As teachers, how are we modelling the process of talking about how learning takes place, rather than just what is learned?
- How have we established a culture in which wrong answers are productive opportunities for learning and in which creative thinking is actively encouraged?
- How often do we encourage creative thinking by asking open-ended questions to which there are no right answers?
- How much do we encourage pupils to ask questions of themselves, each other and other adults in the classroom?
- How are pupils involved in self-assessment and/or peer assessment?
- How effectively are the processes of formative assessment developed?
- How are we developing and maintaining a classroom or school code of achievement?
- How do we encourage pupils through challenging and interactive displays?
- How do we ensure that examples of gifted and talented pupils' work are on display or readily available, to raise the expectations of both pupils and teachers?
- How effectively are we involving teaching assistants and supply teachers in the identification of, and provision for, high achieving, more able pupils?
- How thoroughly have we checked work to make sure that it offers challenges that match higher level descriptions than expected for the Key Stage and/or the exceptional performance criteria of the national curriculum?
- How are we developing a resource collection, including lists of web resources, for pupils and staff in classrooms, the staff room, library or resource centre?
- How are we making sure that resources are being used?
- How effectively are we liaising with the schools' library service or other local resource support services?

Appendix 12

Pupil Assessment Profiles for Able, Gifted and Talented**Years 1 – Year 8**

In this section the pupil's thinking and learning skills, and personality traits, are considered in addition to identification from Appendices 1-11 to compile an overall **Pupil Assessment Profile**. Each of the component profiles contains a number of key assessment statements regarding the pupil in question, for which scores should be recorded as follows, **in relation to the peers within the school**:

- 4 – Performing (or capable of performing) **exceptionally** well
- 3 – Clearly **well advanced** (or has the potential to be so)
- 2 – Displaying (or capable of displaying) **above-average** performance
- 1 – Performing **in line with the year-group average**

PROFILE	A	THINKING SKILLS	SCORE
1		Is able to process information quickly and accurately.	
2		Has a highly-enquiring mind, with well-developed reasoning and deduction skills.	
3		Capable of having very imaginative ideas.	
4		Approaches problems creatively.	
5		Is able to evaluate data objectively.	
6		Can retain significant facts and information, and recall selectively.	
7		Is highly articulate, using subject-specific language and a wide vocabulary confidently.	
8		Is well able to work independently, and enjoys doing so.	
9		Analyses situations well, and can generalise.	
10		Is highly curious and confident in new situations.	

PROFILE	B	LEARNING SKILLS	SCORE
1		Acquires new knowledge, understanding and skills quickly and easily.	
2		Is a self-directed learner who develops own ideas.	
3		Shows well-developed attention and concentration.	
4		Confidence and motivation levels are high.	
5		Is a productive worker who learns at a good pace.	
6		Is a self-evaluative learner, who knows what is being done, how well it has been tackled and how it can be improved.	
7		Approaches problems logically and thoroughly.	
8		Organises own approach to work properly.	
9		Can see connections among different aspects of learning.	
10		Can use and apply new learning, work in the abstract, and devise original ideas.	

PROFILE	C	PERSONALITY TRAITS	SCORE
1		Displays a sharp and often mature sense of humour.	

2	Pays considerable attention to detail.	
3	Is highly responsive to new ideas and situations.	
4	Often emerges as a leader of others.	
5	Understands the whole picture with relative ease.	
6	Is capable of being very flexible in approach.	
7	Shows tenacity in pursuing a line of enquiry.	
8	Avoids errors caused by rushing.	
9	Is quick to see own errors and to devise alternative strategies.	
10	Can be very popular with his or her peers, and relates very easily to adults as well.	

Profile	Total Score
A	
B	
C	

Appendix 13

Nomination Form

The Hampshire School Chelsea Identification Form for More Able, Gifted and Talented pupils. When nominating a pupil as more able, gifted or talented, guidance for identification is detailed in the school's Able, Gifted and Talented Policy Appendices 1 to 12.

Nomination type (please circle)

Teacher / Parent / Self Name of child: Age of child:	Year Group: Class: Form Teacher:
Gifted Methods of identification used: Standardised Assessment Class Work Other additional evidence	Talented Methods of identification used: Observation Class work Conversation with parents Other additional evidence
Profile Total Score A (Thinking Skills): B (Learning Skills): C (Personality Traits):	
Mathematics	Art / Design
English, language and communication	Performing Arts (including Dance)
Science	Sport (please provide details)
Other (please provide details):	ICT

Please attach any evidence that supports your judgement i.e. photographs, photocopied class work, certificates etc.