

# Gifted and Talented Policy

Date Implemented: June 2015  
Review Date: June 2017

## Provision for Able, Gifted & Talented Students

### Policy Statement

At Digitech Studio School Bristol we believe that all children are entitled to an education that will enable them to develop their full potential, be that intellectual, physical, aesthetic, creative, emotional, spiritual or social; finding appropriate challenge in our learning environment.

All students have individual needs, which put personalised learning at the heart of our and learning and teaching. Digitech Studio School Bristol is committed to providing an equality of challenge for all students and an inspiring education for life.

### Inspiring a Culture of Learning:

- ▮ Students are happy, secure, confident, and valued for their individuality.
- ▮ Learning Coaches will communicate regularly with students through high quality formative feedback. They will question carefully, and to depth, and will develop a high level of oracy in their students.
- ▮ Learning Coaches shall keep detailed contextual information on their seating plans about how each student accesses their learning. Learning coaches will use this to support them in planning and delivering their lessons to suit their students.
- ▮ Learning Coaches set aspirational targets that motivate and challenge students to succeed. Learning Coaches plan lessons that excite and challenge students, giving them opportunities to strive towards their targets.
- ▮ Learning Coaches will ensure that lesson planning comprehensively covers the required content and skills in their subject area, ensuring a clear path to progress over time. They will plan lessons where their students understand and can articulate the objectives of the lesson.
- ▮ Learning Coaches will support and encourage students to match the high expectations of Digitech through high-quality coaching conversations, by communicating with them in a positive manner, and through praise and encouragement.
- ▮ Regular and robust self-evaluation and collective reviews ensures that the whole School is a learning organisation.
- ▮ Staff continues to develop in their roles through high quality continued professional development, guidance and support.

### Curriculum Strategy:

The curriculum has been designed to deliver the main outcomes for students, which is to ensure that they have the skills, knowledge and personal attributes to enable them to succeed in a career in High Tech, Creative and Digital Media sectors. In addition we will ensure that Spiritual, Moral, Social, and Cultural Education is woven into the curriculum, projects and enrichment activities at Digitech Studio School Bristol.

At Digitech Studio School Bristol, we aim to provide entitlement to:

- Lessons that stimulate, engage, challenge, inform, excite or encourage through partnership and dialogue with teachers and other students, and active participation in the lesson.
- Courses that lead to examinations and accreditation.
- Staff commitment to develop students' full potential at all times.
- To provide a safe, secure and engaging learning environment for all learners and coaches.
- To provide a focused and relevant curriculum that will motivate learners.
- To ensure that all learners are making excellent progress in matching the school aims for value added and rates of progress.
- To ensure that students receive a cohesive experience that makes the relevance of their studies clear through the skills they acquire and apply.
- To support all Learning Coaches to plan and deliver lessons that respond to the needs of all learners in the classroom, maintaining the balance of challenge and support.
- To embed the Studio CREATE skills across the curriculum and in the ethos of the School.
- To set appropriate and informed individual targets for students.

## Definitions

There are many definitions of 'gifted and talented' but generally the following are accepted:

- Gifted learners are those who have exceptional abilities in one or more subjects in the statutory curriculum other than art and design, music, drama and PE.
- Talented learners have the ability to excel in practical skills such as sports, leadership, artistic performance.
- The term 'gifted and talented' is not to be understood as referring to the most able pupils in the national population, but the term should be viewed as relative as it refers to the top 5-10% of any school, regardless of the ability of the students at the school.

Within Digitech Studio School Bristol we recognize that the more able, gifted and talented students can be:

- High achievers in one area;
- Of high ability but have behavioural problems;
- Intellectually playful, imaginative;
- Opinionated and hold strong beliefs;
- Have an IQ of 160+;
- Appear arrogant or socially inept;
- Have a very extensive vocabulary;
- Be an underachiever.

We also recognize that the more able, gifted and talented may be students whose needs, dispositions, aptitudes or circumstances require particularly perceptive teaching or support, including:

- Girls or boys;
- Students whose prior attainment may be different from other groups;
- Students for whom English is an additional language;
- Minority ethnic students;
- Gypsy, Roma or traveler children;
- Looked After Children;
- Pupil Premium students;
- Other vulnerable groups.

### Identification

More able, gifted and talented students are identified by making a judgement based on an analysis of various sources of information- quantitative and qualitative- including:

- Test scores (end of Key Stage levels; CAT scores; GCSE and AS results, internal tests and annual school examinations).
- Teacher nomination (based on classroom observation, discussion with pupils and departmental colleagues, work scrutiny, discussion with Personal Coaches).
- Recommendations from feeder schools.
- Peer and self- nomination.
- Predicted grades/results.
- Specific criteria developed by subjects or their professional associations.

The information is gathered in the first instance by the Assistant Principal in charge of Student Experience and Outcomes. Pathway Team Leaders will ensure that all Learning Coaches in their pathway are aware of the students that have been identified as Gifted and Talented and that they are being appropriately challenged and supported. Seating plans to reflect all students identified as 'Gifted and Talented'.

