

*At Holme Junior & Infant School,
we empower every individual to be
resilient and independent lifelong learners,
who value and respect their environment,
developing high aspirations
to reach their full potential.*



HOLME JUNIOR & INFANT SCHOOL

Headteacher: Mr. Damien Bond

More Able and Talented Policy September 2023

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Rationale

At Holme Junior and Infant School, we believe in providing the best possible provision for pupils of all abilities. We plan our teaching and learning so that each child can aspire to the highest level of personal achievement.

The purpose of this policy is to ensure that we recognise and support the needs of those children in our school who have been identified as 'academically more able' or 'talented' according to the national guidelines.

Aims

- To recognise the needs of more able pupils within a framework of equal opportunity
- To adopt a personalised and varied approach with regard to meeting the academic, social and emotional needs of more able pupils
- To implement the procedures and strategies that will address the needs of an identified cohort of more able pupils
- To ensure that more able pupils are motivated to achieve to the best of their ability and set standards of excellence as an example for others to follow
- To provide opportunities for more able pupils to work at high cognitive levels and /or to develop specific skills
- To foster a culture of achievement by creating a climate of learning and excellence throughout the school
- To work in partnership with parents/carers to help them promote children's learning and development
- To make use of links with other schools and the wider community to enhance learning opportunities

Objectives

- Maintain current record of academically more able children
- Monitor children's progress via our assessment trackers, observation and discussion with teachers and children
- Ensure effective challenge for all pupils, which is enjoyable, relevant to their needs and extends their conceptual understanding
- Link children with outside agencies that may enrich and extend them

Definition

For the purpose of clarity within this policy, we had adopted the following terms:

'Academically More able' refers to a child who has a broad range of achievement at a level well above average, typically in the more academic subjects such as Mathematics and English. However, for a small number of pupils who demonstrate outstanding ability, we use the term 'Exceptionally Able'. Exceptionally able pupils are those who have the capacity to achieve or perform at the very highest levels.

NB: Currently Ofsted uses the term 'More Able' in primary schools and 'Most Able' in secondary schools. The DfE refers to higher attainers as well as most able.

For Holme School, this is key. In comparison with their peers, when engaged in their area of expertise, more able pupils will tend to:

- Show a passion for particular subjects and seek to pursue them
- Master the rules of a domain easily and transfer their insights to new problems
- Analyse their own behaviour and hence use a greater range of learning strategies than others (self-regulation)
- Make connections between past and present learning
- Work at a level beyond that expected for their years
- Show intellectual maturity and enjoy engaging in depth with subject material
- Actively and enthusiastically engage in debate and discussion on a particular subject
- Produce original and creative responses to common problems

Talented refers to a child who excels in one or more specific fields, typically those that call for performance skills, such as sport, art and music, but who does not necessarily perform at a high level across all areas of learning.

The number of more able learners in a class or school will vary. The National Association for Able Children in Education (NACE), for example, does not specify an actual percentage but recommends that every school has a robust method of identifying its more able cohort.

Identification

The DfE and Ofsted define the more able in terms of those whose progress significantly exceeds age related expectations. However, at Holme, we look beyond actual progress to include those who may be underachieving or whose skills and knowledge may extend beyond the school's measures of progress and curriculum.

We also acknowledge that some able pupils who have complex or additional learning needs, for example autistic spectrum disorder, may demonstrate dual exceptionality.

It is important therefore to encompass a range of methods which looks beyond test results and teacher assessment and to ensure that opportunities are provided for pupils to reveal their abilities.

The process is ongoing – provide – identify – provide.

We establish procedures for identifying pupils that are non-discriminatory so that those with English as an additional language and pupils with disabilities and or special educational needs will be given equal access to identification. As such, children will be identified using a range of absolute and relative techniques:

- Analysis of information from reception assessments by the class teachers and SLT
- Analysis of formative and summative assessments by the class teachers and SLT
- Standardised and scaled scored tests E.g. NFER.

- Ongoing tracking assessment – Trackers, tests, record-keeping, collation of evidence, e.g. samples of pupils' work by class teachers
- Teacher observation of social and leadership skills
- Discussion with colleagues and subject leaders
- Observations and advice from subject leads
- Consultation with parents
- Information received from previous schools

In order to report accurately on the progress and attainment of our more able pupils, each cohort is reviewed and updated regularly. Re-evaluation will take place each term, following completion of termly assessments and Pupil Progress Meetings. Therefore, it is not a foregone conclusion that an identified pupil will remain on the school's more able register for the duration of their time in school.

Pupil Premium

Pupil Premium funding is used to support individualised support and wider provision for more able pupils from disadvantaged, EAL, LAC and Forces backgrounds. E.g. funding to enable children to attend relevant extra-curricular activities and individualised support.

Characteristics to look out for

More able pupils are a diverse group and their range of attainment will be varied. They are *more likely* than most pupils to:

- Think quickly and accurately
- Work systematically
- Generate creative working solutions
- Work flexibly, processing unfamiliar information and applying knowledge, experience and insight to unfamiliar situations
- Communicate their thoughts and ideas well
- Be determined, diligent and interested in uncovering patterns
- Achieve, or show potential, in a wide range of contexts
- Be particularly creative
- Show great sensitivity or empathy
- Demonstrate particular physical dexterity or skill
- Make sound judgements
- Be outstanding leaders or team members
- Be fascinated, or passionate about, a particular subject or aspect of the curriculum
- Demonstrate high levels of attainment across a range of subjects or within a particular subject or aspect(s) of work
- Are able to use a high level of mastery in order to work with the curriculum objectives taught

It is important to recognise that not all highly able pupils are obvious achievers. Many actually under achieve – their potential is masked by factors such as frustration, low self-esteem, Special Educational Needs, lack of challenge, and low teacher/parent expectations.

To enable these pupils to fulfil their potential, it is vital to give everyone in the school the opportunity to excel. As a school, we recognise that we need to be alert to any groups of pupils who may be underachieving and to assess the potential ability of these pupils. We are also aware of the need to ensure that particular groups are not under-represented.

Planning for Provision

We aim to:

- Create an ethos where high attainment is celebrated and pupils feel good about achieving excellence
- Encourage all pupils to become independent learners
- Provide a wide range of resources to accommodate the needs of able pupils
- Offer opportunities for the able pupils to work independently or with older pupils of the same ability
- Involve pupils in decision-making, for example as members of the school council
- Encourage pupils to carry out extra research work
- Encourage pupils to participate in out of the classroom activities
- Promote an atmosphere of inclusiveness where any negative stereotyped generalisations about more able and talented pupils are challenged
- Ensure that provision of more able and talented pupils is embedded in all aspects of school life
- Support the effective transition of more able and talented pupils to the next stage of education
- Encourage parents and carers to be aware of their role in supporting and encouraging their child's learning by recognising their child's interests and abilities, providing resources and opportunities at home and setting realistic targets.
- Promote celebration of achievements by asking parents to inform the school if their child has an out-of-school award etc.

The school provides a whole range of extra-curricular activities for all pupils and will endeavour to provide activities that enable more able and talented pupils to extend and challenge their skills.

Teaching of more able pupils

Whole school strategies

Whole school strategies that are currently available are:

- Challenge corners to provide independent challenge activities to the children
- The encouragement and celebration of special abilities and individual achievements through whole school assemblies where children are commended and awarded certificates and prizes
- School productions to challenge and extend the more talented artists, singers, dancers and actors
- Class assemblies
- Enrichment weeks when the normal timetable is suspended and cross-curricular projects, which offer pupils more challenge and responsibility

- Opportunities for more able pupils to be withdrawn for specific activities to work with other pupils of similar ability
- Involvement of more able pupils in extra-curricular activities that extend the boundaries of the curriculum. For example, fund raising projects, more able reading circles, storytelling competitions, sports competitions etc.
- Collaboration with other schools to take advantage of additional enrichment opportunities

Classroom Strategies

All adults in the school have a responsibility for more able pupils. Within the curriculum, much of the provision for the more able pupils will be in the context of their day to day classroom experience.

Strategies include:

- Individual pupil target setting in numeracy, reading and writing
- Enrichment and extension activities which add breadth and depth to the curriculum
- Separate pupil groups where appropriate
- Using detailed tracking records to assess children's ability to apply the objectives they have learned in new and complex ways
- Providing problem solving and investigational activities to develop reasoning, questioning and thinking skills
- Identifying appropriate objectives and having explicit more able and talented activities identified in planning across the whole curriculum
- Establishing what the children have done previously in order to prevent repetition
- Providing challenges through high-quality tasks for enrichment and extension
- Differentiating appropriately and planning work so that there is extension material for the able children
- Setting differentiated homework and graduate homework
- Ensuring that more able pupils receive regular guided sessions with teachers and/ or teaching assistants to cater specifically for their needs
- Encouraging all children to become independent learners and discerning questioners by:
 - organising their own work
 - carrying out unaided tasks which stretch their capabilities
 - making choices about their work
 - developing the ability to evaluate their own work and so become self-critical
 - allowing children to plan and teach lessons for something that they are passionate about
- Analysing attainment data, including performance criteria in PE and the creative arts in order to identify those pupils who have the potential to reach high levels of performance
- Ensuring pupils' achievements match their potential ability, taking into account the school's performance data as well as information from its own pupil tracking
- Ensuring that provision for more able pupils is child-centred, and values and utilises pupils' own interests and learning styles
- Promoting and celebrating creativity and original thinking within the classroom

Professional Standards

All staff are accountable in ensuring that more able and/or talented pupils are identified, monitored, tracked and supported. There is clear accountability for pupil progress through specific staff appraisal objectives linked to whole school priorities, data analysis and teaching standards.

There is swift investigation where pupil progress is below expectations through the Holme Focused Improvement Plan.

Transitions

On transition to another class in school or to another school, we will ensure that information in identification, assessment and individual attainment and achievement will be recorded and shared. This will ensure continuity and progression in curriculum provision. We hold transition meetings between staff so that the handover is efficient.

Partnerships with pupils and parents

At Holme, we inform parents about the strengths and progress of their children as part of the school's reporting systems. Parents are also welcome to come into school at any time to discuss the development of their child's aptitude. However, in order to engage parents in the identification and support of more able pupils, we ensure that information regarding any specific talents are clearly communicated at parents' evenings within a holistic context. Parents are then kept fully informed of ways in which they can support their child to develop their abilities.

Monitoring, Assessment and Evaluation

Provision for more able and talented pupils will be a regular part of the school's monitoring of teaching and learning.

Class teachers will be responsible for:

- Planning lessons that will motivate, challenge and extend the more able pupils in their class.
- Reviewing pupil progress three times a year and reporting to parents at parent consultation meetings and in the annual report.
- Updating their class provision map for more able and talented pupils three times a year.
- Discussing with parents their child's identification as more able and talented.
- Communicating to parents on external opportunities for extension activities relevant to their child.

The leader for more able and talented provision within the school will review the progress of pupils identified on the class provision map three times a year. They will also:

- Ensure all teachers are updating their class provision map for the more able and talented children three times a year
- Monitor the progress of more able and talented children on a termly basis
- Liaise with teachers/senior management to develop and agree effective methods of collecting and monitoring data pertaining to the more able and talented pupils
- Share good ideas and practice with staff and senior management

- Meet with more able and talented pupils in order to monitor the effective implementation of this policy.
- Keep up to date on current issues; disseminating relevant information and providing training for staff members (either directly or through other professionals)
- Lead by example / modelling lessons or styles of teaching
- Have a knowledge of the quality of provision for more able pupils across the school
- Identify and act on development needs of staff members
- Monitor expectations, teaching standards and attainment across the school; providing feedback to develop practice further in order to raise standards
- Provide necessary equipment and maintain it to a high standard
- Liaise with parents when necessary to promote extra-curricular extension or enrichment activities
- Develop links with other primary schools with a view to setting up network meetings
- Develop links with feeder secondary schools

The effectiveness of the policy will be monitored via:

- Work sampling
- Lesson observations across the curriculum to ensure the correct provision for the most-able pupils in our school
- Scrutiny of planning
- Analysis of progress and attainment on a termly basis
- Pupil conferences / interviews
- Pupil Progress Meetings

Review

This policy and the success of the school's provision for the more able pupils will be reviewed every two years by the leader of more able and talented provision and ratified by the Full Governing Body or a committee as directed by the Chair of Governors. The Full Governing Body shall then ratify the policy upon the recommendation(s) of the committee.