



MORE ABLE POLICY

This policy will be reviewed annually or in response to changes in legislation		
Created	January 2000	Vice Principal
Last Review	January 2023	More Able Leads, Vice Principal
Approved	February 2023	Principals and Heads

This Policy applies to all year groups at Thomas's Schools, including the EYFS. Thomas's London Day Schools operates as a united group of schools with a similar ethos and values and as such is referred to as a singular body.

This Policy should be read in conjunction with Thomas's Assessment, Recording and Reporting Policy, Curriculum, Teaching and Learning Policy, Equity, Diversity and Inclusion Policy.

1. INTRODUCTION

Thomas's believes that every child in the school has the right to achieve his or her full potential and as such, ensure provision is put in place to enable this where appropriate. This clearly includes pupils who are particularly able. Encouraging the more able pupils is the responsibility of all staff with support from the Senior Leadership Team. The School's philosophy with regards to more able pupils is shared across the group of schools and also with partner institutions where appropriate.

More Able children are considered to be those who demonstrate a significantly higher level of ability than most pupils of the same age in one or more curriculum areas or in other areas such as leadership or creativity.

2. AIMS

Thomas's aims to offer:

- opportunity through our broad curriculum;
- expertise through our specialist teaching staff;
- confidence through fulfilment;
- contentment through achievement at all levels;
- kindness through the practical application of moral behaviour;
- openness through active partnership with parents.

3. ROLES AND RESPONSIBILITIES

3.1 More Able Leader

- To promote a school ethos in which success is celebrated and staff recognise a shared responsibility for their more able pupils.
- To develop and maintain knowledge of good practice in the management of More Able Pupils.
- To develop and maintain policies and procedures for the definition, identification, provision and monitoring of these pupils.
- To support staff with the identification of and provision for More Able pupils.
- To monitor progress and achievements of More Able pupils and feedback to the Senior Leadership Team.
- To lead CPD sessions for members of staff.
- To initiate enrichment activities and extension opportunities within and beyond school.
- To liaise with parents as required
- To liaise with outside agencies, feeder schools and senior schools.

3.2 Members of Staff

- To promote a school ethos in which success is celebrated and acknowledge a shared responsibility for More Able pupils.
- To be aware of the different abilities of pupils in their class and support/challenge them appropriately.
- To liaise with the More Able Leader to set individual targets.
- To keep records of attainment and progress to inform future provision.

4. PROCEDURES

4.1 Identification

More able pupils are identified as:

- Learners who have the potential or capacity for high attainment;
- Learners who demonstrate high levels of performance in an academic area;
- Learners who are more able relative to their peers in their own year group and class;
- Learners who demonstrate ability in all areas of the curriculum or in a specific subject/curriculum area, including the arts and physical activities.

Identification may take place through the admissions process or once enrolled in the school.

The attitude of the staff is a crucial element in identification, as information has to be gleaned from many different sources and some indicators will be evident only to open-minded, sympathetic and perceptive teachers. A range of available information will be used to identify children who may be underachieving. This may include:

- test results, including evidence of underachievement;
- detailed records from previous classes;
- discussion with the child;
- good communication between teachers, which may include the completion of subject checklists for particular abilities if felt to be appropriate.

- formal classroom observations;
- parental information;
- continuous assessment by the teacher of tasks which are open-ended enough to allow the child to show what he or she can do;
- teacher familiarity with the characteristics of able children;
- detailed individual assessment by an educational psychologist if the coordinator for able, gifted and talented pupils feels it is appropriate.

4.2 *Provision throughout the school*

The School aims to create a climate in which success is valued by everyone and where individual differences are accepted. This will involve:

- a More Able register for all year groups;
- the identification of the particular needs of able children in all planning;
- the provision of appropriate resources;
- the encouragement of children to be independent in their learning and taking ownership of their own learning. This will include the provision of opportunities for them to organise their own work, access the resources they need, work unaided, make their own choices about work, evaluate what they are doing and be self-critical;
- flexibility of organisation which might include withdrawal, setting for a particular subject, cross-curricular enrichment projects or partial acceleration, thereby providing opportunities for the able child to work with others of similar ability. (Pupils may attend some classes with older pupils, but only in exceptional circumstances would a pupil be moved from their age-appropriate form.) ;
- celebration of achievement;
- regular reviews with class teachers to identify reasons for underachievement of able, gifted and talented pupils and implement strategies to address their needs.

Where a child is identified as being 'exceptionally able' the school will provide them with suitable enrichment. The child will have an IEP and be assigned a staff mentor within the appropriate area. The mentor will assist the More Able Leader and Head of Department/Subject Leader in setting and reviewing IEP targets and help facilitate the child's learning and enjoyment of the specific area of talent. They will liaise with the parents and classroom teachers to assist with teaching strategies and ways that they can help enrich their child's learning through opportunities outside of the classroom with external agencies.

4.3 *Provision within the classroom*

It is important to establish what prior knowledge, understanding and skills the pupils have so that time is not wasted or the pupil demotivated by unnecessary repetition or duplication.

The power of peer group pressure to under-achieve will not be under-estimated and will be confronted with sensitivity to both parties. Alongside this the case of the "bright but lazy" pupil is also acknowledged and will be targeted for particular challenge and motivation.

Provision within the classroom aims to:

- provide appropriate challenge through high quality tasks for enrichment and extension (providing for different starting points and not "more of the same") growing out of the subject/topic being studied by the whole class;

- extend pupils' thinking skills through effective questioning, open-ended challenges and higher order thinking skills activities;
- plan work so that extension tasks are always available for More Able children, allowing for flexibility to adapt to changing needs/directions;
- differentiate appropriately through stimuli, resources, tasks, outcomes and responses;
- provide wide variety in what is prepared for the pupils and in what they are asked to do;
- set individual targets, not class targets;
- set individual homework where appropriate;
- encourage pupils to become independent learners by:
 - organising their own work;
 - carrying out unaided tasks which stretch their capabilities;
 - making choices about their work;
 - developing the ability to evaluate their work and so become self-critical;
 - taking ownership of their learning.

4.4 *Provision beyond the classroom:*

Outside the classroom environment Thomas's aims to provide:

- a wide range of extra-curricular activities including after-school clubs, invitational sports clubs, instrumental lessons, choirs, orchestra, extra drama, ballet;
- preparation for scholarships and exhibitions at senior schools in Years 6 to 8 for academic, artistic, sporting and dramatic arts talents;
- opportunities for entering competitions;
- guidance and support for pupils in accessing opportunities to develop their specialism out of school;
- the use of outside agencies and experts where appropriate.

5. **MONITORING**

The More Able Leader will monitor the progress and achievement of all pupils on the More Able Register and update targets in the light of data and feedback from members of staff including:

- internal and public exam results, value-added information and target setting;
- lesson observations and learning walk data;
- regular contact with the Subject Leaders;
- pupils' and parents' comments;
- inspection reports.

The list will also be reviewed regularly to reflect the ongoing abilities of the cohort.