



More Able & Talented Children Policy

1. Policy Statement

Elite Skills & Fitness is committed to recognising and nurturing the abilities of children who demonstrate higher levels of skill, aptitude, or potential within sports and physical activity.

We aim to provide an inclusive environment where all children are supported and challenged appropriately, including those identified as more able or talented. This policy aligns with safeguarding expectations, equality principles, and Ofsted standards.

2. Scope

This policy applies to:

- All children attending sessions, clubs, camps, and activities
- All coaches, volunteers, and contractors

3. Definition

A more able or talented child may:

- Demonstrate advanced physical ability or coordination
- Show high levels of skill, understanding, or performance
- Learn and apply techniques quickly
- Show strong motivation, focus, or commitment
- Display leadership or game awareness beyond their age

4. Key Principles

- Every child has the right to be challenged and supported
- Ability levels vary and can change over time
- Provision should be inclusive and not elitist
- Wellbeing and safeguarding remain the priority

5. Identification

Coaches may identify more able or talented children through:

- Observation during sessions
- Assessment of skill progression
- Feedback from parents, carers, or schools
- Consistent demonstration of advanced ability

Identification will be ongoing and flexible.

6. Supporting More Able & Talented Children

Elite Skills & Fitness will:

- Provide appropriate challenge within sessions
- Adapt activities to extend learning and performance
- Offer opportunities for leadership and responsibility
- Encourage progression pathways where appropriate
- Maintain a balance between challenge and enjoyment

7. Inclusion & Equality

- All children will have equal access to opportunities
- Support for more able children will not disadvantage others
- Activities will be differentiated to meet a range of abilities

8. Safeguarding & Wellbeing

- High ability does not reduce safeguarding responsibilities
- Pressure and expectations will be managed carefully
- Coaches will monitor for signs of stress, burnout, or exclusion
- Children's enjoyment and wellbeing will remain central

9. Working with Parents/Carers

- Parents/carers will be informed of progress where appropriate
- Expectations will be managed realistically
- Clear communication will support development pathways

10. Behaviour & Attitude

- More able children are expected to model positive behaviour

- Coaches will support leadership skills appropriately
- Behaviour will be managed in line with the Behaviour Policy

11. Coach Responsibilities

Coaches must:

- Recognise and support different ability levels
- Adapt delivery to provide appropriate challenge
- Promote a positive and inclusive environment
- Monitor progress and wellbeing

12. Training & Development

- Coaches will be supported to develop skills in differentiation and talent support
- Ongoing training will promote inclusive coaching practices

13. Policy Review

This policy will be reviewed annually or sooner if:

- Guidance or best practice changes
- Operational needs change

14. Declaration

All coaches and volunteers must read, understand, and comply with this More Able & Talented Children Policy.

15. Acknowledgement and Acceptance (BrightHR)

All self-employed coaches and contractors engaged by Elite SF are required to read and acknowledge this Policy Breach Procedure, along with all associated policies, via the BrightHR system (or equivalent compliance platform used by the business).

Acknowledgement via BrightHR constitutes confirmation that the individual:

- Has read and understood the contents of this procedure
- Agrees to adhere to all company policies and standards
- Understands the consequences of policy breaches as outlined

Failure to complete policy acknowledgement may result in:

- Suspension of work allocation
- Removal from scheduled sessions until compliance is confirmed

The business reserves the right to rely on digital acknowledgement records as evidence of acceptance of terms and expectations.

Adopted on: 29th December 2025

Signed on behalf of Elite SF: J. Bartram

Date for review: 29th December 2026