



## High Learning Potential Policy (formerly Gifted and Talented)

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### Rationale

The driving principle behind this policy is based on the CWLC ethos that every student should have the opportunity to attain their full potential and achieve excellence. In light of this principle, it is important that we challenge all students including those who have been identified as possessing higher learning potential (HLP).

The school has adopted HLP terminology so that all students who have been identified as academically more able at school are recognised. Standardised assessment offers evidence that individuals possess the potential to achieve through a wide range of abilities in academic subjects, sport, the arts and leadership, which links directly with the school ethos of pursuing excellence.

### Aims

The school aims to:

- Provide an environment where academic excellence is rewarded and celebrated.
- Provide opportunities and support for students, of all abilities, enabling them to develop their particular skills and talents
- Challenge students so that they achieve their full potential.
- Promote a holistic approach to the needs of all students.
- Monitor and support the progress of those identified as HLP.

CWLC has an identified HLP Coordinator, Senior Management Team line manager and link governor to ensure effective provision and monitoring.

### Objectives

- To encourage students to take responsibility for their own learning and offer opportunities for them to pursue private study and research.
- To ensure that appropriate differentiation and target setting takes place in the classroom.
- To provide mentoring and monitoring for students identified with HLP.
- To provide opportunities for off-site activities with an HLP focus, e.g. visits to universities, master classes.
- To promote post 16 opportunities in conjunction with the school's Careers Coordinator.
- To promote links to organisations who aim to support students with HLP, e.g. Potential Plus.

### Identification

The identification of students with HLP at CWLC is as follows:

- Cognitive Ability Tests (CAT) scores are used to initially identify students who have HLP.
- Subject nomination reflecting advanced performance in individual subjects according to specified criteria.

- HLP students present ability or potential in one or more academic subject areas - approximately 5-10% of students at CWLC depending upon cohort.
- Students present with evident high attainment or potential in creative or expressive arts and sport.

Parents and carers of students with HLP are supported throughout the year. They will have the opportunity to liaise with the HLP Coordinator at scheduled parents' evenings. Relevant material and information is provided at key points throughout the year.

### **Staff communication**

- The HLP register is compiled and updated regularly and made available for all staff.
- Meetings are held each half term with every subject represented at Additional Needs meetings.
- HLP information is disseminated to colleagues at department meetings by the AN representatives.
- HLP is a regular item for discussion at departmental and curriculum meetings.
- The HLP Coordinator delivers whole school training at relevant points throughout the year.
- Training for new staff is incorporated into the induction process.

### **Monitoring**

- The progress of students identified with HLP is monitored regularly using whole school systems.
- The HLP Coordinator provides detailed analysis of progress at key points throughout the year.
- Learning conversations/mentoring sessions are offered to identified students.

The HLP Coordinator ensures that analysis of HLP students is consistent within individual subject departments and across the school.