

REWARDS POLICY

This update: November 2018

Aims of the Rewards System

- To be inclusive to all
- To recognise and celebrate a student's hard work, commitment and high levels of achievement
- To promote the positive recognition of success amongst all members of the school community through public celebration and contact with parents and carers
- To provide evidence of progress made by the student
- To encourage progress in all aspects of school life
- To reward students frequently for a wide variety of achievements
- To reward hierarchically for continued effort, attainment and achievement
- To encourage collaboration

Rationale

To ensure rewards are both of value to the students, parents and staff, providing a vehicle to measure and monitor progress and success via an extensive range of opportunities. It has a hierarchical structure to allow for progression and challenge. The system is designed to accommodate praise for SEAL skills; these are the social and emotional aspects of school life. The model is based around the award of PACE Points.

PACE stands for:

Punctuality and attendance
Attainment and achievement
Contribution
Effort

The Rewards System

Rewards are given by logging electronically against a students' record, a positive point under one or more of the wide menu of opportunities for praise. All students at Key stage 3 and 4 have access through their homepage to their own rewards log where they see who has awarded the praise, when and what for.

Students are rewarded termly for the basic expectations of excellent punctuality, attendance and uniform, enabling every person to achieve on a regular basis.

The record of rewards for all aspects of achievement is collated each term (6 times per year) and the top 60 students in each year group are celebrated in end of term rewards assembly and letters are sent home. They are then entered into a draw for vouchers.

The top 25 achievers over the year in each of years 7,8 and 9 are announced in assembly and receive a letter home in addition to an event out of lessons, either in school or out of school. The top 25 Year 10 and 11 students have vouchers awarded to them.

The PACE Points double up as House points at Key Stages 3, 4 and 5 and there are extra opportunities to gain points through challenges throughout the year to help develop teamwork and competition. The winning House is celebrated in House assemblies and prizes are given to individuals and groups who have contributed the most. At Key stage 5, staff log praise electronically in the school administration system and students receive praise letters from departments and the Head of Sixth Form.

The rewards system will be reviewed in the following ways:

- The Assistant Head analyses SIMS data six times a year to identify any inconsistencies across departments, individual staff and student groups and takes action as appropriate via HODs and HOYs. The School Council meet to discuss rewards regularly.
- The bi-annual student survey shows if students feel recognised and rewarded for their efforts. These results are reported to the Wellbeing Committee when available.

HoDs regularly raise rewards as a standing item on department agendas to ensure consistency of use and uniformity in their subject area.

A prize giving ceremony for academic and sporting achievement is held annually based upon nominations by subject specialists and achievement at school, public examinations and competitive events. Parents and carers are invited to these events and the winners are publicised to the school community.

Achievements are celebrated in assemblies, communicated to home via letter and relayed via the TV monitors around the site which are updated regularly. The students rewarded are listed on a notice board by reception and this is updated six times per year.

Discussed by Wellbeing committee: 21 November 2018
Approved by full Governors: 5 December 2018