



# Rewards Policy

Date: September 2020

Review date: September 2021

Approved by Advisory Board: September 2020

Linked with other policies:

- Behaviour

Signed:

A handwritten signature in blue ink, appearing to read "S. Day -".

A reward system must be of value to the students, parents and staff. It is a system which provides a vehicle to measure and monitor progress and success via a broad range of opportunities. It has a hierarchical structure to allow for progression and challenge. The rewards system is designed to reflect all aspects of school life. The school will use all available means to publish and promote achievement by all members of the school.

#### **Aims**

- To be inclusive for all
- To recognise and celebrate a student's 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 celebrate progress made by the student
- To encourage progress in all aspects of school life
- To reward students frequently for a variety of achievements

#### **All staff should be actively engaged in carrying out this policy.**

Rewards will involve all or some of the following:

- Teacher response to all positive work and contributions in the classroom from students, often praise and encouragement.
- The display of student work from the class and homework, making full use of classroom boards, landing and corridor displays. Whenever displayed, work may include a comment and grade.
- When appropriate, and if time allows, positive statements should be recorded in the planner.
- Marked work should include praise and advice on how to improve work.
- House points should be recorded in the homework planner diary by the teacher. It is the responsibility of the student to look after the planner.
- When a student is awarded departmental level praise, a postcard will be sent home.
- Pastoral recognition will be awarded by staff for additional achievements and contributions to school and community.
- House points will be included in the House Competition.
- The maintenance of high achievement and excellent effort will also be acknowledged weekly in assemblies and at the end of year service. It is here the trophies will be handed out.
- Headteacher's certificates will be awarded for exceptional behaviours and achievements.

There are 8 types of rewards that students could receive:

- 1. Teacher House Point (coloured token)** – May be awarded for: making consistently good progress or meeting target grade in (significant) assessments, exceptional in lesson effort or exceptional effort with homework.
- 2. Departmental Postcard** – May be awarded for: consistent, outstanding or exceptional attitude in lessons. Exceeding target grade of significant assessments. Rapid and sustained progress towards target grades.
- 3. Pastoral Recognition** – May be awarded for: consistent and active contributions to the All Saints School community and 100% termly attendance or achieving agreed attendance target.

- 4. Head Teachers certificates** – May be awarded for: exceptional behaviours that act as a role model to others, consistent and exceptional effort or achievement over a significant period of time or other actions at the discretion of the Headteacher.
- 5. Rewards Trips** – May be awarded for: exceptional behaviours that act as a role model to others, consistent and exceptional effort or achievement over a significant period of time. The limited places on these trips will be assigned by an SLT.
- 6. Prefects and leadership roles** - On a yearly bases the Headteacher and SLT will appoint students to these roles who represent the values of All Saints school.
- 7. Individual rewards on behaviour management plans weekly reward house meeting on Friday afternoon.** The students will meet in house groups on a Friday afternoon. They will set and review peer (with staff support) targets. Encouragement and support will be given and then house points for positive outcomes.
- 8. Behaviour for learning BFL.** Every lesson the BFL is recorded on Pupil Asset. As students reach 200 points they will be awarded a certificate in assembly. The student with the highest total each ½ term will receive a special prize.

The House system will continue to give students the opportunity to be rewarded for whole school and community involvement. House assemblies will be at the end of each half term and are where prizes are given. The budget will be set by the SLT.

At All Saints School we believe in the principle of ‘catching them being good’. Some students struggle to behave consistently well for a whole lesson, it is therefore vital to find something positive to say about a student and acknowledge their good actions whenever we can.

It is expected that a student can receive an award at some point during the lesson and still achieve a low behaviour score as recorded on Pupil Asset. This policy will enable the SLT to ensure all students are receiving praise and encouragement or intervene if not. It will also give the opportunity to monitor that all staff are offering meaningful and regular praise for all our students.

All our students are worthy of praise, encouragements and acknowledgement; it is up to us to make this happen.

Positive behaviour example	Reward	Proposed approx. frequency	Outcome
Positive on task behaviour or contribution to lesson.	Verbal Praise given	Very regular, most students at least once per lesson	Positivity about continued educational and social success.
Making consistently good progress or meeting target grade in (significant) assessments, <b>exceptional</b> in lesson effort or effort with homework.	Teacher House Point	Most students should have the opportunity to gather 1 or 2 teacher house points every lesson.	Single reward token and recorded in planner
<b>Consistent</b> , outstanding or exceptional attitude in lessons. <b>Exceeding</b> target grade of significant assessments. <b>Rapid</b> and <b>sustained</b> progress towards target grades.	Departmental Postcard	Departments to meet to discuss students' worthy of departmental postcards approx. 1 per teaching group per half term. Exceptional performances also to be considered on as needed basis by both pastoral team and departmentally teachers can refer students to SLT as they feel appropriate.	Departmental or pastoral postcard sent home.
<p><b>Consistently</b> exceeding the expectations of the All Saints values.</p> <p>Improving attendance.</p> <p>Behaviour for learning</p>	<p>Pastoral Recognition</p> <p>Certificate Special prize</p>	<p>Per form tutor to recommend 2 students per term for consideration for pastoral recognition, taking into account effort data and aggregate point scores.</p> <p>Exceptional performances also to be considered on as needed basis by both pastoral team and departmentally teachers can refer students to HOY as they feel appropriate. Or by achieving agreed attendance target</p> <p>Each half term every student who reaches 200 BFL points receives a certificate in assembly. The student who scores the highest total each half term receives a special prize.</p>	

<p><b>Exceptional</b> behaviours or work that act as a role model to others. Consistent, exceptional effort or achievement over a significant period of time.</p>	<p>Head Teacher Certificate</p>	<p>Teacher to recommend students to Headteacher. Typically one given per student each term or as appropriate.</p>	<p>Headteacher certificate given out in assembly.</p>
<p><b>Prefects / leadership roles</b></p> <p><b>Outstanding model student</b> taking into account, behaviour, achievement, attendance and support of the school and its values.</p>	<p>Leadership pin badges</p> <p>Head Boy and Head Girl</p>	<p>These roles will be assigned yearly by the SLT to students who represent the values of All Saints School.</p> <p>Two students in year 11</p>	<p>Prefect and leadership, roles issued and monitored.</p> <p>Announced at end of year service.</p>