



Moorside High School

Rewards Policy

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Date of Next Review:May 2020.....
Reviewed by:Inclusion Committee

Moorside High School

Rewards Policy

Rationale:

Moorside High School aims to reward students in a variety of ways for a wide range of activities, effort, participation, attainment and progress.

Rewards are central to the promotion of good work and behaviour at Moorside High School and contribute to the creation of a positive learning environment by motivating students and recognising success and achievement. Rewards should be for genuine achievement, they should be applied consistently and fairly for them to be valued. Rewards must be recorded systematically so that we are able to monitor and analyse the distribution of rewards given across year groups, faculties and specific student groups. This will also allow us to share information about rewards effectively with parents/carers.

The rewards policy should:

- Support the ethos and vision of the school.
- Promote good behaviour and a positive attitude to school.
- Support the school's equal opportunities policy by valuing the achievements of all students, recognising the widest range of student success.
- Support learning by enabling students to recognise their achievements and the achievements of others.
- Support personalised learning through encouraging student engagement and responding flexibly to student achievement.
- Develop a climate of encouragement, praise and respect for achievement by supporting students to value their own successes and those of others.
- Motivate students through the celebration of improvements and progress as well as attainment.
- Be applied consistently and regularly across the school by all staff.

System:

All staff can reward pupils using the Lesson Monitor Program. The procedure to give a reward includes; staff clicking on a pupil by name and choosing the category achievement. The member of staff is then given several options and must choose the reward they would like to apply. Each reward is linked to the values of **REACH**. (Respect, Enthusiasm, Achievement, Community and Hard work.)

In every lesson staff register pupils awarding;

- 1 – Exceptional work – (2 merits)
- 2 – Good work
- 3 – Need to improve
- 4 – Cause for concern – referral

The 1 & 2 grades will be added to the merits awarded for the prize draw.

This is a central log and information is shared with all staff and pupils every 6 weeks. This gives the opportunity for Heads of Faculty to check that teachers are rewarding pupils and for what reasons, to recognise patterns/trends. It allows Heads of Key Stage to monitor rewards and allows Form Tutors the opportunity to share the league tables for year groups with their forms to create a climate that celebrates success, this is every 2 weeks. All information and year graphs are displayed on the rewards notice board in each form room.

Celebration of success:

Every 2 weeks the league table for each year group is sent to Form Tutors in the form of a graph. Form Tutors share the form group position and praise pupils who have received rewards. This information is displayed and gives staff the opportunity to recognise positive behaviour and instil a sense of competition.

During year assemblies the Head of Key Stage celebrates the success of the top boy and girl from each form by presenting certificates. The form with the most rewards is also presented with a trophy, which is displayed in the trophy cabinet. The values of **REACH** are reinforced during Rewards assemblies.

Every 6 weeks faculties will meet to nominate/select pupils for rewards. This is to ensure that pupils are rewarded regularly and in different ways. Each 6 weeks a nomination form will be sent to each Faculty and each subject staff will select pupils who fit the criteria for the rewards.

These include;

- 20 pupils from each year group from each subject will be selected to receive a text home to parents. This could be for progress, effort, outstanding homework or projects etc.
- 5 pupils from each year group, for each subject will be selected for excellent attainment. These pupils will receive a letter sent home to parents and certificates.
- A boy and a girl from each year group will be selected by the Head of Key Stage for example for exemplar behaviour, 100% attendance over 5 years, Service to

the School or anything that the Head of Year feels appropriate. These pupils will receive a letter, certificate and Headteachers award.

- At any time during the terms subject staff can award praise postcards to pupils.

At the end of each term the Senior Leadership Team hold a Rewards Assembly to celebrate the success of all year groups. Key Stage 3 and Key Stage 4 follow the same pattern. The overall top boy and girl in each form receive certificates and small prizes, the top boy and girl overall for the Year Group have certificates and prizes and the overall top form group in each year have a certificate and prize. This prize is called a privilege prize. It is chosen via the Year Council and represents what pupils would like as rewards. This could be; early pass to lunch, having tables reserved for lunch for one week, a non- uniform day for example. There are also teacher nominated awards for service to the school, community spirit, hard work, sporting accomplishments and Head of Year awards. These awards incorporate the REACH values and ethos. The final award is selected via a virtual hat, where all the pupils' names are entered and a winner is drawn. The more merits the pupil has the more chances of winning.

Through regular celebration of success and listening to pupil ideas, we hope to encourage a climate for learning and success.

At the end of the year a Rewards Day is held. This is at the end of the summer term. This day encourages teambuilding within and across Year Groups and aims to promote and reinforce positive behaviour. Pupils who have received 5 or more green referrals, have poor attendance or have been excluded from school will not be permitted attendance. They will remain in school to work.

Rewards:

Rewards can be given during lessons or at other times throughout the day.

After progress reviews, reports or for exceptional behaviour or attainment a DTL or HOKS may send praise post card or use the school Communications System to alert parents of their child's reason for praise.

Pupils are rewarded at KS3 and KS4 Awards Evening and the previous year 11 have a Rewards Evening in November following their examination results.

At various points within each term there will be a focus rewards weeks. This could be to reward for homework or politeness for example.

Monitoring:

Rewards will be monitored every 6 weeks by DTL, HOKS and SLT.

The Reward System will be monitored through pupil voice each half term. This is via the School Council and pupil voice questionnaires.

SLT will review a year group each half term to analyse patterns and trends and act on the outcomes of the evaluation for continual improvement.

The rewards system will be monitored by SLT and as part of the evaluation schedule a Year Group reviewed each half term. Pupil voice is considered and amendments made to the system to continually improve and meet the pupils' needs.

Parental and staff views will also be considered throughout the year.

DTL and HOKS monitor subject areas and teacher contributions to the rewards system and will be discussed at line meetings. HOKS will monitor the number of rewards pupils are receiving and for what reasons.

The system will be evaluated at the School Improvement Party which ensures that the rewards system remains consistent and successful in helping to raise pupil aspirations and attainment.