

John Flamsteed Community School

Reward Policy

“Smiles achieve more than scowls”



Written: April 2017

Date agreed by SLT:

Date approved by the Governing Body: 17 May 2017

Review Date: April 2019

Rationale

John Flamsteed School is committed to recognising, encouraging and celebrating student achievement and success of all its students in all areas of school life, and to ensure that personal effort, commitment and achievement is acknowledged, rewarded and recorded. Creating a culture of praise between staff and students.

Rewards must be given sincerely and fairly to acknowledge something that is above and beyond the norm. Rewards must not be given as 'bribery' (rewarding students for doing what should be done normally) as this undermines the school's systems and undervalues the efforts of other hard working students.

Aims

- To increase the motivation of all students, encouraging their self-esteem, aspirations and enjoyment of learning.
- To develop the practice of giving rewards to assist the school in maintaining and increasing the quality of teaching and learning.
- To develop a system of using rewards to support the pastoral system in celebrating success, and to help to increase the awareness of pupil's achievements by other members of staff and parents.
- To reward those students who consistently work hard and behave in line with 'John Flamsteed School's' Code of Conduct
- To use rewards to support and promote good behaviour and to be used alongside sanctions set out in our behaviour policy.
- Encourage students to be active and responsible in the school and make positive contributions to the wider community.

Strategies for Rewards

Students will be rewarded for their positive attitude towards their learning by way of:

- Positive comments;
- Merits
- Attendance certificates;
- Headteacher Special Awards;
- Merit certificates, badges and trophies;
- Letters and phonecalls home for outstanding attitudes to learning;
- Achievement assemblies;
- Presentation mornings/evenings to celebrate success.

It is the responsibility of every member of staff to praise students for good or improved work and effort using the following guidance and the system shown in Appendix A, ensuring a consistent approach across the whole school.

Positive comments.

Rewards may be quite simple, e.g. a smile, a comment such as "well done", "thank you", "you've been very helpful", etc or a written comment on a piece of work. All staff are encouraged to use these rewards throughout the year, as much as possible, whether it be inside or outside the classroom.

Merits

A '**Merit**' can be written onto '**reward cards**' throughout the year. Merits can be recorded on excellent work and homework and then transferred to the reward cards or recorded directly onto the reward card. These cards are the student's responsibility and should be stapled to the front of their planners.

Tutor's and pastoral staff may award merits for achievements such as; taking part in a sports day event, representing the school, punctuality over half term, assembly contribution.

Department staff including teaching assistants and support staff may award merits for achievements such as excellent homework or classwork, making exceptional progress against target grade/level, exceptional attitude to learning, attendance to extra curricula sessions

Bonus Cards

There may also be occasions where students have shown commitment over a period of time or for an exceptional event or activity when staff may feel that a reward beyond a merit is needed. These are called **'bonus cards'** and can be awarded for; homework recorded accurately and planner signed for half term, 100% attendance per term, exceptional attitude to learning, an extended/half term project of an outstanding level (when individual merits haven't been awarded) or excellent presentation over a term.

Both reward bonus cards when complete are handed in at Student services, by the student, to be entered into an end of term prize draw. There are a range of prizes ranging in value from a £10 gift voucher through to smaller prizes.

Celebration of Success.

Pupil achievement is celebrated throughout the year in assemblies and in events such as our annual Celebration Evening, Year 11 Presentation evening, Sports Assembly and Art Stars presentation.

Award assemblies are scheduled throughout the year, for all year groups and enable pupil's success to be celebrated regularly with the presentation of certificates/ trophies and a termly prize draw.

Top achieving/Most progress students and students who are doing above and beyond the expected are celebrated at the annual Celebration evening and Year 11 presentation evening through subject and staff nominations.

Displays of Success

Public displays to celebrate student's success and achievement are used throughout the school. Displays of excellent classwork are encouraged in all department areas, classrooms and corridors. The dining room and reception area displays show the pupil's progress, exam success, attendance, sporting achievements and achievements of John Flamsteed's pupils from outside of the school day.

Other visual displays of achievement can be seen through 'Head Teacher's Ties', Art Stars and Arts Award lapel pins. Head Teacher's Ties are awarded to specifically selected students from any year group who contributed significantly to school life. Similarly, Art Stars are awarded to students who contribute consistently to the extra curricula activities of the Expressive Arts Department.

Senior Roles and Responsibilities

Prefects

Senior pupils who have shown an excellent attitude to learning throughout KS3 and Year10 are selected to represent the school as prefects. All year 10 students can apply to be prefects during the summer term of year 10 and from these applications the Head of School, Head of Year and the form tutors make the final selection.

Head Boy and Girl

There is one Head Boy and Head Girl selected from the prefect body in September of Year 11 and will reflect the performance and attitude of the student in their role as a member of the prefect body. This fantastic accolade will be announced to the pupil during the celebration evening in September.

Appendix A

Reward Cards

- Taking part in a sports day event
- Taking part in an inter-form event
- Sports captain for arranging teams
- Good citizen
- Weekly collection of notices from Student Services
- Representing the school e.g school competitions, open evening, music concerts
- Punctuality over half term
- Assembly contribution
- Excellent homework
- Excellent classwork
- Helpfulness
- Making exceptional progress against target grade/level
- Peer support
- Exceptional attitude to learning
- Attendance to extra curricula sessions

Bonus Cards

- Homework recorded accurately and planner signed for half term
- Completion of form book for week with no missed lessons
- 100% attendance per term
- Academic monitoring - excellent effort in 8 subjects.
- Exceptional attitude to learning – monitored via form book
- Extended/half term project of an outstanding level, when individual merits haven't been awarded.
- Consistent and excellent presentation over a term.

Completed reward card shown to form tutor
Record on tally chart.
Collect new reward card.

3 reward cards = Bronze certificate/letter home
6 reward cards = Silver certificate/letter home
9 reward cards = Gold certificate/letter home

Completed reward card and bonus cards taken to SS by pupil

Completed cards put into box for prize draw each term.

Whole school prize draw from all remaining reward/bonus cards