

# REWARDS

## Statement of Practice

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<b>To be Reviewed By:</b>	<b>Mr T Worn</b>

## Rewards

At The Long Eaton School we acknowledge the importance of praise and recognition and seek to promote and reinforce our expectation of students at every opportunity. We recognise that our students thrive on praise, the thrill of success and the glow of recognition. Praise should reward the deserving. It can raise aspirations, promote engagement, inspire and motivate those who may be struggling. Rewards also link into our HPL culture and as such students can be rewarded for their part in any of the ACPs or VAAs.

We must reward whenever possible:

- Formally or informally
- Publicly or discretely
- Regularly
- Consistently
- Sincerely

We must ensure that all students across the school can benefit from our recognition processes and that there is consistent application of policy across curriculum teams, year groups and from teacher to teacher.

Recognition must be given sincerely and fairly as a means of acknowledging an effort, achievement or action that is above and beyond the norm. Recognition must never be given as a 'bribery' (rewarding students for doing what should be expected of them normally) as this will undermine school processes and may serve to promote a behaviour that we would not wish to see in our school.

Recognition systems in our school should link into:

- Catching students being good
- Progress
- Outstanding behaviour
- 100% attendance
- Excellent classwork
- Excellent homework
- Effort
- Attainment
- Care and kindness towards others
- Being a role model
- Recognising resilience in difficult personal circumstances
- Sustained participation in extra-curricular activities, homework clubs and clinics
- Positive attitude / enthusiasm
- Our HPL culture

The Long Eaton School prides itself on providing a positive learning environment in which staff give verbal praise in class when students are doing well/doing things right. Rather than ignoring the quietly compliant student or class, we make a point of using the verbal praise when thanking/praising their efforts as the lesson progresses and displaying their name on the Roll of Honour board. In addition to this, students gain reward points on Class Charts which is visible immediately to all staff, parents and students alike. These reward points focus around students being ready learn, respectful and hardworking amongst other criteria. Staff at The Long Eaton School will use these points, alongside other measures such as attendance, to reward students cumulatively with half termly rewards such as trips and in school activities.

A variety of methods of recognition exist at The Long Eaton School and these include:

- Roll of Honour boards in classrooms
- Reward points on Class Charts
- Student of the Week recognition (KS4)
- Postcards from staff and students (KS3)
- Verbal praise
- Postcard home
- Letters home
- Positive phone call home
- Celebrating Success certificates (see Appendix 1 for criteria)
- Achievement Leader/Curriculum Team Leader nominations to Headteacher for the annual Presentation Evening
- Public display of high quality work
- Acknowledgement through assembly
- Rewards trips and events
- Vouchers

An annual Presentation Evening is held. This serves to recognise the achievement mostly with regard to outstanding academic successes at examination levels, although other students are recognised for progress and endeavour. In addition, termly awards assemblies are delivered by the Headteacher.

- Each term, students who have achieved 100% attendance will be rewarded during the Headteacher's Celebration assembly. There are also certificates and reward points issued for students who have achieved outstanding and excellent attendance and punctuality.
- Each term, students are nominated by their subject teachers for curriculum awards. There are two winners for each curriculum award, students cannot receive more than one curriculum award per assembly and cannot receive the same curriculum award in the same academic year.
- In these assemblies, students are also identified to receive a Bronze, Silver or Gold Headteacher's award

Each term, the KS3 Achievement Leader, Heads of Year and Curriculum Team Leaders will nominate students from each year group to the Headteacher for achieving something "above and beyond". A letter of congratulations is sent and a member of SLT sees the student personally to congratulate them. These letters are issued for a number of different reasons, including exceptional progress, effort over time, involvement in school life, Leadership, developing resilience and independence. No student can be nominated twice by the same curriculum team.

The school will monitor the use of rewards points via Class Charts to ensure that its arrangements operate fairly and consistently across all year groups.

An evaluation will be conducted annually through student, parent and staff questionnaires and the reward system revised as appropriate.