

REWARDS POLICY

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

We aim to encourage and celebrate the success of all our students in all areas of school life, and to ensure that personal commitment and achievement is acknowledged, rewarded and recorded. We believe that encouragement and praise is central to the promotion of high standards of behaviour; rewards are an integral means of achieving this. We believe that rewarding students makes them feel valued, builds confidence and motivates them to achieve. In addition, rewarding good behaviour enables students to realise that desirable behaviour, self-discipline and responsibility to self and others is highly valued in our community. 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 have access through Class Charts to 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 30 students in each year group are invited to an end of term rewards event.

The top 30 achievers over the year in each of years 7,8, 9 and 10 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 achievers in each year group also receive the Headteacher's Award at the end of the autumn, spring and summer terms.

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.

Milestones are targets at different PACE point levels for students to achieve. We have eight personal milestones within our rewards structure. Our first milestone is unlocked at 50 PACE points. Beyond this, milestones increment gradually to challenge students to strive to gain as many PACE points as they can. Once a student obtains the appropriate number of house points to complete a milestone, they receive a letter celebrating the milestone, detailing the date in which they achieved that milestone.

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, published on the school website and relayed via the TV monitors around the site which are updated regularly.

Discussed and approved by Wellbeing committee: 4 October 2022

Review: October 2025