

Birkdale High School



**Birkdale
High School**

Aspire - Thrive - Succeed

**Rewards Policy
June 2017**



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Date of Policy: June 2017
Members of staff responsible: Assistant Headteacher – David Pryor
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Principles

The school's policy on rewards links very closely with its behaviour policy. Rewards should be used to cement the fact that good behaviour and effort is essential to learning and that all staff are committed to working together to ensure that the school provides an orderly, tension free environment to facilitate effective learning. All positive contribution is recognised, celebrated and rewarded. There is a clear commitment to high standards and the equal worth and success of every learner. Systems must be timely and achievable but likewise, demanding enough upon the students to ensure that they are aware that rewards are of value. Milestones are important for students' to work towards but it is also important to reset these milestones so that if a student fails to meet a specific milestone then there is still an opportunity to achieve at other times of the year. Above all the system will help to sustain and promote good attitude to learning (AtL) and behaviour for learning (BfL) by engaging and motivating pupils.

Aims

Our aim is to:

- Motivate and encourage students.
- Recognise students' effort and achievement.
- Reinforce the school values, aims and ethos.
- Recognise and reward students' contribution and commitment to the school.
- Promote a positive ethos through a culture of praise and ambition.
- Promote our core values through a positive reward structure.

We believe that:

- All students should have access to an equitable and inclusive reward system.
- The reward system should be seen to be fair and consistently applied across the whole school in all subjects and by all staff.

What we Reward and Why?

The following table summarises the rewards awarded at Birkdale High. A more detailed explanation of each reward is given below the table.

Reward	Frequency	Criteria	Rationale
Zero sanctions most and merits - chocolate give away (top pupils in each year group)	Weekly	Zero sanctions and most merits for the previous week – reward(s) per year	To motivate pupils to have good BfL and AtL if they have received a sanction previously.
Attendance draw x3 gift vouchers and reward e-certificate	Every half term	100% attendance from September to date	To help sustain pupils with outstanding attendance
Attendance draw x3 gift vouchers and reward e-certificate	Every half term	100% attendance for the previous half term	To motivate pupils to attend school who have had time off previous to the current half term.
Zero sanctions draw x3 gift vouchers and reward e-certificate	Every half term	Zero sanctions from September to date	To help motivate pupils with outstanding BfL and AtL.
Zero sanctions draw x3 gift vouchers and reward e-certificate	Every half term	Zero sanctions for the previous half term	To motivate pupils to have good BfL and AtL if they have received a sanction previously.
Subject rewards	Every half term	Outstanding attainment, AtL or BfL with each subject	Encourage positive behaviours in all subjects
AtL and BfL breakfasts	Every term	Highest AtL and BfL score from tracking data	To recognise pupils who maintain outstanding AtL and BfL across all subjects
Seasonal Events (with a seasonal reward such as Easter eggs)	Every term	Most merits and zero sanctions each day	Encourage positive behaviours in all subjects
End of year trips	Summer term	95% and above attendance, 97% and above punctuality and positive score on merits versus sanctions	To maintain high standards and recognise the pupils who maintain these standards across the school year.

Attendance

At the end of every half term any student who has achieved 100% attendance to date will be entered into a year prize draw. All students who achieve 100% for the previous half term will also be entered into another draw. All students entered into either draw will also receive an e-certificate commending them on their attendance. This will be sent home electronically.

Zero Sanctions

At the end of every half term any student who have registered no sanctions to date will be entered into a year prize draw. All students who have registered no sanctions for the previous half term will also be entered into another draw. All students entered into either draw will also receive an e-certificate commending them on their achievements. This will be sent home electronically.

End of Year Rewards Trip

To maintain high standards, and to recognise those students who have contributed towards maintaining the high standards of the school, students will be set a target to reach of the end of the academic year to be eligible for the end of year rewards trip. The criteria will focus upon merits and sanctions along with attendance and punctuality. The criteria is as follows:

- **Attendance:** 95% and above (*it is appreciated that some students have medical conditions or other exceptional circumstances that means that this attendance benchmark is unachievable through no fault of their own. In these circumstances special consideration will be applied and a revised target set for these students*)
- **Punctuality:** 97% and above
- **Merits versus Sanctions:** A positive balance must be achieved (explanation of 'merit' given in the next section)

This data will be communicated to pupils every week via form records and to parents every half term via letters.

Behaviour for Learning and Attitude to Learning

Heads of Year will organise rewards breakfasts for pupils with the highest AtL and BfL in their respective groups. We also reward pupils with our seasonal rewards events:

- 12 Days of Christmas
- Easter Eggstravagansa
- Summer *name to be confirmed*

In each event a pupil(s) in each year group will be rewarded with a prize on each of the specified days leading up to the end of term. The prize will be given to the pupil(s) with the most merits the previous day as long as they have also received no sanctions for that period of time. Form tutors will display the winners every morning during registration. Each day is a fresh start, so everyone is in with a chance every day.

Subject Rewards

Each half term all subjects will nominate a pupil from each year group who has applied themselves exceptionally in relation to attitude to learning, behaviour for learning and/or excelled in their subject. An e-certificate will be sent home electronically commending students for their effort.

How the merit works

Merits form a large part of the rewards process at Birkdale High. We have rewards on a weekly, half termly and termly basis to reinforce the importance of merits. They form one of the criteria for our end of year trips and seasonal rewards events. Pupils can receive merits both in lessons, form time and outside the classroom for any of the reasons below:

- good work (classwork and homework)
- good effort
- good AtL
- good BfL
- good academic progress
- equipment
- uniform
- helping in the school community
- school representation

Communication

The school strongly believes in the importance of working closely with parents and all stakeholders to ensure the pupils good work and effort can be celebrated in school as well as at home. If a merit/certificate/prize is given it will be communicated via one or more of the following:

- Form time
- Assemblies
- In lessons
- School Website
- The Wednesday Letter
- Emerge application
- Email
- Certificates sent home via email
- Text message
- Phone call home
- Letters home

Roles and Responsibilities

Student responsibility

Students should ensure they are behaving and working in line with the school behaviour policy with positive AtL and BfL which will allow them to access the rewards system.

Class Teacher Responsibility

It is the expectation that staff routinely reward and promote high standards of AtL and BfL in their classrooms and around the school site at all times. Likewise, opportunities should be sought to ensure a student's individual work and effort are recognised and justly praised and rewarded. When setting homework clear success criteria should be given so that students know the expectations placed upon them and a clear system for rewards should be applied when marking the homework set. When seeking to reward students' class teachers have a number of possible merits to choose from to identify an aspect of a student's conduct and/or work that deserves recognition (**see how the merit works**). Teaching staff should ensure that they award merits consistently in line with the schools procedures.

Form Tutor Responsibility

It is the responsibility of the Form Tutor to refer to the daily record for their form in relation to merits and sanctions as reported in SIMS on the staff member's homepage. Form Tutors should refer to the Form Records on a weekly basis to inform them of discussions that may be required with the form and/or individuals to promote positive behaviours. Form tutors should also do checks for uniform and equipment on a weekly basis and record merits accordingly.

Heads of Year

The Pastoral Leaders have an overview for their Year Group. It is the responsibility of the pastoral leaders to reinforce positive behaviours during assemblies as well as identifying students at timely points within the school year for rewards. Heads of Year will deliver a rewards assembly each half term praising the pupils with zero sanctions and 100% attendance. Rewards breakfasts will also be organised for pupils with good behaviour and attitude to learning records. They will also intervene with pupils if they feel it necessary (**see student support**) and this will be communicated to parents.

SLT Pastoral Lead Responsibility

It is the responsibility of the SLT Pastoral Lead to review the rewards system on an annual basis to ensure it is impactful and secures the best outcomes for all students. At specified times throughout the year the SLT Lead needs to ensure that parents are fully informed about the behaviours of their son matched against the criteria of the end of Year Rewards Trip. They must also ensure certificates for 100% attendance and zero sanctions are given. The SLT Pastoral Lead will also monitor the Pastoral Leaders to ensure they are working effectively and efficiently to promote progress.

Whole School Responsibility

Where a student's good and appropriate behaviour has been sustained over a period of time every effort must be taken to reward this. The system will be transparent and appropriate to make it fair and accessible to all. Intervention and support should be given to pupils who are struggling to access the rewards system. This is monitored by Pastoral Leaders and form tutors.

Student Support

As a school we have systems and structures in place to ensure all pupils are able to access the rewards system. They could be from one or more of the following:

- Form records – form tutors will display this every week so pupils are aware of their individual data, in terms of rewards trip criteria. This may result in a report card.
- Pastoral letters sent home – so parents are aware of their son's individual data, in terms of rewards trip criteria.
- Attendance panels – pupils who have poor attendance are offered support to help improve. (*Please refer to the attendance policy for greater information*)
- Report cards – issued by form tutors and in some cases Head of Year to support and improve negative behaviour.
- Mentoring/counselling – offered to pupils who face difficulties in school or at home.
- Assemblies – Head Of Year deliver rewards assemblies to reinforce the rewards system and praise pupils.
- Involvement from outside agencies.

Monitoring and Evaluation

The senior leader in charge of the pastoral system will analyse and examine rewards data to identify training needs, supporting those staff that may require it. Pastoral leaders / heads of year are also asked to analyse data to identify individuals and trends in their year group so that early intervention can be put into place. Form tutors are provided with weekly data which they use to guide and advise students about their rewards.

The effectiveness of the policy will be evaluated annually by SLT. The policy will be assessed and evaluated using data including opinion from staff, parents and students.

Dissemination of the policy

All staff and the Governing Body will have access to an electronic copy of the policy in the staff handbook which is available in the shared area. Parents will have access to a copy on the webpage.

Policy review

The policy will be reviewed by the Assistant Head teacher and presented to the governing body.