



Rewards Policy

Rationale

Stockport School aims to encourage and celebrate the success of all its students in all areas of school life, and to ensure that personal commitment and achievement is acknowledged, rewarded and recorded.

We acknowledge the importance of praise and reward and seek to promote and reinforce our expectations of students at any given and relevant opportunity.

We recognise that students thrive on praise, the thrill of success and the glow of recognition. Praise rewards the deserving, can inspire those who may be struggling and can inspire and motivate those who may be disenchanted. Finding ways to reward must be at the heart of our teaching.

We must reward whenever possible:

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

We must ensure that students of all ability levels in all Year groups across the school can benefit from our rewards processes and that there is consistent application of policy across departments, Year groups and from teacher to teacher.

Rewards must be given sincerely and fairly as a means of acknowledging effort, achievement or action that is above and beyond the norm. Rewards must never be given as 'bribery' (rewarding students for doing what should be expected of them normally).

Rewards systems in our school should link into:

- Effort
- Attainment
- Progress / attainment
- Behaviour
- Attendance and punctuality
- Caring for others
- Participation
- Uniform compliance
- Positive attitude / enthusiasm
- Respectful behaviour

We will continue to consult with our students to seek student advice on reward structures and, in particular, for their clarification as to what should be rewarded and how we can further develop / improve our rewards systems.

A variety of methods of rewards exist at Stockport School which include:

- Verbal praise
- House points
- Subject certificates
- Postcards home
- Here to Learn Awards / early dinner passes
- Lapel badges
- Acknowledgement through assemblies
- Positive phone call home
- Pastoral Manager rewards
- Public display of high quality work
- Well done prizes
- Formal Achievement Evening

Aims

- Rewards increase the motivation of all students, encouraging their self-esteem, aspirations and enjoyment of learning.
- The practice of giving assists the school in maintaining and increasing the quality of teaching and learning.
- The giving of rewards encourages all students to achieve. Thus they will receive House points for achievement throughout the school in all context.
- The system of giving rewards supports the role of the tutor in celebrating success and helps facilitate the awareness of achievement of others members of staff and parents.
- Every member of staff will praise students for good or improved work and effort using the following systems.
- Rewards support and promote good behaviour and should be used alongside the sanctions policy.

Rewards

House Points

House Points form the backbone of our rewards system and can be given by any member of staff and are awarded for academic achievement or effort.

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|---------------------|------------------|
| • Bronze | 100 House Points |
| • Silver | 200 House Points |
| • Gold | 300 House Points |
| • Platinum | 400 House Points |
| • House Colours | 500 House Points |
| • Headteacher Award | 700 House Points |

Students receive a certificate and a lapel badge which they receive in weekly assemblies. House Colours awards include Love to Shop vouchers and students are seen personally by the Headteacher to congratulate them upon their achievement and success.

House Points are awarded on SIMS as achievement points.

- Department rewards – positive text messages, praise post cards, telephone calls, verbal praise
- House Awards
- End of Term Awards in assemblies
- Whole School Rewards and Single Events

- Headteacher's Award (termly) – cinema tickets, food vouchers and shopping vouchers are awarded in assembly to those students in Years 7 to 11 making the best progress and those responding most positively to intervention with Heads of Years (academic)
- Headteacher's Commendation – recognising and acknowledging excellence and good citizenship

Subject Badges - Throughout the course of the year, students who make the most progress in each subject across the curriculum will receive subject badges. Students are nominated by teaching staff and rewarded at the end-of-half-term reward assemblies.

Very Important Pupil Award (VIPA) – every member of staff is expected to award a VIPA per lesson. Students collect VIPAs and post them in Year boxes outside Pastoral Offices. During a rewards assembly the Director of Progress will draw a VIPA ticket with the winner receiving a voucher.

Department rewards:

- Staff are encouraged to **praise verbally** all positive achievements whenever opportunities present themselves.
- Staff should **write positive and encouraging comments** in planners, exercise books and folders when they are marked.
- Displays of work in the classroom and around the school on notice boards and display areas in corridors, reception and the assembly hall.
- Publicly
- In front of a class
- Recognition by Head of Department/SLT
- In a congratulatory letter (via email) to parents for students who have shown consistent effort in class work both verbal and written and in homework
- Examination performance should also be taken into account
- Subject postcards for a sustained period of work or other subject contribution
- Students of the Month

Year Team Rewards:

- Publicity and praise in assemblies to individuals and groups
- Termly 100% attendance
- Places on trips which are extra-curricular

House Awards:

House points can be awarded for effort, good quality class and homework, acts of citizenship, excellent attendance and participation in competition. Mr Rough, Assistant Headteacher, and Director of Progress, oversees the awarding of certificates.

- House Praise Post Cards
- House Sports colours
- House competitions
- House Points

Whole School Rewards and Single Events:

- Academic Awards Evening
- Celebration Assembly for Year 11 leavers
- Celebration and Presentation Evening for ex-Year 11 students
- Trips organised by staff for students who have significant progress in attitude and behaviour
- Local press publicity
- School Newsletters – Sails & Oars, Stock Press

- Letters home from Attendance Manager when attendance shows sustained improvement over a term
- Work experience in Year 10
- Library and/or Accelerated Reader records for number of books read in a term
- Praise in Reports and at Parents' Evenings
- Community awards
- Leadership
- DoE awards
- Competitions – Young Enterprise, etc.

Assemblies – Year and House

It is vital that rewards and congratulations are celebrated at **every** opportunity. A number of assemblies must have an element of *Praise and Reward* included.

End of Year Assemblies

- Reward for individual 100% attendance
- Trophy and reward for best House group attendance
- Trophy and reward for best House sports event
- Badges are awarded for consistent membership of a school team, County team or higher, excellent team spirit and/or leadership of a team (PE department to organise)
- Badges are awarded for Performing Arts – performance, band membership, etc. (Performing Arts departments to organise)

Displays for Success

Public displays celebrating success and achievement are extremely powerful. The digital display boards must celebrate success and achievement at every opportunity. In-school displays must include as a minimum:

- Progress, Effort and Attainment displays half termly
- Exam success displays
- Further student success within and beyond the school
- Visual displays – badges and ties

Rewards Summary

House Points

Positive Texts

Subject Postcards/Awards

School Success

Headteacher's Award

Awarded By

Any member of staff can award these electronically

Subject staff

Subject staff

Recommended by staff

Nominated

Roles and Responsibilities

Teaching staff should ensure that they

- Apply consistency in line with guidance and procedures when giving rewards
- Award stamps, House Points and certificates
- Write and send home "well done" cards
- Monitor student's achievements and progress

Subject Leaders should ensure that they

- Check that staff apply consistency in line with guidance and procedure when giving rewards
- Award commendation certificates
- Liaise with subject teachers and award students with subject certificates and badges

Senior Leaders should

- Send home congratulatory letters when appropriate

- Send home Assistant Headteacher's certificates three times a year to those students with no behaviour points and 100% attendance
- Send home Headteacher's Commendation certificates as appropriate

Monitoring and Evaluating

House Points are awarded and administered through SIMS logs. Higher level rewards are recorded and monitored by the Pastoral Support staff and Assistant Headteacher in charge of Houses. The Senior Leadership Team will monitor consistency of allocation of rewards in line with guidance and procedures.

Evaluation is by students, teaching staff, the Senior Leadership team and Governors.

Last reviewed and modified: **September 2021**

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