

Dallam School



Rewards Policy

Our mission is to challenge students and staff alike to achieve their full potential as lifelong learners within a changing world. We strive continuously for excellence in all that we do through innovation and sharing with local, national and international partners.

Committee: Local Advisory Committee
Date of re-adoption: November 2022
Date of next review: Autumn Term 2024

Review Sheet

The information in the table below details earlier versions of this document with a brief description of each review and how to distinguish amendments made since the previous version date (if any).

Version Number	Version Description	Date of Review
1	New Policy	June 2019
2	Reviewed and approved by Local Advisory Committee - addition of Golden Tickets and slight changes to staff quick reference guide	01 December 2022

Contents

1.	Staff Quick Reference Guide	4
2.	Introduction and Rationale	6
3.	Purpose	6
4.	Ethos and Culture	7
5.	Rewarding students	7
	5.1 Praise	
	5.2 Excellence Points	
	5.3 Termly rewards	
	5.4 The Form Tutor	
	5.5 Badges and Tangible Rewards	
	5.6 Special Events	
6.	Our roles and responsibilities in ensuring consistency	10
7.	Monitoring and reviewing our policy	10

1. Dallam School Rewards Quick Reference Guide

Praise and a Positive Culture should exist in lessons and around school, please aim to use 4 positives praise comments for every negative comment or sanction given.

Excellence Points

Many students in each class should receive an Excellence Point each lesson, students should rarely be given more than 1 Excellence Point per lesson and never more than 2, which could be given for one of the following reasons:

Lesson Excellence Points (1 point)

- Excellent contribution to class discussion or teaching
- Outstanding Effort in lesson
- Outstanding Progress in lesson
- Act of Good Citizenship
- Outstanding Homework
- Excellent Assessment Result for that student
- In recognition of the school values

Around School Excellence Points (1 point)

- Act of Good Citizenship
- Caring and Supporting Others
- Sustained commitment of attendance to an Extra-Curricular Club

How to

- In most cases staff should add these via the synergy register by adding a new behaviour and selecting "Excellence Points" and completing the further drop down menus. Excellence points for multiple students can be added by adding a tick to multiple names from the students drop down menu. Alternatively excellence points can be added by behaviour code.
- To add an **Around School Excellence Point** this will need to be added manually. In Synergy search for the student and then choose the behaviour tab. Next add a new behaviour and complete the drop down menu options. NB: The Pastoral Administrative Assistant can be used to add these points if required.
- **Lunch and P6 Clubs:** Where possible it would be useful to have each club registered on SIMs so that Excellence Points can be added in the same way as a normal lesson. When the club is not registered on SIMs then Excellence Points can be added in the same way Around School Excellence Points are added.

Other Rewards

Learner of the Week (10 points)

- Each Department will recommend a KS3 and KS4 Learner of the Week each week

Praise Postcards (5 points)

- Every member of staff will write and send a praise postcard at least once per week

Progress Reviews (20 points)

- Students with the highest Effort grades will receive a letter of recognition – posted home

Headteachers Book of Excellence (25 points)

- An exemplary piece of work that demonstrates Outstanding Learning above and beyond what was expected by the class teacher should be copied and sent to the Headteacher

KS3 and KS4 Annual Awards (20 points)

- Students will be nominated annually to receive special recognition for achievement, effort and citizenship

Form Tutors

- Each week form tutors will be provided with the number of Reward Points each student in their form have received. These will be read out to students and then recorded in their planners as a weekly total and cumulative total.

Quality Assurance and Consistency

- Report will be sent, periodically, to the Head of Faculty with the cumulative number of Excellence Points issued that week by each member of staff, this will allow the Faculty Head to promote and monitor the number of Excellence Points issued.

Special Events (example)

Year	Autumn	Spring	Summer
7	Panto	Bingo	Rewards Activity
8			
9	Rewards Afternoon	Rewards Afternoon	Rewards Day
10			
11	Theatre		Prom

All students will have the opportunity to participate in these special termly events, regardless of their points total, however behaviour will also be a deciding factor.

Badges and Tangible Rewards (example)

- 75 = Free Break Item Voucher
- **150 = Bronze Rewards Badge** + Reward Email Home
- 225 = Free Break Item Voucher
- **300 = Silver Rewards Badge**
- 450 = Free Break Item Voucher
- **525 = Gold Rewards Badge**
- 675 = Free Break Item Voucher
- **750 = Free £2.50 Lunch Meal Voucher & Certificate**



Golden Tickets

All staff have at least 8 Golden Tickets each half term to recognise and reward students who are demonstrating our school values. Students will write their name on a golden ticket they have been given, and will post these into a box located in the pastoral area. Golden tickets are entered into a weekly prize draw - prizes for staff and students!

2. Introduction and Rationale

At Dallam we promote high standards of behaviour. We are an ambitious school wanting the very best **for** all our students and **from** all our students.

Our consistent behaviour policy shapes our school; it shapes our ethos and school values of Courage, Respect, Compassion, Endeavour and Integrity.

We recognise that students thrive on praise, the thrill of success and the glow of recognition. Praise can inspire those who may be struggling and can motivate those who may be disenchanted. Finding ways to reward must be at the heart of our teaching. Our Rewards policy shapes our school; it shapes our ethos. The principles underpinning it relate closely to Dallam aims which are to work with people to:

Achieve personal high standards in all areas of learning through the developmental skills, knowledge and understanding to develop motivated lifelong learners able to work independently and collaboratively, with no age boundaries, develop personal attributes promoting positive relationships and attitudes and gain experience of an increasingly international community.

Students and staff worked together in forming the basis of this policy. Through initial review, to numerous reviews in consultations the staff and students decided what they wanted to be rewarded for, how they would be rewarded and the short-term tangible rewards that they would receive. It is to the credit of everyone working as a team that we arrive at our Rewards Policy for Dallam School.

3. Purpose

At Dallam school we want to create a school which encourages students to achieve their very best. By recognising and rewarding, we will increase the motivation of all students, encouraging their self-esteem, aspirations and enjoyment of learning. The system of giving rewards supports the role of the form tutor in celebrating success and will help facilitate the awareness of achievement by members of staff and parents. Every member of staff has a role to play in ensuring that they praise students for excellence in effort and attainment for their given starting points.

This policy aims to:

- Motivate and encourage students.
- Recognise students' effort and achievement.
- Reinforce the School values and aims.
- Recognise and reward students' contribution and commitment both in School and in the community.

The Rewards Policy will support and promote good behaviour and should be used alongside the Behaviour Policy.

Ethos and Culture

Parents and carers are key partners in their children's learning. School should engage directly with parents and carers and foster a positive and inclusive environment where parents and carers are encouraged to work in partnership with the school to develop consistent messages.

Children's wellbeing is at the heart of Getting it Right for Every Child. This means focusing on the wellbeing of every child to ensure they are safe, healthy, achieving, nurtured, active, respected, responsible and included (the wellbeing indicators).

A culture where children and young people feel included, respected, safe and secure and where their achievements and contributions are valued and celebrated is essential to the development of good relationships. In order to create this environment for effective learning and teaching there should be a shared understanding of wellbeing underpinned by children's rights and a focus on positive relationships across the whole school community.

'Climate' and ethos are key determinants in promoting social and emotional wellbeing and mental health for all in school. This is described as 'core values, attitudes, beliefs and culture of the school and classroom' and includes school 'connectedness' and a feeling of being accepted, respected and bonded to the school environment. School climate can also be seen as incorporating three essential aspects - engagement, safety and environment. These aspects are seen as essential to maintaining positive relationships and social and emotional wellbeing.

Praise and a Positive Culture should exist in lessons and around school, staff will endeavour to give 4 positives praise comments for every negative comment or sanction given.

4. Rewarding Students

At Dallam School we aim to promote a positive ethos through a culture of rewards and praise. All students, irrespective of ability, should have access to an inclusive rewards system. We aim to ensure that our rewards system is applied fairly and consistently across all areas of Dallam School. Dallam School provides a comprehensive range of rewards.

5.1 Praise

The aim is to praise and reward often and at every opportunity.

Praise can be done in many ways in and out of the classroom:

The following list covers various examples when praise should be given and is not exhaustive:

- Verbally in lessons for an excellent contribution to teaching and learning
- Verbally in lessons for excellent effort and/or attainment for that students starting point
- Sustained excellence of or improvement in attendance and punctuality
- Enthusiasm in participation and learning
- Respectful behaviour
- Caring and supporting others
- Sporting achievements and/or sustained commitment to clubs in and out of school
- Written feedback in books or on work and assessments

5.2 Excellence Points

Many students in each class should receive an Excellence Point each lesson, students should rarely be given more than 1 Excellence Point per lesson and never more than 2, which could be given for one of the following reasons:

Lesson Excellence Points (1 point)

- Excellent contribution to class discussion or teaching
- Outstanding Effort in lesson
- Outstanding Progress in lesson
- Act of Good Citizenship
- Outstanding Homework

- Excellent Assessment Result for that student

Around School Excellence Points (1 point)

- Act of Good Citizenship
- Caring and Supporting Others
- Sustained commitment of attendance to an Extra-Curricular Club

Excellence points should be added to every students SIMs record on a lesson-by-lesson basis. Members of staff should endeavour to communicate the awarding of an Excellence point so that this is recognised by the student at the time of award – this can be done through praise or perhaps by using a chart displayed in the classroom.

The pastoral team administrative assistant is available to upload Excellence Points in instances where staff are unable to add it via the SIMs register system.

5.3 Other Rewards

Learner of the Week (10 points)

Each Department will recommend a KS3 and KS4 Learner of the Week each week.

Selected students deserve Outstanding recognition above and beyond Excellence Point reasons listed above.

The Head of Faculty/Department will create a rota whereby each member of the team will be responsible for nominating winners of this reward for their Faculty each week. Nominated students will feature in the school bulletin and will receive a letter home to parents to celebrate this achievement.

Praise Postcards (5 points)

Every member of staff will endeavour to write and send at least one praise postcard each week.

Selected students deserve Outstanding recognition above and beyond Excellence Point reasons listed above.

Praise postcards will be posted home to parents to celebrate this achievement.

Headteachers Book of Excellence (25 points)

An exemplary piece of work that demonstrates Outstanding Learning above and beyond what was expected by the class teacher should be copied and sent to the Headteacher.

The Headteacher will meet with the student to congratulate them and then send a personalised letter home to parents to celebrate this achievement.

Progress Reviews (20 points)

Students that receive an Attitude to Learning Score average of 3.8 or more.

After each Progress Review students will receive a copy of this to discuss in form time with their tutor.

The relevant Achievement Leader will celebrate this list of students in assembly.

Identified students will receive a letter of achievement posted home to parents to celebrate this achievement.

KS3 and KS4 Annual Awards (20 points)

Students will be nominated annually to receive special recognition for Outstanding achievement, effort and citizenship.

Awards Evening are scheduled once per year and are celebrated with Parents, Staff and Students.

Golden Tickets

All staff have at least 8 Golden Tickets each half term to recognise and reward students who are demonstrating our school values. Students will write their name on a golden ticket they have been given, and will post these into a box located in the pastoral area. Golden tickets are entered into a weekly prize draw - prizes for staff and students!

5.4 The Form Tutor

The Form Tutor has a very important pivotal role in communicating with students in their form the weekly Excellence Points total and the students cumulative total for the year. Form tutors will provide that information to students and in turn they will record that information in their planner so that parents can recognise and celebrate this achievement. Form tutors will refer to the Rewards Posters that show the total that are required to achieve the next tangible reward and/or rewards badge.

5.5 Badges and Tangible Rewards (example - TBC)

Students will receive the following badges and tangible rewards upon reaching the reward point totals. This list will be made into a poster and displayed around school and in form rooms.

Badges will be presented to students in assembly each week and subsequent badges will be exchanged for the next tier of badge. Badges will be engraved with the school year and students will retain the badge to be displayed on their blazer lapel as a collection.

Other students and staff will be able to see and celebrate in the achievements of these students.

Below is an example list of points totals to be reviewed and trialled this next school year.

Badges and Tangible Rewards (example)

- 75 = Free Break Item Voucher
- 150 = **Bronze Rewards Badge** + Reward Email Home
- 225 = Free Break Item Voucher
- 300 = **Silver Rewards Badge**
- 450 = Free Break Item Voucher
- 525 = **Gold Rewards Badge**
- 675 = Free Break Item Voucher
- 750 = **Free £2.50 Lunch Meal Voucher & Certificate**



Rewards will be presented weekly in each year groups assembly.

5.6 Special Events (example)

There are many different additional activities that school will run for each specific year group. These special events will be scheduled throughout the year and the reward badges will enable students to receive other tangible rewards.

Year	Autumn	Spring	Summer
7	Panto	Bingo	Rewards
8			Activity
9	Rewards	Rewards	Rewards
10	Afternoon	Afternoon	Day
11	Theatre		Prom

All students will have the opportunity to participate in these special termly events, regardless of their points total, however behaviour will also be a deciding factor.

6. Our roles and responsibilities in ensuring consistency

Students will ensure that:

- Their Excellence Points are logged in their planner
- They work hard to achieve Excellence Points in class

Staff will ensure that they:

- Praise students in the ratio of 4:1 for Praise:Challenge
- Are consistent when giving Excellence Points
- Send a Praise Postcard each week
- Nominate Learner of the Week student in line with department rota
- Form tutors to ensure that students have a weekly and cumulative total in their planner

Pastoral and School Leaders will ensure that they:

- Send home Letters of Achievement
- Make positive praise calls prompted by information from teaching and pastoral staff
- Quality assure the Rewards process to maintain consistency

7. Monitoring and reviewing our policy

Monitoring and Evaluation is carried out by:

- Students
- Teaching staff
- Pastoral Coordinators and Achievement Leaders
- Senior Leadership Team
- Local Advisory Committee

Links with other policies:

- Learning and Teaching Policy
- Assessment for Learning and Marking Policy
- Behaviour Policy