

# Tapton School Rewards Policy

## October 2019

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**LEVEL OF CHANGE:** Minor

**NEXT REVIEW:** October 2020

## Rewards Statement

Tapton School has a system of rewards which aims to motivate and encourage pupils, nurturing a culture of positive achievement and behaviour. We believe that it is important to reward young people for their achievements, both in terms of academic progress and success in other areas of school life. An important aspect of the ethos of the school is that the achievements and successes of pupils of all ability levels and in all year groups can benefit from the rewards process and are given due worth. This helps to build upon individual self-confidence and self-esteem and leads to further personal development.

Tapton School gives a high priority to recognising and rewarding success and involving pupils and parents in 'achieving excellence'. We recognise that parents have a vital role to play in promoting a positive attitude to school and, together with the school, celebrating achievement at all levels and in all areas of school life.

## Rewards

A range of rewards exist at Tapton including:

- Verbal praise
- Comments on work
- Merits electronically on Bromcom which are available for parents and carers to view in MCAS.
- Certificates for competitions for example Sports Day
- Sending students to SL/YM/LT for praise and recognition
- Postcard/letter sent home
- Positive phone call home
- Public display of work
- Acknowledgement through assembly
- Acknowledgement through Tapton Update
- Acknowledgement and celebration through the KS3 Weekly Bulletin
- KS3 Lead Learners after each track
- Learner of the term
- Headteacher weekly rewards
- Form Tutor competition
- Head of Key Stage competition.
- Form board competitions
- Attendance competitions
- Each department may have their own process in which they reward students, this could be seen through students books with praise via stamps or stickers to celebrate written achievements.

## Guidelines for Staff

'All Tapton staff work to provide an encouraging, safe and disciplined learning environment which will enable individual success and achievement. It is important to strike the right balance between rewards and sanctions; Tapton staff will reward consistently good behaviour, kindness and improved behaviour as well as progress and achievements. By creating a positive and rewarding ethos we hope to encourage all students to strive for praise. The school rewards policy therefore supports the school behaviour policy by acknowledging positive behaviour in all it's forms.

**The following points are key features of Tapton Schools Reward Policy:**

- The most powerful positive reinforcement of all is praise and encouragement in the classroom itself, lesson by lesson, by the teacher. This will be used as much as possible either verbal praise in class or as part of written feedback.
- Teachers will always look to praise students for making good choices.
- Teachers will reward students who routinely do the right things, such as wearing the correct uniform and bringing the correct equipment to school.
- Rewards will be given across all areas of school so they are accessible to all pupils both in and outside of the classroom.
- We will promote a culture of praise and encourage good and improved behaviour.
- We ask parents and carers to support school by using MCAS to engage with their child's rewards.
- Ultimately Tapton school celebrates achievement and it is normal for students to work hard, be kind and follow the rules – these behaviours will be routinely rewarded.

## **MERITS**

**Merits form the backbone of our rewards system and can be given by any member of staff.** Merits are given to students by teachers, teaching assistants or any member of staff at Tapton school. They are logged straight onto Bromcom. On a weekly basis, each form tutor (Year 7-13) is provided with a list of the overall merits received by students in their forms, they discuss with the students.

**Merits are awarded to recognise and celebrate positive behaviour, conduct and work that exceeds expectations.**

### **Year 7 homework rewards**

- In term 1, Year 7 students are awarded a merit for each piece of homework completed and handed in on time. This is logged on Bromcom.
- 1 completed homework = 1 merit.
- Students need to collect 10 merits and will be rewarded with entry to Year 7 homework disco in October.

## **KS3 Lead Learners**

Aims: to celebrate endeavour, hard work and moving forward

3 measures:

1. Consistently high learning behaviours. Worked out by looking at the average learner levels across all subjects in the year group and taking the top 30 students.
2. Most improved learners. Worked out by comparing averages back to previous track and taking the top 10 biggest leaps.
3. Highest learning behaviours. Worked out by counting how many top learner levels a student achieved in a track. For example, 6 or more 3 or above for Year 7 guarantees a student Lead Learner status.

If you have a Behaviour grade of requires improvement or inadequate you cannot achieve Lead Learner status.

## **Postcard and letters**

Awarded and written by staff for personal recognition of effort and/or achievement.

## **Form Tutors**

On a weekly basis Form Tutors receive a list of the merits for each student in their form group. Form Tutors discuss and celebrate these with their tutees to further recognise achievements.

## **Guidelines for Parents and Carers**

Parents can support the schools positive approach to rewarding success by:

- Supporting all the school's policies, particularly the Home School Agreement.
- Ensuring regular and punctual attendance is maintained throughout school
- Ensuring their child wears the correct uniform
- Ensuring their child arrives to school with the correct equipment
- Attending events aimed at celebrating individual success
- Insisting upon high standards in all aspects of school life such as the completion of homework.
- Attending the annual parents' evening

## **Guidelines for Pupils**

Pupils are expected to adopt a positive approach to the achievement of success whilst supporting the rules of the school and behaving in a polite and responsible manner towards all adults. These expectations are outlined in the Student Code of Conduct. Students will be rewarded for:

- Attending school regularly, in correct uniform and on time.
- Bringing the correct equipment to school.
- Meeting deadlines for the completion of all schoolwork and homework.
- Complete all work to the best of their ability
- Getting involved in extra-curricular activities

## **Monitoring Performance**

The success of the policy and the use of rewards will be monitored through analysis of data recorded by Year Managers and the Senior Leadership Team. When evaluating the success of the policy, the school will consider to what extent: m,m

- Achievement has been raised
- Rewarding success has had on encouraging positive attitudes towards learning and striving for success
- Monitor distribution of rewards by groups: age, ethnicity, gender, FSM and Additional Educational Needs (AEN)