



Rewards Policy in Years 9, 10 & 11

“To say ‘well done’ to any bit of good work is to take hold of the powers that made the effort and strengthen them beyond our knowledge”

(Philip Brooks)

“I can live for two months on a good compliment”

(Mark Twain)

At The Duchess's Community High School we acknowledge the importance of praise and reward and seek to promote and reinforce our expectation of students at any given and relevant opportunity.

We recognise that our students thrive on praise, the thrill of success and the glow of recognition. Praise rewards the deserving, can inspire those who from time to time 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 and 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 an effort, achievement or action that is above and beyond the norm. Rewards must never be given as a ‘bribery’ (rewarding students for doing what should be expected of them normally) as this will undermine school processes and may serve to promote a behaviour that we would not wish to see in our school.

Rewards systems in our school should link into:

- Effort
- Attainment
- Behaviour
- Caring for others
- Participation
- Uniform compliance
- Positive attitude / enthusiasm
- Progress / improvement

We will continue to consult with School and Year Councils 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.

All departments have a Behaviour Policy that describes in more detail what will be rewarded at classroom level. Heads of Departments will have a responsibility of ensuring that these policies are consistently delivered.

A variety of methods of rewards exist at The Duchess's Community High School and these include:

- Verbal praise
- Merit
- Commendation through ‘events’
- Postcard home
- Letter home
- Positive phone call home
- Celebrating Success Award
- Head of Year nomination to Headteacher
- Public display of high quality work
- Acknowledgement through assembly
- Certificate / Awards at Presentation Evening and Prize Day

As a standard part of every lesson, we look for ways to find students doing well/doing things right - and praise them for it. And rather than ignoring the quietly compliant type of student or class, we make a point of thanking/praising their efforts verbally as the lesson progresses. The atmosphere, in other words, errs in favour of the positive.

MERITS

Merits form the back bone of our rewards system and can be given by any member of the teaching staff.

Every member of staff is expected to give at least one merit per lesson. This should be done as part of the lesson plenary and, where appropriate, the teacher should give the merit publicly (I'm giving the merit to because) thus underlining important aspects of the school behavioural vision.

Merits are awarded as adhesive labels which are stuck on to a merit collecting card carried by each student in Years 9 – 11. These are totalled weekly and records logged electronically.

Students are encouraged to set themselves high personal targets and merits also feed into inter-form structures (see below) in order to capitalise on and engender collective group spirit.

Certificates of Achievement will be given at the end of each academic year in Year Presentations. These will be awarded as follows:

- Bronze Award 100 Merits
- Silver Award 150 Merits
- Gold Award 200 Merits

The top 5 merit scorers in each year group will also qualify for additional recognition.

At the end of each term the students in each tutor group achieving the highest number of merits will receive a letter of praise sent home by post.

Each week, merit totals are submitted and results form part of an inter-form challenge. This will also link with attendance returns. Points will be awarded and an on-going league table produced. The 'tutor group of the week' will be awarded a small prize and the tutor group of the term will receive £200 towards an outing of their choice. League tables will be circulated to tutors on a weekly basis and results announced through assemblies, thus keeping the profile of this system high.

Commendations can be recorded electronically. This reward falls between the Merit and 'Celebrating Success' Award and may be seen as a 2/3 merit equivalent. In other words for a high level achievement / effort in relation to an isolated lesson / piece of work/action.

When a commendation is logged the relevant Head of Year will automatically send a postcard home acknowledging the achievement.

We are very keen to promote an acceptance of positive achievement and to share the good work / efforts of students publicly within our year groups. We want it to appear 'cool' to be successful and wish to encourage our

young people to receive their honours with pride.

Celebrating Success assemblies are scheduled for all year groups every half term. Celebrating Success nominations are made by subject teachers and students receive certificates and 5 merits for each reward they are given. These merits can then link into personal and inter-form matters indicated above.

Wherever possible we will seek to link merits into school events, thus giving them a 'financial value' also. For example tickets for an organised disco may be advertised at £3.00 or £2.00 plus 20 merits. Other activities that the rewards system may link into could be:

- Day trips
- Organised evening activities
- School balls
- Leavers' Prom

Each week Heads of Year are asked to nominate students to the Headteacher for achieving something "above and beyond". A letter of congratulations is sent and the Headteacher sees the student personally to congratulate them.

Each year, evenings are set aside to acknowledge the diverse range of achievements of our students.

Certificates and awards are given for the following categories:

Year Colours	Half School Colours
Full School Colours	Music
Academic Endeavour	Attendance
Form Representative	Form Prize
Technology	Maths
Drama	Duke of Edinburgh
Merits	Work Experience

An annual prize-giving ceremony is held. This serves to reward the achievement mostly with regard to outstanding academic successes at examination levels.

- Positive attendance is recognised through the weekly inter-form challenge.
- Each half term, students who have achieved 100% attendance will enter the 100% attendance draw. A small number of students in each year group will therefore receive prizes.
- Each term, letters of congratulations will be sent to students who have achieved 100% attendance or who have made dramatic improvement in attendance.

Further details of these rewards are detailed within the School's Attendance Policy.