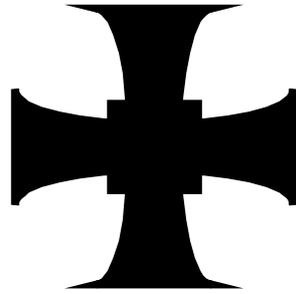


# TRINITY SCHOOL CARLISLE



A CHURCH OF ENGLAND ACADEMY

## REWARDS POLICY

**Pastoral Committee**

**Revised:** October 2015

**Ratified by the full Governing Body:** January 2016

**Next review:** October 2018

At Trinity School, we hope that all students will seek to do well in their studies for their own sake. We hope that all staff will offer much verbal praise, positive encouragement and congratulations during lessons. Such an informal system is vital to the tone of the school and to what students think of themselves and of their work.

Where a student has produced good work, made good progress or made a particular effort which they have kept going over a period of time, then it is also the school's policy that all such students' work and efforts should be recognised more formally through the school rewards scheme.

### **1.1 Classroom rewards**

*Classroom rewards are designed to recognise excellence in a given lesson or over a period of time in a subject. They are based around four key areas that were formulated through a staff working group and then shared with the student council. Students can be rewarded, in class, for; Excellent homework, Outstanding contribution in lesson, Pride in Presentation of work and Going the Extra Mile. These rewards are logged electronically by teachers and appear on the interims and reports sent home termly to parents and carers. The individual student log is maintained throughout the year and is used at sporadic times during the year when spot prizes will be awarded for students in Year Groups and Houses with the most reward points. In addition, end of year celebration assemblies will again reward those students who have achieved a significant number of reward points.*

*In addition, reward points are also awarded for achievement outside the classroom. This could be for areas such as; Attendance, Punctuality, Extra Curricular activity participation, Representing a school team, Performing in a school production.*

*All students should be assessed individually to ensure that rewards are seen to be given out fairly and consistently, and are available to all students of all ability.*

### **1.2 Aims of school rewards**

- to celebrate all students' successes, and particularly excellent levels of effort / achievement;
- to encourage students to exceed what might be reasonably expected of them;
- to enable students to make good use of their skills and talents;
- to instil an air of "healthy competition" where students are motivated to emulate the successes of their peers;
- To encourage independent learning and the confidence to "take risks."

### **1.3 Ways of rewarding students – Subject**

- i) **Praise** – we seek to sustain a predominantly positive atmosphere in school by ensuring that 80% of our verbal and written comments to students are of a positive nature.

#### **Verbal comments**

E.g. specific targeted praise for: a good idea, constructive suggestion, good progress, attention to detail, accurate recording of data, clear explanation, careful evaluation etc.

#### **Written comments and grades on work / reports**

E.g. recognition of effort and specific forms of achievement, as well as constructive, meaningful commentary on how to improve still further.

The annual student report at KS3 and KS4 includes a highlight of the year comment for each subject and should also include appropriate commentary from each student's Form Tutor.

- ii) **Encouragement** - comments on improved attitudes, neater work, homework in on time, having all the right equipment, ready for the lesson etc. (re. fulfilling the school Code of Conduct) - for this you need a benchmark of how the pupil's behaviour was initially - any improvement which is noted by the teacher can be rewarded and hopefully encourages pupils to maintain progress.
- iii) **Incentive** - for the rewards to stimulate pupils into making greater effort they need to be seen as attainable and realistic goals. They can also produce bigger 'rewards' for the group – e.g. the Alton Towers trips!
- iv) **Awards** – we recognise students' achievements in many different ways:
  - Reports
  - House Cup – the termly Sports, Arts and Academic competition
  - Junior Prize Giving and Senior Prize Giving
  - Sports Trophies
  - Interim and annual reports
  - Letters / Postcards sent home
  - Departmental rewards such as commendations and stickers

#### **1.4 Ways of rewarding students – Pastoral**

In addition to the classroom rewards issued by subject teachers, Form Tutors will on a half-termly basis log pastoral rewards on Sims. These will contribute to the interim and annual reports sent home.

These rewards are designed to recognise:

1. Excellent attendance
2. Excellent punctuality
3. Extra contributions in school
4. House contribution as a Form Rep or House Captain, including deputies
5. Community contribution
6. Charitable contribution
7. Extra-Curricular involvement

In addition to these “electronic” rewards, Houses will use their own systems such as stamps, letters home and obviously verbal praise to recognise the achievements of students in their House.