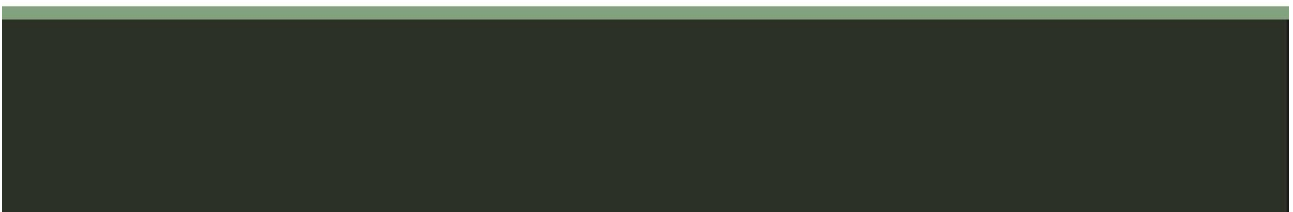


REWARDS SYSTEM POLICY

Committee Responsible:	Curriculum and Achievement
Reviewed by:	Saqib Ahmed, Orla Canavan, Lawrence Viala
Review Date:	November 2019
Approved by Committee:	15 th January 2020
Next Review Date:	14 th January 2022



Aims & Beliefs

Bentley Wood 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, recorded and celebrated. We recognise that it is important that a young person's efforts are acknowledged so that they are encouraged to learn the value of contributing to a positive learning environment. Rewards can increase student motivation, encourage self-esteem, aspirations and a greater engagement with learning as well as strengthen relationships between staff and students.

We believe that students should always embody the school's CARE ethos and act with mutual respect and co-operation with their peers and teachers. We also believe that students should be rewarded for actively participating in the life of the school beyond the classroom through enrichment or school events.

The rewards system has been developed in consultation with the school student council. We aim to ensure that students of all abilities in all years can benefit from a system of rewards which is consistent across key stages and departments as well as being robust and simple for all staff to distribute awards for individuals or groups.

We reward positive engagement and behaviour using a variety of methods including but not limited to both verbal and written praise, contact with home, certificates for attendance and punctuality, lapel badges, acknowledgement through assemblies and public display of work. Evidence of each achievement is recorded on each student's file using SIMs house points under four categories outlined below.

Rewards Categories

Below is a list of the logged rewards, which students may receive. These are organised into four categories outlined below. Within each of the category's teachers may award 1,2,5 or 10 house points depending on the level of participation. Teachers will use their professional judgement based on the guidance below as to how many house-points a student will be awarded at any one time.

Classwork

Awarded by teachers for participation and work in the classroom which is above the expected standard.

1 house point - Awarded for very good classwork. Examples will include but are not limited to a student who:

- Produces a very good standard of classwork based on her ability
- Demonstrates and sustains a high level of effort throughout the lesson by taking an active role in all activities within the lesson
- Asks relevant questions and volunteer's answers
- Demonstrates a positive attitude towards their own learning

2 house points - Awarded for excellent classwork. Examples will include but are not limited to a student who:

- Actively seeks next steps in lessons
- Completes Bonus/Extension work
- Presents in front of the class
- Perseveres with challenging tasks and makes above the expected progress
- Responds positively to feedback improving and further developing their work beyond expectation

5 house points - Awarded for outstanding classwork. Examples will include but are not limited to a student who:

- Demonstrates high levels of enthusiasm for the subject through major effort and participation
- Demonstrates resilience with the most challenging tasks for their ability and significantly exceeds expectations
- Demonstrates high levels of participation and engagement over a series of lessons or topic
- Goes beyond expectations to demonstrate their knowledge, skills and learning on a select topic

10 house points - Awarded for consistently outstanding classwork over the course of a half term. This will be usually rewarded to one pupil in each class who has demonstrated outstanding levels of effort in class throughout a half term period or across a unit of work. Examples will include but are not limited to a student who:

- Seeks to further knowledge of topics by participating in additional research thereby engaging with the content of a topic beyond the scope of lessons and homework
- Produces additional materials to the requirements from a scheme of learning as part of their own independent enquiry
- Demonstrates a significantly high level of focus and participation over a course of a half term
- Produces work considerably above the expected standard in each of her lessons over a half term period

Homework

Awarded by teachers for student homework which is above the expected standard.

1 house point - Awarded for very good homework including the presentation of work

2 house points - Awarded for excellent homework. Examples will include but are not limited to a student who:

- Completes Bonus/Extension work for homework.
- Produces homework beyond the expectations required or beyond their target.
- Demonstrates perseverance in homework tasks based on ability.
- Responds positively to feedback demonstrating improvement beyond the expectations to further develop their work
- Perseveres with challenging homework tasks and makes above expected progress
- Demonstrates evidence of additional reading around the subject

5 house points - Awarded for outstanding homework. Examples will include but are not limited to a student who:

- Demonstrates resilience with the most challenging of tasks for their ability in homework.
- Produces work considerably above the expected standard.
- Goes significantly beyond expectations to demonstrate their knowledge, skills and learning.

10 house points – Awarded for consistently Outstanding homework over the course of a half term. This will be usually rewarded to one pupil in each class who has demonstrated outstanding levels of effort in homework throughout a half term period or across a unit of work.

CARE

CARE points are awarded to students who exhibit the CARE qualities of Communicate, Achieve, Respect and Empathy. CARE points are primarily aligned with participation during form activities, attendance to extra-curricular clubs, achievements in activities beyond the classroom and supporting across different events. In addition, CARE points are awarded to students who demonstrate acts of service or support to other individuals in the school be they staff or fellow students.

1 house point - Awarded for demonstrating good CARE values. Examples will include but are not limited to a student who demonstrates:

- A small act of helpful service to their fellow students or staff.
- Support of the form tutor with tutor activities (e.g. reading notices or collecting the register).
- Good participation during the tutor time activities, PSHCE or assemblies.

2 house points - Awarded for demonstrating excellent CARE values. Examples will include but are not limited to a student who demonstrates:

- Support of a fellow student in classwork or homework.
- Support of a new student to Bentley Wood through a buddying system.
- Support of a fellow student with a need. e.g. through bullying support or giving advice and care or mobility support.
- Co- Curricular Club or enrichment attendance and positive participation.
- Tutee of the week

5 house points - Awarded for demonstrating outstanding CARE values. Examples will include but are not limited to a student who demonstrates:

- Hospitality support for school evening and events.
- Significant support for a member of staff or fellow student.
- Contribution to a school assembly or event.
- Presentation or leading discussion of The Wise thoughts during form time
- Successful Leadership responsibilities within the form group.

10 house points - Awarded for demonstrating consistently outstanding CARE values or a significant contribution to a school event. This will also be used by the Head Teacher, Senior Staff and Heads of Year, to award pupils who over the course of a half term have accumulated a significant number of house points and excelled across all areas of the school.

Improvement

Awarded to a student who demonstrates a marked improvement in any aspect of their learning and participation in school.

1 house point - Awarded for demonstrating a visible improvement in any aspect.

2 house points - Awarded for demonstrating an excellent improvement in any aspect.

5 house points - Awarded for demonstrating an outstanding improvement in any aspect.

10 house points - Awarded for demonstrating consistently outstanding improvement across all aspects over the course of a half term.

Awards for Students

As students accumulate house points, Heads of Year will issue a series of honours at set thresholds to recognise students across the four dimensions outlined above. At each threshold the student will receive the following in recognition of their achievements.

50 HP - Postcard home from Form tutor

100 HP - Certificate from Head of Year

200 HP - Badge from Head of Year

300 HP - Letter home from Head of Year

Additionally, each week, one student from each tutor group will receive 2 house points and a postcard home for achieving the Tutee of the week in recognition of their contribution to form activities this may be awarded for:

- Form vote
- Contribution to PSCHEE
- Planning a morning form registration time activity
- Extra-curricular participation

At the end of each term certificates will be given to students with 100% attendance which will be distributed in assemblies.

Students that have accumulated the most points during a term in each of the four dimensions will be issued with a trophy in recognition of their classwork, homework, CARE or improvement. Award winners will be displayed on a prominent noticeboard and digital signage. Award winners can receive additional prizes and privileges at the HoY's discretion.

In addition, the school will host an annual formal award and achievement evening in recognition of expectational student achievement from students in each Key Stage.

Responsibilities

Responsibilities of the Classroom teacher:

- Use the rewards system to maintain a positive learning environment in and out of the classroom with a focus on effort and progress
- Give out rewards regularly and log all house points on SIMS

Responsibilities of the Form tutor:

- To log a weekly 'Tutee of the Week' award
- To monitor house points in their form by setting up their SIMS homepage accordingly
- To recognise achievements of tutees in the form

Responsibilities of the Head of Department:

- To review the use of house points in SIMS once a term and discuss with the department
- To act on any inconsistent use within their subject areas
- Monitor the use of rewards during the MER cycle

Responsibilities of the Head of Year:

- Distribute and log attendance and punctuality rewards to students at the end of each half-term
- Monitor house points for their year group using SIMS reports and their homepage
- Organise prizes and rewards assemblies every half-term for each year group
- Investigate any allegations of misuse of the system

Responsibilities of Senior Leaders:

- Train staff on how to log house points in SIMS
- Organise the display of running totals on digital signage in the school
- Provide termly house points reports broken down by teacher for Heads of Department
- Provide termly house points reports broken down by students for Heads of Year
- Organise admin support for logging of extra-curricular rewards
- Organise prizes and rewards assemblies every half-term for each year group
- Monitor and act on any in school variation

Appendix 1 – Rewards Guidance Matrix for all staff

	1	2	5	10
Classwork	<p>Very Good</p> <ul style="list-style-type: none"> • Produces a very good standard of classwork based on her ability • Demonstrates and sustains a high level of effort throughout the lesson by taking an active role in all activities within the lesson • Asks relevant questions and volunteer’s answers • Demonstrates a positive attitude towards their own learning 	<p>Excellent</p> <ul style="list-style-type: none"> • Actively seeks next steps in lessons • Completes Bonus/Extension work • Presents in front of the class • Perseveres with challenging tasks and makes above the expected progress. • Responds positively to feedback improving and further developing their work beyond expectation 	<p>Outstanding</p> <ul style="list-style-type: none"> • Demonstrates high levels of enthusiasm for the subject through major effort and participation • Demonstrates resilience with the most challenging tasks for their ability and significantly exceeds expectations • Produces work considerably above the expected standard. • Demonstrates high levels of participation and engagement over a series of lessons or topic • Goes beyond expectations to demonstrate their knowledge, skills and learning on a select topic 	<p>Consistently Outstanding over the course of a half term (1 pupil per class per half term)</p> <ul style="list-style-type: none"> • Seeks to further knowledge of topics by participating in additional research thereby engaging with the content of a topic beyond the scope of lessons and homework. • Produces additional materials to the requirements from a scheme of learning as part of their own independent enquiry • Demonstrates a consistent level of focus and participation over a course of a half term • Produces work considerably above the expected standard in each of her lessons over a half term period
Homework	<p>Very Good</p> <ul style="list-style-type: none"> • Homework is completed to a very good standard • Homework Book / Work presentation is very good 	<p>Excellent</p> <ul style="list-style-type: none"> • Completes Bonus/Extension Work for Homework • Produces homework beyond the expectations required or beyond their target • Demonstrates perseverance in homework tasks based on ability • Responds positively to feedback demonstrating improvement beyond the expectations to further develop their work • Perseveres with challenging homework tasks and makes above expected progress • Evidence of additional relevant Reading around lessons 	<p>Outstanding</p> <ul style="list-style-type: none"> • Demonstrates resilience with the most challenging of tasks for their ability in homework • Produces work considerably above the expected standard. • Goes significantly beyond expectations to demonstrate their knowledge, skills and learning on a select topic • Tries hard to produce work to the best of her ability and makes above expected progress in homework over time. 	<p>Consistently Outstanding homework over the course of a half term. This will be usually rewarded to one pupil in each class who has demonstrated outstanding levels of effort in homework throughout a half term period or across a unit of work</p>

CARE	<p>Demonstration of Good CARE values</p> <ul style="list-style-type: none"> • Act of small service (e.g. Tidying up) • Supporting form tutor with Tutor activities (registers, notices etc..) • Good participation during tutor time/assemblies 	<p>Demonstration of Excellent CARE values</p> <ul style="list-style-type: none"> • Supporting another pupil in classwork or homework • Buddying to support another pupil (e.g. new starters) • Helping another student e.g. through bullying support or giving advice and care or mobility support • Co- Curricular Club attendance • Tutee of the week 	<p>Demonstration of Outstanding CARE values</p> <ul style="list-style-type: none"> • Hospitality support for school evening and events • Providing a significant support for a member of staff or fellow pupil • Contributing to school assembly or practical demonstration • Wise thoughts during form • Leadership Role in form carried out successfully 	<p>Awarded for demonstrating consistently outstanding CARE values or a significant contribution to a school event. This will also be used by the Head Teacher, Senior Staff and Heads of Year, to award pupils who over the course of a half term have accumulated a significant number of house points and excelled across all areas of the school.</p>
Improvement	<p>Good Improvement</p> <ul style="list-style-type: none"> • Demonstration of a basic improvement in an area of either: <ul style="list-style-type: none"> • Classwork • Homework • CARE 	<p>Excellent Improvement</p> <ul style="list-style-type: none"> • Demonstration of a sustained improvement in an area of either: <ul style="list-style-type: none"> • Classwork • Homework • CARE 	<p>Outstanding Improvement</p> <ul style="list-style-type: none"> • Demonstration of a major and consistent improvement in an area of either: <ul style="list-style-type: none"> • Classwork • Homework • CARE 	<p>Overall consistent improvement in all areas of</p> <ul style="list-style-type: none"> • Classwork • Homework • CARE