



Rewards Policy

Rationale

Stockport School 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 and recorded.

We acknowledge the importance of praise and reward and seek to promote and reinforce our expectations of students at any given and relevant opportunity.

We recognise that students thrive on praise, the thrill of success and the glow of recognition. Praise rewards the deserving, can inspire those who 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 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 effort, achievement or action that is above and beyond the norm. Rewards must never be given as 'bribery' (rewarding students for doing what should be expected of them normally).

Rewards systems in our school should link into:

- Effort
- Attainment
- Progress / attainment
- Behaviour
- Attendance and punctuality
- Caring for others
- Participation
- Uniform compliance
- Positive attitude / enthusiasm
- Respectful behaviour

We will continue to consult with our students 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.



A variety of methods of rewards exist at Stockport School which include:

- Verbal praise
- House points
- Subject certificates
- Postcards home
- Here to Learn Awards / early dinner passes
- Lapel badges
- Acknowledgement through assemblies
- Positive phone call home
- Head of Year rewards
- Public display of high quality work
- Well done prizes
- Community Awards and Annual Achievement Evening

Aims

- Rewards increase the motivation of all students, encouraging their self-esteem, aspirations and enjoyment of learning.
- The practice of giving assists the school in maintaining and increasing the quality of teaching and learning.
- The giving of rewards encourages all students to achieve. Thus they will receive House points for achievement throughout the school in all context.
- The system of giving rewards supports the role of the tutor in celebrating success and helps facilitate the awareness of achievement of others members of staff and parents.
- Every member of staff will praise students for good or improved work and effort using the following systems.
- Rewards support and promote good behaviour and should be used alongside the sanctions policy.

Rewards

House Points

House Points form the backbone of our rewards system and can be given by any member of staff and are awarded for academic achievement or effort.

- Bronze 100 House Points
- Silver 200 House Points
- Gold 500 House Points
- Platinum 750 House Points
- House Colours 1000 House Points
- Headteacher Award 1250 House Points
- Governor Award 1500 House Points

Students receive an email certificate and a lapel badge.

House Points are awarded on Classcharts as achievement points.

- Chocolate Friday – Outstanding Learner of the Week
- Department rewards – positive text messages, praise post cards, telephone calls, verbal praise
- House Awards – half termly House assemblies awarding excellent engagement with House activities.
- End of half term Rewards assemblies
- Whole School Rewards and Single Events



- Names displayed on display screens around school
- Outstanding learners shared on social media every week

Department rewards:

- Staff are encouraged to **praise verbally** all positive achievements whenever opportunities present themselves.
- Staff should **write positive and encouraging comments** in exercise books and folders when they are marked.
- Displays of work in the classroom and around the school on notice boards and display areas in corridors, reception and the assembly hall.
- Publicly
- In front of a class
- Recognition by Head of Department/Head of Year/SLT
- In a congratulatory letter (via email) to parents for students who have shown consistent effort in class work both verbal and written and in homework
- Examination performance should also be taken into account
- Students of the Half Term – “Outstanding Start”

Year Team Rewards:

- Publicity and praise in assemblies to individuals and groups
- Termly 100% attendance
- Places on trips which are extra-curricular

Whole School Rewards and Single Events:

- Academic Awards Evening
- Celebration Assembly for Year 11 leavers
- Certificate Celebration event for ex-Year 11 students
- Trips organised by staff for students who have significant progress in attitude and behaviour
- Local press publicity
- School Newsletters – ‘Sails & Oars’
- Letters home from Attendance Manager when attendance shows sustained improvement over a term
- Work experience in Year 10
- Library and/or Accelerated Reader records for number of books read in a term
- Praise in Reports and at Parents’ Evenings
- Community Awards Evening
- Leadership recognition through regular awards events
- DoE awards

Assemblies – Year and House

It is vital that rewards and congratulations are celebrated at **every** opportunity. A number of assemblies must have an element of *Praise and Reward* included.

End of Year Assemblies

- Reward for individual 100% attendance
- House Cup – Whole school celebration assembly announcing winners of the 7 House shields and overall House Cup.
- Badges are awarded for consistent membership of a school team, County team or higher, excellent team spirit and/or leadership of a team (PE department to organise)
- Badges are awarded for Performing Arts – performance, band membership, etc. (Performing Arts departments to organise)



Displays for Success

Public displays celebrating success and achievement are extremely powerful. The digital display boards must celebrate success and achievement at every opportunity. In-school displays must include as a minimum:

- Progress, Effort and Attainment displays half termly
- Exam success displays
- Further student success within and beyond the school
- Visual displays – badges and ties
- TV screens around school
- Social Media – regularly sharing student success

Rewards Summary

House Points

Positive Texts

Subject Awards

School Success

Headteacher's Award

Governors' Award

Awarded By

Any member of staff can award these electronically

Subject staff/Heads of Year

Curriculum Leaders and any other members of staff

Recommended by staff

Upon receipt of 1250 House points

Upon receipt of 1500 House points

Roles and Responsibilities

Teaching staff should ensure that they

- Apply consistency in line with guidance and procedures when giving rewards
- Award House Points and certificates
- Write and send home "well done" cards
- Monitor student's achievements and progress

Subject Leaders should ensure that they

- Check that staff apply consistency in line with guidance and procedure when giving rewards
- Award commendation certificates
- Liaise with subject teachers and award students with subject certificates and badges

Senior Leaders should

- Send home congratulatory letters when appropriate
- Send home Associate Deputy Headteacher's certificates three times a year to those students with no behaviour points and 100% attendance
- Send home Headteacher's Commendation certificates as appropriate

Monitoring and Evaluating

House Points are awarded and administered through Classcharts. Higher level rewards are recorded and monitored by the Heads of Year and Associate Deputy Headteacher in charge of Houses. The Senior Leadership Team will monitor consistency of allocation of rewards in line with guidance and procedures.

Evaluation is by students, teaching staff, the Senior Leadership team and Governors.





The Stockport School Way

REWARDS & ACHIEVEMENTS

<p>1500 HOUSE POINTS</p>	<p><i>Governor's Award</i> £10 Amazon Voucher Personal Letter from Chair of Governors GOVERNOR'S AWARD BADGE and CERTIFICATE</p>
<p>1250 HOUSE POINTS</p>	<p><i>Headteacher's Award</i> £5 Love2Shop Voucher Personal Letter from The Headteacher HEADTEACHER'S AWARD BADGE and CERTIFICATE</p>
<p>1000 HOUSE POINTS</p>	<p>Positive Message Home HOUSE COLOURS BADGE Entry Into House Cup Assembly Draw £1 Canteen Credit</p>
<p>750 HOUSE POINTS</p>	<p>Positive Message Home PLATINUM BADGE Entry Into Rewards Assembly Draw Own clothes day on the final day of term</p>
<p>500 HOUSE POINTS</p>	<p>Positive Message Home GOLD BADGE Entry Into Rewards Assembly Draw</p>
<p>200 HOUSE POINTS</p>	<p>Positive Message Home SILVER BADGE</p>
<p>100 HOUSE POINTS</p>	<p>Positive Message Home BRONZE BADGE</p>

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POSITIVITY

RESPECT

OPPORTUNITY

UNITY

DETERMINATION