



Rewards Procedure

Policy holder:	J Hocking (Assistant Headteacher)
To be reviewed by policy holder:	Annual
Last reviewed by the Governing Board:	Summer 2023
Next review by the Governing Board:	Summer 2024

Rewards Policy

This policy needs to read in conjunction with the following policies;

Behaviour

Author: J Hocking

Date: June 2023

Review date: June 2024

RATIONALE

Penair School has many exemplary students that deserve recognition and praise. By exemplary, we are not solely referring to pupils' attainment in academic subjects, but also in their conduct, appearance, attendance, resilience, independence, and attitude. Through this policy we really want to shine a light on all pupils that, not only demonstrate the behaviours and conduct that we look for each day, but also those who go over and above in other aspects of school life. Pupils' individual circumstances will always be considered when implementing our rewards policy. No pupil will be discriminated against due to their own individual circumstances and all pupils have equal access to our rewards policy.

VISION

To create a motivational environment where praise and rewards encourage a positive culture of achieving consistently high standards.

AIMS

- To create a motivational learning environment
- To motivate pupils to achieve the very highest standards
- To reward and celebrate success in ways that inspire pupils to go above and beyond
- To promote high standards of behaviour both inside and outside the classroom.

REWARDS STRUCTURE AND INFORMATION

Positive Class Charts points (+ Points) are the currency that are used to reward students. Students can receive these for positive actions within lessons, attending extracurricular activities, having exceptional attendance, and demonstrating excellent behaviour and outstanding contributions to the school community.

Class Charts is the platform in which all positive points are recorded at Penair School. An APP is downloadable on all smart phones for parents/carers and students, alternately you can access the website at www.classcharts.com. We highly recommend this is routinely monitored. Log in details are sent out annually, if you do not already have log in details, please contact your child's tutor.

Awards are either awarded Half-termly or termly and are a culmination of points earned and nominations received. Below is an outline of how points can be awarded.

Type	How points may be awarded	Reasons for awarding + Points
Lessons	Positive points can be issued every lesson. Teachers are asked to be precise when awarding these + Points and avoid 'blanket' rewards to 'many' pupils at any one time. No student can receive more than ONE +Point per lesson (this is to ensure consistency across teaching staff)	<ul style="list-style-type: none"> Lesson- Outstanding work Lesson- Excellent effort and attitude Lesson- Resilience Being kind and helpful Consistently on time and well-equipped Great contribution to class discussion
Extra-curricular activities-	ONE + Point is issued for attending each extra-curricular activity. No student can receive more than one + Point per extra-curricular activity.	<ul style="list-style-type: none"> E-curricular – Sport, Music, Drama, Cooking etc E-curricular- Academic support classes E-curricular- Leadership – Sports & DofE Help with breakfast clubs etc
Behaviour and attendance	The Behaviour & Rewards Team will track attendance and behaviour fortnightly. ONE Point is issued for 100% attendance and one Point for zero behaviour points for the fortnightly period. Any pupil who's attendance might be unduly affected by family circumstances (family funeral etc) will still be eligible for rewards under this criteria.	<ul style="list-style-type: none"> 100% attendance Half-termly Zero behaviour points Half-termly <p style="text-align: center;">*Recognised in the Half-termly awards*</p>
Star Student-	TWO + Points are issued for Star Student. Fortnightly, PDLs select one student that has been the star student from their year group. PDLs are free to use their own criteria for this in an attempt to raise self-esteem and resilience.	<ul style="list-style-type: none"> PDL- Star Student Half-termly <p style="text-align: center;">*Recognised in the Half-termly awards*</p>

By having a 'cap' on how many points are awarded in lessons, will increase the value of these points over time

HALF-TERMLY AWARDS (PDL = Personal Development Lead)

Half-termly, at the end of each two-week timetable cycle, pupils will receive recognition and reward from the Behaviour & Rewards team along with the Headteacher and PDLs. We feel that although termly rewards are very important, more regular recognition of positive behaviours will help give visibility to the pupils that we really do appreciate their efforts. Pupils will be rewarded with a combination of badges and certificates for the following for that Half-term.

1. Pupils with 100% attendance (Half-termly certificates & Termly badge)
2. Pupils with zero behaviour points (Half-termly certificates & Termly badge)
3. The most smartly dressed pupil per year group (badge & certificate), nominated by the PDL
4. The pupil with the most Positive Points per year group (badge & certificate)
5. Star student - Half-termly, PDLs select one student that has been the star student from their year group.

This will take place during the end of the final week of each half-term at either morning break or lunchtime in either the headteachers office or Meeting room. The Half-termly awards will be less formal than the termly assemblies and include complimentary hot chocolate and muffins whilst presenting the awards. Photographs and names will be put onto our school website and shared in the newsletter. PDLs will be invited to award some of these in assemblies if they wish.

TERMLY CELEBRATION ASSEMBLIES AND AWARDS

Academic and pastoral Badges

Subject and pastoral badges are awarded termly for outstanding progress, exceptional performance, independence, and resilience. Badges are limited and hold the upmost accolade. These are only awarded to exceptional students that have gone above and beyond on a consistent basis. These will be awarded in the end-of term Celebration assembly.

Subject award	Individual subject badges are awarded each term. Subject leaders select one student per year group who has demonstrated outstanding progress and/or exceptional performance. One badge awarded per Faculty, per year group. Award winners receive a subject badge.
Tutor award	Tutors select one student, per tutor group, per term who have consistently gone above and beyond and/ or have demonstrated excellent progress and development. Award winners receive a certificate and badge.
PDL award	PDL's select one student, per year group, per term that demonstrated continual excellence and significant improvement. Award winners receive a Head of Year awards badge.
Leadership award	Badges are issued to those pupils who have demonstrated excellent leadership within their own or school community
Improvement Award	Issued to ONE pupil who in the opinion of the Behaviour & Rewards Team, has made very significant improvements and has worked hard to make better choices.
Top 30 + Points	Bronze, silver, or gold badges awarded each term. Top 30 in each year group. These pupils also go on a rewards trip.
100% Attendance	Pupils who achieve 100% attendance for the term achieve Bronze, Silver & Gold badges accordingly.
Zero behaviour points	Pupils who achieve zero behaviour points for the term receive a badge and certificate.

Termly Rewards Trip

At the end of each term the top 30 positive point earning pupils will be invited on a rewards trip. PDLs will select **five** additional students from each year group to attend the reward trip that have gone above and beyond during that term, exceeded expectations and/or have achieved excellence. The school will subsidise the trip for each student.

Attendance and Behaviour awards

Tutor group attendance

Termly, the tutor group with the best attendance and lowest behaviour points are invited to attend a complementary rewards breakfast in the dining hall with the Behaviour & Rewards team along with the Headteacher. These will also be mentioned and recognised in the end-of-term assemblies.

Student achievement

- The top 30 students in each year group are invited to the termly rewards trip
- All students awarded a 100% attendance certificate during the term are entered into a raffle to receive vouchers
- All students awarded a zero-behaviour points certificate during the term are entered into a raffle to receive vouchers. Pupils will earn Bronze, Silver & Gold badges for this category each term.
- The top 30 +Point earners from each year group will receive a Bronze (first top 30), Silver (second top 30) and Gold (third top 30) badge along with a certificate. They will also go to the termly rewards trip.

CLEAN SLATE

As with the Behaviour Policy, each term represents a 'clean slate.' All + Points are reset to zero at the start of each term, giving all students the opportunity attend the rewards trip the following term.

ANNUAL POSITIVE POINTS THRESHOLDS

Although we have a 'clean slate' on a termly basis to ensure equity of opportunity, we don't delete these points from the pupil's file. Therefore, we want to recognise annual achievements regarding positive class charts points. When

pupils achieve certain thresholds for positive points, they are awarded prizes and recognised in assemblies. The following prizes are awarded for these thresholds.

50 Points	- Certificate, and a queue-jumping card (dated for one week)
100 Points	- Chocolate & certificate
200 Points	- Writing pen & certificate
300 Points	- Water bottle & certificate
400 Points	- £5 Sports Direct or Amazon voucher & certificate
500 Points +	- £10 Sports Direct or Amazon voucher

HOUSE POINTS AND REWARDS

At Penair, we have always tried to instil a sense of belonging and pride within our House system. We currently have 4 Houses, and they are named after local beaches;

Crantock
Fistral
Sennen
Gyllingvase

At various times of the year different faculties will host various House competitions. The results and points from these are collated by the House coordinator who also shares results in assemblies etc. There is a House cup that is presented to the House captains of the House that has accrued the most points throughout the year. This is usually presented at Sports Day.

It is a strong part of this policy that ALL +Points achieved by all pupils throughout the year, will be allocated to their House team in order for the Cup to be awarded to the winning house.

Tracking

The Behaviour & Rewards Team will track and monitor the statistics of these thresholds and organise all necessary administration for these procedures. Tutors will be involved in disseminating information relating to pupils attending these awards events.

