

# Mercia School

## Rewarding Pupils

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This policy has been approved by the Local Governing Body and signed by the Chair of Governors	
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Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

## **1. Introduction and Aims**

Mercia School pupils are polite, grateful and work incredibly hard every single day. As a school, we need to recognise and value the importance of rewarding pupils for the positive behaviour they demonstrate consistently and regularly.

Our aim is to ensure all pupils, whatever their ability or background, receive more rewards than demerits to ensure the school is warm, welcoming place.

## **2. Single House Points**

Each member of staff has the power to award house points – teaching and support staff. It is of great importance that house points are seen as highly valuable and are coveted by pupils.

Pupils can access one house point for:

- Full marks in a class knowledge quiz
- Exceptional self-study on Tuesday and Thursday
- Superb green pen responses to teacher feedback
- High quality verbal response to teacher questioning
- Exceptional quality of classwork that exceeds expectations
- Charitable actions both in and out of school
- Noticeable acts of kindness both in and out of class
- Impeccable manners
- Outstanding appreciations during Family Lunch
- Voluntary work at home – self-quizzing, proof of additional study etc
- Exceptional sporting contributions (e.g. voluntarily running in Sheffield Schools cross country)
- Exceptional contribution in the arts
- Volunteering to support school events
- Excellent enrichment performance in school
- High level of questioning or curiosity – to pupils or teachers
- Excellent performance on TT Rockstars, as determined by the maths team

### **Single House Points for specific events**

- Awarded to all members of a winning house during inter-house sport
- All members of the winning house on Sports Day
- Any child who performs in the Winter Showcase
- Any child who performs in the Summer Show

## **3. Double House Points**

If a child achieves something exceptional, perhaps an in-depth explanation in class or a first-class piece of work, then 2 house points could and should be awarded.

The awarding of house points must be issued in line with lesson guidance. All house points must be logged by teachers on tally charts.

#### **4. Triple House Points**

Teachers are informed of the need to praise pupils widely. On occasion, pupils do go beyond the expected and achieve magnificent things. Teachers can award 3 house points for such moments. 3 house points can be awarded for academic excellence or community contributions as decided by the teacher.

#### **5. House Point Heroes!**

This is a simple way to strengthen the narrative around house points. Each Monday afternoon, Mastery Tutors hand out a 'House Point Hero' certificate to the top 5 pupils in their group. A tangible reward that celebrates an accrual of house points.

'House Point Heroes' are celebrated within their Mastery Group, with photos of the winners each week published on school social media. Significant numbers of pupils across the school will be 'House Point Heroes', providing clear evidence of our rewards culture.

#### **6. Postcards Home/Positive Phone calls**

Teachers want to show their appreciation to the pupils and reward their efforts.

Parents/carers are informed of excellent work and performance using postcards and phone calls. All teachers will seek to make positive calls home on a weekly basis. They will take note of all pupils, but may decide to focus on:

- Disadvantaged pupils who may require additional praise to boost confidence levels
- Lower prior attaining pupils who need to feel high levels of success when in an academic environment
- Pupils who have improved their standards of behaviour
- Pupils who have improved their attendance rates

#### **7. Red Letter Days**

These are additional, high-level rewards for sustained, excellent performance. There is a 'Red Letter Day' each half term. The purpose would be to celebrate excellence as a whole school.

Historically, 'Red Letter Days' are days that are memorable or noteworthy. They have their roots in classical antiquity. For instance, important days are indicated in red on a calendar dating from the Roman Republic. Red Letter Days are important days in our calendar, designed to reward pupils for their hard work. They operate very simply:

1. Red Letter Days are scheduled in the school's calendar.
2. The week before, school staff would update a shared spreadsheet nominating pupils for Red Letters. All nominated pupils would receive a letter. Maximum one nomination per staff member, which equates roughly to a maximum of 100 Red Letters. This is 10% of the school's population.

3. Names are collated by office staff. Red letters, pre-written by the Co-Headteachers and printed on red paper, are printed and readied for distribution.
4. Red letters would be distributed in Mastery Groups. Pupils will also receive a positive text home, from the Co-Headteachers.

The Red Letter would entitle pupils to a Mercia gift, available from the school shop. This will take the form of a piece of equipment.

## **8. House Point Badges and Letter of Achievement**

Pupils will receive an award badge for an allocated number of house points. The higher the acquisition of points the higher the prestige of the reward. Each badge is presented to the pupil and a letter of achievement is written and sent to the pupil's parent/carer.

**The top 25% of pupils will receive a gold award badge.**

**The next 25% of pupils will receive a silver award badge.**

**The next 25% of pupils will receive a bronze award badge.**

It is expected that the awarding of gold/silver/bronze badges (at the end of the academic year) will require the following number of house points:

**GOLD:** 1000 points – Exceptional Performance (on average 4+ house points per day)

**SILVER:** 750 points – Excellent Performance (on average 3 house points per day)

**BRONZE:** 500 points – Good Performance (2 house points per day)

The above rates will be achieved if teachers give at least 8 house points per lesson. This would be in addition to house points being given for out-of-class contributions. **Staff must aim to give out at least 8 house points per lesson, ideally more.**

The top 100 pupils will make up a leaderboard which will be updated and displayed at the end of each assessment cycle (3 per year).

Letters of achievement will also be sent home by Curriculum Leaders. Letters will only be sent for truly exceptional performance.

## **9. Badges**

Badges are given to pupils who contribute widely to school life. They are then proudly displayed on a pupil's blazer. There are a range of badges offered at school:

1. School sports badges
2. Arts badges
3. Resilience Awards
4. Headteacher Awards

## **10. Attendance Rewards**

Pupils should attend school as often as possible. It is the expectation of the school that pupils only miss school as a last resort. Parents/carers must do all they can to ensure pupils attend school – 100% is the expectation.

Pupils who achieve 100% attendance at the end of half term one will receive a '100% attendance badge'. These will be returned to the school when the pupil no longer has 100% attendance.

Pupils with medical conditions that make 100% incredibly difficult either receive a 100% badge which takes in to account medical appointments or they receive a 'Resilience' badge to reflect their hard work and determination to come to school regularly.

### **11. Senior Leadership Team (SLT)**

The SLT are available to receive pupils from mastery tutors who have been recommended for high praise. Please request an SLT member as required. It is anticipated that not more than 3 pupils per form are recommended each term.

The Headteacher will also meet, on a half-termly basis, pupils who are excelling in terms of attainment/progress/effort. This will take place in the form of a celebratory gathering for a small number of pupils.

### **12. House Ceremony**

In the final half term there is a rewards ceremony for pupils who have excelled in school. This ceremony will celebrate every house and the best performers within it. It will also show and celebrate pupils who have improved the most through the academic year. The perimeters will be outlined by the Deputy Headteacher in the summer term.

### **13. Parents' Evenings and Open Evenings**

Parents will be issued with a commendation letter outlining their child's excellent performance. These will be awarded to a select group of pupils each parents' evening.

Pupils will also receive a letter from the Deputy Headteacher if they volunteer for the Open Events in late September/early October.