



Kingdown School

Believe | Aspire | Achieve

REWARDS POLICY

Amended February 2019
For review - ANNUALLY

Believe | Aspire | Achieve

Rationale

As a school we recognise that intrinsic motivation is most effective when students are encouraged by rewards rather than sanctions.

Our aim is to create a rewards – based culture, which encourages students to strive to be the best, not just in an academic sense, but in all areas of school life and beyond.

We believe:-

- That all students, irrespective of ability, should have access to an inclusive reward system.
- That this reward system should be seen to be fair and consistent across subjects, houses and between staff.
- That different students are motivated by different awards. We aim to recognise this by providing a wide range of rewards, distributed in a number of ways.

Purpose

- To motivate and encourage our students.
- To recognise students' effort and achievement.
- To celebrate student participation and contribution in all areas of schools life.
- To reinforce the school values of Believe, Aspire and Achieve.

Rewards structure at Kingdown School

Learning Behaviours

In September 2018, we launched a revised rewards system in an effort to encourage and recognise the successes of our students. We have called this system 'Learning Behaviours'.

Students will be awarded points for a wide range of achievements: in and out of the classroom; during tutor time; in extra – curricular clubs; for contributions to the school and wider communities; for excellent attendance; for showing resilience; and for being helpful and kind.

Parents and students can access a live overview of students' achievements (and points total) at any time, using Go4Schools.com. Students will also receive a weekly email from Go4Schools, giving them a summary of their points for that week.

Students can be recognised in the following areas, each worth a number of points:

1 point

- Being helpful and kind
- Making an excellent contribution to tutor time
- Excellent written work / literacy
- Excellent participation in a lesson
- 100% attendance for the week

3 points

- Resilience
- Going 'above and beyond' in extracurricular activities
- Excellent homework
- Excellent assessment (on/above target)

5 points

- Teaching Assistant Star of the Week
- Services to the wider community
- Representing the school community
- Consistently excellent attitude to learning (over a series of lessons)

Other reward entries are available at key points during the year, such as the recognition of the completion of a term for PiXL Edge (for Year 7 students), completion of a term of Beyond the Edge (for Year 8 students), a term of full attendance, and excellent school reports.

Students may also accrue negative points for not meeting the expectations set out by our Learning Behaviour system (for example, for not meeting homework deadlines).

Reward events

Each point a student achieves will contribute towards a total. During the year, we aim to regularly reward students both as individuals and in houses, in recognition of their unique and collective triumphs. We regularly consult students through such approaches as house council meetings on which reward events they would choose. These may be events such as reward films, food 'giveaways', extended breaktimes and 'cafe experiences'.

Award Assemblies

We hold annual awards assemblies (one per house) to recognise significant and sustained achievements of students across the school. This is a formal event, to which we invite parents / carers of award winners.

The awards which can be achieved, as well as criteria, are below:

Believe Award	Given to the 3 girls and boys in each year group who have achieved the most reward points during the year so far.
Aspire Award	Given in each subject (e.g. Aspire in Art, Aspire in English) to students who have shown determination to succeed. Each class teacher nominates one student per class.
Achieve Award	Given in each subject (e.g. Aspire in Art, Aspire in English) to students who have achieved above their target grade by the biggest margin. Each class teacher nominates one student per class.
Academic Tie	Given to students from Year 9 onwards who: <ul style="list-style-type: none">• Have received no 'concerns' on any school reports during the year so far.• Have an average 'attitude to learning score' of at least 1.85 on all reports during the year so far (this means at least 85% of subjects on reports must record an 'Excellent' attitude to learning).

	<ul style="list-style-type: none"> • Have no unauthorised absences during the year.
Community Tie	Given to students in any year group who have volunteered in the local community for a sustained period of time. Nominations must be given to the Senior Leadership Team or a Head of House.
Creative Tie	<p>Given by the Creative Arts faculty (Music, Drama, Performing Arts) to students in Years 9 and above, who meet all of the following criteria:</p> <ul style="list-style-type: none"> • Continued and sustained involvement with one or more extra-curricular activity in the arts; • Developing a leadership role in an area of the arts and is a positive role model to younger students; • Displays excellence, determination and inspiration within curriculum lessons; • Is always a positive role model within the creative arts area and overall a good ambassador; • Has ideally attained two or more creative arts stripes. <p>Given by the Visual Arts / Design faculties to students in Years 9 and above, who meet all of the following criteria:</p> <ul style="list-style-type: none"> • Shown leadership (either through supervision of others, or through individual resourcefulness) and consistently committed extra effort to progress a particular project over a sustained period (three terms) in timetabled lessons • Consistently committed extra effort to help make significant progress on a particular project over a sustained period (one term), through after school activity • Shown considerable design flare and the ability to construct a product of the highest quality, which is beyond the level normally expected for their age group • Shown a substantial contribution to a project which impacts on the wider community
Sports Tie	<p>Given by the PE department, to students in Years 9 and above, who meet all of the following criteria:</p> <ul style="list-style-type: none"> • Excellence – To represent the school in 2 different sports or to have represented the school in 1 sport and play that sport to county level outside of school. Representation must be in all fixtures for both sports. • Determination – To have consistently trained/attended extra-curricular clubs in 2 sports (or 1 sport and 1 county), displaying a determination to improve the quality of their performance. • Inspiration – To have been a role model to all pupils across the school in PE lessons, school sport and extra-curricular activities, supporting staff members when necessary e.g. equipment, organising teams, as well as displaying a positive attitude towards teammates and staff at all times during both extracurricular and curriculum time. This includes not forgetting PE kit and having no behavioural issues. • Pupils will demonstrate excellence, respect, courage, determination and inspiration within their sport as well as within PE lessons.

Bronze Crown	<p>Given to students in Year 10 and Year 11 who have:</p> <ul style="list-style-type: none"> • Previously achieved one tie. • Have received no 'concerns' on any school reports during the year so far. • Have an average 'attitude to learning score' of at least 1.85 on all reports during the year so far (this means at least 85% of subjects on reports must record an 'Excellent' attitude to learning. • Have no unauthorised absences during the year.
Silver Crown	<p>Given to students in Year 10 and Year 11 who have:</p> <ul style="list-style-type: none"> • Previously achieved two ties. • Have received no 'concerns' on any school reports during the year so far. • Have an average 'attitude to learning score' of at least 1.90 on all reports during the year so far (this means at least 90% of subjects on reports must record an 'Excellent' attitude to learning. • Have no unauthorised absences during the year.
Gold Crown	<p>Given to students in Year 10 and Year 11 who have:</p> <ul style="list-style-type: none"> • Previously achieved three ties. • Have received no 'concerns' on any school reports during the year so far. • Have an average 'attitude to learning score' of at least 1.90 on all reports during the year so far (this means at least 90% of subjects on reports must record an 'Excellent' attitude to learning. • Have no unauthorised absences during the year.
Sixth Form Bronze Crown	<p>Given to students in Year 12 and Year 13 who:</p> <ul style="list-style-type: none"> • Have received no 'concerns' on any school reports during the year so far • Are involved in contributing to the school community • Are also trained as a Thrive Peer Mentor • Have no patterns of unauthorised absence
Sixth Form Silver Crown	<p>Given to students in Year 12 and Year 13 who:</p> <ul style="list-style-type: none"> • Have received no 'concerns' on any school reports during the year so far • Are involved in contributing to the school community in two areas • Are also trained as a Thrive Peer Mentor • Have lesson attendance of 96% or greater • Have no patterns of unauthorised absence
Sixth Form Gold Crown	<p>Given to students in Year 12 and Year 13 who:</p> <ul style="list-style-type: none"> • Have received no 'concerns' on any school reports during the year so far. • Are involved in contributing to the school community through making a significant and sustained contribution • Are trained as a Thrive Peer Mentor • Have lesson attendance of 98% or greater • Have no patterns of unauthorised absence
Sports Colours	<p>The teacher coaching each individual sport awards these to students.</p> <p>Pupils will need to:</p>

	<ul style="list-style-type: none"> • Consistently attend all training sessions over a term, excusing themselves with their member of staff if they cannot attend a training session. • Represent the school in all fixtures within a particular sport, excusing themselves with their member of staff if they cannot play in a particular fixture. • Display a positive attitude towards teammates and staff at all times during both extracurricular and curricular PE. This includes not forgetting PE kit and/or having no behavioural issues. • Support staff members when necessary e.g. carrying equipment. • Display excellence in the sport they are playing over the 'school season'. • Demonstrate respect, courage, determination and inspiration within their sport as well as within curricular PE. <p>On gaining a sports colour pupils will be awarded a multi-sport 'pin badge'. These will be awarded within award assemblies and can be worn on the lapel of blazers.</p> <p>The Bronze Sports Colours are awarded to pupils who satisfy the above criteria in Year 8 and above. Each teacher can award up to 3 colours per team.</p> <p>The Silver Sports Colours are awarded to pupils who satisfy the above criteria in Year 10 and above. Each teacher can award up to 3 colours per team. Students must have a bronze colour in order to be awarded with a silver colour.</p> <p>The Gold Sports Colours are awarded to pupils who satisfy the above criteria in Year 10 and above. Each teacher can award up to 3 colours per team. Students must have a silver colour in order to be awarded with a gold colour.</p>
Art Stripes	<p>3 differently coloured badges, given by Creative Arts faculty (Music, Performing Arts, and Drama) to students in any year group, by teacher nomination.</p> <ul style="list-style-type: none"> • Red stripes are given for excellent performance in lessons. This may be, for example, students who achieve their target grade. • Black stripes are given for developing leadership in lessons. This may be, for example, students who lead group work and performance pieces. • Silver stripes are given for commitment and dedication (showing a sustained contribution to any aspect of the arts including school production, concerts, performances, technical crew, sound & lighting).

Pride of Tutor Group award	Given to one student per tutor group who has made a significant and positive contribution to the group. The nomination may be made by the tutor, or by all students in the group voting.
Attendance award	Given to students who have achieved an attendance of 98% or greater, so far during the academic year.
Community Award	Given to students who have contributed to their communities through volunteering. If this contribution is significant and sustained over a period of time, students may be eligible for a Community Tie (see award earlier in this list).
Award for Excellent Reports	Given to students who: <ul style="list-style-type: none"> • Have received no 'concerns' on any school reports during the year so far. • Have an average 'attitude to learning score' of at least 1.50 on all reports during the year so far (this means at least 50% of subjects on reports must record an 'Excellent' attitude to learning).