



**RIDGEWAY**  
SECONDARY SCHOOL

**Ridgeway Secondary School  
Rewards Policy  
2021-22**



## **Rationale**

Ridgeway Secondary 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 disengaged. 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 will be linked to meeting and going above and beyond the behaviours below:**

| <b>Ready</b>                      | <b>Respectful</b>                  | <b>Safe</b>                          |
|-----------------------------------|------------------------------------|--------------------------------------|
| <b>Attendance and Punctuality</b> | <b>Caring for others</b>           | <b>Being Calm</b>                    |
| <b>Participation</b>              | <b>Being polite and courteous</b>  | <b>Looking out for peers</b>         |
| <b>Exemplary Uniform</b>          | <b>Always trying your best</b>     | <b>Looking after the environment</b> |
| <b>Positive attitude</b>          | <b>Tolerant of all</b>             | <b>Moving around school safely</b>   |
| <b>Taking responsibility</b>      | <b>Holding the door for a peer</b> | <b>Leaving the site safely</b>       |
| <b>Sitting where asked</b>        | <b>Manners</b>                     | <b>Entering a lesson calmly</b>      |
| <b>Being Equipped</b>             | <b>Listening to others</b>         | <b>Exiting a lesson calmly</b>       |

**Ready:** Being ready to learn is crucial to creating a disruption free environment. If students are ready to learn they are: equipped, dressed in the academy uniform, punctual to all lessons.

**Respectful:** We expect all in our community to show each other genuine mutual respect. This is defined as actions experienced or done to one another that show a regard of: feelings, wishes, requests, rights and beliefs of others.

**Safe:** Being safe around school is paramount it refers to the way we move around the building the way we speak and the way we act around school and in lessons. Learning is the objective and following our agreed routines makes this possible.

We will continue to consult with our students to seek student advice on reward structures and for their clarification as to what should be rewarded and how we can further develop or improve our rewards systems.

## **Roles and Responsibilities**

**Teaching staff** should ensure that they

- Apply consistency in line with guidance and procedures when giving rewards
- Award points and certificates
- Write and send home subject praise emails
- 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 subject certificates
- Liaise with subject teachers and award students with subject certificates for progress and achievement

**Senior Leaders** should

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

## **Monitoring and Evaluating**

Points are awarded and administered through ePraise logs. The Senior Leadership Team will monitor consistency of allocation of rewards in line with guidance and procedures.

Heads of Key Stage will monitor and track the year groups they are responsible for.

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

Monitoring cycles will take place each half term in Senior Leadership Team meetings and more frequently within the pastoral teams for each Key Stage. Data will be utilised from ePraise to formulate this analysis.

**A variety of methods of rewards exist at Ridgeway Secondary School which include:**

- Verbal praise
- ePraise Points
- Subject certificates
- Postcards
- Lapel badges – See below
- Acknowledgement through assemblies
- Positive phone call home
- Public display of high-quality work
- Half Termly celebrations
- Termly Events
- ePraise shop items
- Formal Awards 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 ePraise 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 other 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**

**Lapel Badges**

ePraise Points form the backbone of our rewards system and can be given by any member of staff and are awarded for being: Ready, Respectful or Safe.

- Bronze                            100 Points (Early Lunch)
- Silver                             200 Points (Non uniform day)
- Gold                                300 Points (£5 Voucher)
- Platinum                         400 Points (£10 Voucher)
- Headteacher's Award    500 Points (£15 Voucher)

Students receive a certificate and a lapel badge which they receive in weekly in tutor time on a Friday. Items in the ePraise shop will be available via Heads of Key Stage and students are seen personally by the Headteacher to congratulate them upon their achievement and success when achieving 500 points.

Points are awarded on ePraise as achievement points.

- Department rewards – positive text messages, praise post cards, telephone calls, verbal praise
- End of Term Awards in assemblies
- Whole School Rewards and Single Events
- Headteacher's Award (termly) –
- Headteacher's Commendation – recognising and acknowledging excellence and good citizenship

**Subject Rewards** - Throughout the course of the year, students who make the most progress in each subject across the curriculum will receive subject certificates. 10 students per year group are nominated by teaching staff and rewarded at the end-of-half term reward assemblies.

**Very Important Person (VIP)** – every member of staff is expected to award a VIP per lesson. Students collect VIPs throughout the term. During a rewards assembly each half term the Headteacher will draw a VIP through a randomized generator with the winner receiving a prize which will be publicized at the start of each term.

- A VIP will be awarded for 6 different reasons across the year:  
Autumn 1 – Presentation (Ready)  
Autumn 2 – Helping others (Safe)  
Spring 1 – Mutual respect (Respectful)  
Spring 2 – Effort and Resilience (Ready)  
Summer 1- Quality of work (Ready)  
Summer 2 – Taking responsibility (Safe)

**Half Termly Rewards:**

- Those with 0 behaviour points
- Those with the highest amount of points
- Those with 100% attendance
- Year group with lowest behavior points and highest attendance.
- Best piece of homework
- A raffle for those with VIP’s

**Termly Rewards:**

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

**Criteria for termly events:**

- **75 positive points in the term**
- **95% Attendance in the term**
- **No more than 30 demerits**

| Term   | Key Stage 2         | Key Stage 3   | Key Stage 4                                 |
|--------|---------------------|---------------|---|
| Autumn | Christmas Party     | Cinema        | Cinema                                      |
| Spring | Blackwell Court     | Go Ape        | Alton Towers (Year 11)<br>Bowling (Year 10) |
| Summer | Inflatables and BBQ | Drayton Manor | Alton Towers (Year 10)<br>Prom (Year 11)    |

**Whole School Rewards and Single Events:**

- Whole School Awards Evening
- Celebration Assembly for Year 11 leavers
- Trips organised by staff for students who have significant progress in attitude and behaviour
- Local press publicity
- School Newsletters
- Letters home from Attendance Officer when attendance shows sustained improvement
- Work experience in Year 10
- Praise in Reports and at Parents’ Evenings
- Leadership roles
- DoE awards (Bronze and Silver)

## Assemblies

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
- Trophy and reward for best overall House attendance
- Trophy and reward for House competition winners
- 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 the Arts – performance, band membership, etc. (Creative 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.

## Other types of recognition:

- Staff are encouraged to **praise verbally** all positive achievements whenever opportunities present themselves.
- Staff should **write positive and encouraging comments** on ePraise, 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/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
- Subject postcards for a sustained period of work or other subject contribution

## Feel Good Friday:

Each Friday every member of staff will make a phone call home to a student's parent or carer to celebrate a positive experience that week. This phone call must be logged on ePraise to demonstrate to the student that this took place.

## Rewards Summary

Points

Positive Texts / Phone calls

Subject Postcards/Awards

ePraise Shop

Headteacher's Award

## Awarded By

Any member of staff can award these electronically

Subject staff

Subject staff

Pastoral Staff to issue items

Nominated