



HEADLANDS SCHOOL
SINCE 1965

Rewards Policy

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Headlands School

Rewards Rational

At Headlands School, we acknowledge the importance of rewards in our students' schooling. 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.

Advantages of a Rewards System:

- Encourage appropriate behaviours in students
- Boosts students' self-esteem and confidence
- Increased students' motivation
- Improves students' sense of pride and achievement
- Creates happier students

Headlands School aims to encourage and celebrate the success of all its students in all areas of school life, and to ensure students' behaviour, quality of student character, commitment to learning and achievement is acknowledged, rewarded, and recorded.

Positive Encouragement:

All students can benefit from the Headlands School Rewards system across the whole of the school. As such, Headlands School will ensure that students of all abilities and in all Year Groups will receive rewards. Rewards can be given out by any member of staff; formally or informally, publicly, or discretely, regularly, consistently and with sincerity. Rewards at Headlands School praise both consistent, dependable, positive behaviours and achievements or actions that is above and beyond the norm.

Types of Formal Rewards

A variety of Rewards exist at Headlands school which include:

- Routine Stamps
- Super Stamps
- Extra-Curricular Stamps
- Homework Awards
- REDs
- Teacher Postcard Home
- Tutor Postcard Home
- Character Card
- Positive Phone Calls Home
- Rewards Breakfast and Raffles
- Rewards Trips
- Rewards Assemblies
- Celebration Evening

Many of these Rewards are given within lessons. These Rewards increase the quality of teaching and learning taking place in the classroom and encourage students to achieve. Rewards can also be gained by students outside of the classroom for behaviours and demonstration of a positive Student Character moving around the school, in their social times and even before and after the school day. These Rewards encourage the growth of character and aid in students' persona; development into successful citizens of the community.

Every staff member will employ informal Rewards, in addition to the formal Rewards process, to reassure students in their learning and behaviours as well as to establish a positive relationship.

Formal Rewards

Routine Stamps:

Students can receive up to 3 Routine Stamps in every lesson. These will be collected by students in their planners and then recorded on Edulink during tutor time. Teachers will use their professional judgement in deciding whether a student receives 0-3 stamps for that lesson based on a student's behaviour and attitude to learning. Students that display the following behaviours will be awarded 3 stamps:

<u>Routine Stamps</u>
<p>How can I attain all my Routine Stamps?</p> <ul style="list-style-type: none">• Attending and being on time for my lesson• Entering the classroom in a sensible manner• Having my planner and equipment ready to start my lesson• Ensuring that I have purposeful attention during my learning<ul style="list-style-type: none">• Completing all the tasks that have been asked of me• Speaking to members of my class with politeness and manners<ul style="list-style-type: none">• Taking pride in my work's presentation• Having a positive attitude to my learning

Super Stamps:

A teacher can award Super Stamps in lessons to students in their class. Super Stamps will be awarded to students that have demonstrated exceptional levels of Student Character. Students are awarded with a Super Stamp in their exercise books/classwork by the teacher. The teacher records the students who have gained a Super Stamp on Edulink. The Student Characteristics are as follows:

Student Character	How can I show Student Character?
Self-discipline	I can self-manage my behaviour and actively facilitate my and others' learning.
Leadership	I can make positive decisions in the classroom and around school that benefit my peers and Headlands staff.
Passion	I am enthusiastic and excited to learn new things.
Challenge	I always embrace challenging tasks in my learning.
Resilience	I never give up and support others when learning gets challenging.
Feedback	I actively seek feedback to improve my learning.
Effort	I work hard throughout my lesson so I can achieve the best of my ability.
Readiness	I arrive at my lessons with a positive attitude and ready to learn.
Respect	I treat all members of the school with the utmost respect.
Compassionate	I show empathy by thinking about others and their needs.

Extra-curricular Stamps:

Students can gain additional stamps for completing an extra-curricular activity. Each term students will receive the Extra-Curricular Timetable with the time and dates that extra-curricular activities are taking place, so they and parents/carers can see what is on offer for students. For attending and completing an extra-curricular activity a student will receive a Super Stamp.

Homework Rewards:

Completion of homework will be rewarded. All completed homework will be recording on Edulink by the teacher. Good quality homework will be rewarded with a Super Stamp as per the criteria listed above.

REDS:

The Routine and Super Stamps the students collect from their lessons are turned into a Rewards value called REDs. Students can use the REDs portal on the school website to spend their REDs on a range of monetary rewards. The items available through the REDs portal are selected by students via the Student Council and thereby changes to fit students' wants and needs. The selection is mainly vouchers for a selection of stores and physical items that they can collect in school.

Teacher Postcard Home:

Teachers will select a minimum of two students each week to send a postcard home to for exceptional behaviour, display of student character, attainment, or attitude to learning. Teachers will write to parents/carers to communicate why their child has received the postcard. A physical postcard will be posted to the student's home address for parents/carers to keep as a mark of their child's achievements.

Tutor Postcard Home:

Tutors will select one student from their tutor groups each week to send a postcard home to for improved attendance, display of student character, consistent positive behaviours or personal improvements students have made in their attitude to learning across school behaviour. A physical postcard will be posted to the student's home address for parents/carers to keep as a mark of their child's achievements.

Character Card:

Each week at Headlands School students will be made aware of a positive Character Trait that all staff members will be looking out for in our students. A staff member will reward their card to one student each week that displayed that week's Character Trait in abundance. The rewarded student will receive a physical card, with that staff member's name on it, which they can trade for a reward of their choice. Students have three options:

1. Hand their card into Student Services for a Lucky Dip.
2. Hand their card into Student Services for a Raffle Ticket for a Prize Draw
3. Hand in their card at the canteen during break to have a free item from the menu.

The Lucky Dip is stocked with several rewards that will change throughout the year. Our Student Leadership Team coordinated with students to determine what prizes the students would desire. The Raffle Ticket corresponds to a Prize Draw at the end of each Term. The winner of the Prize Draw will receive a £50 voucher for their chosen retail store.

Positive Phone Calls Home:

Teachers may decide that a student's behaviour, student character development or attitude to learning is so exceptional that they will phone home to communicate with parents/carers to offer praise of the student. These are wonderful to both give and receive and help to strengthen teacher and parent/carers relationships.

Rewards Breakfast and Raffles:

Headlands' Student Leadership Team will hold a Reward Breakfast/Raffle every week to celebrate students of a particular Year Group. Each week the Year group will change; with each Year Group cycled through. The Student Leadership Team will set the criteria required for students to qualify for the reward. For example, the Student Leadership Team might select to reward students with 100% attendance or students that have not received a behaviour comment since the start of term. A member of staff will aid the Student Leadership Team by providing a list of students' names that qualify. The Student Leadership Team will invite and host the event. The Rewards Breakfast/Raffle is held during Friday's tutor time.

During the Rewards Breakfast, students will receive a free breakfast from our canteen. They can spend tutor time sitting with their peers and enjoying their breakfast treat. All students present at the breakfast will be entered into a Prize Draw and will be in for a chance of winning a £10 voucher.

During a Rewards Raffle, students will receive a raffle ticket that corresponds to several prizes. Each student will receive a prize. They will be in for the chance of winning small treats to a £10 voucher.

Rewards Trips:

Throughout the school year students will be offered a Rewards Trip activity instead of being in school. The criteria to be successfully invited to the Reward Trip changes, however, these criteria will be communicated to parents/carers and students, so all students have the best possible chance to be invited. All information concerning when and where the Rewards Trip will be is communicated to parents/carers closer to the times of the event.

Rewards Assemblies:

Each half term, Year Leaders and the Pastoral Team will hold a Rewards Assembly. Year Leader will contact Subject Teachers and Tutors to nominate a student to receive an award for each Subject area and Tutor group. The Pastoral Team will also give out awards based on attendance and behaviour points. Lastly, the Year Leader will nominate one student in the Year Group to receive the Year Leader Award. All students that win their category will be presented their reward in the assembly and will be celebrated.

Celebration Evenings:

At the start of each academic year, Headlands School hosts an evening to celebrate the previous year's successes. Every department nominates one student (Maths and English nominate two) from Key Stage 3 and one student from Key Stage 4/5 for the following awards:

Ambassador for Subject	This is awarded to the student who has shown a real passion for the subject and is a positive role model to other students. The student may have also supported the department in events such as Open Evening.
Outstanding Attainment	This is awarded to the student who achieved the highest attainment in the subject.
Outstanding Progress	This is awarded to the student who has made the most progress in the subject area.

Nominated students are invited to the event along with their parents/carers. Representatives from each department speak to the audience about the nominated students' successes and achievements within that subject for all to join in celebrating our students.

Sixth Form

Rewards are an integral part of Headlands School, including the Sixth Form. In the Sixth Form, students are rewarded in several ways.

In Lessons:

<u>Routine Sixth Form Points</u> Routine Points will be awarded in every lesson and recorded by teachers in Edulink.
How can I attain all my routine points? <ul style="list-style-type: none"> • Attending and being on time for my lesson • Completing the Make it Stick activity to the best of my ability • Engaging in a mature fashion with the learning in the lesson

Sixth Former of the Week nomination:

Teaching staff will make one nomination per class per week to the student in their lesson that has demonstrated the best attitude to their learning. This could be due to continuous hard work, engaging fully in a discussion, or demonstrating curiosity and a desire to extend their understanding.

Outside of lessons:

Students may be awarded Sixth Former of the Week nominations or additional points by any member of staff at Headlands School because they have demonstrated a commitment to the whole school community.

Rewards Assemblies:

Each term, the Sixth Form team will hold a Rewards Assembly. Students are eligible for rewards in the following categories:

- Most Sixth Form points in the term
- Sixth Former of the Term (Most SFOTW nominations)
- Best attendance rate
- Best A2L average.

All students that win their category will be presented their reward in the assembly and will be celebrated.