HEADLANDS SCHOOL

SINCE 1965

Rewards Policy

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Headlands School

Rewards Rational

At Headlands School, we acknowledge the importance of encouraging positive behaviour and academic achievement by providing students with tangible incentives. The rewards policy aims to foster motivation, engagement, and a sense of accomplishment while helping students to build good habits and self-discipline. By recognising and rewarding desired behaviours, it can also promote a positive school culture, reduce negative behaviour, and support students' social-emotional development. Additionally, it reinforces the connection between effort and achievement, helping students to understand that hard work and good conduct are valued and rewarded in both the classroom and the wider community.

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.

All students can benefit from the Headlands School Rewards system. As such, we will ensure that students of all abilities and in all Year Groups will receive rewards. Regular and consistent rewards can be given out by any member of staff either formally or informally and either publicly or discretely.

Types of Formal Rewards

A variety of Rewards exist at Headlands school which include:

- Routine Stamps
- Super Stamps
- Extra-Curricular Stamps
- Homework Rewards
- Teacher Postcard Home
- Tutor Postcard Home
- Character Card
- Positive Phone Calls Home
- SLT Rewards
- Attendance Rewards
- Rewards Activities
- 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' personal development into successful citizens of the community.

In addition to the formal Rewards process, every staff member will use informal Rewards such as verbal praise, to reassure students in their learning and behaviours as well as to establish a positive relationship.

Formal Rewards - Achievement Points:

Each formal award is allocated a number of achievement points, see below. Achievement points are tracked throughout the year and make students eligible for other rewards (see appendix 1). Students will be informed through tutor time of the stage that they are at on the rewards scale each week.

Routine Stamps:

Students can receive up to 4 Routine Stamps in every lesson. These will be stamped by the member of staff in student planners and then recorded on Edulink during tutor time once per week. Stamps will be rewarded as follows:

1. Settled entrance, ready to learn and on with the MIS task. Date and title underlined
2. Following the teacher's instructions
3. Answer a question either as part of whole class questioning or as a one to one
4. Excellent Attitude to Learning throughout the lesson

Routine Stamps during tutor will be rewarded as follows:

1. Settled punctual entrance into the tutor room
2. 'Ready to Learn' with the correct equipment
3. Correct uniform
4. Correct attitude

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 maximum of one Super Stamp per lesson 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 Achievement Points for completing an extra-curricular activity. Each term, students and parents/carers will receive the Extra-Curricular Timetable. 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.

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.

Tutor Postcard Home:

Tutors will select one student from their tutor group each week to send a postcard home to for improved attendance, display of student character, consistent positive behaviours or improved attitude to learning. Tutors will write to parents/carers to communicate why their child has received the postcard.

Character Card:

Character Cards are given to students who show our school values of Pride, Aspire, Respect.
A staff member will reward their card to a student who has displayed any of the school values. The staff member will record this on Edulink and the rewarded student will receive a physical card, with that staff member's name on it. They can trade the card in for a free food item at break time from the canteen or a lucky dip raffle to be awarded more achievement points or other prizes as determined by Student Council and Student Voice.

Positive Phone Calls Home:

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

Attitude to Learning:

Students will receive achievement points for all of their positive AtL grades on their report.

SLT Rewards:

Whilst SLT are completing their routine drop ins, they will be rewarding students with a token and a chance to win a weekly raffle prize which will be presented in assembly.

Attendance and Punctuality Rewards:

Students will receive Achievement Points based on their attendance and punctuality 'streaks'.

Rewards Activities:

Students who have reached the applicable stage on the rewards ladder (see appendix 1) will be eligible to attend a Winter and a Summer rewards activity. Rewards activities are determined by

Student Council and Student Voice and, depending on where students are on the rewards scale, they could have a choice of activity. Students will not be eligible to attend the rewards activities if attendance, lates or behaviour is not acceptable to the Year Leader.

Rewards Assemblies:

Each week, there are 2 x £5 vouchers available to students which will be given out by their SLT year group link. These will be awarded in relation to the number of achievement points that student has earned.

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 end of each academic year, Headlands School hosts an evening to celebrate the 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.

Headlands ARC

The ARC follow the same procedures as above. They have slightly different criteria for their routine stamps:

1. Attend lessons without refusal
2. Speak to staff and peers in a respectful manner
3. Engage with MIS and OTM and seek support where needed
4. Be respectful of the ARC environment and equipment

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:

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 demonstrated by 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 by any member of staff at Headlands School as a result of demonstrating 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:

- Sixth Former of the Term (Most SFOTW nominations)
- Best attendance rate
- Best Attitude to Learning (AtL) grade average

Students will also have the opportunity to win awards from each of the Sixth Form team and their Tutors.

Students will be presented with an awards in the celebration assembly and will be celebrated for their success.

Trips:

Students will be offered the opportunity to enrich their time at Sixth Form, by attending trips allowing them to mix socially with their peers whilst exposing them to new experiences. The criteria to access some trips will include students maintaining an attendance rate of above 95% and achieving an average AtL of a B or higher.

Appendix 1

Rewards:

Showing Pride in yourself, Aspiring to be better, Respecting one another

Governor Certificate	10
Headteacher Certificate	9
Summer Reward Activity 1, 2 or 3 / SLT Certificate	8
Summer Reward Activity 1 or 2	7
Summer Reward Activity 1	6
Pastoral Manager Certificate	5
Year Leader Certificate	4
Winter Reward Activity 1 or 2	3
Winter Reward Activity 1	2
Tutor Certificate	1
Start	

1 Stamp = 1 Achievement Point

1 Super Stamp = 3 Achievement Points

1 Postcard = 5 Achievement Points

1 Character Card = Lucky Dip for Achievement Points and mystery prizes

100% Attendance = 5 Achievement Points per week

Achievement Points per stage will be determined by a breakdown of maximum projected total points for the year.

SLT will reward students daily with a token and a chance to win a weekly prize.

There are 2 x £5 vouchers available each assembly linked to achievement points and half termly Year Leader rewards assemblies.



Earning Achievement Points in Tutor:

Be on time

Be 'Ready to Learn'

Correct uniform

Correct Attitude

Earning a Character Card:

Show our school values:

Pride, Aspire, Respect

Earning Achievement Points in lesson

Stamps are awarded on a scale of 0 - 4:

1. Settled entrance, ready to learn and on with the MIS task. Date and title underlined
2. Following the teacher's instructions
3. Answer a question either as part of whole class questioning or as a one to one
4. Excellent Attitude to Learning throughout the lesson

Super Stamps and Postcards are awarded as extra for something outstanding.

*Students will not be eligible to attend the rewards activities if attendance, lates or behaviour is not acceptable to the Year Leader