

Cantonian High School

Ysgol Uwchradd Cantonian



THE BEST FROM EACH
SUCCESS FOR ALL

Rewards Policy

Summer 2024

All policies are available on request in large print format or translated into Welsh or community language

This policy was adopted by Governors on 23 April 2024

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Rationale

Cantonian High School aims to encourage and celebrate the success of all its pupils 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 pupils at any given and relevant opportunity. We recognise that pupils 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 disenchanted. Finding ways to reward must be at the heart of our teaching. We must reward whenever possible:

- Formally or informally
- Publicly or discreetly
- Regularly
- Consistently
- Sincerely

We must ensure that pupils 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 pupils for doing what should be expected of them normally).

Rewards systems in our school should link into:

- Effort
- Attainment
- Progress / attainment
- Behaviour
- Attendance and punctuality
- Caring for others
- Participation
- Positive attitude / enthusiasm
- Respectful behaviour

We will continue to consult with our pupils and the School Council to seek their advice on reward structures and, in particular, their clarification as to what should be rewarded and how we can further develop / improve our rewards systems.

A variety of methods of rewards exist at Cantonian High School which include:

- Verbal praise
- Certificates
- Postcards home
- Acknowledgement through assemblies
- Positive phone call home
- Queue jump pass
- Class Charts points
- Formal Awards Evening

Aims

Rewards increase the motivation of all pupils, 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 pupils to achieve. The system of giving rewards supports the role of the tutor in celebrating success and helps facilitate the awareness of achievement of others, members of staff and parents. Every member of staff will praise pupils 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

Class Charts Points

Class Charts points form the backbone of our rewards system and can be given by any member of staff. They are awarded to pupils who demonstrate the school's three R's: Ready, Responsible, Respectful. Class Charts points can result in pupils using them to buy rewards from the reward shop.

Rewards for Attendance

Attendance is vital in ensuring pupils are successful in school. The school recognises pupils who have excellent achievement with certificates and termly prize draws.

Department Rewards

- Staff are encouraged to praise verbally all positive achievements whenever opportunities present themselves.
- Staff should write positive and encouraging comments in 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
- Examination performance should also be taken into account
- Subject postcards for a sustained period of work or other subject contribution
- Pupils of the term

Year Group Rewards

- Publicity and praise in assemblies to individuals and groups
- Places on trips which are extra-curricular

Whole School Rewards and Single Events

- Academic Awards Evening
- Trips organised by staff for pupils who have made significant progress in attitude and behaviour
- Local press publicity
- Praise in Reports and at Parents' Evenings
- Community awards
- Competitions – Young Enterprise, etc.
- 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.

Monitoring and Evaluating

Positive points are awarded and administered through Class Charts. These are monitored by Heads of Year and Pastoral staff. The Senior Leadership Team will monitor the consistency of allocation of rewards in line with guidance and procedures.

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

Policy Review

This policy is continuously monitored and will be reviewed as necessary.

Agreed by Headteacher:



Agreed by Chair of Governors:



Date of Issue: Summer 2024

Date for Review: Summer 2024