

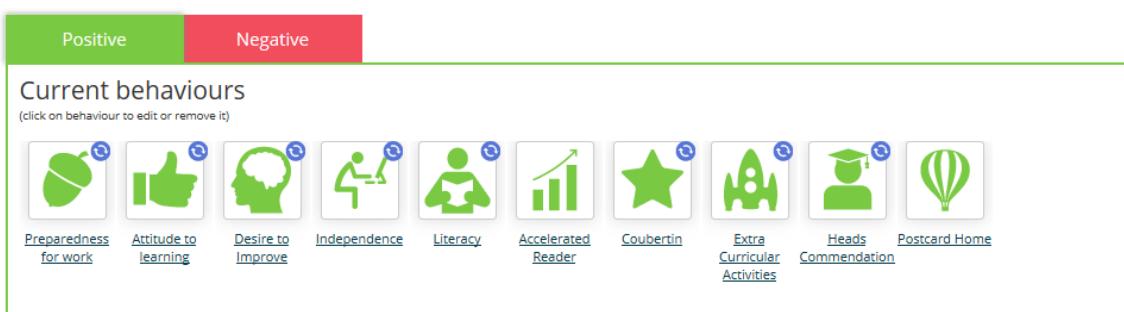
Rewards and Sanctions at WBS

Rationale

It is important to recognise and reward the hard work of our students and give a visible reinforcement that working hard brings good things in life. It is also important to share a child's success with their parents or carers and develop a sense of belonging and shared responsibility, which at WBS can easily be delivered through the House system.

House Points

The main way that we will reward our students is through the use of 'House Points'. Students are awarded House points for good work etc. These are awarded by class teachers using 'Class Charts', with each category being worth one House Point:



These House Points (HPs) would be awarded for good work using the identified criteria:

1. *Preparedness for work* = being properly equipped, completing homework
2. *Attitude to learning* = being positive and working hard
3. *Desire to improve* = taking on board advice and getting better
4. *Independence* = working without teacher support
5. *Literacy* = tasks related to this
6. *Accelerated Reader* = for completing aspects of the AR program (tests, new books)
7. *Coubertin* = actions in line with the 'Coubertin' principles and any rewards that do not fall into other categories
8. *Extra-Curricular* = non-lesson based activities
9. *Head's Commendation* = 5 points awarded for this category
10. *Postcard home* = 3 points for this category

Whilst the House points can be awarded at any time, **numbers 1 to 5** will have a weekly focus, i.e. one week we will look to award 'Independence' HPs, the next week we might look for chances to award 'Desire to Improve' HPs. This would run on a five week cycle.

Coubertin HPs would be used for actions in line with the Coubertin principles and for good work or actions that do not fall into any of the other categories

Head's Commendations would operate with the teacher or staff member awarding them for 'exceptional' work or achievement. They would also lead to an additional 5 HPs being awarded to that student.

Students could also be given a Head's Commendation by their tutor if they accumulated 50 HPs, thus rewarding in a systematic way those who regularly work hard but do not produce exceptional work.

Postcards Home would be more systematically applied with teachers being asked to identify and complete a postcard each week for the best student in that week's designated year group that they teach (This would operate on a 5 week cycle). This postcards would identify the; Subject; Teacher; Student's name, and the reason for the postcard. The postcard would be sent from one of the four learning zones and would be processed by the admin team following collection from the teacher. Students receiving a postcard would be awarded 3 additional HPs.

What the House Points mean?

Through 'Class Charts', HPs will collated and assigned to each House. This will then become the basis of the House Competition, which will ultimately lead to the awarding of the 'Baron de Coubertin' cup to the House who has the highest aggregate House Points score at the end of the year.

The HPs will also feed into the half-termly House Competition (each half-term is separate and HPs are not accumulated other than for the overall race for the 'Coubertin Cup'). The half-termly House Competition will result in the three key prizes:

- one for the winning House (a non-uniform day for all members of the House)
- one for the winning tutor group, which may not be in the winning House (a one week straight to lunch pass)
- one for the winning student (two free tickets for drinks and cakes in 'Simmills' at one break, lunch or tutor time)

Separate reward competitions

HPs can also be used as a method for concurrent competitions, e.g. The Accelerated Reading competition. This means that the HPs count both for the overall House competition and the AR competition/reward system. (Please see separate sheet for how the AR rewards will be awarded)

It is also proposed that the House Captains of the House that wins the 'Coubertin Cup' also receive a 'special prize' such as a visit or trip to recognise their contribution to their House's victory.

Who does what?

Classroom teachers and **support staff** are responsible for awarding HPs for good work and conduct and for logging this on 'Class Charts'. HPs should only be awarded in single amounts in this category.

Tutors are responsible for monitoring their tutees HPs and also for awarding HPs, especially for the AR category.

House leaders are then responsible for monitoring the total number of House points awarded to their Houses, the tutor group with most points in their House and the individual student with the most as well.

Every half term the House Leaders create a display to show this and then submit the numbers to someone in the admin team who then collates this information to update the House Points Total (displayed around school on the screens etc.).

Members of the **Admin team** will log HPs awarded for HT Commendations, Postcards Home and other whole school HP categories (e.g. attendance). They will also help to collate and display HP totals.

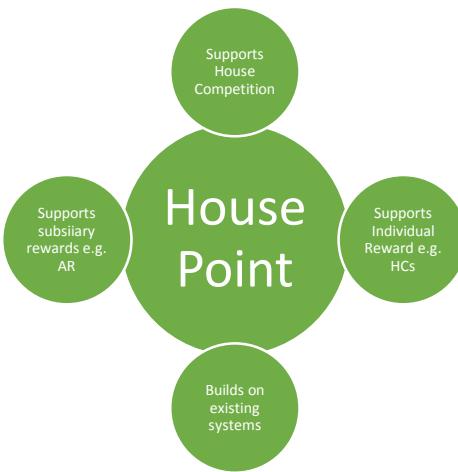
Building community

The use of House Points and linking them to the House system allows us to create House competition across the school. Other competitions can then link into this, whilst keeping a separate identity and offering other rewards e.g. Accelerated Reading Competition, Arts and Sports Competitions

House points can lead to individual reward as well as collective reward which will help to build a sense of community and friendly competition.

The nature of the rewards are not monetary but based on a sense of privilege, status and community. This means they have little cost for the school but a big impact on student wellbeing and identification with both the House and the school as a whole.

For the more visual:



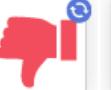
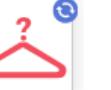
How do sanctions link in?

The use of 'Red Dots' acts as a sanction within the HP system. This means that if a student misbehaves or fails to meet our expectations they will be awarded a 'Red Dot' that will then be subtracted from that student's House Point total (and thus from their tutor group and House totals).

All categories of 'Red Dots' will subtract 1 HP except the 'Respite' category which will subtract 5 HPs. Other sanctions such as detentions, Time Out and referral to BSR can be applied but these will link

directly to 'Red Dot' categories and thus one 'Red Dot' category will need to be completed if such a sanction is applied.

'Red Dot' categories:

Positive	Negative
Current behaviours (click on behaviour to edit or remove it)	
	
	
	
	
	

These categories will not be collated in any way, but House Leaders will have access to both the aggregate number of HPs and the positive and negative totals.

IF THIS REWARD SYSTEM IS TO WORK IN ITS AIM OF EMBEDDING PRAISE AT THE CENTRE OF OUR SCHOOL AND DEVELOPING A SENSE OF COMMUNITY THROUGH THE HOUSE SYSTEM IT IS DEPENDENT ON TEACHERS USING IT!

AS A RESULT, SCHOOL LEADERS AT ALL LEVELS WILL BE ENCOURAGING AND FOCUSING ON OUR USE OF THIS SYSTEM.

An exemplar concurrent reward system

Accelerated reader reward:

Tutors will issue 'AR house points' for:

1 house point 85% or above in a quiz

1 house point for moving AR level

House points will then lead to an AR competition that recognises and rewards the performance of:

Individual – Gold, Silver and Bronze competition. This is ongoing and will immediately recognise success.

Tutor group – termly (one per house) Assembly announcement - Reward TBC

House - AR trophy end of year

(How many house points = to bronze, silver, gold to be decided)

Gold award – select a prize from the Gold box

- Lunchtime pass for two for a week
- Vouchers – applied for donations from local businesses
- Badges



Silver award – select a prize from the silver box

- Lunchtime pass for two for a day
- Pull string bags
- AR book light
- Badges



Bronze award – select a prize from the bronze box

- Stationary items
- Badges

