



ACHIEVEMENT AND REWARDS

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Introduction

At Huntington School community we value:

- Respect;
- Honesty;
- Kindness.

The commitment to this set of values helps the community to fulfil the School's purpose: to inspire confident learners who will thrive in a changing world, and the Governing Body expects every single member of the School community to live by these values. Our rewards policy works to create and promote a positive working environment that encourages students to live by these values, and in which all students' hard work and achievements are recognised

Purpose

- To promote a positive learning environment through a culture of praise;
- To motivate and encourage students to work hard in every lesson;
- To develop self-confidence and self-esteem in our students;
- To recognise students' effort and achievement;
- To recognise and reward students' contribution and commitment to the school;
- To develop a system where there is consistency and clarity in order to promote positive relationships between students, staff and parents.

Rewards

1. Our rewards policy is based on the awarding of merits
2. M2 is a merit worth two points and may be awarded for the following reasons:
 - you have had an excellent lesson where you have focused 100% of the time;
 - you may have worked independently and may have even helped others out with their learning;
 - you may have made some excellent contributions to class discussions;
 - the work you have produced is to the best of your ability;
 - you may have shown real resilience with challenging work;
 - you have demonstrated a consistently positive attitude to learning.
3. M1 is a merit worth one point and may be awarded for the following reasons:
 - you have had a good lesson where you have focused for the vast majority of the time;
 - you have worked well and responded to all instructions;
 - you may have made some good contributions to class discussions;
 - the work you have produced is of a good standard;



- you have demonstrated a positive attitude to learning.
4. Our 'ready for school' merit will be awarded by form tutors during registration and will reward students who consistently arrive to school prepared for the school day:
 - correctly dressed in full school uniform;
 - planner;
 - essential equipment – pen, pencil, ruler, eraser, pencil sharpener and calculator.
 5. Our homework achievement merit will be awarded to students who have produced exceptional homework.
 6. Participation merits will be awarded to students who:
 - make strong contributions to classroom discussion;
 - make a contribution to the wider school community.
 7. Our respect, honesty, kindness merit will be awarded to students who demonstrate one or more of our School values.
 8. Our 'attended a club' merits will recognise that students have attended an extra-curricular activity. This will be completed by the member of staff taking the club. This will hopefully encourage students to try new activities. This will also allow us to monitor the demographic of students attending clubs, as we try to promote the attendance of our FSM students.

Use of Class Charts

1. School staff will record merits on Class Charts.
2. Parents and students can track their merits via the app and can receive regular 'badges' for achieving merit thresholds in each of the six reward areas as well as in different subjects. 4.3 Students have access to a 'shop' where they can trade in certain amounts of points for a reward of their choice.
3. At the end of each week Year Teams will draw together a list of rewards that have been claimed that week and distribute the following week to students via form tutors.

Weekly Rewards

1. Form tutors will monitor the awarding of merits each week to their form group and celebrate success during registration.
2. Year Teams will monitor the awarding of merits each week within their year group and celebrate success through their weekly bulletin to forms, assemblies and reward invitations.

Annual Rewards

1. A Rewards Evening will be held in January to celebrate the successes of the previous Year 11 and Year 13 cohorts.
2. Rewards Evenings will be held in July to celebrate the successes of Years 7 to 10 and 12.



Appendix 1

ROLES AND RESPONSIBILITIES

Teaching staff should ensure that they:

- look for opportunities to praise students throughout the lesson;
- are welcoming;
- give positive and constructive feedback verbally or in books;
- give out merits to reward.

Form tutors should ensure that they:

- award 'ready for school' merits;
- celebrate success with their forms;
- identify and reward evidence of the School values.

Heads of Year should ensure that they:

- monitor rewards data on a weekly basis and include a celebration of success on the weekly bulletin;
- maintain the distribution of rewards from the Class Charts 'shop'.
- hold a celebration assembly each term using rewards data;
- use SIMS data entry points as an opportunity to praise and reward success in the Year group.

Subject Leaders should ensure that they:

- monitor departmental rewarding to ensure consistency of approach across department.

Pastoral Leadership team should ensure that they:

- maintain the Class Charts 'shop' to ensure rewards are available for students to select from;
- monitor rewarding across year groups to ensure consistency of approach across the school;
- organise Rewards Evenings to celebrate the success of our students at the end of the year.

Parents/carers should ensure that they:

- monitor their child's progress via the app on a regular basis;
- praise when trigger points are reached;
- encourage and support the School's positive ethos



Appendix 2

BEHAVING ACCORDING TO OUR VALUES RESPECT: HONESTY: KINDNESS

RESPECT

- We will treat people like we would want to be treated;
- We will take pride in ourselves and what we do;
- We will show politeness to each other;
- We will follow requests or instructions when given appropriately;
- We will respect our School environment and maintain a tidy, well-kept campus;
- We will listen to each other and create a calm working environment.

HONESTY

- We will admit it when we have made a mistake, or when we have not done something we should have done;
- We will be honest with ourselves and about how hard we work;
- We will be honest to parents about what is happening at School;
- We will be prepared to admit it when we do not understand something;
- We will be clear about how far students can influence decision making;
- We will be careful when loyalty to a friend might compromise honesty.

KINDNESS

- We will put others before ourselves;
- We will sympathise with others;
- We will show good manners to others;
- We will make sure everyone feels welcome, included and safe;
- We will share things with others;
- We will have a positive attitude towards others.