

Rewards Policy



REVIEW DATE: MAY 2025

NEXT REVIEW DATE: JULY 2026

Rewards Policy

This Policy applies to all teaching staff. The senior leadership team (SLT) oversees the application and monitoring of this policy.

Relevant Middle Leaders will have an overview of the application of the rewards system and patterns of reward within their areas of responsibility; they will report regularly to their SLT line-manager.

Note that this policy has been constructed to complement the school's Behaviour Management Policy and aims to promote a positive and supportive learning environment. For the purposes of this policy, 'parents' refers to any adults with legal responsibility for children in their care, i.e., biological parents, legal guardians, and carers.

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1. Rationale

The Blue Coat School believes that recognising and celebrating students' achievements, effort, and positive contributions is fundamental to fostering a thriving school community. A consistent and transparent rewards system motivates students, reinforces positive behaviours, and contributes to a culture of excellence and mutual respect. This policy aims to outline the framework for acknowledging and celebrating student success in its various forms.

2. Purpose

This Rewards Policy aims to:

- Recognise and celebrate students' academic achievements, progress, and effort.
- Acknowledge and encourage positive behaviour, attitudes, and contributions to the school community.
- Promote a positive and supportive learning environment where students feel valued and motivated.
- Reinforce the school's values and expectations.
- Encourage a sense of pride and belonging.
- Provide a clear and consistent framework for rewarding students across all areas of school life.

3. Principles

The implementation of the Rewards Policy will be underpinned by the following principles:

- **Equity:** All students will have opportunities to be recognised and rewarded.
- **Consistency:** Rewards will be applied fairly and consistently across the school.
- **Transparency:** The rewards system will be clear and easily understood by students, staff, and parents.
- **Inclusivity:** A variety of rewards will be used to cater to different achievements and preferences.
- **Timeliness:** Recognition and rewards should be given in a timely manner to maximise their impact.
- **Positive Reinforcement:** The focus will be on celebrating successes and encouraging positive behaviours.

4. Roles and Responsibilities

- **All Teaching Staff:** Are responsible for implementing the Rewards Policy within their classrooms and areas of responsibility, recognising student achievements and positive contributions, and contributing to the wider school rewards system.
- **Relevant Middle Leaders:** Will oversee the implementation of the Rewards Policy within their departments or year groups, monitor the use of rewards, and ensure consistency. They will also report on the impact of the rewards system to their SLT line-manager.
- **Senior Leadership Team (SLT):** Is responsible for the overall implementation, monitoring, and review of the Rewards Policy. They will ensure that the policy aligns with the school's vision and values.
- **Headteacher:** The Headteacher will delegate responsibility to appropriate senior leaders to review and implement the Rewards Policy, conducting an annual review to ensure its effectiveness.
- **Parents:** Are encouraged to support the school's rewards system by acknowledging and celebrating their children's achievements and positive contributions at home.

5. Types of Rewards

The Blue Coat School will utilise a variety of rewards to acknowledge different forms of achievement and positive behaviour. These may include, but are not limited to:

- **Verbal Praise:** Immediate and specific praise in the classroom and around the school.
- **Written Praise:** Positive comments in exercise books, on work, or via postcards/emails to parents.
- **House Points/Merits:** Awarded for effort, achievement, positive behaviour, and contributions to the school community. These may contribute to individual and house competitions.
- **Certificates of Achievement:** Awarded for specific accomplishments in academic subjects, effort, progress, or positive behaviour.
- **Commendations:** Formal recognition from a member of the SLT for significant achievements or contributions.
- **Positive Notes/Emails to Parents:** Informing parents of their child's successes and positive contributions.
- **Special Responsibilities:** Providing students with opportunities for leadership or responsibility within the classroom or school.
- **Public Recognition:** Celebrating achievements in assemblies, on school notice boards, or on the school website/newsletter.
- **Small Prizes/Tokens:** Awarded for significant achievements or milestones.
- **Privileges:** Offering special privileges as a reward for consistent positive behaviour or achievement.
- **Celebration Events:** Termly or annual events to celebrate student successes.

6. Implementation of Rewards

- Staff will be encouraged to use a range of rewards to acknowledge different achievements and behaviours.
- Rewards should be specific and clearly linked to the achievement or behaviour being recognised.
- The frequency and type of reward should be appropriate to the age and context of the students.
- The school will strive for a balance between individual and collective rewards.
- The use of rewards will be monitored to ensure equity and consistency across the school.

7. Monitoring and Review

The Headteacher will undertake an annual systematic monitoring and review of the Rewards Policy and procedures in order to evaluate its effectiveness, fairness, and consistency. The Headteacher will keep the Trust and Local Governing Body informed. The Trust Board will regularly review this policy and associated procedures to ensure its continuing effectiveness and impact.

Appendix 1



RECOGNITION LADDER

