



Rewards Policy

2021/2022 Draft

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Contents

Aim.....	3
Recognition.....	4
House Points	4
Faculty Rewards.....	5
Pastoral Rewards.....	5
Staff Responsibilities.....	6
Appendix 1 – Implementation of House Points/RewardsPoints mean Prizes!!	7
Appendix 2 – Leadership Pathways.....	8
Platinum Community Leadership Award	15
Leadership Pathways - Tracking Record	16
Wider Curriculum - Tracking Record.....	17

Aim

This policy aims to encourage and celebrate the success of all Moorside High School students, in all areas of school life. It aims ensure that personal commitment, Leadership and achievement is acknowledged, rewarded and recorded.

We acknowledge the importance of praise and reward and seek to promote and reinforce our expectations of students at any given and relevant opportunity.

We recognise that students thrive on praise, the thrill of success and the glow of recognition. Praise rewards the deserving; it can inspire those who may be struggling and can inspire and motivate those who may be disengaged. Rewarding and celebrating good behaviours is at the heart of our school culture.

To this end, all staff part of Moorside High School must reward whenever possible, this will be done:

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

Moorside High School ensures that all students can benefit from the rewards process and that there is a consistent application of the policy across all departments, year groups and staff. Rewards are given sincerely and fairly as a means of acknowledging effort, achievement, or positive behaviours.

The rewards systems in our school links into student:

- Effort
- Attainment
- Progress
- Behaviour
- Attendance and punctuality
- Participation
- Uniform compliance
- Positive attitude / enthusiasm
- Respectful behaviour
- Demonstrating Citizenship
- Demonstrating Social Responsibility

Student Voice plays a valuable part in the rewards system and the Student Leadership Team and School Council play an active role in ensuring all students have a voice in what deserves to be rewarded and how as a school community we can further develop / improve our reward system.

Recognition

Alongside the rewards system, learners are typically recognised in the following ways, including verbal praise:

- Certificates
- The School Website/Social Media
- Headteachers weekly newsletter/Vlog
- Praise Postcards home
- Queue jump dinner passes
- Lapel badges
- Acknowledgement through assemblies/Noticeboards
- Prize Draws
- Positive conversations with carers and parents at home
- Pastoral Team rewards
- Public displays of high quality work in all faculty areas
- Achievement Evenings/Assemblies
- Opportunity to be invited on Rewards Trips every term

House Points

House Points form the backbone of our rewards system and can be given by any member of staff. They are awarded for going above and beyond, showing clear effort, demonstrating good quality classwork/homework, carrying out acts of citizenship/social responsibility, excellent attendance, and participation in the wider curriculum.

Students who consistently achieve the minimum standards of expectation (see behaviour policy) will receive a bonus 5 house points at the end of each week given by their form tutor. Students also have the opportunity to achieve a bronze, silver, gold or platinum badge, as they accumulate house points or engage in the Leadership Pathways programme throughout the year. Students will be asked to wear the badge(s) on their blazer lapel. Badges will be awarded to learners during assembly. Once a student has accumulated enough points for a gold or platinum badge, the badge will be presented by the Headteacher, who will write to the parents/carer of the student. If a student achieves a House Colours award, again this will be presented by the Headteacher alongside a prize in recognition for their hard work. By participation on the schools Leadership Pathways Programme, students can also achieve school colours for demonstrating outstanding leadership and participation.

Each September will mark a fresh start for students, House points will be reset at zero. Students will be able to continue to work towards their bronze, silver, gold, or platinum awards, building on previous years within the lower or upper Leadership Pathways criteria.

The point threshold each year will typically be set at:

Year 7 and Year 8

- Lower Bronze - 150 House Points
- Lower Silver - 300 House Points
- Lower Gold - 450 House Points
- KS3 House Colours – 500 House Points

10 and 11

- Upper Bronze - 600 House Points
- Upper Silver - 700 House Points
- Upper Gold – 800 House Points
- Platinum - 900 House Points
- House Colours 1000 House Points

Faculty Rewards

Integrated within the whole school rewards system, Faculties will be encouraged to:

- Praise verbally all positive achievements whenever opportunities present themselves.
- Write positive and encouraging comments in planners, exercise books and folders when they are marked.
- Display outstanding work in the classrooms and around the school.
- Recognise outstanding work to others within the class/year group.
- Share success stories of students with the Head of Faculty/Subject.

Pastoral Rewards

Integrated within the whole school rewards system, the Pastoral Team will be encouraged to:

- Praise students in assemblies to highlight individual successes
- Celebrate attendance in line with the attendance policy
- Ensure participation is consistent and fair with regards rewards trips/activities
- Celebrate House awards for points milestones
- Track and monitor student rewards and participation on the Leadership Pathways Programme
- Celebrate rewards at the end of each half term via achievement assemblies
Co-ordinate and host the end of year celebration assembly celebrating overall housepoints, rewards, and leadership pathways programme.

Staff Responsibilities

Deputy Headteacher – Behaviour and Attitudes

- Oversee the rewards policy and the Leadership Pathway implementation

Assistant Headteacher – Personal Development:

- Working alongside the Deputy Headteacher, design, develop and implement the rewards/recognition and the Leadership Pathway programme.
- Ensure participation from all focus groups and a consistent implementation across all areas of the school.
- Lead and support the TLR lead responsible for Rewards and Personal Development.
- Lead and support the Pastoral team in the implementation of the rewards policy.

TLR lead responsible for Rewards and Personal Development:

- To run whole school rewards/recognition and Leadership programme.
- Liaise with all stakeholders and Assistant Headteacher responsible for personal development.

All Staff should ensure that they:

- Apply consistency, in line with the school policy, when giving rewards.
- Award House points regularly.
- Write and send home positive postcards each half term.

Heads of Year should ensure that they:

- Monitor that staff apply consistency, in line with the school policy, when giving reward
- Monitor student's achievements and progress within their Year Group ensuring they are all progressing on the Leadership Pathways Programme.
- Award House Colours certificates
- Liaise with subject/form teachers and award students with subject certificates and badges each term.

Appendix 1 – Implementation of House Points/RewardsPoints mean Prizes!!

Focus/Reward	Typical House Points/Recognition
BFL Grade 1	1 House Point as and when achieved
Form Tutor Award	5 Bonus House Points – 100% attendance that week, noBLF3, 4 or 5 received during the week, no standard detentions, or late marks.
Postcard/letter home	1 Bonus House Point
Social Responsibility (charity work, citizenship,community focused)	5 Bonus House Points
Leadership Pathways Programme	Lower/Upper Bronze - 10 Hall points Lower/Upper Silver - 20 Hall points Lower/Upper Gold - 30 Hall points Platinum (20 hours) - 40 Hall points Platinum (50 hours) - 45 Hall points Platinum (100+ hours) - 50 Hall points
Leadership Role	Prefect, Peer Mentor, Sports/Form/Year/House Captain 5Bonus House Points
Duke of Edinburgh	Bronze, Silver or Gold 10 Bonus House Points

Each fortnight, students will be entered into a prize draw if they have a certain number of House Points. The prizes for this will be advertised each term in advance so students can see what they are achieving house points for. At the end of each term, there will be a significant reward, there will also be a rewards trip which students will be eligible to attend if they have a certain number of House Points.



The Leadership Pathways programme provides opportunities for students to gain leadership experience and recognises their achievement of different levels of 'Leadership Colours'. If students are in Years 7 and 8, they can work towards Lower Bronze, Lower Silver and LowerGold Leadership Colours, achieving a certificate and badge to recognise their hard work, as well as House points. In Years 9, 10 and 11, students can work towards Upper Bronze, UpperSilver and Upper Gold Leadership Colours.

At each level, students must complete 5 leadership activities from the list to achieve the award. The Form Tutor or the member of staff running the activity can sign off the activity on the Leadership Pathways booklet – students need to inform them what they have done and who with, and they will initial and date the Leadership Pathways record. Some criteria are purposefully on 2 different levels of Leadership, for example 'helping at Open Evening'. If students have had an activity signed off at Lower Bronze level, they cannot have it signed off again at Lower Silver, instead students need to pick something different.

Lower Bronze Award (Year 7 & 8)

To gain the Lower Bronze Leadership Colours, students must complete at least 5 activities from the list.

	ACTIVITY	STAFF TO SPEAK TO	TUTOR SIGNATURE & DATE
1	Attend a lunch/after-school club on a weekly basis for a half-term	Whichever Faculty runs the club	
2	Lead an activity or group in a lesson or registration	Your class teacher or Form Tutor	
3	Be a Form Captain, Sports Captain, Recycling rep, Eco Club member or Hall/School Council rep	Form Tutor	
4	Read 3 books, writing a small summary paragraph about each one	Form Tutor or English teacher	
5	Carry out an act of kindness towards another student or member of staff	Student Services / Head of Year	
6	Help at Open Evening, Parents Evening or Transition Evening	Heads of Faculty, or Heads of Year	
7	Take part in an Inter-House competition	Form Tutor	
8	Represent the school/participate in a school fixture (e.g. football/netball match, National Enterprise Challenge, Maths Challenge, music/dance/ drama performance)	Teacher in charge of the activity or Head of Faculty	
9	Take on a registration/form responsibility for at least 1 half-term, e.g. reading notices	Form Tutor	
10	Be recognised for outstanding uniform and punctuality	Form Tutor	
11	Enter an Art competition or exhibition within school	Head of Art	
12	Support another student in school with a difficulty along with a member of staff	Head of Year / Form Tutor	
13	Be awarded a Form Tutor or Student Services award in an Achievement Assembly	Head of House/Year	
14	Carry out fundraising for a charity of your choice or raise awareness of an important issue	Form Tutor / Head of Year	
15	Show around Year 6 students as part of transition	Mrs Goth / Mr Williams	
16	Help to complete your form noticeboard or act as a class equipment monitor	Form Tutor / Class teacher	
17	Volunteering for and participating in a litter pick around school (this could be as an individual or in a group)	Any member of staff	

Lower Silver Award (Year 7 & 8)

To gain the Lower Silver Leadership Colours, students must complete at least 5 activities from the list.

	ACTIVITY	STAFF TO SPEAK TO	TUTOR SIGNATURE & DATE
1	Lead a learning activity within a lesson, e.g. starter/plenary/warm-up/giving feedback	Class teacher	
2	Be a member of a school club/activity for 1 term	Whichever Faculty runs the club	
3	Be a Form Captain, Sports Captain, Recycling rep, Eco Club member or Hall/School Council rep	Form Tutor	
4	Lead in a primary school activity or primary competition in school	Approach Faculty organising the activity	
5	Help to complete your form noticeboard or act as a class equipment monitor	Form Tutor / Class teacher	
6	Raise awareness or funds for your House charity	Form Tutor	
7	Present your ideas to a group in a lesson	Class teacher	
8	Present/talk in an assembly, PSHE lesson or another situation	Form Tutor / any member of staff	
9	Organise a House team for an inter-hall competition	Form Tutor	
10	Participate in a Drama/Dance/Music show	Head of Perf Arts	
11	Organise and set up an Art event in school	Head of Art	
12	Act as a buddy to a new Year 7 student (Year 8 students only)	Mr Williams/Mrs Goth	
13	Work as a Library Monitor for 1 term	Librarian	
14	Lead in a Primary PE competition	Mr Higham	
15	Carry out an act of kindness towards another student or member of staff	Head of Year	
16	Lead a group in homework club	Head of Year	
17	Volunteer for, and participate in, a litter pick around school (this could be as an individual or as part of a group)	Any member of staff	

Lower Gold Award (Year 7 & 8)

To gain the Lower Gold Leadership Colours, students must complete at least 5 activities from the list.

	ACTIVITY	STAFF TO SPEAK TO	TUTOR SIGNATURE & DATE
1	Help to lead a lunch/after-school club for 1 half-term	Whichever Faculty runs the club	
2	Present information to parents, staff or Governors	Head of Year / SLT	
3	Act as a role model to other students	Head of Year / Form Tutor	
4	Captain a school team in a sporting fixture	PE teacher	
5	Help lead/play a significant part in a Drama/Dance/Music show including stage management/costumes and lighting)	Performing Arts teacher	
6	Plan and deliver part of a House/Year assembly	Head of Year / SLT	
7	Summarise key learning from a topic/unit of work and present in class	Class teacher	
8	Perform in a school event, e.g. assembly, Awards Evening, Christmas Carol Service	Head of Year / Perf Arts teacher	
9	Enter a local or National Art competition or exhibition	Head of Art	
10	Work as a Library Monitor for 2 terms	Librarian	
11	Write an article for the school newsletter or website about an achievement, event or trip in school along with a photo (250-300 words)	Head of Year	
12	Carry out an act of kindness towards another student or member of staff	Head of Year	
13	Act as an organiser or leader in a Primary PE competition or event	PE Teacher	
14	Lead a debate about a controversial issue during Form Time	Form Tutor	
15	Volunteer for, and participate in, a litter pick around school (this could be as an individual or as part of a group)	Any member of staff	
16	Carry out fundraising for your House charity (or a charity of your choice) or raise awareness of an important issue	Form Tutor / Head of Year	

Upper Bronze Award (Year 9, 10 & 11)

To gain the Upper Bronze Leadership Colours, students must complete at least 5 activities from the list.

	ACTIVITY	STAFF TO SPEAK TO	TUTOR SIGNATURE & DATE
1	Help lead a lunch/after-school club for 1 half-term	Whichever Faculty runs the club	
2	Help lead/play a significant part/perform in a Drama/Dance/Music show (including stage management, costumes and lighting)	Perf Arts teacher	
3	Work to support students in lower year groups	Head of Year / Class teacher	
4	Attend at least 10 sessions of a lunch/after-school club	Whichever Faculty runs the club	
5	Help at Open Evening, Parents Evening or Transition Evening	Heads of Faculty / Heads of Year	
6	Be a Form Captain, Sports Captain, Recycling rep, Eco Club member or Hall/School Council rep	Form Tutor	
7	Organise a Hall team for an inter-House competition and take part in it	Form Tutor	
8	Be part of a reading group in the Library	Librarian	
9	Present information to parents, staff or Governors	Head of Year / SLT	
10	Plan and deliver part of a House/Year assembly	Head of Year / SLT	
11	Work as a Library Monitor for 1 term (Year 9 only)	Librarian	
12	Enter an Art competition or exhibition within school	Head of Art	
13	Help run a Primary Team Maths Challenge (Year 9 only)	Head of Maths	
14	Mentor a Year 7 or Year 8 student	Head of Year	
15	Carry out an act of kindness towards another student or member of staff	Head of Year	
16	Help at Breakfast Club (Years 8, 9 & 10) twice a week for a half-term	Head of Year	

Upper Silver Award (Year 9, 10 & 11)

To gain the Upper Silver Leadership Colours, students must complete at least 5 activities from the list.

	ACTIVITY	STAFF TO SPEAK TO	TUTOR SIGNATURE & DATE
1	Represent the school in a competition/event, e.g. National Maths Challenge, sports fixture or Christmas Carol Service	Whichever Faculty is running the event	
2	Promote your House involvement in an inter-House competition or new fundraising event	Form Tutor / Head of House	
3	Be on the Year 11 Prom committee	Head of Year 11	
4	Raise awareness of a significant issue affecting students or the wider community	Form Tutor / Any member of staff	
5	Plan and deliver part of a House/Year assembly	Head of Year	
6	Present information to parents, staff or Governors	Head of Year / SLT	
7	Coach other students in your House for an inter-House event, e.g. Sports Day	PE teacher / Form Tutor / Head of Year	
8	Carry out fundraising for a charity of your choice or raise awareness of an important issue	Form Tutor / Head of Year	
9	Participate in Paired Maths in registration for 1 term (Year 11 only)	Head of Maths	
10	Raise awareness of a House or school initiative	Head of Year / SLT	
11	Help with the Year 6 Transition workshops	Mr Williams/Mrs Goth	
12	Carry out an act of kindness towards another student or member of staff	Head of Year	
13	Successfully complete the Bronze or Silver DofE award (can be signed off after the practice expedition)	DofE Co-ordinator	
14	Deliver a Language taster session to Year 7s	Head of Languages	
15	Become a KS3 Language Leader (Year 9)	Head of Languages	
16	Enter a local or National Art competition or exhibition, or organise and set up an Art event in school	Head of Art	

Upper Gold Award (Year 9, 10 & 11)

To gain the Upper Gold Leadership Colours, students must complete at least 5 activities from the list.

	ACTIVITY	STAFF TO SPEAK TO	TUTOR SIGNATURE & DATE
1	Lead a lunch/after-school club for younger students	Whichever Faculty runs the club	
2	As part of a team, organise a whole-school event, campaign or competition	Faculties / Form Tutor / Any member of staff	
3	Take a lead role in the planning, organisation and delivery of part of a House/Year assembly	Form Tutor / Head of Year	
4	Be elected as House Captain (Year 11)	Head of Year	
5	Represent the school in a competition or event, e.g. Sports fixtures, music concert	Whichever Faculty runs the event	
6	Participate in Paired Maths in registration for 1 term (Year 11 only)	Head of Maths	
7	Act as an organiser or leader in a Primary PE competition or event	PE Teacher	
8	Carry out an act of kindness towards another student or member of staff	Head of Year	
9	Promote your Houses involvement in an inter-hall challenge	Form Tutor	
10	Organise an event that fundraises for charity (in or out of school)	Relevant member of staff or the community	
11	Lead an activity that improves the school environment or highlights an aspect of social responsibility	Form Tutor / Head of Year / SLT	
12	Write an article for the school website or newsletter about an achievement, event or trip in school along with photo (250 – 300 words)	Head of Year	
13	Participate in a debate during form time	Form Tutor	
14	Volunteer for, and participate in, a litter pick around school	Any member of staff	
15	Carry out fundraising for a charity of your choice or raise awareness of an important issue	Form Tutor / Head of Year	
16	Successfully complete the Bronze or Silver DofE award (can be signed off after the practice expedition)	DofE Co-ordinator	

Platinum Community Leadership Award

This award is open to all students in Years 7 – 11 who have completed the Lower or Upper Gold levels of the Leadership Pathways and is the highest level of Leadership Colours students can achieve. To gain the Platinum Award, students must complete the leadership log and tell their Form Tutor which activities they undertook to achieve their hours of volunteering in the community.

AIM

This is a student's opportunity to use their leadership skills to volunteer in the community. It is up to them what they do, we will encourage them to choose something they enjoy, find interesting or are passionate about. This award is about being a socially responsible citizen to support other people around them in the wider community.

HOW TO START THE PLATINUM AWARD

Students must record their hours each week and get the community organiser of the activity to sign off their log of hours with the date. Before they start, they should ask their Form Tutor to agree their plan for volunteering and ask the organiser if they are happy to sign off their hours.

LEVELS

Platinum Level 1 = 20 hours of volunteering Platinum

Level 2 = 50 hours of volunteering Platinum Level 3 =

100+ hours of volunteering

EXAMPLES

- Helping a charity – run a fundraising event in your community for a local charity
- Community action – running a campaign to promote plastic-free living in the community
- Sports coaching or Music/Drama/Dance teaching – at your local sports club or Performing Arts group
- Helping people – volunteering at a nearby old people's home or your local scout group
- Mentoring/tutoring – tutoring younger students with Maths or helping them learn a new skill



TIMESCALE

Students can complete any level of the Platinum Award over the course of the school year.

Leadership Pathways - Tracking Record

STUDENT NAME: _____ FORM: _____

Once you have completed a Leadership Pathways award, make sure you tell your Form Tutor who will then sign it off by adding it to your achievement points on the computer. Each Leadership Pathways award also gives you House Points. These are:

Lower/Upper Bronze = 10 Hall points

Lower/Upper Silver = 20 Hall points Lower/Upper

Gold = 30 Hall points Platinum (20 hours) = 40

Hall points Platinum (50 hours) = 45 Hall points

Platinum (100+ hours) = 50 Hall points

Every few weeks, we run a report on the computer of all the new Leadership Pathways awards so we can print certificates and organise badges to be given to students during assembly.

LEADERSHIP LADDER AWARD	DATE/ACADEMIC YEAR ACHIEVED	STAFF INITIALS
Lower Bronze		
Lower Silver		
Lower Gold		
Upper Bronze		
Upper Silver		
Upper Gold		
Platinum (20 hours)		
Platinum (50 hours)		
Platinum (100+ hours)		

Wider Curriculum - Tracking Record

STUDENT NAME: _____ FORM: _____

We offer a huge number of extra-curricular clubs, in a wide variety of subject areas and interests. Demonstrating a commitment to a wider curriculum activity has several benefits such as improved confidence and self-esteem in school, higher academic performance and making or strengthening friendships.

Wider curriculum activities are also a great way to gain essential life skills such as problem-solving, teamwork, analytical thinking, and leadership.

Students should sign up for at least 1 wider curricular activity per term. Students can find a timetable of activities on their form room noticeboard and their Year notice board.

HOW DO I GET RECOGNISED FOR ATTENDING ACTIVITIES?

STEP 1 - In the last 2 weeks of each half-term, take your Leadership Pathways booklet to the member of staff running the activity and ask them to sign to confirm your attendance during that half-term.

STEP 2 - Show this to your Form Tutor and ask them to add '10 Hall Points Extra-Curricular' to the computer so that you gain extra Hall points. These will give you an increased chance of winning prizes via our Rewards System including rewards trips.

Half-term	Activities	Staff signature (staff running the activity)
1 (Sept – Oct)		
2 (Oct – Dec)		
3 (Jan – Feb)		
4 (Feb – Apr)		
5 (Apr – May)		
6 (May – Jul)		