

Rewards

Policy

2023/2024

PARTNERSHIPS | OPPORTUNITY | INTEGRITY | EQUITY | EXCELLENCE | PEOPLE-CENTRED

| | |
|----------------------|---------------------|
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**Moorside
High School**
Enriching Lives, Inspiring Ambitions

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1. Aims

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 students who actively show our C.A.R.E (Consideration, Aspiration, Resilience, Equality) values are 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 rewards system.

2. Recognition

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

- Certificates
- The School Website/Social Media
- 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

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 awards, 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

Year 9, 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 inline 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 house points, rewards, and leadership pathways programme.

3. 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.

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/Rewards

Points 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, no BLF3, 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 House points Lower/Upper Silver - 20 House points Lower/Upper Gold - 30 House points Platinum (20 hours) - 40 House points Platinum (50 hours) - 45 House points Platinum (100+ hours) - 50 House points |
| Leadership Role | Prefect, Peer Mentor, Sports/Form/Year/House Captain 5 Bonus 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.

Appendix – Leadership Pathways

The Leadership Pathway provides opportunities for you to gain leadership experience and recognises your achievement of different levels of 'Leadership Colours'.

If you are in Year 7 and 8, you can work towards Lower Bronze, Lower Silver and Lower Gold Leadership Colours, achieving a certificate and badge to recognise your hard work, as well as House points. In Year 9, 10 and 11, you can work towards Upper Bronze, Upper Silver and Upper Gold Leadership Colours.

At each level, you must complete 5 leadership activities from the list in order to achieve the award - this is indicated on the award page. Your Form Tutor or the member of staff running the activity can sign off the activity on the Leadership Pathway - let them know what you have done and who with, and they will initial and date your Leadership Pathway record. To achieve Gold on both lower and upper you must also complete 2 of our C.A.R.E values activities.

Some criteria are purposefully on 2 different levels of Leadership Pathway, for example helping at Open Evening. If you have had an activity signed off at Lower Bronze level, you cannot have it signed off again at Lower Silver, instead please pick something different. Any questions, please ask your Form Tutor or Head of Year.



Leadership Pathways Criteria

Lower Bronze Award (Year 7 & 8)

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

| | ACTIVITY | STAFF TO SPEAK TO | TUTOR SIGNATURE & DATE |
|----|--|--|------------------------|
| 1 | Carry out an act of kindness towards another student or member of staff | Form Tutor / Head of Year | |
| 2 | Help at Open Evening, Parents Evening or Transition Evening | Heads of Faculty, or Heads of Year | |
| 3 | Enter an Inter House competition within school | Head of Year / Form Tutor | |
| 4 | Write a review for a film, tv programme or videogame and submit to your form teacher. | Submit to form tutor | |
| 5 | 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 | |
| 6 | Complete your Careers Profile and the Matchmaker quiz on Xello | Careers Lead | |
| 7 | Be a Form Captain, Sports Captain, Recycling rep, Eco Club member or House/School Council rep | Form Tutor | |
| 8 | Take on a registration/form responsibility for at least 1 half-term, e.g. reading notices | Form Tutor | |
| 9 | Complete Accelerated Reader Quick Quiz when you have completed a book | LRC Manager | |
| 10 | Take part in event on sports day | PE Teacher | |
| 11 | Read 3 books, writing a small summary paragraph | LRC Manager | |
| 12 | Achieve 10,000 words read. | LRC Manager | |

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 | Help out at a school book fair/ reading event | Librarian | |
| 2 | Represent the school in a competition/event, e.g. National Maths Challenge, sports fixture or Christmas Carol Service | Whichever Faculty is running the event | |

| | | | |
|----|--|---|--|
| 3 | Complete all lessons on Xello for years 7 & 8. | Careers Lead/ Form Tutor | |
| 4 | Lead a learning activity within a lesson, e.g. starter/plenary/warm-up/giving feedback | Class teacher | |
| 5 | Be a Form Captain, Sports Captain, Eco Club member or House/School Council rep | Form Tutor | |
| 6 | Raise awareness or funds for your House charity | Form Tutor | |
| 7 | Be a member of a school club/activity for 1 term | Whichever Faculty runs the club/LRC manager | |
| 8 | Participate in a school show | Head of Perf Arts | |
| 9 | Present your ideas to a group in a lesson | Class teacher | |
| 10 | Volunteer for, and participate in, a litter pick | Any member of staff | |
| 11 | Read 5 books, writing a small summary paragraph | LRC Manager | |
| 12 | Achieve 50,000 words read | LRC Manager | |

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 | Captain a school team in a sporting fixture | PE teacher | |
| 3 | Help lead/play a significant part in a Drama/Dance/Music show including stage management/costumes and lighting) | Performing Arts teacher | |
| 4 | Plan and deliver part of a House/Year assembly | Head of Year / SLT | |
| 5 | Summarise key learning from a topic/unit of work and present in class | Class teacher | |
| 6 | Work as a Library Monitor for 2 terms | LRC Manager | |
| 7 | Lead a debate about a controversial issue during Form Time / Debate Club | Form Teacher | |
| 8 | Act as an organiser or leader in a Primary competition or event | Transition Co-Ordinator | |
| 9 | Arrange a library event | Librarian | |

| | | | |
|----|---|--------------|--|
| 10 | Perform in a school event, e.g. assembly, Awards Evening, Christmas Carol Service | Head of Year | |
| 11 | Read 10 books and write a review of your favourite one. | LRC Manager | |
| 12 | Achieve 100,000 words read. | LRC Manager | |

| Activity | Staff to speak to | Tutor signature & date |
|---|--------------------------|------------------------|
| <i>Consideration</i> | | |
| Carry out fundraising for a charity of your choice or raise awareness of an important issue | Transition Co-ordinator | |
| <i>Aspiration</i> | | |
| Write a short story or a poem to be published on the school website | Literacy Co-ordinator | |
| <i>Resilience</i> | | |
| Attend a lunch/after-school club on a weekly basis for a half-term | Form Tutor/Class Teacher | |
| <i>Equality</i> | | |
| Write a newspaper article explaining the importance of equality | Literacy Co-ordinator | |

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 breakfast/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 as a peer mentor | 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 | Heads of Faculty / Heads of Year | |
| 6 | Be a Form Captain, Sports Captain, Recycling rep, Eco Club member or House/School Council rep | Form Tutor | |
| 7 | Organise a House team for an inter-House competition and take part in it | Form Tutor | |
| 8 | Be part of a reading group in the Library | LRC manager | |

| | | | |
|----|--|-----------------------|--|
| 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 | Librarian | |
| 12 | Run, Walk or Cycle 10KM | PE teacher/Form Tutor | |

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. Maths Challenge, sports fixture or Christmas Carol Service | Whichever Faculty is running the event | |
| 2 | Run, walk or cycle 15KM | PE Teacher/Form Tutor | |
| 3 | Successfully complete a work experience placement | Head of Year 11 | |
| 4 | Complete your CV on Xello | Careers Lead/Transition Co-ordinator | |
| 5 | Plan and deliver part of a House/Year assembly | Head of Year | |
| 6 | Complete all Xello lessons for your relevant year group | Careers Lead/Transition Co-ordinator | |
| 7 | Represent MHS as a speaker at the Salford Children's Book Awards | LRC Manager | |
| 8 | Carry out fundraising for a charity of your choice or raise awareness of an important issue | Form Tutor / Head of Year | |
| 9 | Attend after school revision sessions for a half term | Head of Department | |
| 10 | Successfully complete the Bronze or Silver DofE award (can be signed off after the practice expedition) | DofE Co-ordinator | |
| 11 | Help run a Primary School Event | Transition Co-ordinator | |
| 12 | Organise a school spelling bee | LRC Manager | |

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 | Become a prefect, senior prefect or head/deputy head student | 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 reading/maths during form time | Head of Year | |
| 7 | Organise an event that fundraises for charity (in or out of school) | Relevant member of staff or the community | |
| 8 | 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 | |
| 9 | Volunteer for, and participate in, a litter pick around school | Any member of staff | |
| 10 | Become a Word Millionaire | LRC Manager | |
| 11 | Successfully complete the Bronze or Silver DofE award (can be signed off after the practice expedition) | DofE Co-ordinator | |
| 12 | Attend a college open event | Careers Lead | |

| Activity | Staff to speak to | Tutor signature & date |
|---|----------------------------------|------------------------|
| <i>Consideration</i> | | |
| Carry out fundraising for a charity of your choice or raise awareness of an important issue | Transition Co-ordinator | |
| <i>Aspiration</i> | | |
| Engage in a careers interview | Careers Lead | |
| <i>Resilience</i> | | |
| Run, walk or cycle 20KM | PE Teacher/Form Tutor | |
| <i>Equality</i> | | |
| Present/talk in an assembly, PSHE lesson or another situation on the subject of equality | Form Tutor / any member of staff | |

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 you can achieve. To gain the Platinum Award, you 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 an opportunity to use your leadership skills to volunteer in the community. It is up to you what you do, it is important to choose something you enjoy, find interesting or are passionate about. This award is about being a socially responsible citizen to support other people around you 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 your local 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 stage make sure that you tell your form tutor who can then sign it off by logging on the computer.

There will also be lots of additional activities and events taking place throughout the school year, so make sure you take these opportunities by approaching the relevant member of staff.

Make sure that you speak to your form tutor if there is an activity you would like to do and have it recognised as part of your achievements.

| STAGE COMPLETED | DATE | STAFF INITIALS |
|-----------------|------|----------------|
| Lower Bronze | | |
| Lower Silver | | |
| Lower Gold | | |
| Upper Bronze | | |
| Upper Silver | | |
| Upper Gold | | |
| Platinum | | |

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. We urge you to sign up for at least 1 per term. When you do, take your planner to the member of staff running the activity and ask them to sign to confirm your attendance during that half-term. Show this to your form tutor and they will log on the school system, enabling you to gain extra House points which can be used towards potential prizes including the very popular rewards trips!

Signing up for 2 activities and attending each week will give you double the House points for getting involved and hopefully you'll really enjoy the activity too. You can find a timetable of all extra-curricular activities in your form room and on the school website.

| HALF-TERM | ACTIVITY | STAFF INITIALS |
|------------|----------|----------------|
| Sept - Oct | | |
| Oct - Dec | | |
| Jan - Feb | | |
| Feb - Apr | | |
| Apr - May | | |
| May - July | | |