

PRAISE, RECOGNITION AND REWARDS POLICY

This policy is applicable to all students, staff and parents of The Wellington Academy.

DOCUMENT CONTROL

Responsible position:	Approved by:
Senior Deputy Head	Headteacher
Version number:	Date approved:
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2 years	September 2023

RELATED POLICIES AND DOCUMENTS

Policy Name
Behaviour of Learning and Principles Policy
National Minimum Standards ; 12, appendix 1/3
National Minimum Standards ; 12, appendix 1/3

REVISION RECORD

Date	Version	Revision Description
Jun 2013	1.0	Written in line with current processes and legislation
Aug 2014	2.0	Updated for MAT Purposes
December 2014	3.0	Updated for Boarding purposes
June 2015	4.0	Updated for Boarding purposes
Feb 2017	5.0	General update to reflect current practice
April 2019	6.0	General update to reflect current practice
September 2021	7.0	Reviewed and Updated

INTRODUCTION

Justified praise, recognition and rewarding of achievement are essential within the Wellington College Academy Trust (Trust) to promote learning, high expectations and aspirations, as well as student personal development.

CRITERIA FOR POSITIVE REWARDS

1. All praise and recognition should be justified and based on high expectations and standards
2. All students should have equal opportunity to receive praise and recognition regardless of ability level

AREAS TO BE PRAISED AND REWARDED

1. Achieving high standards – academic, practical, sporting, artistic
2. Significant progress being made
3. Consistent hard work and excellent attitude to work
4. Personal qualities worthy of praise e.g. good manners, honesty, courtesy, helpfulness, reliability, display of initiative, leadership skills etc
5. Resilience, bravery or determination in the face of difficulties of all types
6. Excellent or greatly improved attendance or punctuality
7. Service to the school or the community

FORMS OF PRAISE

In the classroom (continuous)

The mode of praise giving should be personalised to the student, e.g. some prefer it privately, and some like it to be public, examples of how praise can be used are;

1. Making use of every possible opportunity to give justified, verbal praise, e.g. through Assessment for Learning (AFL); or when students give correct answers to questions
2. Using positive marking systems with written praise
3. On giving back marked work, going out of their way to praise students, either publicly as work is returned or individually
4. Putting good work that has been marked on display
5. Teachers should issue house points to students who have demonstrated ready, respectful and safe behaviours through-out the lesson

It is necessary to consider whether praise is being used specifically in helping a student develop his/her learning, e.g., is related to, or focussed on, the success of a student in relation to the learning objectives of the lesson. Praise should also be used as a way of raising the students' expectations of what they can achieve

Whole School

1. SLT, Pastoral teams and tutors operating in the same climate of praise as in the classroom, and again making use of every opportunity to pass on and give praise
2. Thanks given to students who are courteous, thoughtful, provide assistance to the school, are honest etc
3. Students gaining recognition for their achievements outside of school

Boarding House

1. Boarders are rewarded with the house point system as is used in The Academy. Although they are awarded for areas such as 'being a positive contribution to the house.'
2. The ultimate goal is to use the house point system to raise student's emotional intelligence.
3. Students are rewarded and praised verbally and informally by staff often.
4. Students' achievements can be recognised through the Boarding Twitter account, emails home, the termly Newsletter.
5. Inter-house competitions take place every Sunday and students are awarded House Points which feed into Academy House Points.

Rewards and Recognition

1. Physical rewards are only an element of the overall system as these are not always the most motivating or wanted forms of recognition by students
2. The Student Voice will always have an input into how they want recognition and praise when systems are either being set up or reviewed
3. The school's MIS is used to record the recognition, awards and rewards achieved by each individual student. This enables:
 - Pastoral staff to assess records of each student to decipher who is not getting enough reward, given their knowledge of the students, and who are getting too much. Adjustments can then be made, giving a consistent and fair approach
4. Keeping parents and families informed of recognition achieved by students is very powerful, but again account should be taken of the individual student situation
5. Letters will be sent from the Academy to recognise those students that are consistently getting it right
6. Tutors will issue house points weekly to students who have all equipment, good uniform and 100% attendance and punctuality

Types of Reward and Recognition

1. The electronic house point system is our main form of rewarding students, this information is shared on regularly with staff and students
2. Departmental Meetings - At each meeting, praise must be on the agenda. Departments will ensure that good work is put on display
3. Celebration events towards the end of each academic year, or term e.g.
 - Celebration Evenings for nominated students
 - Praise assemblies where certificates are presented to other deserving students
 - Termly rewards meals for boarders
 - Rewards trips and in school events
4. Parents are kept informed by the students showing them the certificates they have received; as well as post cards home; emails, phone calls and text messages
5. Other methods include:
 - Displays
 - Press stories
 - School newsletters

Termly Rewards Assembly

At the end of each half term, heads of year will deliver rewards assembly. This is a chance for them to identify and reward students in their year group and celebrate their achievements. Attendance and house points will be recognised but heads of house will have the scope to design and hand out their own rewards.

Following each data collection point. Awards will be given to students who have improved their academic performance or reached a high standard. These are linked to the Academy vision statement and recognise ambition, independence and inquisitiveness.

Measuring Impact

1. Evidence from:
 - Praise records of individual students and also the key student groupings
 - Records of how much praise is being given by departments/individual teachers
2. Lesson Observations
3. Student's book scrutiny
4. Views of students and parents
5. Impressions of visitors to the School