

THE DUSTON SCHOOL

Approved by: Board of Trustee

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THE
DUSTON TDS
SCHOOL 4-19

www.thedustonschool.org

TDS Rewards and Achievements Policy

The role of rewards in recognising and promoting The Duston School's values of Respect, Aspiration and Resilience in the Secondary Phase and Care, Challenge and Succeed in the Primary Phase are a key part of developing the potential of young people by giving encouragement and praise. Praise is a key component of good teaching and good staff/pupil relationships. Good behaviour is also best promoted and developed by drawing attention to and rewarding well-behaved and hardworking pupils. Praise should be used appropriately, sincerely and be linked to tangible examples of a pupil's strengths. A reward system must be of value to the pupils, parents/carers and staff. The reward system at The Duston School is a system which provides a vehicle to measure and monitor progress and success via a broad range of opportunities. It has a simple structure of attaining house points and therefore reaching goals. The reward system is designed to reflect all aspects of school life. At The Duston School we recognise that pupils thrive on praise, the thrill of success and the glow of recognition. Praise rewards the deserving, can inspire those who may be struggling and can inspire and motivate those who may be disenchanted.

Aims of the Reward System

- To be inclusive for all.
- To recognise and celebrate a pupil's work, commitment and high levels of achievement.
- To promote the positive recognition of success amongst all members of the school community through public celebration and contact with parents and carers.
- To celebrate progress made by the pupil.
- To encourage progress in all aspects of school life.
- To reward pupils frequently for a variety of achievements.
- To encourage healthy competition within the house system.

Principles and Values

- This policy supports the school's beliefs of 'Resilience, Aspiration and Respect' in the Secondary Phase and 'Care, Challenge and Succeed' in the Primary Phase.

Primary Phase

Pupil achievements can be rewarded in the following ways:

- Pupil achievements can be rewarded in the following ways:
- Through the giving out of house points in class for good work, attitude and attainment
- Star of the Lesson – 5 house points
- Gold Card for going above and beyond – 10 house points
- Character Award Certificates in Achievement Assembly – 20 house points
- Star of the Week Certificate in Achievement Assembly – 10 house point
- Reader of the Week Certificate in Achievement Assembly – 5 house points
- Hot Chocolate Friday named in Achievement Assembly – 5 house points
- Times Tables Rockstars/Numbots Certificate in Achievement Assembly – 5 house points
- Roles and responsibilities such as House Captains, Vice House Captain, Reading Ambassadors and Anti-Bullying Ambassadors
- Tea parties for recognition in Y5 and Y6 to Principal
- House point totals shared weekly in Achievement Assembly and winning house of the year has a reward

Secondary Phase

Pupil achievements can be rewarded in the following ways:

- Through the giving out of house points in class for good work and attainment
- House points for extra-curricular achievements
- The Bronze- Platinum awards given out to students who meet these thresholds
- Through the awarding of Amazon Vouchers
- Formal occasions such as Character Awards evening in September each academic year
- Through Character Awards in year 7
- Using House Assemblies to promote and publicly recognise success
- Through the wearing of badges to overtly show achievements throughout the year
- The Aspiration Station for students to be rewarded for work both inside and outside of school
- Through tutee of the week and tutee of the term
- Roles and responsibilities such as House Captains and House Voice
- Tea parties and celebration breakfasts for recognition in Year groups
- Through house competitions
- Through subject based competitions
- The Principal's Platinum afternoon tea party

Secondary Phase - House Points

We believe that success and effort should be rewarded. Pupils are awarded 'House Points' for success both in and outside of lessons. These are recorded on Class Charts. Pupils will receive house Bronze-Platinum badges for reaching each threshold. At the end of each academic year all pupils who have met the threshold of Bronze-Platinum will receive an Amazon voucher (please see the information below for more details). If a pupil achieves the appropriate amount of achievement points to qualify for the Platinum award, then the pupil will be invited to meet with the Principal for an afternoon tea at the end of the academic year.

How do you get rewarded?		
<u>House Points total</u>	<u>Certificate</u>	<u>Rewards</u>
335	Bronze certificate Bronze house badge	£10 Amazon Voucher
500	Silver house certificate Silver house badge	£15 Amazon voucher
685	Gold house certificate Gold house badge	£25 Amazon voucher
1000	Platinum house certificate Platinum house badge	£40 Amazon voucher

Practice and Guidelines for awarding House Points

- House points are awarded for standards achieved above 'normal' expectations; for pupils who go 'above and beyond'.
- House points are awarded on a 1,3 and 5 House Point basis in lessons
- Individual house points will also be added to house totals.
- Total points score will be seen by both pupils and parents on Class Charts in real time.
- House points are awarded by all teaching staff and support staff for daily achievements by individual pupils both inside and outside of lessons and, where warranted, should be awarded on a regular basis centred on the guidelines.
- All members of staff can award house points outside of lessons for a variety of reasons.
- The House point system also works alongside the House system with pupils receiving house points to go towards their house totals throughout the year and, ultimately, the house total at the end of the academic year.
- All house awards and Amazon vouchers will be given out at one point in Term 6. Dates are to be confirmed at the start of each academic year.

Consistency is key to making this a success and there is an expectation that all staff will award achievement points for work/actions that deserve it.

House System

The Duston School prides itself on its active House System whereby all staff and pupils are assigned to one of four houses. The houses comprise of the following:

- **Oak**
- **Willow**
- **Maple**
- **Chestnut**

At The Duston School we celebrate the successes of all our pupils who strive to achieve their best in all aspects of their life in school. The House System is directly linked to the House point and Reward system and gives our pupils the opportunity to be rewarded for efforts and achievement in all areas.

Primary Phase House Captains

House Captains and Vice House Captains are democratically elected at the start of each academic year. The Year 6 students are invited to write their manifestos to share with their house the reasons why they should be elected and their ideas for further school improvement. The House Captains and Vice House Captains meet regularly with primary phase SLT to discuss school development. House Captains and Vice House Captains are role models for the primary phase, setting up assemblies, sharing House point weekly totals and overall totals, and each of them is allocated to a class to bring them into assembly and sit with them showing our school values.

Secondary Phase House Captains

Each House has a Head of House who are staff members and House Captains who are Sixth Form pupils who have gone through an interview process to attain their positions. Pupils are involved in running and publicising house events, thus promoting pupil leadership and responsibility. They frequently underpin the Secondary Phase values of 'Resilience, Aspiration and Respect' through their daily involvement with and promotion of the House System. They also meet with the Principal to discuss events for the academic year and are invited to attend the yearly house planning meeting with the Heads of House at the end of the academic year.

The primary aim of the House System is to encourage all pupils to get involved in the many inter-house competitions and extra-curricular activities.

- Competition between the Houses is promoted and encouraged across the school and can take a variety of forms. At the end of the academic year the House with the highest number of house points receives the House Shield.



Secondary Phase - House Assemblies

House assemblies are held at the end of every long term and are an excellent opportunity to celebrate achievements in a less formal, celebratory manner. Through analysis of our House point system and the Bronze-Platinum awards we use House Assemblies to praise and recognise the whole term successes of pupils who have consistently and continuously pushed themselves to achieve well. This termly event involves all the students in each house, along with attached members of staff. These assemblies provide our pupils with an invaluable opportunity to support, share and celebrate each other's successes together, which in turn, promotes an acceptance of positive achievements and excellent behaviour. Pupils very much value being recognised for their successes.

Secondary Phase - Character Award Evening

This is held at the end of the Summer Term. Pupils invited to the evening, receive their awards for recognition of character in each subject area which align with our values of Respect, Aspiration and Resilience.

Recirculation of Amazon vouchers for House Awards in the Secondary Phase.

Students are informed via Class Charts and correspondence via home and school of the different thresholds for each award and when they meet these thresholds.

Years 11 and 13 students will be given a number of opportunities for these vouchers to be collected:

- Distributed by the tutor prior to them leaving
- Leavers' assembly
- Results day is the final day for collection of vouchers (this date will change annually)

If the vouchers have not been collected by the final day the vouchers will be taken back into stock and redistributed by the school. After this date the student will not be entitled to the voucher.

All students must be on role on the cut-off date (which is the date at which all house points are totalled towards individual house awards) in order to be eligible for their voucher. This date will be communicated annually at the beginning of the academic year.

If a student in Years 7, 8, 9, 10 and 12 were to leave after the cut-off date they will need to contact the school (The Finance Office) within four weeks of their leave date in order to arrange collection of this voucher. If the voucher is not collected during this time the voucher will be taken back into stock and recirculated by the school.