



Rewarding and Praise

Policy

Policy Reviewer	Beth Wigley Assistant Headteacher	Date of Review	September 2023
Date Presented to Governors	23 rd October 2023	Date of next Review	Autumn 2026

Vision Statement:

At Burton Borough School, we strive to create a culture of ambition, care, and pride. We believe in recognising and celebrating the achievements, efforts, and positive attitudes of our students, promoting a consistent and sincere approach to rewarding and praising our school community. Praise and positive recognition are key components of effective teaching and learning, and in building positive relationships with students and parents/carers.

Purpose:

The purpose of this policy is to establish guidelines and procedures for rewarding and praising students in a manner that aligns with the core values of Burton Borough School, ensuring consistency, fairness, and authenticity. A reward system must be of value to the students, staff, and parents/carers.

Principles:

Ambition: We value ambition and encourage students to set goals, pursue excellence, and challenge themselves academically, socially, and emotionally.

Care: We foster a caring and inclusive environment where students demonstrate empathy, respect, and kindness towards one another and the wider community.

Pride: We instil a sense of pride in our school community, encouraging students to take ownership of their learning, accomplishments, and contributions.

Types of Rewards and Praise:

Verbal Praise: Teachers and staff members will consistently acknowledge and praise students for their achievements, efforts, and positive behaviour, both privately and publicly.

Positive Incentives: The school employ a reward system, based on Bromcom, to encourage positive behaviour, effort, and engagement in the school community. This will be recognised by the form tutor and form part of the weekly rewards celebration.

Written Praise: Teachers may provide written praise in the form of positive notes, comments on work to commend exceptional performance or significant improvement. There is the opportunity to praise students displaying the school's core values of Pride, Ambition and Care around school, allowing tutors and parents/carers to praise students where this has been recognised.

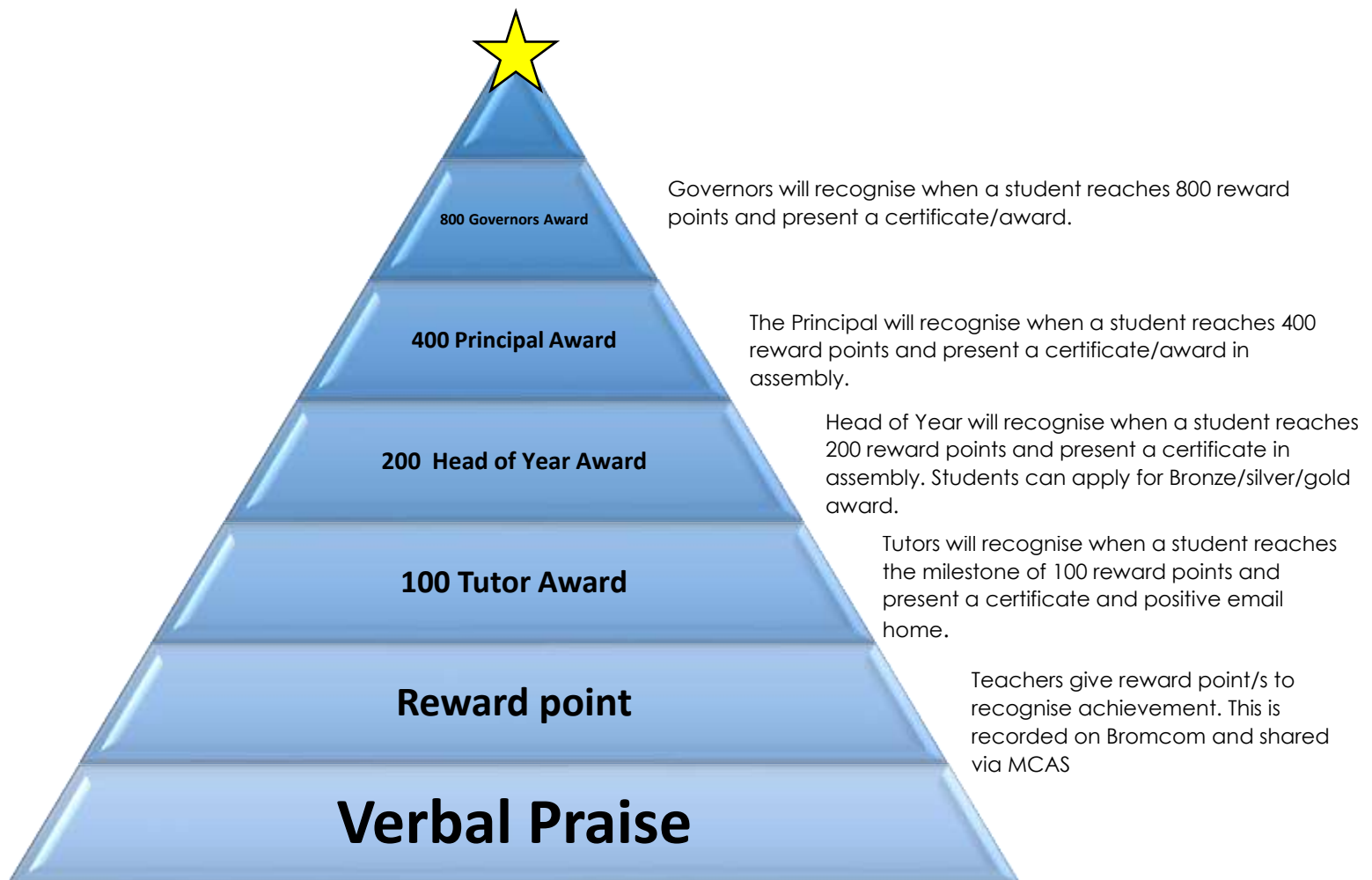
Whole School Celebrations: Regular assemblies, award ceremonies, or special events will be organised to celebrate collective achievements, demonstrating our shared pride as a school community.

Achievement Awards: Students will be recognised for outstanding achievements in subjects, community service, and other areas, through awards, trophies, or commendation letters in assemblies.

Special Recognition: Students who consistently demonstrate the school's values of ambition, care, and pride receive special recognition through the rewards pyramid.

KS3 Rewards and Praise Pyramid

At KS3 there is the opportunity to use praise to instil good routines and practices, it is natural therefore that students in KS3 may achieve more reward points than those in KS4. As such it is appropriate to reflect this within the rewards and praise pyramid.



Verbal praise, used consistently, appropriately, and sincerely to reinforce positive behaviour and achievements, is not recorded.

KS4 Rewards and Praise Pyramid



Implementation

Consistency: Rewarding and praising students will be done consistently across all year groups, subject areas, and extracurricular activities, ensuring that every student has equal opportunities for recognition.

Sincerity: All rewards and praises will be sincere and meaningful, emphasising specific achievements or efforts. Staff members will use specific examples to illustrate why the recognition is being given.

Individualised Approach: Students have different strengths and abilities, and rewards will be tailored to recognize their unique achievements, efforts, and progress.

Transparency: The criteria for rewards and recognition will be communicated clearly to students, parents/carers and staff members, ensuring transparency, and promoting a shared understanding of expectations.

Balanced Approach: Burton Borough School will aim to strike a balance between celebrating outstanding achievements and acknowledging consistent effort, improvement, and positive behaviour.

- Exceptional achievement or making significant progress in a subject.
- Demonstrating outstanding effort and dedication towards completing work.
- Consistently displaying good behaviour and positive attitudes towards learning.
- Making significant improvements in areas where the student previously struggled.
- Showing resilience and perseverance in the face of challenges or setbacks.
- Consistently participating actively in class discussions.
- Demonstrating a strong sense of empathy and kindness towards classmates.
- Showing a deep understanding of complex concepts and applying them effectively.
- Making positive contributions to the overall classroom environment and fostering inclusivity.
- Demonstrating exemplary behaviour and adherence to classroom rules and expectations.

Evaluation:

The effectiveness of the Reward and Praise Policy will be reviewed periodically to ensure it is in alignment with Burton Borough's values and its impact on student motivation, self-esteem, and overall well-being. Feedback from students, parents/carers, and staff members and Governors will be sought and considered in the evaluation process.

By implementing this Reward and Praise Policy, Burton Borough School aims to create a supportive and uplifting environment where students feel valued, inspired, and motivated to reach their full potential, embodying the values of ambition, care, and pride throughout their education.