



# Holy Family Catholic High School

Virgin's Lane, Thornton, Liverpool L23 4UL.

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Headteacher: Mr M Symes BA(Hons), NPQH

8<sup>th</sup> November 2023

## **RE: Rewards and Sanctions**

Dear Parent,

Recently, we have had several inquiries from parents regarding the rewards and sanctions system that we have in place. I hope the following information will clear up some of the frequently asked question.

ClassCharts allows teachers to reward pupils for a number of behaviours that we want to encourage, including excellent homework and classwork; good contributions in the classroom; kindness; resilience when challenged; extra-curricular involvement etc.

The platform also allows us to 'demerit' pupils for behaviours that impede their learning or the learning of others, and behaviours that are disrespectful and/or anti-social.

Our aim, of course, is to celebrate the talents and achievements of our pupils and holding them accountable when they slip.

Detentions are used as a deterrent. Pupils who do not attend detentions will find that the detention will upscale each time they fail to comply (see accompanying flow-chart at end of letter).

Our overall behaviour strategy is one of positive reinforcement. Teachers are encouraged to reward positive behaviour whenever possible because all the research tells us that rewards are much more motivating than sanctions. The result is that it is much more likely that pupils are rewarded rather than sanctioned. For example, in the last academic year, 223,807 merits were awarded against only 15,529 demerits. This means the ratio of merits to demerits is approximately 57:4, or put another way, the staff award 14 times more positives than negatives.

The table below is a snapshot of the merits and demerits awarded between September and 6<sup>th</sup> November 2023.

Year Group	Merits	Demerits
7	7659 (96%)	296 (4%)
8	6500 (94%)	410 (6%)
9	6283 (93%)	437 (7%)
10	5998 (90%)	692 (10%)
11	6749 (94%)	416 (6%)
Total	33189 (93.5%)	2311 (6.5%)
Total Ratio	14	1

We would like to thank you for your continued support. Parental support is essential. No child can navigate the challenges of adolescence without clear boundaries and firm but fair guidance from parents and teachers working together effectively.

Finally, it is worth noting that visitors to Holy Family are always extremely complimentary about the way our pupils present themselves. They tell us how polite, caring, open and welcoming our young people are.

Of course, you know this already.

Yours faithfully,

Mr J Thompson (Senior Leader i/c Behaviour for Learning)

Mr M Symes (Head Teacher)



## Detentions

