

Recognition, rewards and awards policy

West Moors Middle School



| | | |
|----------------------------|----------------------|----------------------------|
| Approved by: | Full Governing Board | Date: December 2024 |
| Last reviewed on: | November 2024 | |
| Next review due by: | November 2025 | |

UNCRC Article 3: All organisations concerned with children should work towards what is best for each child.

UNCRC Article 29: Every child has the right to be the best they can be.

Rationale

West Moors Middle School aims to encourage and celebrate the success of all its students in all areas of school life, and to ensure that personal commitment and achievement is 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. It is the aim of our system to ensure that pupils are continually able to gain recognition for their actions, efforts, and achievements. We must ensure that students of all abilities across the school can benefit from our rewards process and that there is a consistent approach.

Finding ways to reward must be at the heart of our teaching.

We must reward whenever possible:

- Formally or informally
- Publicly or discretely
- Regularly
- Consistently
- Sincerely

Rewards systems in our school should link into:

- Effort
- Attainment
- Progress
- Behaviour
- Attendance and punctuality
- Caring for others/ kind actions
- Participation
- Uniform compliance
- Positive attitude / enthusiasm
- Respectful behaviour

We consulted with our students through student conferencing and the school council to incorporate their views on reward structures and for their clarification as to what should be rewarded and how we can further develop / improve our rewards systems.

A variety of methods of rewards exist at West Moors Middle School which include:

- Verbal praise
- Arbor praise points linked to house points
- Kindness certificates
- Personalised reward chart systems (tutor classrooms)
- Postcards home

- 'Learning to Learn' certificates
- Lapel badges (bronze, silver, gold, platinum)
- Acknowledgement through assemblies
- Positive phone call home
- Public display of high-quality work
- VIP Certificates (chosen by peers)
- Attendance Awards for KS2 and KS3
- Head Teachers Certificate
- Whole School Rewards and Single Events
- Attendance trophy (for KS2 & KS3)
- End-of-term accumulated praise point award in tutor groups (multi-day and prize allocation)
- VIT – Very Important Teacher Award – to acknowledge and champion our staff

Rewards: Arbor Praise Points linked to House Points

At West Moors Middle School, we adopt a vertical housing system that groups our pupils and staff into four coloured houses. These houses are named after species of lizards which depicts our school emblem. The houses are:

- Iguana – Blue
- Komodo – Green
- Gecko – Red
- Sand – Yellow

Our Arbor Praise Point system, linked to house points, is designed to encourage children to make their best effort to develop morally, socially, and academically. This will actively promote:

- Care – courtesy, resilient friendships, supporting others, resolving differences and looking after their own and others' property
- Working skills – independence, collaboration and taking responsibility
- Quality of work – sustaining recent progress, new progress and care in presentation
- Growth Mindset

We recognise that if you want to increase good behaviour, it is necessary to reward it, when it occurs. We call this 'catch them being good'.

In our Arbor Praise Point scheme: Praise points are given by all staff during class time, breaks and lunchtime and these points link with their house teams. All staff seek to reward all children consistently, and class teachers monitor the fair distribution of awards.

Praise points are awarded on Arbor. The following points will be given to recognise good behaviour within school:

| Praise Point Award | Reasons |
|---------------------------|--------------------------------|
| 1 | Praise point (general) |
| 2 | Assembly contribution |
| 2 | Fabulous focus and listening |
| 2 | Great contribution to a lesson |
| 2 | Helping Hands |
| 2 | Marvellous Manner |
| 2 | Positive peer support |

| | |
|---|--|
| 2 | Showing kindness and respect |
| 3 | Excellent effort completing a homework project |
| 3 | Outstanding effort in learning |
| 3 | Positive behavior to learning |
| 4 | Academic Achievement |
| 5 | 100% attendance for the school week |
| 5 | Representing the school |
| 5 | Headteacher's award |

Reward Assemblies – Reward assemblies will be held each term to formally recognise students who have done well. Categories of recognition are:

- 100% attendance
- Improved attendance / punctuality
- Best effort in subject areas
- Number of praise points achieved
- Individual achievements
- Sports achievement

In addition, in our weekly 'Celebration Assemblies', our VIP scheme celebrates each child and the unique range of talents and virtues they share with us daily. The kindness cup is presented to the child who has demonstrated an act of kindness towards their peer/s or to a staff member, each week in celebration assembly. Their photograph is also displayed in the hall.

Sporting Achievements - praise points, linked with house points, are awarded to pupils for participation in inter form competitions, sports day, and other events which run across the year. These points are added to the points total for individual houses.

The house with the most house points at the end of each term will be awarded the House point trophy in the end of term celebration assembly. The trophy then resides in the reception area wearing the appropriate coloured ribbons for the next term.

The Senior Leadership Team will monitor consistency of allocation of rewards using the data recorded using the management information system, Arbor.