



John Spence Community High School

Rewards Policy

Delegated to	Student Welfare Committee
Last reviewed	March 2024
To be reviewed	March 2025

At John Spence we believe in recognising our students who get it right all of the time along with a keen focus on those who go above and beyond in all aspects of school life. This Rewards Policy should be read in conjunction with the school's behaviour policy that sets out our expectations.

We want to celebrate achievement in all its forms and focus on how these achievements build individuals that are Fit for Life.

Resilient – Skilled – Considerate

The rewards system has three tiers and all staff are expected to adhere to the policy and use rewards as a mechanism to recognise student engagement and achievement.

Tier 1

Tier 1 rewards are informal and can be in response to a one off incident or a wider recognition of students who get things right every day. Examples include:

- Verbal praise
- Written feedback
- Positive phone call home
- Email to form tutor
- Weekly hot chocolate

Heads of Year will also ask staff for nominations for the Student of the Week which will be recognised publicly through assemblies.

Tier 2

Tier 2 rewards are generated every lesson through a merit system and celebrate sustained hard work and resilience. At the start of each week each student is awarded 50 merits, 2 per lesson, 1 for resilience and 1 for being considerate. These merits will be removed by a class teacher if a student does not meet our expectations in a particular lesson. Examples where merits may be removed are:

- Failure to complete classwork to an acceptable standard
- Failure to hand homework in on time
- Receiving a warning in class
- Failure to follow classroom routines

It should be noted that if a student is absent for one day in any given week they will automatically lose 10 merits. Students will forfeit any reward if they receive any sanctions in a given week.

At the end of each week, parents of those students who have retained 50 merits will receive a text congratulating their child.

The following rewards will be presented in assembly at the end of each half term:

	Length of half term			
	8 weeks	7 weeks	6 weeks	5 weeks
Headteacher Award	400	350	300+	250
Deputy Headteacher Award	384+	336+	288+	240
Head of Year Award	368+	322+	276+	230

Tier 3

Tier 3 rewards reflect the school's Fit for Life ethos. Rewards tickets for being Resilient, Skilled and Considerate should be issued to those students who demonstrate these attributes either for an individual action/piece of work or for sustained demonstration of these attributes over time.

Staff should aim to award two tickets per lesson for being Resilient, Skilled or Considerate.

Students can either collect rewards tickets and cash in for items from the school reward store or place their tickets in the end of half term draw for reward vouchers.

Other Rewards

Excellent attendance or indeed improved attendance will also be recognised at the end of each half term and the end of the academic year.

All staff will look for opportunities to nominate students for awards led by other organisations for their achievements. This will include awards associated with the arts, sport and with such programmes as Duke of Edinburgh as well as annual awards by organisations such as the North Tyneside Learning Trust STAR Awards.

The recognition afforded to our students from external organisations should be celebrated within school through assemblies and during form time.

Annual Awards Ceremonies

There two annual awards ceremonies where the achievements of students are recognised and celebrated.

- Sport Awards Presentation Evening
- Celebration of Success

Links to other Policies

Behaviour Policy