



## Rewards Policy

Pupils flourish most effectively when their efforts and achievements are recognised. We are looking to recognise pupil endeavour and behaviour in a broader way. In addition to this, we encourage the pupils to take responsibility for telling us about their achievements so that Tutor and House boards and bulletins can show off their talents, interests and commitments. The School, for its part, will use the redefined House Points to recognise pupils who embrace Bancroft's values. School prizes and Head's Commendations are being re-defined so that they recognise attainment, breadth, curiosity and all-round excellence.

By being explicit about what we value, academic excellence and outcome being but one part of this, we hope that pupils will become ever more conscious of the breadth of their development and reflective about themselves and their learning.

House Points (awarded by green slips)

Pupils may be awarded House Points for demonstrating the following values:

- Balance: e.g. pupil reacts with balance to challenging circumstances such as being disciplined or encountering failure.
- Excellence: pupil has demonstrated excellence, the culmination of a piece of work, be it academic, cultural, artistic or sporting.
- Participation: volunteering for initiatives such as House activities and guiding on Open Days.
- Integrity / honesty / courage: pupil has demonstrated aspects of these perhaps by being an up-stander.
- Community: pupil has volunteered, been a key stimulus in getting peers to contribute, or given their time to service in school.

- Curiosity: pupil has demonstrated intellectual curiosity by their questioning, comment, reading, presentations or as revealed in creative projects.
- Persistence: pupil has demonstrated graft, especially when linked to areas where natural aptitude is not apparent.
- Kindness: pupil has demonstrated inclusivity, perhaps helping a peer in distress.

### **Head's Commendations**

These are awarded every half term to pupils in the 3rds, Removes, L4<sup>th</sup>, U4<sup>th</sup> & 5<sup>th</sup> Form, whose names have been put forward by their Tutors and HSM/JHSM. The basis for the Commendation is currently academic and may be either for achievement of note or good progress. It is being redefined in 2019 to reward pupil development in a broader sense. Currently two names are put forward per tutor group on each occasion that grades are due. Currently no pupil may receive more than one Commendation in any one academic year. The Head will speak to each pupil commended, typically during a Head's Commendation breakfast and a list of commendees will be published on the Head's notice board.

### **Other Rewards**

Teachers encourage good behaviour in a variety of ways, not least by leading by example. The following have proved successful:

- Praise/encouragement
- Stickers
- Gold stars or the equivalent to help with reflection on work or marking in books
- Stars on wall chart especially for good group work
- Post cards
- Displaying work
- Positive comments on work
- Mention in dispatches e.g. Email to tutor/Housemaster or Housemistress commending a pupil
- Arrange for pupil to show good work to Deputy Head Academic or HoD for formal recognition of achievement
- Housemasters/mistresses present an award annually to pupils who achieve high numbers of House Points
- The House with the most House points is awarded with the Russell Cup at the end of the Summer Term
- House points are awarded via ISAMs. Tutors and House staff receive a weekly digest, which updates the record.

### **Academic recognition**

Each pupil receives a grade for attitudes to learning, organisation and attainment in each subject they take most half terms and these are accessed by parents via the VLE. These grades may be used as one of the bases for awarding a Head's Commendation.

Blue slips have been introduced this year to decouple problems that may arise within learning from problems associated with behaviour. The aim is to assist staff to identify patterns earlier and to ask academic staff to manage actively the pupil's learning. These are awarded via iSams.

**House and School Colours** are awarded for outstanding performance in Sport, Music, Drama, and a wide range of co-curricular activities.

Pupils' achievements are celebrated in House and School assemblies. On **Visitation Day** in the Summer Term pupils are currently presented with prizes for academic success and improvement. The basis for the award of prizes in 2020 will be broader.