



SIR THOMAS RICH'S

Rewards Policy

Last Review Date:	February 2025
Status:	Non Statutory (Good Practice)
Responsibility:	It is the responsibility of the Trustees' Policies Committee to review the policy at regular intervals and monitor its implementation, as part of our commitment to continually develop and improve our systems for rewarding students.

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1. Introduction

We recognise that a substantial part of developing the potential of our students is giving encouragement and praise. Praise is a key component of good teaching and good relationships. Staff at Sir Thomas Rich's actively seek opportunities to praise students both within and beyond lessons. The School encourages our students to strive for excellence: the highest standards of work and the highest standards of behaviour.

Sir Thomas Rich's School values the contribution that every student can make and welcomes their diversity of culture, religion and intellectual style. Through our use of praise and rewards, Sir Thomas Rich's seeks to develop the characteristics and values intrinsic to *The Tommy's Way*, which serves as the foundation of our school ethos, shaping our expectations, behaviours, and commitment to excellence. Upholding standards in uniform, maintaining corridor etiquette, demonstrating courtesy, and taking responsibility for our surroundings are essential aspects of school life. We expect all members of our community to engage in positive interactions and uphold bystander responsibility.

The School has an embedded rewards structure that allows us to celebrate the commitment our students make to their own development and that of the School, including their effort, achievement, behaviour and contribution to all aspects of school life. Our systems are continually evolving in response to feedback from students, staff and parents. Underpinning our intention to recognise effort, achievement, excellence and contribution is our system of *Merits*. A Merit can be awarded by any member of staff using the Sunlight system on the school intranet and parents can access information on how many Merits their son or daughter has been awarded through Parent Gateway. Merits are also recognised as part of the Tommy's Award (see section 10).

Further details of our rewards and recognition systems are below:

2. Academic Achievement

In Lessons

It is important that subject teachers acknowledge improving work and behaviour. To reward students both immediately and over a period of time helps to reinforce the highest standards of work and the highest standards of behaviour and will support the students in their learning. To this end, all teachers in all Key Stages should:

- Give verbal praise in lessons, recognising a positive approach to learning and making explicit the link between effort and achievement, relative to the student's individual ability.

- Ensure that positive comments concerning, effort, achievement, approach to learning and behaviour are written in exercise books or files using the *www* (what went well), *ebi* (even better if) or similar. These comments may be supplemented by stickers or post cards, for example (please refer to the Assessment, Recording and Reporting policy).

It is the responsibility of the Heads of Department to ensure that all members of their department follow the guidance set out above, understand the criteria for giving rewards and are consistent in their delivery.

Order Grades

After each set of Order grades, students who have made notable achievements in relation to their 'Approach to Learning', progress or attainment are rewarded with commendations as follows:

Head of Year Commendation: Pupils/students who have demonstrated a very good 'Approach to Learning' (i.e. a significant number of 'Als' – Always - grades); very good attainment (consistently high attainment grades) or very good progress (consistently improved attainment grades relative to their starting points) will receive a Head of Year Commendation.

Head of Key Stage Commendation: Pupils/students who have demonstrated outstanding 'Approach to Learning' outstanding attainment or outstanding progress will receive a Head of Key Stage Commendation.

Headteacher's Commendation: Pupils/students who have demonstrated exceptional 'Approach to Learning' **and** exceptional attainment will receive a Headteacher's Commendation in the form of a letter and certificate.

Commendations will be included on each progress report. All students' Order grades for Approach to Learning also contribute to the total House points awarded and therefore influence the Cock House winners. (For Approach to Learning grades, please see the Assessment, Recording and Reporting policy)

Prizes

Form Prizes are awarded each year during our Prize Giving evening to the high achieving students in each Form. Prizes may be awarded for effort and progress, as well as attainment. Individual subject prizes are also received by students whose work has demonstrated considerable merit. Prizes are also awarded for such achievements as "Service to Clubs and Societies", "Leadership", etc.

3. Attendance

100% attendance is rewarded by a silver commendation certificate by the Form Tutor for every full term and a gold commendation certificate by the Headteacher at the end of the school year. Attendance is also rewarded as part of the Tommy's Award (see section 10).

4. Extracurricular Activities

A range of awards are presented to celebrate success and achievement in various extracurricular activities. House Merits may be awarded by Heads of House, for excellent achievement or contribution to House activities; House Colours are awarded to pupils who have made outstanding contributions. Cups may be presented for individual House events. These are presented in whole-school assemblies at the end of the term. Houses compete for the Cock House trophy, which is awarded to the House with the most points based on House Competitions across the full range of extracurricular activities. Extracurricular participation is also rewarded as part of the Tommy's Award (see section 10).

5. Sport

Sport commendation certificates are usually awarded in Years 7 and 8. Colours and Half Colours are usually awarded in Years 9 and 10. Senior Colours and Half Colours are usually awarded to students in Years 11, 12 and 13. Individual cups may be awarded at Prize Giving for outstanding achievement in sport. In major sports, end of season certificates and awards are also presented for commitment and excellent achievement; students can also be presented with appearance ties and Honours Boards are updated annually

6. Music and Drama

Expressive Arts commendation certificates may be awarded to students for particular activities or events (such as plays or concerts) as well as excellent contribution and commitment to activities. Colours are usually awarded to students in Years 11, 12 and 13.

7. Contribution to the Community or School Life

Merits are awarded to students for contribution to school life. Heads of Year may award Commendations for outstanding contribution and commitment to school life or to the community e.g. for charity fundraising events. Senior members of staff may also award Commendations for excellence in any field of school life.

School Honours are occasionally awarded to students by the Headteacher for an exceptional contribution to school life.

8. Celebrating Success

In Key Stage, Year and Whole School Assemblies, the success of individuals and groups of students is often celebrated through, for example, awarding certificates or announcing results. Notice boards in corridors and classrooms enable us to celebrate the achievement of individuals and photographs of current and previous students who have gained national representation are displayed in the corridors.

9. Positions of Responsibility

Giving students positions of responsibility is a tangible way of rewarding contribution, commitment and effort. A number of students will have the opportunity to be Sports Captains and Vice-Captains in each Year. There is a Prefects system including School Captains, Deputies, Observators and Prefects. These posts are in addition to School Council representatives and House Captains. Badges are worn by Form Representatives, School Captains, Deputies and Observators. School Captains, Deputies and Observators wear distinctive gowns on special occasions.

10. Tommy's Award

The School operates its own award system called the Tommy's Award. Pupils and students are able to count academic, extracurricular and personal development activities towards the award. The award has different levels of achievement aimed at different year groups within the School starting with Bronze Award in Year 7. Each increasing level of the award becomes more demanding. The areas recognised by the Tommy's Award are:

- Leadership
- Service and Commitment
- Personal learning, reflection and future thinking
- Connectedness
- Creativity
- Adventure and encounter

At each level of the award, pupils/students are awarded with a badge which they should wear on their school blazer.