

Policy Lead: CET	Creation Date: 25/09/2015	Revision due: Jan 2023
Date of Amendment:	Staff Initials:	
01/01/18	JA	
01.09.18	TJH	
01.01.21	CET	



REWARDS AND SANCTIONS POLICY & PROCEDURES

School Tier: College

Related Policies:

POLICY AIMS

Through the operation of this policy we aim to: help Staff encourage and support the highest standards in collective and self discipline.

1. INTRODUCTION

1.1 Staff are encouraged to support the highest standards in collective and self discipline. The ethos of the School and the planning of the broad curriculum promote the attitudes and values necessary for individual children to contribute positively to their own personal development and to that of the School. These attitudes and values are further encouraged through a system of rewards and sanctions.

2. GENERAL PRINCIPLES

- 2.1 The promotion and maintenance of good discipline should be based on praise, reward and encouragement rather than on the threat of sanctions.
- 2.2 The school relies upon the integrity of each pupil to observe the school rules which are published in the Pupil Charter, a copy of which is sent to all pupils and parents early in the school year.
- 2.3 All pupils have a right to work in a calm, supportive and purposeful atmosphere.
- 2.4 All pupils have the right to come to school without the fear of being bullied (see Anti-bullying and related Policies).

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3. THE HOUSE SYSTEM

3.1 The House system plays a vital part in the personal development of each student. Although each House has its own system of rewards and sanctions, two broad principles are paramount:

(i) that Houses should have the means by which House members are acknowledged and rewarded for achievement, whether that be academic, sporting, cultural, co-curricular or personal.

(ii) that Houses have in place published rules and sanctions; that rules and sanctions are in line with the published advice.

4. REWARDS AND SANCTIONS

Rewards

4.1 For academic achievement pupils may receive credits, commendations, distinctions, school prizes, exhibitions and scholarships. Scholars or exhibitioners, whether academic, music or art, may wear a scholar's tie or jumper.

4.2 For sporting and cultural achievements there is an honours system for awarding colours.

4.3 For achievement outside the academic or sporting programme, a yellow card system operates.

4.4 Recognition for outstanding contribution to College life is given in House assemblies and the Head's assemblies and the reporting system – the website news page, newsletters, and magazines will contain details of such contributions.

4.5 Each House also has a system of rewards, outlined in House Handbooks.

Sanctions - Classroom and Academic

4.6 Unsatisfactory work will be repeated.

4.7 Continued unsatisfactory work will be referred to the individual's academic tutor for repetition or intervention from the respective Head of Department. This may take the form of an in-school departmental detention.

4.8 Repeated failure to produce work or repeat unsatisfactory work to an acceptable standard or to co-operate in class may lead to an academic detention. This takes priority over any other activities.

A4 Promoting Positive Behaviour

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- 4.9 In cases of repeated poor work or behaviour in class, a report card may be issued by the Housemaster or Housemistress.
- 4.10 Pupils in the 6th Form who are repeatedly underachieving in more than one subject may be asked to attend additional intervention sessions under the guidance of the Head of Sixth Form. These will take priority over all co-curricular activities.
- 4.11 Disruptive behaviour in class will lead to a pupil being put into disciplinary detention and in serious cases, being sent to the Deputy Head. Housemasters or Housemistresses will, of course, be informed.
- 4.12 Consistently poor results from holders of scholarships or exhibitions may lead to the awards being removed.

Sanctions for breaches of school rules are outlined in the Disciplinary Policy.

5. PROCEDURES

- 5.1 Academic achievement is recognised by the awarding of either a credit, a Head's commendation or a Special Headmaster's commendation via the School Information Management system (iSams). These are awarded for achievement relative to a pupil's ability.
- 5.2 Credits for rewarding achievement outside the classroom should be entered electronically into iSams.
- 5.3 Bad or Late Work (BLW) notifications for poor academic work should also be entered electronically into iSams.
- 5.4 Pupils being put into either detention are informed by the member of staff giving the detention and entered into the iSams database. Information will also go home informing parents.
- 5.6 All Behaviour Management 'cards' entered by teaching staff form part of the pupil tracking and performance data which can be evaluated over time and instantly by HsMs, Tutors and SLT.

References:

Legal Framework:

General Guidance:

Technological:

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Boarding Schools:

Appendix: