

MERITS AND REWARDS

1. PREAMBLE

1.1 All staff recognise the power of praise and reward in supporting progress and self-esteem. It is important that children feel valued for their efforts and have their work recognised in some way by those around them. It is therefore the policy of Porthcawl Comprehensive School to value all contributions made by our pupils to the life of the school throughout their school career by a fair and transparent system of Merits and Rewards.

1.2 The Merit System is the basis of the reward system at KS3 and KS4 and the aims are:

- To encourage a more consistent and wider use of rewards by teachers.
- To provide a structured system in which the differing levels of achievement can be recognised and rewarded
- To foster a culture in which praise and rewards become more widely used and higher-level rewards become accessible to a larger group of pupils. In this way it is hoped that standards of work and behaviour will be improved and expectations raised.
- To provide a system that is clearly understood and valued by pupils and consistently applied by teachers.
- To give a higher profile to rewards using assemblies, notice boards, and the Presentation Evening.
- To provide pupils with valued documents as evidence of achievement for their RoA folders or Progress Files.
- To involve Form Teachers more fully in celebrating the achievements of pupils in their forms.

1.3 Rewards are also presented on Presentation Evening when the school PTA and wider community are involved, on Sports Presentation Evening and at termly Attendance Assemblies.

1.4 A policy on rewards is part of the school's strategy to encourage and reward higher standards of achievement and attendance and to discourage anti-social and disruptive behaviour. This policy document offers a structured approach to rewards but there are three main pre-requisites if it is to be a success:

- a) There must be consistency with other areas of School policy, particularly:
 - Whole School Behaviour Policy
 - Whole School Policy on Special Education Needs
 - Assessment, Recording and Reporting Policy
 - Pastoral Policy
 - Marking Policy
 - Attendance Policy
- b) It must be applied consistently by all members of staff and its use monitored at middle and senior management level. Merits should not be used solely to prevent poor behaviour but rather to reward outstanding efforts and achievements.
- c) Teaching and learning strategies must allow pupils to achieve their best. In particular there must be a variety of approaches and work should be differentiated to cater for pupils of different abilities.

2. PROCESS

2.1 Rewards can come in many forms:

- A well done/verbal praise
- A thumbs up
- A complimentary remark in a book
- Moving up sets
- A letter/postcard home

Or in a more formal manner via the Merit System, Attendance certificates, trophies and prizes.

2.2 Merits

These are awarded to pupils for achievement in various subjects or for contributions to extra curricular activities.

These will be monitored by form teachers who at the end of each half-term will collect Merits in from their form and complete a chart showing the **total** number of merits awarded to each pupil in the form. Returns are then sent to a Senior Manager and certificates awarded as appropriate during year assemblies.

Staff also have pens/rulers/pencils etc which can be distributed along with Merits as instant rewards for pleasing work or behaviour.

2.3 Attendance Awards

The school recognises the vital role attendance plays in a child's progress and achievement in school. For this reason certificates are awarded for 90%+ attendance and pupils are entered in to a prize draw each term.

2.4 Presentation Evening

The PTA sponsors Presentation Evening and certificates and trophies are awarded in various categories.

In Years 7,8 and 9 certificates are given for Honours, Progress and Excellence. Nominations for these awards are made by Form Teachers.

In Years 10,11,12,and 13 awards are given for Effort and Achievement. Nominations for these categories are a combination of staff referral and exam results.

Further awards are given as follows:

Lions Creative Writing Award

Sports Awards - GCSE PE

Key Stage 3 PE

Drama Awards- Junior Drama Student of the Year

Senior Drama Student of the Year

Porthcawl Little Theatre Award

Drama Performance of the Year

Howard Cave Memorial - Trophy for Art

Geraint Watkins Memorial Trophy - Junior musician

Gwen Hughes Memorial Cup - Lower school Wind Player

Senior Musician of the Year

Christmas Swim Award – Technology

Stuart Gass Memorial Award - Maths

Compact Award - Attendance

Science Student of the Year

Eisteddfod - Chair

Town Twinning Award – French

2.5 Sports Presentation Evening

This event takes place in the summer term and pupils both past and present receive certificates and trophies following nominations via staff of the Physical Education Department.

2.6 Attendance Awards

Pupils receive recognition of their efforts to attend school when their attendance reaches 90%+. Certificates are awarded every term and names entered into a prize draw on a pro-rata basis.

Regular assemblies also take place throughout the year for Compact Certificates which reward punctuality, attendance, appearance, homework and good behaviour.

3. PROCEDURES

3.1 Merits

Teachers are provided with a set of merit tokens and a master copy at the start of each year. Merits are then awarded by staff following clear criteria set down in the staff planner.

Merits will be awarded to pupils according to the following criteria:

- A specific effort in a lesson
- Exemplary social skills in a lesson
- A piece of work that shows great effort
- An excellent oral contribution to a lesson
- An excellent piece of homework/classwork/coursework
- A noteworthy practical contribution to a lesson
- An outstanding test/examination result
- For being helpful to a member of staff or fellow pupil
- For regular attendance and contribution to a club

Pupils sign and date their merit tokens and keep them in the back of their homework diaries. Every half-term form tutors are then asked to collect in tokens and enter totals on a chart provided. This chart is then forwarded to a Senior Manager who distributes certificates accordingly.

Bronze Certificates - 15 merits

Silver Certificates - 30 merits

Gold Certificates - 45 merits

Platinum Certificates – 60+ merits

These certificates are then presented in Year assemblies.

At the end of the year there will be prize draws with each pupil entering coupons dependent upon the number of certificates received. A plaque will be awarded to the top scorer in each year.

The number of Merits issued is monitored and regular results issued to staff. These lists/tables are also used in assemblies to highlight and praise those pupils and forms who are doing particularly well.