



Rewards Policy (Senior School)

The school's curriculum seeks to enable each girl both to realise her academic potential and to achieve personal fulfilment. Each girl is encouraged to develop her interests, gifts and talents, and to gain personal skills, intellectual independence, and moral values that will equip her for the responsibilities and challenges of life beyond school. The rewards policy at NHEHS is therefore designed to foster, recognise, and reward each individual girl's academic effort and achievement, extra-curricular achievements, her positive behaviour or service towards others and her contribution to the wider school community.

Some rewards are available to girls in all year groups within the school; others are particular to certain Key Stages.

All year groups

All girls in the Senior School have the opportunity to be recognised and rewarded for their achievement, effort and progress in their academic work. They are all eligible for selection for public performance (such as year group productions, school concerts, assemblies); for teams (sport, public speaking and debating etc.); for progress or achievement awards in sport, music and drama; and for positions of responsibility and leadership such as Form representatives for various areas in Years 7 - 11, and House captains, the Head Girl Team (including Sports Captain), and subject representatives in the Sixth Form.

The successes and achievements of individual girls are regularly recognised in assembly, break commendation meetings with the Headmaster, distinctions and especially in awards assemblies and the final assembly of term. Their work is also frequently displayed publicly around the school. For example, girls' art and technology work is often displayed on walls around the school and in the Headmaster's study, and in Years 11 - 13 a public exhibition of their work is held. Girls' successes are recorded on several department notice boards, and the Head Girl has her name engraved on the school board each year. In addition, school publications such as the Newsletter and the School Magazine regularly feature girls' work, and the school website and regular Tweets celebrate their achievements.

There are many opportunities for personal development and formal recognition of success at all levels of the school. These are available through participation in a range of activities such as National Competitions (Science and Linguistics Olympiads, Maths Challenge and Hans Woyda, Literary and Poetry competitions in English and Modern Foreign Languages etc.); the Duke of Edinburgh Award; LAMDA and ASEB awards; the school Drama productions; informal and formal concerts throughout the year; Reading Passports in Year 7; Year 11 Crystall Prize competition for public speaking and debating, as well as Sports Leadership and the Sixth Form Leavers' Awards.

In addition to the above the following rewards are also available:

Distinctions are used for girls in **Years 7 - 8** to recognise and reward particularly good effort, progress and achievement across the curriculum. They can be awarded to girls for:

- one outstandingly good piece of work;
- a consistently high standard of work; girls may collect 3 merit marks to earn one distinction.
- marked improvement in either achievement or in the amount of effort a girl is putting into her work;
- excellent performance in an examination or test.



Individual girl's achievements are recognised by the Headmaster and Deputy Heads who look at her work with the pupil. Distinctions are recognised on girls' reports where they are recorded.

In addition, a number of subjects regularly recognise and reward pupils' work with stickers or stamps.

Postcards for Years 7 - 13

The policy of sending postcards to individual pupils' parents by subject teachers is used as another immediate way of rewarding excellent progress or achievement, and acknowledging individual effort. This is a popular and useful way of commending pupils at all levels and communicating pupil success to parents. Departments are able to send these home at their discretion.

Awards and end of term Year group and Whole school assemblies

A number of girls in Years 7 - 13 are recognised for achievement in specific areas. These include the following:

- sport - including commendations and colours for school sport;
- performance at a high level in music or drama examinations;
- success in a subject area, such as the Year 10 Anne Hogg Prize;
- success in national competitions such as Science and Maths Challenges;
- success in their out of school achievements such as rowing or playing for county teams;
- contribution to community life such as the Year 10 Log cabin party.

Letters of Commendation for Years 7 – 10

The Deputy Head Academic and Heads of Year identify a small number of girls who have either achieved very highly across the curriculum, or who have made significant academic progress as a result of consistent effort across the curriculum based on effort and attainment grades, subject teachers' reports and recommendations. Commendation letters to nominated girls' parents are sent to acknowledge consistent achievement and progress made at the end of the school year. Girls' names are read out in a Year Group Assembly.

Commendation meetings

Heads of Year have a standing item on their weekly tutor meeting agenda nominating pupils who have achieved something to be proud of in or out of school. This is referred to the Headmaster who meets with them in small groups to hear about their achievement.

Heads of Year meetings

Heads of Year will send an invitation home to parents and invite a selection of pupils to attend a breaktime meeting periodically throughout to the year, for pupils who have shown particular effort or kindness towards others.

House points

Girls in all year groups can earn House points for anything involving effort towards a charitable event, House event, or making a positive contribution to the school or wider community. An annual competition takes place between the three Houses and the accumulation of House points is keenly contested. The House with the most House points wins the House Trophy and has the honour of their House flag being flown on the last day of the Summer Term. There is strong House loyalty and girls learn responsibility, leadership and teamwork working towards their House points.

House Points can be awarded to all year groups for the following:

- Outstanding Behaviour - positive 'can do' attitude, polite/friendly
- Outstanding work (Year 7/8 – this will still be distinctions- stickers in books etc)



- Outstanding effort – always asking questions, risk taking, tries extension work etc
- Helping others – Volunteering programmes, assisting to coach at sport clubs, running clubs, charity involvement etc

There is an option to award either 5 or 10 points depending on the judgement about how impactful the contribution was.

Scholarships and awards

Scholarships are awarded at age 11 for girls showing outstanding academic potential. Selection is via performance in the entrance examination. In addition, there is a Music Scholarship. The Anne Hogg Language Prize is awarded to a girl in Year 10 who excels in two modern foreign languages including Spanish. There are one or more new Academic Scholarships for the Sixth Form. In addition, we offer Sixth Form Scholarships for achievement and potential in Physical Education, Art, Drama and Music and an “All-rounder” scholarship for potential in a number of fields, including academic and general contribution to the school.

Positions of responsibility and leadership in Years 7 - 11

Girls in Years 7 - 11 learn responsibility and leadership in a variety of ways. Girls are nominated and elected by their peers to represent their form group on School Council. They can also be elected for other form positions such as Sport, Social Services, Food Council and Ecology Representatives.

Leavers' Ceremony

Prizes and awards are given to girls in Year 13 in their Leavers' Ceremony which recognises their achievements, scholarly excellence, and contribution to the school community. A list of prizes can be obtained from the Head of Sixth.

Positions of responsibility and leadership within the Sixth Form

All Sixth Form girls hold positions of responsibility in the school. In Year 12, they all have responsibilities as part of the House system. These range from House Captain and Drama Rep to Form Helpers for Years 7 - 11. They also volunteer to be 'Big Sisters' to new girls in the school. Towards the end of Year 12, all girls are eligible to apply for a position in the Head Girl Team (staff and Sixth Form girls express their views to the Headmaster), or as a Subject Representatives in a variety of areas ranging from Psychology to Debating. These are appointed by the relevant Head of Department. The Sixth Form girls also help to run the school societies, clubs and school events for younger girls as well as those for their peer group, often initiating them themselves.

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Next Review July 2020