



Rewards Policy

(Senior School)

1 Aims

The rewards policy at NHEHS is designed to foster, recognise, and reward academic effort and achievement, extra-curricular achievement, positive behaviour or service towards others, and contribution to the wider school community.

2 Types of rewards

2.1 Merits and Distinctions (Years 7 and 8)

Many teachers regularly recognise students' work with stickers or stamps.

Beyond this, **Merits** are awarded for a high standard in *one* piece of work.

Distinctions can be awarded to students for:

- **Three Merits**, showing consistently high standards of work;
- **one outstandingly good** piece of work;
- **sustained marked improvement** in effort or achievement;
- excellent **performance in an examination**.

Distinctions are recorded in students' reports, and are recognised by the Headmaster and Deputy Heads who look at her work with the student.

2.2 House points

Students in all year groups can earn **House points** for anything involving effort and achievement in class, or by making a positive contribution to the school or wider community (i.e. through participation in an event). An annual competition takes place between the three Houses, and the house with the most points wins the Trophy and has their House Flag flown on the last day of the Summer Term. Students 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**
- 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.

2.3 Display and Publication of work

Work is frequently displayed publicly around the school:

- students' art and technology work is often displayed on walls around the school and in offices;



- in Years 11 - 13 a public exhibition of student work is held;

School publications such as the Newsletter and the School Magazine regularly feature students' work, and the **school website and regular Tweets** celebrate their achievements.

2.4 Postcards

Postcards are sent to individual students' parents by teachers as a way of rewarding excellent progress or achievement and acknowledging individual effort.

Departments are able to send these home at their discretion.

2.5 Commendation meetings

Heads of Year commendations occur when Heads of Year invite students to attend a breaktime meeting, recognising students who have shown particular effort, or kindness towards others.

In the weekly tutor meeting, tutors and Heads of Year also put forward students for **Headmaster's commendations**. Students are nominated who have achieved something to be proud of in or out of school. The Headmaster meets with them in small groups to hear about their achievement.

2.6 End of Year Letters of Commendation (Years 7 to 10)

The Assistant Head (Teaching and Learning), Deputy Head Academic and Heads of Year identify a small number of students who have either achieved very highly across the curriculum, or who have made significant academic progress as a result of consistent effort. This is based on effort and attainment grades, reports, and teachers' recommendations.

Names of these students are also read out in a Year Group Assembly.

3 Positions of responsibility and leadership

Students below the Sixth Form are eligible for selection for **positions of responsibility and leadership** such as

- **Form representatives** for various areas in Years 7 - 11, including representing the form on the School Council,
- **Eco-leads, Digital Leads and Wellbeing Leads**

All **Year 12 Students** hold positions of responsibility within the school, including:

- **House captains,**
- **Form Helpers** for Years 7 – 11
- **'Big Sisters'** to new students in the school

Towards the end of Year 12, all students are eligible to apply for the following positions:

- the **Head Student Team**, including the Sports Captain (staff and Sixth Form students express their views to the Headmaster),
- **Subject representatives** in the Sixth Form (appointed by Heads of Department),
- **Representatives in other areas**, such as Drama, or Debating,

The Head Student has her name engraved on the school board each year.



These students help run school societies, clubs and school events for younger students as well as those for their peer group, often initiating them themselves.

4 Opportunities for recognition and success

The successes and achievements of individual students are **regularly recognised** in assembly, break commendation meetings with the Headmaster, distinctions and especially in awards assemblies and the final assembly of term.

Successes in individual subjects are recorded on department notice boards.

There are many opportunities for personal development and **formal recognition of success** at all levels of the school, in part through participation in a range of activities such as:

- **Progress or achievement awards** in sport, music and drama.
- **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;
- The **Anne Hogg Language Prize** is awarded to a student in Year 10 who excels in two modern foreign languages including Spanish;
- The Year 11 Crystall Prize **competition for public speaking and debating**, and
- **Sports Leadership** awards, and
- **the Sixth Form Leavers' Awards** (Prizes and awards are given to students 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).

5 Scholarships

Academic Scholarships are awarded for entrants to Year 7 or the Sixth Form (including internal candidates) for students showing outstanding academic potential. Selection is via performance in the entrance examination.

For Year 7 entrants, **Music Scholarships** and **Sports Scholarships** are also available and are based on performance in a series of assessments.

Sixth Form Scholarships are awarded for achievement and potential in Physical Education, Art, Drama and Music. An **"all-rounder" scholarship** is awarded for potential in a number of fields, including academic and general contribution to the school.

Last reviewed July 2020

Next Review July 2021