

Rewards and Graduated Response at BHA

Intent: To create a culture where students and staff flourish in safety and dignity. We have developed a rewards system that recognises students positive behaviours at all times.

Reward	Who	Tariff
Daily verbal praise from all recognising excellent academy values STEPS/SLANT	All staff 'Well done, that is a great use of STEPS. Thankyou.'	Verbal Praise
Daily positive points (FT, CT, All staff) STEPS/SLANT	Class teacher/Form Tutor/All staff	Good learning 5 pts Outstanding learning – 10pts
Daily LORIC skills and values award	All staff	5 points
Weekly		
Praise phone call	Form tutor, Learning Coach, Assistant HOL, HOL, and VP. HOL to direct tutor team during	10 points per phone call
In Everyday Last Week (Mon-Fri)	Form tutor to award during Monday Monitoring	25 pts per pupil
100% positive classcharts points (Mon – Fri)	Form tutor to award during Monday Monitoring	25 Pts per pupils
Every 100 Class charts positive points	Form tutor	50 points
Wonderful Wednesday	HOL to nominate based on values	25 points
Priority 'fast' pass	Head of Learning – data from classcharts (highest or most improved beh)	10 points
Assembly recognition	Head of Learning – data from classcharts (highest for attendance & behaviour)	10 points per student in awarded tutor group
Weekly text messages, subject praise postcards and positive phone calls home	Subject Leaders to co-ordinate with all class teachers	10 points per phone call, postcard, text message
Extra- Curricular club attendance	Staff leading the club	20 points
Representing the academy at an event	Subject leader/SLT leading the event	30 points
Student of the week and class/homework displayed within classrooms and departments		
Every Learning Programme		
Year group reward breakfast/lunch or afternoon tea	Head of Learning – data from classcharts (highest or most improved)	20 points

SLT letter of commendation	VP rewards via CC points. Most positive/0 negative.	Principal – 30 pts SLT – 20 pts
100% attendance in the Learning programme	HOL- data to tutor	70pts

Every Term

Termly Rewards Events/Celebration Assemblies	VP and HOL	20 pts
Principal's Excellence Lunches	Nominations supplied from HOL based on values.	30pts

Annually

FFET Awards Ceremony
Yr. 11 Leavers Prom
Annual Awards Evening

Graduated Response to behaviour that falls short of our rules

Sanction	Who	Tariff
Verbal Warning	Class teacher/Form Tutor/All staff	0
-1 SLANT STEPS	Class teacher/Form Tutor/All Staff	-5 pts
-2 SLANT STEPS	Subject Leader/HOL/TLR Holder	-10 pts
-3 SLANT STEPS	SLT	-15 pts
-4 Suspension categories to match LA form	Suspension	-30 pts

Detention

Using classcharts to set and note if the detention has been completed or not. All must mark on if the pupil has attended/not attended and then upscale.

Class/Form Teacher	Class teacher/Form Tutor/All Staff	-5pts
Class/Form Teacher	Class teacher/Form Tutor/All Staff	-5pts
Subject Leader/HOL	Subject Leader/HOL/TLR Holder	-5pts
Subject Leader/HOL	Subject Leader/HOL/TLR Holder	-5pts
SLT	SLT	-5pts

Peer Issue – Graduated Response

Stage 1 Peer Issue	Class teacher/Form Tutor/All staff	-5pts
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Stage 2 Peer Issue	Subject Leader/HOL/TLR Holder	-10pts
Stage 3 Peer Issue	SLT	-15pts
Stage 4 Peer Issue	SLT – monitoring from Stage 3	-20pts

Amend tariff

Tariff	Per LP
50pts or more	ISC
100pts or more	1 x Bungalow placement
150pts or more	2 or more days x Bungalow placement (at the discretion of the Principal)
200pts or more	Suspension