

Rewards Policy



Aims

Annour Lebanese Community School aims to celebrate the success of all its students in different areas of learning and school life, and to ensure that personal effort, commitment and achievement are routinely recognised, recorded and celebrated through the school's clear and fair rewards system.

Based on the Islamic principle that good deeds remove bad ones, our rewards policy does not only focus on motivating and encouraging academic performance but student's awareness and use of Akhlaq / morals in school life. Students will have the opportunity to collect positive points when demonstrating Islamic morals around the school and in class. Hence, the main purpose of this policy is to actualise and perfect all aspect of our student's life.

Policy Statements

- The 'spirit' of the rewards system is firmly rooted in an 'over and above mind-set' and is intended to motivate all students to achieve their very best and become confident and independent learners.
- Rewards increase the motivation of all students, improving their self-esteem, aspirations and enjoyment of learning.
- The system of giving rewards supports teachers in celebrating success, and helps to facilitate the awareness of achievement by other members of staff as well as parents.
- Rewards support and promote positive character traits, good behaviour and Islamic morals and should be used alongside the school's behaviour policy.
- The reward system can have disadvantages which need to be considered throughout the process (see Appendix).

Points System:

- Every member of teaching staff will recognise and reward students for successes within their subject(s).
- Every member of staff will recognise and reward good character traits and positive behaviours.
- Every member of staff will recognise and reward a student's *effort, attitude* and *commitment* in any aspect of learning.
- Students who consistently demonstrate a good attitude to learning across all subjects will be given reward points on a weekly basis.

Methods of recognising students' successes Alongside the rewards system: students are recognised in the following ways:

- verbal praise
- Certificates
- Gifts
- Gift cards
- Stickers
- Mention on the school website and/or social media platforms.
- Focus in the Termly Newsletter
- Privileges (free lunch, free lesson...)

Application:

Years Reception to 3:

Students in Reception to year 3 will accumulate points in each lesson, using a sticker chart or reward books or logs, which will be also be recognised through reporting to parents, star of the day and by being awarded prizes.

The prizes thresholds are:

10 stickers, a prize.

20 stickers, a prize and a silver certificate.

30 stickers, a prize and a gold certificate.

Attainment in spelling in years R to 3 is also recognised. For every 5 achievements, students can pick a prize from the prize box.

Years 4-9:

Students in Years 4 to 9 will accumulate positive (+) points each day which will be recognised through reporting to parents and by being awarded bronze, silver, gold and platinum status as they accumulate points.

Criteria for rewarding points:

Students are rewarded when they excel in any area of learning. These are recognised by teachers and points are awarded after each lesson accordingly:

- | | |
|--|-----------------|
| - <i>Engagement/ effort in class:</i> | <i>2 points</i> |
| - <i>Excellent Homework/ exceeding expectations⁽¹⁾:</i> | <i>3 points</i> |
| - <i>Good character traits and Islamic morals⁽²⁾:</i> | <i>4 points</i> |

1) When a student completes extra homework or essays/ pieces that are optional or when a student shows a great improvement in homework.

2) examples of student demonstrating Islamic morals/ positive traits:

- Being a positive role model.
- Respecting others.
- Promoting of values and/ or forbidding evil.
- Maintaining school order.
- Maintaining prayer and attending prayers on time.
- Looking after school property.

The point/ prizes thresholds are:

Bronze 25 points: Free lunch voucher or gift.

Silver 50 points: £10 gift card, homework break, or free lesson.

Gold 100 points: £20 gift card.

Platinum 150 points: £30 gift card.

Alongside the allocation of (+) points for positive behaviours, students can accumulate negative (-) behaviour points for poor behaviour which could subsequently result in loss of positive points or other sanctions.

Loss of points can take place in the following ways.

- 1- For 2 behaviour warning: (-1) point.
- 2- Student referred and placed on behaviour report: (-3) points.
- 3- Student sent to isolation room: (-5) points.
- 4- Student sent home for dangerous behaviour: (-10) points.
- 5- Student given temporary exclusion: (-15) points.

Negative behaviour points can be reversed⁽³⁾ if the student demonstrates positive behaviour or receives positive points on the day of receiving those points. However, accumulating negative points can have consequences and therefore a threshold is needed. It is as follow:

(-15) points: students will be placed on behaviour report and parents contacted.

(-30) points: Internal exclusion/ meeting with parents.

(-50) points: Temporary exclusion.

(-100) points: Permanent exclusion.

(3) When a student receives negative points alongside positive points, these will be added together at the end of each day and net points are then calculated. For example, Ahmad receives (+5) in lesson 1 and (-2) in lesson 4, the points total for the day will be (+3).

Appendix1:

Despite its many advantages, a reward system can have disadvantages which need to be thoroughly considered before rewarding students:

Addiction: Students can become addicted to classroom rewards. This means that they won't study anymore without them.

Devaluation: After a while rewards are no surprises anymore and they come as expected. They will lose their effect.

Control and manipulate: Students might feel they are manipulated and controlled by you. This also teaches the student how to manipulate.

Increased pressure: The more you praise students, the greater the fall if they can't live up to that praise and to your expectations.

Bribes: The line between bribes and rewards is very thin. Rewards can lead to the idea of controlling your students. You'll feel more powerful and use rewards as bribes.