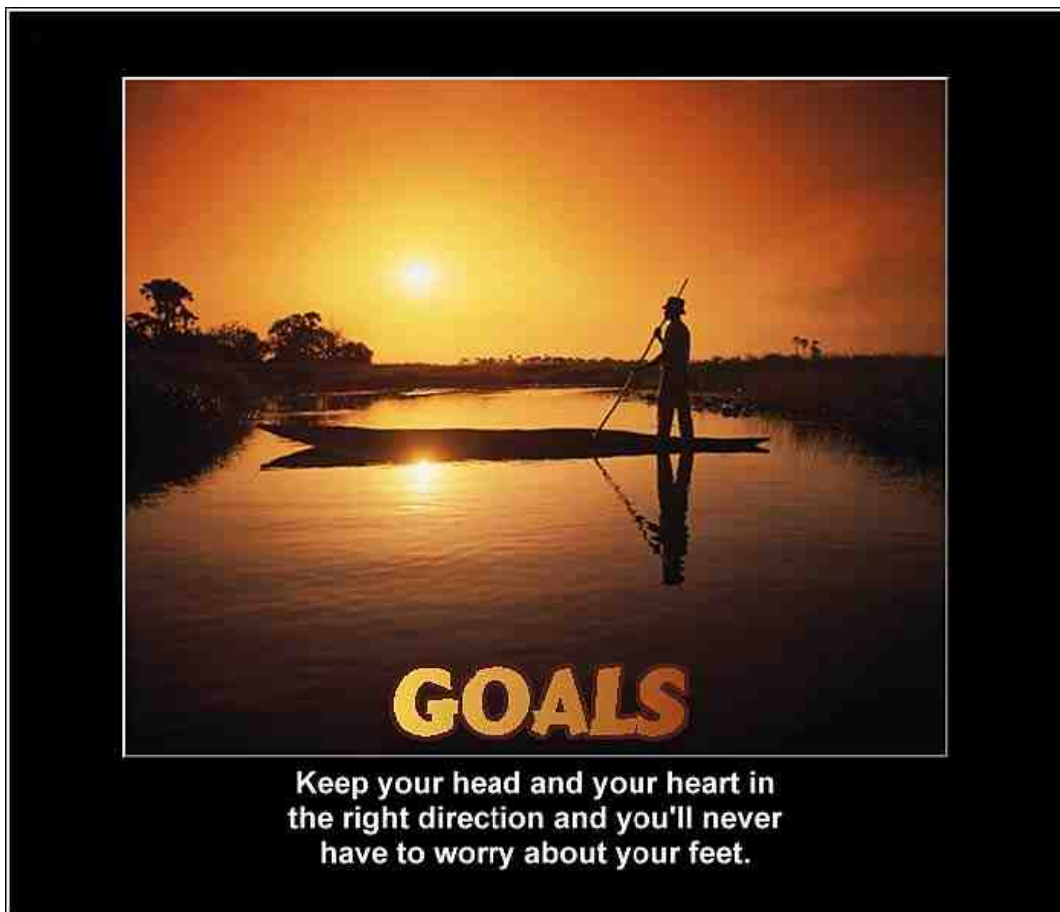


# *REWARDS POLICY*



*Opportunities for everyone.*



## REWARDS POLICY

### Rationale

'He that does good for good's sake, seeks neither paradise nor reward, but he is sure of both in the end.' (William Penn)

We all thrive in response to acknowledgement and praise. We take pride in doing our best and feel inspired to take risks, forge ahead, persist, endure, and extend ourselves when heartened by sustained support and reward. Being valued helps us flourish and it complements our intrinsic motivation.

Rewards are at the core of our school ethos. We believe that identifying effort, encouraging student growth and progress as it manifests daily, and in countless ways, directly impacts on learning. This occurs both in the formal, structured lessons and across the co-curricular life of the College. The powerful relationships which exist between students and staff function as conduits for rewards to be communicated and disseminated. It is astounding what can be achieved when goals are set, partnerships are struck and meaningful praise is specifically targeted.

### Mission statement

We aim to encourage and celebrate success in all areas of school life. We try to ensure that personal achievement is acknowledged, recorded and rewarded, thus highlighting the worth of the accomplishment.

### Aims

- To recognise achievement and effort.
- To encourage students to discover, build upon and acknowledge their strengths.
- To applaud accomplishment in others.
- To reward students for meeting the challenges of an academic, pastoral and CAS curriculum.
- To give immediate, meaningful and tangible recognition to achievement.
- To foster the intrinsic validity of personal achievement.

### Collegiate statement

It is expected that every member of staff praise students for commendable or improved work and effort, either by verbal or written recognition, or both.

Credits - ALL Year7, 8 and 9 students
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### A Credit can be awarded for attainment, improvement, effort and attitude in any area of school life.

- Credits may be recorded on work and may be stamped in the appropriate page in the Diary. (Note: In subject areas for Years 7 - 9 between 3- 7 Credits may be issued per class per assessed exercise.)
- Tutors and CAS leaders stamp the Diary for any act deemed worthy of a Credit.
- The Tutor/Senior School Student Leader records the Credits.
- The Tutor notifies the Head of Year when a student earns sufficient Credits for certification.
- An appropriate certificate e.g. Bronze, Silver or Gold will then be presented to the student.



**Credits can be 'cashed' in for Certificates.**

**Cash in value**

**Years 7 - 9**

18	= Bronze	3 of which must be CAS credits
30	= Silver	5 of which must be CAS credits
60	= Gold	8 of which must be CAS credits
90	= College Award	12 of which must be CAS credits

The College award is a very prestigious award.

<b>Commendations ~ ALL years</b>
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**Awarded in ALL areas of school life in recognition of good work/effort/improvement.**

- A Commendation Certificate (see attached copy) can be awarded to individual students by a teacher/ Tutor or CAS leader.
- This reward equates to 3 Credits which must be stamped in the Diary.
- Departments/CAS/Year teams often discuss the awarding of Commendations at meetings. Agreed common criteria for the award of Commendations ensures parity.
- When students receive three Commendations in any one area, the Head of Year writes a letter home to parents outlining this achievement. Students can then retain a copy of this form of praise on their Portfolios.

'He who wishes to secure the good of others has already secured his own.' (Confucius)

**Principal's Commendation**

- This is awarded by the Principal for an outstanding achievement or deed.
- Staff complete the appropriate pro forma, available in the General Office, and return it to the Head of Year.
- The Head of Year records the achievement, informs the Tutor and the Principal.
- The Principal interviews the student and sends a letter to the parent. The student is awarded a Certificate by the Principal.
- The outstanding piece of work, where possible, is included with the request for a Commendation.
- The Tutor maintains a formal record of this award and files a copy of the letter.

'Nothing limits achievement like small thinking; nothing expands possibilities like unleashed imagination.' (William Arthur Ward)

C Rowlands  
January 2007



**Credits**



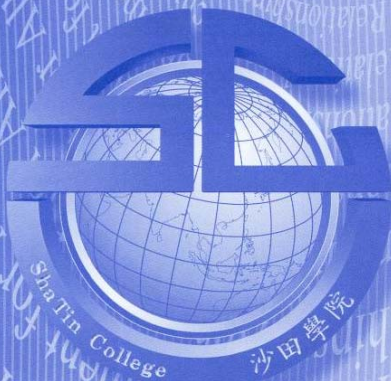
# Sha Tin College Commendation

*Awarded to:*

*for:*

*Date:*

*Signed:* \_\_\_\_\_



**Sha Tin College**  
**Principal's**  
**Commendation**  
**in recognition of excellence**

***Awarded to:***



***Date:***

***Signed:***

***(principal)***



**Sha Tin College**

**College**

**Award**



**Awarded to:**

**Year:**

**Date:**

\_\_\_\_\_  
*signed: Principal*

\_\_\_\_\_  
*signed: Head of Year*

*Congratulations! This is a superb achievement to have earned this prestigious award for attainment of such an admirable number of Credits*



## Years 7 - 9 Rewards

Principal's  
Commendation  
Years 7 - 13  
Equivalent of 6  
Credits

Subject/Year  
House/CAS and  
other related  
Commendations  
equal 3 Credits

**COLLEGE  
AWARD:  
Years 7- 9  
90 Credits  
12 CAS  
related**

**GOLD:  
Years 7 - 9  
60 Credits  
8 CAS related**

**SILVER:  
Years 7 - 9  
30 Credits  
5 CAS related**

**BRONZE:  
Years 7 - 9  
18 Credits  
3 CAS related**

Letters of praise  
sent to parents  
every time three  
Commendations  
earned. These  
monitored by  
Heads of Year.

Liberal use of praise through oral and written feedback, marking, visits to HoY, HoD, mention at assemblies, etc.

# Rewards System



## Years 10 - 13 Rewards

Principal's  
Commendation  
Years 7 - 13  
Equivalent of 6  
Credits

Subject/Year  
House/CAS and  
other related  
Commendations  
equal 3 Credits

**COLLEGE  
AWARD:  
20  
Commendations  
10 CAS  
related**

PTA  
Scholarships  
Year 11

**GOLD:  
Years 10 - 13  
20 Commendations  
10 CAS Credits**

Letters of praise  
sent to parents  
every time three  
Commendations  
earned. These  
monitored by  
Heads of Year.

**SILVER:  
Years 10 - 13  
10 Commendations  
5 CAS Credits**

**BRONZE:  
Years 10 - 13  
6 Commendations  
3 CAS Credits**

Liberal use of praise through oral and written feedback,  
marking, visits to HoY, HoD, etc.

# Rewards System

