



TALBOT HEATH SCHOOL “Honour Before Honours”

REWARDS POLICY

Date adopted: 1st September 2024

Date for next adoption: Autumn Term 2025

Reviewed by: TWE (Student Reward Honoraria)

At Talbot Heath we aim to reward good behaviours and encourage the development of skills and abilities that will aid students both in their school journey and in their preparation for life after school, instilling the school values of curious minds, generous hearts and adventurous spirits.

The promotion of these values and the rewarding of accomplishments are done in a series of ways. Achievements are recorded on the Epraise rewards system, where teachers, pupils and parents have access to the application and can track progress.

House Points:

These are collected on an individual basis and are also added to the House Point tally to contribute towards the House Cup, working as a team to earn points for the Houses and the awarding of the Mary Broad Cup. The House with the most points will be awarded the Cup at the end of each term and receive a mufti day in reward.

House Points are awarded on the Epraise rewards system and are awarded for both team and individual contributions, successes and achievements.

Points awarded are visible to staff, students and parents on the Epraise app.

Staff are encouraged to award on average between 2-4 House Points for each lesson or activity. House points are awarded in 6 key areas that encourage the growth and development of each student on their school journey.

These are:

Community - Being a part of any community shows qualities of integrity and generosity of spirit. Through this award students demonstrate the school motto of ‘Honour before Honours’, with their supportive approach to both the school and wider community.

Leadership - Leadership builds skills in organisation, communication, confidence, adaptability, decision making and the ability to motivate others. These are all vital skills to build through your school journey and to prepare you for life after school, as they are highly valued by employers.

Resilience - Effort, determination, adaptability and risk taking are all key elements of resilience and these qualities combined with evaluation skills and tenacity, help to develop growth. This can be awarded in all areas across the school.

Creativity - Creativity is an essential skill demonstrated across the school and valued both in school and by employers. This involves qualities such as problem solving, idea generation, adaptation, and experimentation. Illustrating curiosity and adventure.

Academic – This shows the development of abilities within academic practice. Rewards are given by teachers for the quality and development of work produced in class and also for student dedication and achievement in clubs and activities that will enhance and develop academic skills.

Teamwork - Being a part of an effective team will allow students to develop valued skills to include listening, communication, accountability, collaboration and time management. In this award students will need to demonstrate their participation and growth in a team situation.

All House Points awarded are represented on the Epraise system in the achievement of milestones.

Milestone	*Number of House Points	Form of acknowledgement
Amber	50	Email home from tutor
Emerald	100	Email home from tutor
Sapphire	150	Email home from Head of Key Stage
Ruby	200	Email home from Head of Key Stage Mention in School newsletter
Diamond	250	Email home plus Head's commendation Invitation to Head's Tea Mention in the school newsletter

*Point levels are to be reviewed.

A certificate will be presented to students on achieving each of these milestones in the Key Stage Assembly. Each half term students who have received an award level for House Points will receive an email home, Head's Commendation or mention in the newsletter dependent on the level achieved. Students can also spend House Points in the Epraise shop, where a selection of items will be available. These will include a range of different items or privileges, that will be monitored and altered over time.

Talbot Heath Colours

House Points for each of the six areas of reward also contribute towards the awarding of Talbot Heath Colours. These awards are earned over a longer period of time throughout the student's school journey, and show their development of the key skills and values.

House Points earned together with other notable achievements and contributions, all go toward the awarding of the Talbot Heath Colours. Within the Epraise system, 'Accolades' and 'Achievements' can all be recorded where teachers, pupils and parents can see a student's journey.

Achievements are reviewed at the end of each academic year by form tutors, Heads of Key Stage and the Head of Pastoral. All information on Epraise will be reviewed and those students who have achieved the desired level for each reward decided. The Talbot Heath Colours will be awarded in a special ceremony at the end of each academic year.

Bronze	Available to U3 – U5	100 House Points in a particular area, plus at least 3 achievements to demonstrate the values of the area, e.g. taking part in a school production for Creativity, or Math's Challenge for Academic.
Silver	Available to U4 – U5	200 House Points in a particular area, plus at least 3 more achievements in the area, to include taking a more major role in an activity, or achievement to a higher level than Bronze.
Gold	Available to L5 – U5	300 House points in a particular area, plus at least 3 more achievements, with evidence of working at a higher level than Silver, or taking a lead role in activities.
Platinum	Sixth Form Only	50 House points in a particular area, plus showing a role of responsibility in the area with at least 3 examples of going above and beyond what is expected and evidence that shows real growth. Evidence that will assist applications and future aspirations during and after leaving school.

*Points levels are to be reviewed.

Head's Commendations

These are awarded for a special piece of work or achievement that goes above and beyond and upholds the school values of Curious Minds, Generous Hearts and Adventurous Spirits, or for gaining 250 House Points. These will be awarded on the Epraise system and students will be invited to the Heads tea, which will take place each half term.

Sports Colours

These are rewarded for exceptional performance in sport, from committed attendance at training and sports clubs through to competing for the school or at a regional or national level. Involvement in sport takes a great level of resilience, dedication, skill and teamwork. Students begin their journey in Year 5 of Junior School through to the Sixth Form in Senior School, and are rewarded for their involvement in a wide selection of sports.

Awards are made in special recognition assemblies at two points throughout the school year, dependent on the sport.

Outside of school achievements.

It is important to note that students have other skills and achievements outside of school that contribute to their abilities and growth. As a school we acknowledge the hard work and efforts that students have made both in and out of school.

These can be recorded on the Epraise system within the Student Biography section and students are asked to email both their Tutor, Head of Key Stage and the Head Teacher, to notify them of the hard work and the accomplishments they have made.

Other types of reward

All staff are encouraged to reward students verbally and build good relationships and expectations on a day to day basis.

Acknowledgement of achievements may also be made in a variety of other formats to encourage and motivate students. These methods may include stickers, written feedback, display of work, postcards home, prize pots, Dojos app.