

School Policy on Rewards and Sanctions.

Rewards

At Llandovery College we believe that pupils thrive in an atmosphere of positive encouragement. Our Rewards and Sanctions system is based around five key words Responsibility, Reliability, Attendance, Effort and Punctuality. Pupils' attitude and performance is monitored throughout the school day using these five headings.

Blue cards are issued by teachers who evidence consistent or above expectation performance under any of the headings listed above, and make every attempt to be consistent in their approach. Blue cards awarded are recorded by Form Tutors using the schools Rewards and Sanctions data base.

25 Blue Cards will lead to a BRONZE merit badge being awarded, which will be issued by the relevant House Master in a House Assembly. 50 Blue cards will result in a SILVER badge being awarded during Warden's Assembly. A GOLD badge is awarded to pupils in receipt of 75 Blue Cards. This badge will be presented in a Warden's assembly, but names will also be read out on Speech Day.

Blue Cards are carried forward over academic years 7 – 11 but the system starts afresh for pupils in Y12-13; thus affording pupils who are both old and new to the school to have the same opportunity to achieve a Gold badge.

Pupils who hold positions of responsibility in school are automatically awarded extra Blue cards e.g. a school prefect is immediately awarded a positive Blue Card score of 20.

Blue card totals will be referred to on pupil reports that are sent home twice a year.

The Rewards and Sanctions school data base allows easy recording of all cards awarded and the Senior Master is able to administer regular checks on the awarding of both Blue and Red Cards. There are regular school assemblies (usually one per half term) to award additional individual and form group prizes to help promote and remind pupils about the importance of the schools Rewards and Sanctions scheme.

Sanctions

On occasions, individual pupils will not meet the expected standards of the school and sanctions will have to be used. As for Rewards the five Key words provide teachers with guidance on how these Red Sanction cards should be issued.

Red Cards offer the teachers the option of using the card as a means of recording a formal warning to the pupil or issuing a school detention. Three red warning cards will result in the form tutor issuing a school detention. Three school detentions in a half term will result in the pupil being placed on a target card and the parents being informed. School detention will result in pupils having 3 blue cards deducted from their overall positive scores.

School detentions are run by the Senior Master at lunchtimes twice per week.

A Warden's detention also operates on a Wednesday afternoon, but only an SMT member may issue a child with this detention. Children who miss a detention will be placed on a school gating; the length of time of the gating will be at the discretion of an SMT member. A school gating restricts and monitors a pupil's movement in and around school. A pupil placed in a Warden's detention will automatically have 5 Blue Cards deducted from their total.

Individual Red Cards awarded to pupils will also result in one blue card score being removed from a pupil's positive total.

Serious or repeated incidents of indiscipline will be dealt with as they arise on an individual basis. Pupils may be isolated in school (internal suspension), or given a fixed term exclusion from school, or in very rare circumstances permanently excluded from school. Every attempt will be made to contact parents during the school day or shortly after the close of school on the day when the decision to exclude has been made. If this is not possible the pupil will be placed in isolation until parents can be contacted.

Under normal circumstances every possible avenue of support will be explored for a pupil in danger of facing permanent exclusion - this will include a meeting with the parent, pupil and Warden.

Form tutors play a key role in the Rewards and Sanctions system; monitoring and providing feedback to pupils. It is envisaged that 60 – 70% of the school will be in receipt of a BRONZE badge in the coming year and 20 -30% in receipt of Silver badges. The Gold badges should be seen by pupils as a real target, which may take a few years to achieve. The sixth form who will hold most of the key positions of responsibility in school will be able to achieve the standard in a shorter time.