Rewards and Sanctions

REWARDS

We always try to have a strong emphasis on praise and rewards; we believe that students are motivated by being successful. We aim to promote strongly the idea that it is good to achieve; that we all have different talents, and it takes a lifetime to show them all; we encourage students to be proud to receive praise in public.

Positive behaviour is actively promoted in intra- and inter-form competitions as well as form time and during lessons.

Some of the ways that we praise students are as follows:

Verbal praise	In lessons and around school, for good work, trying hard or for being helpful. We praise individuals, groups, classes and year groups; sometimes we praise the whole student body.
Bromcom positive points	A quick and simple way of informing parents/carers of positive news about a student's work, effort or behaviour. Staff record the positive point on BROMCOM and parents can view this on MCAS.
Raffle prize draws	Students achieving a certain number of positives and no negatives in a week will be praised and issued with a rewards stamp. 4 stamps earned in a term will result in entry into a raffle draw to win a voucher.
Golden Tickets	Students demonstrating our Hampton Gardens values may be recognised by any member of staff and issued with a Golden ticket. Students can enter their Golden Ticket into a prize draw to win a voucher
Positive in Public	When a student does something positive out of lessons, this be recognised by awarding a Bromcom point.
Good News Postcards	A more formal way of rewarding positive news. All departments and houses have a supply of postcards, which can be posted home to students.
Departmental Certificates	Each department will award certificates twice a year for 'Achievement' and 'Improvement'. These certificates are awarded in celebration assemblies held at Christmas and the end of the school year.
Attendance Certificates	For 100% attendance (termly and for the whole year) and for improved attendance.

Head's Commendation	Special effort, Thoughtfulness, Achievement and Representing the School may be rewarded by a commendation by the Head Teacher. The Head Teacher will meet the student and discuss what the student has done and award a Commendation Certificate. Students who achieved an excellent grade card are invited to attend a reward event such as 'Tea on the Terrace'. An afternoon tea or pizza is provided by our caterers. Rewards system will be reviewed on an annual basis.
ASPIRE Awards	Students can achieve their ASPIRE colours by engaging in a variety of different opportunities, which may lead to them achieving their ASPIRE colours at varying levels. A varying level of award can be achieved depending on how many points are achieved.
Breakfast of Champions	Each term students have the opportunity to win the breakfast of champions. If successful they will receive a free breakfast and entry into a prize draw.

SANCTIONS

We expect high standards of behaviour at all times. In class, students have a right to learn, and staff have the right to enjoy their working day. However, we recognise that there is sometimes a reason for poor behaviour, and we believe that everyone can improve.

In class we will operate a 4-stage system. This will be clearly explained to students in assembly, and will be displayed in classrooms:

Stage 1	**FIRST WARNING (C1)** **UP** You will be told that your behaviour is distracting the learning of the class and will be asked to stop
Stage 2	**SECOND WARNING (C2)** **TO** Having been asked to change your behaviour, you have chosen not to and you are distracting the learning of the class. Your teacher will tell you that you are at risk of being removed from the lesson and will take action to help improve your behaviour. You will be asked to attend a teacher detention to enable a full discussion about your behaviour and how we can help you ensure that this situation does not happen again. A C2 will result in a -2 negative points score
Stage 3	**DEPARTMENT EXIT (C3)** **YOU** Your behaviour is making learning difficult. You will be removed from the classroom and placed in a department area room where you will be able to

	continue your learning. Parents will be contacted, and you will be placed in an After School Detention that night. If the C3 event is logged after 1.30pm the detention will take place the following day. A C3 will result in a -3 negative points score
Stage 4 (C4)	In the event a student refuses to follow our school department exit routines the member of staff will also log a 'refusal to follow instructions' behaviour event with the outcome of a C4. 'On call' will be requested to collect a student and the student will be placed out of circulation. Please note that any C4 logged against a student will result in a -5 negative points score resulting in a SLT Lunch 20 detention the next day. The original C3 issued by the class teacher and subsequent 30 min ASD will also stand and take place after school that day.

Additional information

Following discussions with parents, staff and students we have reviewed and adapted our approach to our sanctions system.

From September 2025 there will be a new threshold introduced in regards to students being issued with detentions as part of our sanctions policy. This means we are moving away from certain events instantly resulting in a detention being issued, as we wish to afford students with more independence and responsibility to adjust and improve their behaviour. As such students will only be issued with a detention if they hit a negative points score threshold of the following *

Threshold	**Outcome**
-5 points in a day	**SLT lunch 20 min detention the next day**
-10 points in a day	**SLT lunch 30 min detention the next day**

- **Please note that there are some negative behaviour events that will continue to trigger a same day detention e.g. C3 removal from lesson.**

Example of events and negative points afforded to such behaviour

Dropping litter	-1
Lack of equipment	-1
Late to lesson	-2
Missed homework	-2

In the event a student fails to attend the detention scheduled this will escalate via our behaviour wave.

If a student is issued with a C4 during period 1 or 2 they will be removed from circulation until the end of break time. If a C4 is issued during period 3 or 4 they will be removed from circulation until after lunch.

Please note that the school behaviour team may decide to keep a student out of circulation for the rest of the day dependant on the severity of the behaviour event.

At each stage (see table above), the approach taken by the teacher will be to remind the student that they have a choice (it's up to you) whether to escalate the situation.

Refusal to follow instructions

Our approach to support students to modify their behaviour is always aimed at following the principle of support first. In the event that a student chooses to ignore an instruction from any member of staff the staff member may log a refusal to follow instructions behaviour event. This will equate to a -5 points scored for that child and will result in a SLT20 lunch detention the next day.

Late to school

Students should be in school by 8.25am each morning. After that time they are late and will receive a Late mark and -3 points. Persistent lateness to school may result in a penalty noticed being issued.

Late to lesson

Punctuality is a life skill. Students are given 5 minutes after each lesson to get to the next lesson. A student who is late to lesson will receive -2 points and a L mark for their lesson. Persistent lateness to lesson will result in a student being placed onto punctuality report.

Mobile phones

Mobile phones are not allowed in school. If they are seen or heard they will be confiscated and parents will be asked to collect them at the end of the day following a meeting with a senior leader or Head of Year.

In line with our Behaviour Policy, the following sanctions may be applied when students fail to follow these guidelines:

- Confiscation of the mobile phone
- When they return home students should advise parents/carers that their mobile phone has been confiscated. Parents/carers will be required to make an appointment with a member of the year team or senior leadership team to have the phone returned. More serious offences may result in the school holding onto a mobile phone device if advised to do so by police.
- In the event the student needs to contact parents at the end of the day they can speak to student services reception or the administration team at main reception.

- Repeated breach of our mobile phone policy may result in a period of time where the student will be required to hand their mobile phone into main reception or the year office for safe keeping during the day.

INAPPROPRIATE USE

Generally, a mobile phone will be used inappropriately if it:

- disrupts or is likely to disrupt the learning environment or interfere with the operation of the school; or
- threatens or is likely to threaten the safety or well-being of any person; or
- is in breach of any law.

Inappropriate use of mobile phones will include students using them to bully, intimidate or otherwise harass other people through any SMS or text message, photographic, video or other data transfer system available on the phone. This type of misuse will be dealt with under the Behaviour Policy. Where students are found to have shared or shown inappropriate content the school will work closely with the safer schools officer to educate and safeguard students.

It should be noted that it is a criminal offence to use a mobile phone to menace, harass or offend another person. The school may consider it appropriate to involve the police.

Some of the sanctions used are as follows:-

After school Detentions will be taken by teaching staff each day in the canteen.

Staff detention:	Recorded on Bromcom. Failure to attend will result in an escalated detention.
SLT Lunchtime Detention:	This will be given if students accumulate -5 or -10 negative points or for failure to complete their Maths or English homework. Failure to attend will result in an escalated detention
C3 red card After School	30 minutes same day afterschool; parents informed via SMS.
SLT 50 minutes detention	Will run every night after school until 4pm
Internal Exclusion:	Student in school, but out of lessons for a period of time. They will be supervised in school until 4pm
Exclusion:	Fixed term or permanent.
Removal of Privileges:	For example, trips, for a period of time.

Students who persistently misbehave:

- The student will be placed on report monitored by their form tutor, SSO, Head of year or Member of Senior Leadership Team

- A period of time at a partner school may be arranged for students who persistently misbehave to reflect on their behaviour. This may be up to 4 weeks. Parents should be informed that this process will be taking place.
- A Behaviour contract may be put in place to remind the student about expectations in the school.
- If all of the above interventions do not change the behaviour of the student, then a referral to the school Internal Disciplinary Panel will be made
- If all of the above interventions do not change the behaviour of the student then a referral will be made to the Local Authority Behaviour Panel to look at all options that may include a managed move.

Antibullying sanctions

- students who bully other students will be sanctioned using a staged approach. Parents will be informed at each stage
- Incident 1 will be sanctioned by a warning
- Incident 2 will be sanctioned by a detention afterschool
- Incident 3 will be a seclusion
- Incident 4 will be an Internal exclusion
- Incident 5 will be a Fixed Term exclusion
- The school reserves the right to exclude or permanently exclude any student given a s serious incident.

Joint Enterprise

- Gangs are not permitted at Hampton Gardens School. If a group of students demonstrates Anti-social behaviour around the school then the students will be considered to be a gang and split up at breaks and lunchtimes until the Anti-social behaviour improves.

- Jointly working with the safer schools officer, students will be supported to improve their behaviour and attitude until the school considers improvements are sufficient.

Joint Enterprise and Bullying

- On occasions, groups of students can be involved in bullying a student. This may be as a group at one time or in separate incidents. Using the anti-bullying monitoring document all incidents can be tracked and connected. If students from one group are connected to incidents of bullying then all students involved will be treated with the same sanctions.

- The school reserves the right to permanently exclude students if they persistently misbehave.