



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.
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 always 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 department detention to enable a full discussion about your behaviour and how we can help you ensure that this situation does not happen again.
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 School Detention that night.
Stage 4	EXIT if the student has a serious break of the school policy, then the teacher will remove the student from the lesson and sent to the EXIT room. An Exit slip should be completed by the teacher and placed in the removals tray in the staffroom More than one removal in a day will result in the rest of the day being spent in the EXIT room



At each stage, the approach taken by the teacher will be to remind the student that he/she has a choice (it's up to you) whether to escalate the situation.

Late to school

Students should be in school by 8.25am each morning. After that time they are late and will receive a Late detention of 30 minutes on that day. The students will be marked in on the Late Gate by the Astro area.

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 a lesson and must do a 15minute lunch detention on that day. If they are late on more than one occasion, they will also get an afterschool detention.

Mobile phones

Mobile phones are not allowed in school. If they are seen they should be confiscated and parents will be asked to collect them at the end of the day following a meeting with a senior leader. The student will receive a sanction of a 30 minute after school detention.

Inappropriate images or videos sent through messaging will be sanctioned and could lead to permanent exclusion

Some of the sanctions used are as follows:-

Detentions will be taken by HOY each day with a second member of staff each day in the canteen.

Staff detention: Recorded on Bromcom. Failure to attend will result in an escalated detention.

Lunchtime Detention: This will be given if you are late for a lesson. Recorded on Bromcom. Failure to attend will result in an afterschool detention

Late to school: If you arrive after 8:25am on school site you will have a 30 minute detention that evening

Homework detentions: After 3 missed homework the student will be placed into detention with a view to completing missing tasks. If students are identified to be struggling with homework then Achievement support will be notified so support can be put in place.

C3 red card After School 30 minutes same day afterschool; parents informed via SMS.

SLT detention Will run every night after school until 4pm

Internal Exclusion: Student in school, but out of lessons for a period of time. This will be 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 interactions 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 allowed 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.