



Alsager School

An Achieving School - A Caring Community

REWARDS & SANCTION POLICY

Prepared September 2022
by Mrs E Brazier, Assistant Headteacher

*This policy works in conjunction with the schools
Behaviour Policy*

Presented for approval at the Quality & Standards Committee
on 21/9/22
and subsequently approved and adopted on the same date.

Chair of Governors:
Mr Lindsay Purcell

Signature:

Date:
22/9/22

Vice Chair of Governors:
Mr Carl Cooke

Signature:

Date:
22/9/22

Alsager School - Rewards and Sanctions for Behaviour in lessons

Behaviour for Learning Grade	Justification	Action	Reward/Sanction
1	All necessary equipment, On time Work completed exceeds expectations, Excellent participation, Behaviour inspires others to learn and participate, Embrace challenge, Tolerant of others and prepared to change their views if necessary.	BFL 1 on SIMS	Rewards for consistently good behaviour: <u>Faculty Level</u> Praise, Post card home, Email home, Phone call home, Subject star nomination
2	All necessary equipment, On time Work completed meets expectations, Participation is good, Behaviour enables others to learn and participate, Accept challenge, Tolerant of others' ideas.	BFL 2 on SIMS	<u>College Level</u> BFL report each half term (100% positive grades = certificate home) Prize Draw Extended lunch Bronze, Silver, Gold Swans to top 20 BFL scorers in each year group, termly.
3	Slow to respond to tasks and instructions Work completed is below expectations Talking over teacher/others Lack of resilience (rejects challenge despite support) Behaviour has a negative impact on learning. Swearing (not directly at another person) Lack of tolerance.	BFL 3 on SIMS Right click and enter reason for BFL3 Consider contact with home to advise them of the issue (may be appropriate to check with HOC before contacting home).*	Sanctions (normally in this order): <u>Class/Faculty level</u> <ol style="list-style-type: none"> 1. Conversation with pupil after the lesson/at break 2. Break time detention 3. Lunch time detention (may go into the form group of another year within the faculty) <u>School level</u> <ol style="list-style-type: none"> 4. After school collective detention (if all other sanctions have been attempted or misbehaviour is serious or repeated) If a pupil fails to attend on the first occasion a letter should be posted home with a

Behaviour for Learning Grade	Justification	Action	Reward/Sanction
			<p>second chance to attend.</p> <p>5. Failure to attend 2 after school detentions = Head's detention to be arranged via HOC.</p>
4	<p>Warned but continues to fail to meet the required standards, Removed from the classroom by the teacher, Action card issued Directly challenges a member of staff Continues to respond negatively to challenge Continues to disrupt the learning of others, Demonstrates a lack of tolerance and directly challenges others. Swearing directly at another person.</p>	<p>BFL 4 on SIMS Right click and enter reason for BFL4</p> <p>Consider contact with home to advise them of the issue (may be appropriate to check with HOC before contacting home).*</p>	<p>Sanctions (normally in this order):</p> <p><u>School level</u></p> <ol style="list-style-type: none"> 1. After school cross curricular detention (if all other sanctions have been attempted or misbehaviour is serious or repeated). This should be communicated home via email, detention letter, or by phone call. If a pupil fails to attend on the first occasion a letter should be posted home with a second chance to attend. 2. Failure to attend 2 after school detentions = Head's detention to be arranged via HOC.
5	<p>Pupil is registered with another member of staff due to uniform/hair issues. Or placed in AG1 due to behaviour.</p>	<p>Teacher with whom pupil is located to register with BFL 5 on SIMs</p>	<p><u>Faculty Level</u> Teachers to provide appropriate work for pupil. <u>School Level</u> Pupil works with form tutor (or in another room as appropriate) until the matter is rectified.</p>
6	<p>Pupil is working in SWR</p>	<p>SWR to register</p>	<p><u>Faculty Level</u> Teachers to provide appropriate work for pupil. <u>School Level</u> Registered in SWR</p>
7	<p>Behaviour = 1 or 2 but homework has not been completed.</p>	<p>BFL 7 on SIMS (If BFL 7 is overwritten with 8, 3 or 4 ensure</p>	<p><u>Class/Faculty Level</u></p>

Behaviour for Learning Grade	Justification	Action	Reward/Sanction
		<p>notes mention lack of homework)</p> <p>Check understanding – was the pupil present when the homework was set, is this a first offence? Consider asking for it in later.</p> <p>Break intervention – bring pupil back and go over the work with them, do they understand it? Can they do it then?</p> <p>Contact with home to advise them of the issue (may be appropriate to check with HOC before contacting home). Advise of homework club.</p>	<ol style="list-style-type: none"> 1. Repeated lack of homework – Break detention 2. Lunch Detention 3. Subject specific detention to complete homework may be appropriate.
8	Behaviour through the lesson = 1 or 2 but pupil arrives late to lesson.	<p>Period 1 – Registered as L Periods 2 – 5 Right click on SIMS and enter the number of minutes late.</p> <p>If pupil needs to be moved to a 3 or 4 for behaviour change the BFL on SIMS but ensure notes reflect lateness too.</p>	<p><u>School Level</u> Picked up through BFL report and dealt with by HOC.</p>
9	Behaviour = 1 or 2 but the pupil lacks equipment for the lesson (book, pen, PE kit etc)	Enter BFL 9 on SIMS. (If BFL 9 is overwritten with 7, 8, 3 or 4 ensure notes mention lack of equipment)	<p><u>Faculty Level</u> Lack of PE Kit = as for BFL3 (dealt with by PE teacher)</p> <p><u>School Level</u> Picked up through BFL report dealt with by HOC.</p>

Sanctions for serious misbehaviour

The purpose of this process is to ensure consistency of sanction for instances of serious misbehaviour (as defined in but not limited by the Behaviour Policy) while allowing for professional judgement.

Behaviour	At least one of the following sanctions to be applied by Senior Leadership Team and Heads of College as appropriate.
Refusal to follow staff instruction	<ul style="list-style-type: none"> • Cross curricular detention • Headteacher's detention • Removal to another classroom • Placed in reflection • Alternative provision • Suspension
Assault on a member of staff	<ul style="list-style-type: none"> • Suspension • Permanent exclusion
Swearing directly at a member of staff	<ul style="list-style-type: none"> • Placed in reflection • Suspension • Alternative Provision
Fighting/Assault of another student	<ul style="list-style-type: none"> • Lunch/Break time detention • Headteacher's detention • Placed in reflection • Suspension • Alternative Provision • Permanent exclusion
Removed from the lesson due to behaviour and placed in alternative classroom or reflection.	<ul style="list-style-type: none"> • Cross Curricular detention • Headteacher's detention • Restorative conversation
Use of derogatory/discriminatory language. (See Anti-Bullying policy)	<ul style="list-style-type: none"> • Lunch/Break time detention • Headteacher's detention • Placed in reflection • Suspension • Alternative Provision
Damage to school property/vandalism	<ul style="list-style-type: none"> • Payment for repair/replacement • Headteacher's detention • Community service to the school • Suspension
Truancy from lesson	<ul style="list-style-type: none"> • Detentions at lunch/after school until time is made up. • Extra work/catch up to be completed
Truancy from school	<ul style="list-style-type: none"> • Recorded as unauthorised absence • Contact home • Reflection or detention to make up the time missed • Consider referral to Educational Welfare Service
Prohibited item brought into school e.g Alcohol Cigarettes	<ul style="list-style-type: none"> • Confiscation of item and mobile phone/smart watch. • Contact home • Headteacher's detention • Placed in reflection • Suspension

ALSAGER SCHOOL - REWARDS & SANCTION POLICY – GB APPROVED ON 22.9.22
THIS POLICY WORKS IN CONJUNCTION WITH THE SCHOOLS' BEHAVIOUR POLICY

Behaviour	At least one of the following sanctions to be applied by Senior Leadership Team and Heads of College as appropriate.
Vapes/e-cigs Sharp items	<ul style="list-style-type: none"> • Alternative Provision • Permanent exclusion • Referral to the police where appropriate
Drugs and/or drug related paraphernalia brought into school	<ul style="list-style-type: none"> • Confiscation of item and mobile phone/smart watch. • Suspension • Permanent exclusion • Referral to the police
Attending school under the influence of alcohol	<ul style="list-style-type: none"> • Parents to be contacted and student sent home • Placed in reflection the following day • Alternative provision • Suspension
Smoking on school premises including e-cigs or when in uniform.	<ul style="list-style-type: none"> • Suspension • Alternative Provision
Theft	<ul style="list-style-type: none"> • Payment for repair/replacement • Headteacher's detention • Community service to the school • Suspension • Referral to the police
Mobile phone switched on or in view during the day Smart watches used inappropriately	<ul style="list-style-type: none"> • Confiscation of phone/smart watch until end of day • Persistent offenders will have their phone confiscated and their parents will need to collect it.
Inappropriate IT usage	<ul style="list-style-type: none"> • Cross Curricular detention • Headteacher's detention • Placed in reflection • Suspension • Alternative provision • Loss of IT access
Making a malicious or unfounded allegation against a member of staff or a pupil.	<ul style="list-style-type: none"> • Headteacher's detention • Change of classes • Placed in reflection • Alternative provision • Suspension • Permanent exclusion