

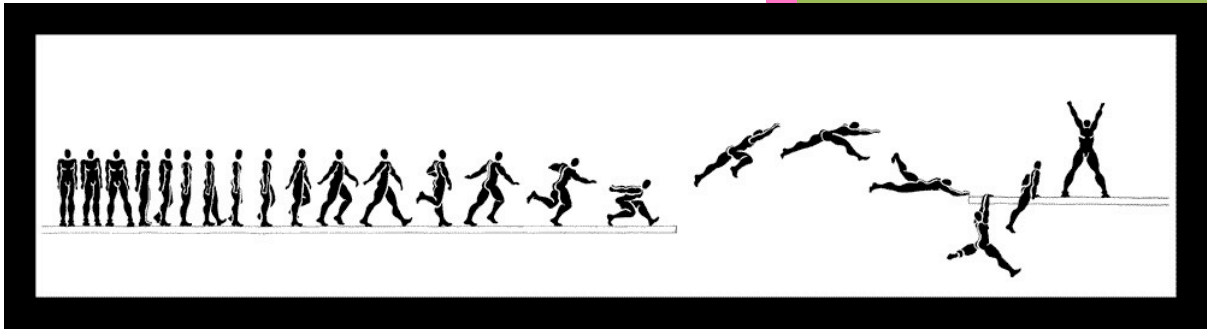


φύσις

Physis [fie-sis] a Greek word meaning the natural energy for growth, change and development.

2018

## Sanctions and Reward Policy



Physis Quantum is a specialist provider of exciting and innovative services to Children and Young People in a variety of different settings.

**Physis Heathgates**

**Academy**

(Part of The Physis Group)

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This policy is designed and written to be used in conjunction with other Physis policies, such as, but not only, those listed in the appendices at the end of this document; as such, all staff are responsible for ensuring they are fully conversant with all relevant company policies and procedures; failure to do so may lead to disciplinary proceedings and dismissal. It is the individual responsibility of every staff member to ensure they seek any clarification required in respect of this policy from their line manager, or the person named at the end of this document, should that be deemed necessary.

This policy deals with Rewards & Sanctions for breaches of Discipline that do not merit exclusion. It should be noted that we have no mechanism to permanently exclude students from Heathgates Academy. It is also a key element of our school ethos that we work to promote positive behaviours, and in doing so encourage students to adopt a wide range of appropriate positive strategies for resolving the issues they encounter, rather than seeking to punish and enforce rules in a way that draws increasing attention to negative behaviours.

### **Rewards (see Appendix)**

In seeking to encourage the establishment of good teacher/pupil relationships and support for the school's values through a system of rewards and sanctions, which are designed to promote a calm, disciplined learning environment our system of rewards includes:

1. Verbal praise and written praise for good work
2. A points system for both effort and achievement, which is acknowledged and celebrated both in the classroom and in assemblies. The current system involves points being awarded and collected by each student. These are given weekly in a Friday assembly (small gifts) and at the end of each semester (Vouchers)
3. Commendations for general meritorious acts in general school life

4. Posting examples of excellent work (for example, in art/design) around the school
5. Acknowledging individual and team sporting achievement
6. Posting achievements in the school's publications and reports (and on school notice boards) so that the community can celebrate success.
7. Reports to parents/carers, which are always worded to be as constructive as possible.
8. Reward trips and outings to further extend positive working relationships and reward positive attitudes.

**Sanctions for breaches of discipline that do not merit exclusion (See Appendix)**

The **teacher is responsible in the first instance** for dealing with minor infringements, such as lateness, casual rudeness in class, late or poorly completed work. 'Catch Up' work may be set, or the pupil may be required to re-do unsatisfactory work. Repetition of this behaviour will be reported to the Head Teacher and this may lead to an appropriate sanction at the discretion of the Head Teacher.

A teacher may temporarily **exclude a pupil from a class** in certain circumstances. Whilst this practice is not encouraged it is recognised as necessary on occasions – to diffuse a situation and to give individual counsel. A student will be sent into the charge of a colleague if exclusion from the class is deemed necessary. A student sent out of class remains under the control of the teacher until, responsibility is assumed by another member of staff.

A student should never be sent to another part of the building unsupervised, or left in the building unsupervised.

**Minor indiscipline in class** or other minor misdemeanors are reported to the

Head Teacher. This may lead to a pupil being set a task to recompense for lost learning time or to show a level of acceptable understanding of the reason their action (s) are inappropriate. This should be agreed with the student, within a further agreed timeframe for completion.

**More serious misdemeanors** are reported to the Head Teacher and may lead to the withdrawal of privileges, for a designated period, such as use of recreational equipment or absence from a proposed trip or non-curriculum based activity. It should be noted at this point that no student can be excluded from curriculum entitlements based on behaviours or non-compliance.

**Persistent lateness to lessons** will lead to students making up for lost learning time in a structured and supervised session that will enable the student to catch up on work missed.

**Repeated indiscipline** by a pupil in class will be reported to the Head Teacher by the Class Teacher; the student may then be removed from the class and required to work in another appropriate location with work to complete.

**Persistently poor attitude to completing work** may result in the student losing privileges, and being expected to complete work in extra sessions organized outside of school hours.

There is no provision within The Physis Heathgates Academy to exclude a student on any type of permanent basis. Students who present persistent modes of behaviour that are not consistent with that laid out in the expectations section of the Young Peoples Guide will be monitored using a Behaviour Management Plan.

## **Monitoring and Evaluation**

Rewards and sanctions are monitored by the Head Teacher.  
Regular Youth Council meetings offer students the opportunity to comment upon the arrangements made.

Compiled by:        Andy Plant

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## Rewards

Points system – 7 points are available for each lesson

1. Attendance
2. Engagement
3. Quantity of Work
4. Quality of Work
5. Presentation (school dress code)
6. Individual Target
7. Bonus Point

There will be two parts to the reward system.

- At the end of each week, during the 'Positives of the Week' assembly with Mark on a Friday, if a student has received 120 points a small gift can be chosen, e.g. nail varnish, etc.
- During this assembly, ongoing totals will also be discussed. At the end of a semester, the girls will receive the following:

1050 points are available during a six-week semester, i.e. 7 per lesson x 5 lessons per day x 5 days per week x 6 weeks = 1050. If the semester is more than 6 weeks, the totals will be added up after 6 weeks.

Full points are awarded if the student attends a review, therapy, post therapy or an appointment, etc. Half points are awarded if the student is sick and not at school

900 - 1050 = £20 voucher

800 - 900 = £16 voucher

700 - 800 = £12 voucher

600 - 700 = £8 voucher

400 - 600 = £4 voucher



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## Catch Up

- If a student refuses to do the set work, catch up work will be given to be completed at home, e.g. 15 minutes of refusing will be 15 minutes of catch up, 1 hour of refusing will be 1 hour of catch up.
- This work will be either given to an adult from the home of the student or mailed to the home at the end of the day.
- It is the responsibility of the adults/child to make sure that this work is completed and brought back to school.
- If the catch up work is not completed, the young person will not be allowed to take part in the next paid for activity set by the home. The only exception to this rule is if the young person has a contact visit – These will always take place!
- If the catch up work is given on a Monday and not completed, the rules will continue on Tuesday, etc. until the work is completed.



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## **Behaviour requiring the student to be sent home from school**

- If the level of poor behaviour has reached a point where the student is disrupting the education of other students or consistently being disrespectful to staff, they will be sent home for the remainder of the session, i.e. sent home in the morning will mean that they do not return until the afternoon. Sent home in the afternoon will mean that they do not return until the next day.
- This decision will be made by the Head Teacher. If the Head Teacher is not in school, the decision will be made by the Deputy Head.
- If the student is sent home from school they will not take part in any paid activities, except contact, that evening.
- Catch up work will be provided if a student is sent home



