



CHELTENHAM  
COLLEGE

## Rewards Policy (C)

### 1. Introduction

Cheltenham College gives priority to encouraging the development of personal potential, especially in relation to the school's core principles of Community, Character, Continuous excellence, Creativity and Curiosity. This policy describes the means through which the school celebrates not only pupils' successes and achievements but also pupils' commitment, dedication and service to others.

Through recognising and rewarding pupil endeavour, College demonstrates that pupils are valued. It is important that the reward system should promote positive behaviour, motivating pupils in their attitude to learning, their participation in the life of College and their contribution to the lives of others.

Praise and recognition can be offered informally as well as formally; positive, sincere feedback should be integral to the school's endeavour to facilitate personal development. The rewards policy describes awards earned by pupils whose performance in a range of areas is above and beyond the norm, whether that be in relation to progress, attainment, caring for others, service, leadership, responsibility or specific achievements.

### 2. Rewarding good behaviour

**2.1** This policy describes a comprehensive reward structure built on commendations that are awarded for academic effort and attainment as well as co-curricular contribution.

**2.2** College recognises the incredible contribution made by pupils through its reward structure, that culminates in the awards of House Shields, House Pots trophies, House and Club ties and full and half Colours.  
Some of the key elements of this reward structure are outlined below.

#### 2.3 Informal rewards

College prides itself on the quality of the relationship between staff and pupils and saying 'thank you' and 'well done' should be a routine part of school life for all members of the community.

## 2.4 Commendations

These are a formal way to recognise a good contribution, especially academically. There are three kinds of Commendation, and Commendation prizes are awarded.

**a) College Commendation** These are awarded by a teacher to any pupil for a piece of work or effort, notable for that pupil, or for sustained attainment and effort. Each pupil should have the opportunity to win a Commendation in each subject up to three times a term.

**b)** In addition, a **Merit** can also be awarded for routine good effort or attainment in prep or other academic work. Merits are recorded by the use of stickers in Pupil Planners, signed by the relevant member of staff. Three Merits will result in the award of Commendation.

### **c) House Commendation**

This is awarded only by Housemasters or Housemistresses (HsMs) to any pupil who achieves at least 3.6 for ATL (attitude to learning) on his/her Card. House Commendations may also be given for demonstration of values such as acts of kindness that contribute to the ethos of the House community.

### **d) Co-curricular Commendation**

These are awarded for outstanding achievement in sport, drama, music and all activities outside the classroom as well as for sustained effort or contribution. The supervising member of staff who is awarding the Commendation must enter it on the database.

At the end of each term, pupils who have acquired the highest number of Commendations are awarded a prize (in the form of tokens) at the Head's Assembly. The Heads of Lower and Upper College also identify pupils who have acquired an increased number of Commendations, and/or achieved a significant higher Attitude To Learning (ATL) score to receive prizes for endeavour.

## 2.5 Head's Distinctions

Distinctions will reward exceptional work characterised by intellectual rigour, imagination and research. They are not 'super Commendations'. Distinctions will be awarded for normal term work or for coursework.

These are rare: it is to be expected that between 2 and 5 will be awarded during a term.

Nominations can be made by any teacher, and should be referred to the Head of Department (HOD), who will make the judgement about what represents Distinction-level work. The HOD sends the work with his/her recommendation to the Deputy Head (Academic) who will often wish to see the pupil concerned to discuss the work. The names of those receiving Distinctions and the titles of the work are recorded in a Distinctions Book in the Library. Distinctions will be recognised at the Head's end of term assembly.

## 2.6 Academic Colours

Academic colours are intended to reward both effort and attainment, and are a prestigious award.

The award is based on a points system. Half colours are awarded to any pupil reaching 200 points; full colours to any scoring more than 400. Academic high-flyers who make an exceptional effort should be receiving half colours during Fifth Form and

going on to full colours by the Upper Sixth; the very hard-working who score less strongly in exams will attain half colours by the Upper Sixth.

The points system works as follows:

- Pupils receive 10 points for any Card where they have a score between 3.6 and 4.0
- Pupils receive 20 points for any Card where they have a score of 4.1 or above.
- Pupils receive 5 points for each A-grade result in Fourth Form Summer exams, GCSE Mocks or GCSE
- Pupils receive 10 points for each A\* in Fourth Form Summer exams, GCSE Mocks or GCSE. Sixth Form pupils receive 10 points for each A-grade result in AS/A2 Mocks and Lower Sixth AS exams and 20 points for each A\*.
- Pupils joining College in Lower Sixth are awarded double points for their GCSE results so that they have the chance to acquire academic colours during their two years at College.

Full colours ties are presented in Head's assemblies, and Half colours are presented in year group or house assemblies.

## **2.7 Speech Day prizes**

### **2.7.1 Lower College**

There are two types of prize in Lower College: Attainment and Endeavour. HODs submit up to half a dozen names for each category. HsMs and tutors are also asked to contribute. Those pupils with the highest number of nominations are the prizewinners.

There are additional named prizes as follows:

- Anthony James Art
- Elmslie Drama
- Hannam Clark Reading
- Hannam Clark Orchestra

### **2.7.2 Upper College Endeavour**

HODs nominate pupils for endeavour prizes (as with Lower College above). These should not be pupils who have been nominated for the subject attainment prizes.

#### Subject prizes

Each subject awards two prizes for the Sixth Form (usually, but not necessarily, one in each of the Lower Sixth and Upper Sixth). Many of the prizes are named endowed prizes, and others are supported by the Cheltonian Society.

No pupil will be awarded more than three Cheltonian or College prizes in total.

Pupils will not usually win an Endeavour Prize more than once in their time at the College. They are aimed at those who would not in the normal course of things be in the running for any other prizes; they are for sterling effort among those who are not necessarily the 'high fliers'. Award winners are informed in advance that they have won a prize and may choose a book accordingly. The books are purchased by College and presented on Speech Day. Any shortfall between the value of the prize and the cost of the book is made up with book tokens.

### **Prizes relating to the wider curriculum**

The Spirit of Wilson prize is awarded to the Upper Sixth former who is adjudged to have undertaken the most adventurous expedition during the Lower Sixth summer holiday.

The Jackson-Matthews prize is awarded to the pupil who has given the best Chapel address during the academic year.

Winners of the following trophies are announced on the day:

- CCF Army Leadership prize and Millennium Trophy
- Sloan Cup (Girls) and Stidworthy Cup (Boys) for Games
- Duleepsinhji Cups for performance by a boy and a girl in the College's traditional team sports
- Cadbury (Girls) and John Bowes (Boys) Cups for All-Round contribution
- Galahad Cup for Academic Excellence.
- Adams prizes for academic progress (cash prizes: one for L6th, one U6th)

Nominations are invited, and the decisions taken by the Deputy Head (Academic) in consultation with the Deputy Head (Co-Curricular) and the Co-curricular Management Team.

### **House Shields**

House Shields are awarded at Speech Day for pupils' academic effort and achievements during the school year.

They are named as follows:

- Robertson Shield (Lower College Girls) after Imogen Robertson (89-91 CH), author
- Lldarin Shield (Upper College Girls) after Lldarin Nandhabiwat (84-86 CH), businesswoman
- H. L. A. Hart Shield (Lower College Boys) after Professor Herbert Hart (21-24), Professor of Jurisprudence at Oxford University
- Marsden Shield (Upper College Boys) after David Marsden (51-56), Neuroscientist.

Positions in the House shield competitions are updated each half-term and are worked out as follows:

- The average effort score for a year group within House is multiplied by 100
- Academic commendations are worth two points
- A Head's Distinction is worth ten points
- A detention (given for academic reasons) counts minus five points.

### **House Ties**

Each House awards House ties for specific contributions to the life of the House and the wider College community. Details of these are available from each individual House.

### **Sports, Music, Drama, CCF and Club Ties and Colours**

Many different aspects of life at College are recognised by the award of Colours and Ties. Many of these are presented in Head's or Year group assemblies. Permission for the creation of a new tie must be sought through the Deputy Head (Co-Curricular).

**Reviewed March 2021**

**TEB, SMQ, RJP**

**Next review: January 2022**

