

Rewards Policy

Our rewards system enables all colleagues to recognise the good efforts, behaviour and achievements of students both informally and formally, as appropriate. In encouraging good citizenship and positive contributions towards the life of the school we seek to develop our students' sense of responsibility, self-motivation and self-esteem.

Rewards include:

- **Verbal praise from the teacher.**
- **Comment on work including use of stickers**
- **Whole school/Key stage presentations. Public recognition, including displays of work.**
- **Press involvement.**
- **Recognition of talents through team membership, productions, concerts etc.**
- **Being given positions of responsibility within the form e.g. School Council Representative.**
- **House Points:** These may be given for work or as a reward for exceptional conduct or assistance. House Points can be indicated directly on the student's work or in her Homework Diary and these are then recorded by the Form Tutor about every two weeks in the appropriate spreadsheet. One House Point will be awarded for two to three consistently good pieces of work or one particularly good piece of work. Two or three House Points will be awarded for one exceptional piece of work. Please refer to individual Department Rewards Policies.
- **Excellent Work:** This award is given for work which is considered outstanding for that individual in an appropriate time period. It should preferably be a one-off piece of work. The following are provided as a guide:
 - The presentation should be a little out of the ordinary.
 - The content should be judged by the Head of Department to be well above average for that student

- The pupil has managed to complete the work with a ‘twist’ to make it different from others
- Above average results /work for an individual over a sustained period of time.

Any proposed ‘Excellent Work’ should be passed to the Deputy Principal (Pastoral) with a completed ‘Excellent Work proposal slip’. The names of successful students will be announced in a Full School Assembly and the students should see the Deputy Principal (Pastoral) who will present the certificates at the earliest opportunity. Each piece of Excellent Work receives four House Points.

- **Principal’s Commendation:** This award is given to reward students who go above and beyond our normal expectations in a practical subject or non-academic sphere. The following are provided as a guide:
 - It may be an outstanding individual presentation or performance (in class: in assembly: during a whole school event; production or concert, while representing the college in the wider community).
 - An outstanding individual attainment in a format that cannot be handed in for Excellent Work (music, drama, sport etc.)
 - An outstanding, sustained individual contribution to an aspect of college life that goes above and beyond what would normally be expected in that role (sports teams, musical ensembles, college production, tutor group, charity work etc.)

Any colleague wishing to propose a student for ‘Principal’s Commendation’ should complete a ‘Principal’s Commendation proposal slip.’ The names of successful students will be announced in a Full School Assembly and the students will be invited to visit the Principal who will present the certificates at the earliest opportunity. Each Principal’s Commendation receives four House Points.

- **‘Congratulations’ postcards** These are posted to the parents of students who perform well in the internal College examinations. The students are nominated by their Year Co-ordinator and seconded by the Deputy Principal (Pastoral).
- **‘Attendance’ postcards** These are posted to the Parents of students who attain a 100% attendance record for a Term. They must also have attended punctually. The final decision is made by the Year Co-ordinator.
- **Subject ‘Praise’ postcards** These are given to a student when teachers have noticed a good, improved effort in the lessons, or a big effort is made to help another student. It is often used when it is not appropriate to give a house point.
- **The Ladies’ College Guild Ambassador Award** This award is in recognition of "Service to The Ladies' College" as well as compliance with expectations. Recipients must satisfy

the following criteria, i.e. they must have provided different services to, for or on behalf of the College. These services could include:

- Representing the College through performance in a prestigious event, for example: Eisteddfod, representing the College in sport, drama, music
- Representing the College in teams such as De Putron Challenge
- Helping at Open Morning or other College functions
- Helping at PTA or Guild events
- Supporting the College in community events –for example: quizzes, sports teams, choirs
- Helping at outreach events such as Sarnia Scholars
- Contribution to newsworthy items where The College is mentioned in the media in a positive way.

Every student who wishes to put themselves forward for the Award should complete the Award card available from their Tutor or Reception. It is the student's responsibility to complete the information and obtain signatures authorizing their contributions.

*Students who take part in an event which requires weekly attendance to a rehearsal/training for at least half a term will be eligible to gain the equivalent of **two** services. This must be signed off by the member of staff responsible for the event.*

The Form Tutor adds their signature in agreement that the student deserves this reward. Once completed, the card should be passed to the Deputy Principal (Pastoral). A Certificate will be presented in a Year Group or Full School Assembly and a red sash (Girdle) given to the student to be worn for the rest of the academic year.

A student must return the sash by the end of Trinity Term before final Mark Reading of the year.

In addition to wearing the red sash. The ‘Ambassador’ badge will be awarded to those students who have achieved the award from Remove to Sixth Form.

Prizes awarded at Mark Reading

- **Music Certificates**

Examination certificates are awarded at grades one to diploma for the successful completion and passing of instrumental and vocal grades.

- **PE Colours**

Students are awarded Colours for:

- Commitment and dedication to the College teams in terms of training and matches
- Demonstrating excellence in moral integrity and physical endeavour

- Arriving promptly to training and matches
- Looking smart in appropriate College PE kit
- Being responsible for communicating availability and fitness to the teacher in charge of their sport

In addition, Sixth Form may also get colours awarded for going above and beyond in their sport to help College in terms of officiating, coaching or choreographing.

PE Colours will be awarded at the Senior Level (Lower and Upper Five) and Junior Level (Remove to Upper Four) for:

Football, Hockey, Swimming, Tennis, Netball, Athletics, Gymnastics and Badminton.

Sixth Form PE Colours will be awarded for Netball, Hockey, Swimming, Tennis, Dance and Gymnastics. There will be an additional award (Prix d'Excellence) for Sixth Form who achieve three colours.

- **Ruth Falla Trophy**

This trophy has been donated by the Falla family in memory of Ruth Falla (old girl). It is awarded for the best performance in the Island Schools Sports.

- **Music Loyalty and Commitment Awards (Trinity Term)**

These will be awarded annually to students who have shown loyalty and outstanding commitment to musical ensembles. Priority is given to older students.

- **Knight Trophy**

Awarded to the Senior House Official team who are considered to have contributed over and above what is expected of their position. They will have been exceptionally enthusiastic, well organised, approachable, motivating and led by example. Actively taking part in events and communicating effectively with both the House and staff. All round positive role models to their House.

Speech Day Prizes

- **Department Awards**

The following departments award prizes to students (Remove to Sixth Form) who gain the highest marks in internal examinations:

- Mathematics (Upper Four – Collings, Lower and Upper Five – Guild, Sixth Form – BDO Novus Ltd and BWCI Ltd Further Mathematics)

- History (Upper Four – Durand Junior, Upper Five – Surridge)
- Geography (Upper Four – Durand Junior, Upper Five – Martel, Upper Sixth – Durand Senior)
- Business Studies and Economics (Lower Sixth – Business Studies Pamela Senner Cup and Economics Omnia, Upper Sixth – Business Studies Guernsey SCCA and Economics InterTrust)
- PE (Lower Four - Tatiana Tostevin Sports Trophy)
- Science (including Biology, Physics and Chemistry (All years - Guild Prizes, Lower Sixth – Joy Hunt Memorial, De Putron Shield, Upper Sixth – Robilliard))
- Psychology (Sixth Form – Reynolds Cup)

In the event of two or more students achieving the same mark, class work and homework marks are considered.

The following departments award prizes to students based on achievement in internal examinations plus some additional criteria:

- English – the student is an able communicator (Upper Four to Upper Sixth – Ellershaw)
- MFL – track record on vocabulary tests and homework plus enthusiasm, commitment and contribution to co-curricular activities (All years - Alles, Sixth Form - Alison Le Poidevin Memorial and Hanna Cup)
- Latin – House points and contribution in class (Upper Four – Rose Bartlett Cup, Upper Five – Canon Harding Classics)
- Music – contribution made to the musical life of the College over the academic year.
(Lower Five – Jean Owen Cup, Upper Five – Lydia Colley Trophy, Sixth Form – McCandless Cup)
- Religious Studies – Contribution in class (All years - Nicholas Carey, Sixth Form - Peek)

The following departments do not necessarily award to the student with the highest marks.

- Drama – more emphasis is given to artistic talent, working in complete harmony with a creative team and demonstrating commitment to the theatrical assignment or play, in performance (Upper Four – Bachmann Cup, Lower Sixth – Prowse Trophy)
- Art (Remove- Herm Island Prize, Lower Sixth – Hutchinson Memorial Trophy, Upper Sixth - Browning) – prizes are awarded to students who work consistently hard throughout the year and demonstrate good observational drawing skills. They should show in-depth subject knowledge and have a high command of skills and techniques. Students will have produced imaginative, exciting and original work.

- IT – awards are based on performance in class throughout the year. In addition, consideration may be given to activities such as the Guernsey Press ‘Design an Ad’ competition.

Other Prizes:

Boyle Cup

Awarded for improvement in Science.

Clough Award

Awarded for sustained effort

Darwin Salver

Awarded to student in Upper Five for Academic Excellence in two Sciences and for the contribution to the co-curricular life of the department.

Dorey Prize

Awarded for general improvement.

Esprit de Corps Cup

An award set up by The Ladies' College Guild for Team Spirit within the College community.

Fant Trophy

Awarded to a student not doing A-level Music, who has contributed most to the musical life of the College.

Rosalind Franklin Cup

Awarded to student in Upper Sixth for Academic Excellence in two Sciences and for the contribution to the co-curricular life of the department.

Haskins Cup

Awarded to the top student in Upper Five Mathematics, Set 2.

Helen Grand Prize

Awarded for excellence in Choral Singing.

Joyce Welsh Memorial Trophy

Awarded to the student showing the most promise in Spanish.

Le Cheminant Cup

Awarded to a student in the Lower Sixth for Academic Excellence in two Sciences and for the contribution to the co-curricular life of the department.

Marsh Award for Merit

Awarded for sustained academic persistence & determination to succeed.

Monachan Trophy

Awarded to winner of the Upper Four Public Speaking Competition.

Monkhouse Trophy

Awarded for persistent effort and for general contribution to the College community.

Pamplin Prize

Awarded for being kind, caring and supportive within the College community.

Rabey Shield

Outstanding Sports-woman of the year and for outstanding contribution to College sport.

Richards' Trophy

Awarded to the "Business person of the Future" – a person possessing life skills to become successful in business.

Rothschild & Co Bicentenary Prize

Scholar of the Year award.

STEM Ambassador Award

An award for published projects outside of College in Science, D&T, IT, Mathematics – can be awarded to a group or individuals.

The Deane Trophy

Bringing environmental change to The Ladies' College.

The Devine Award for Independent Language Learning

Awarded to a student of any age who has shown an excellent independent approach to language learning by demonstrating consistent curiosity, self-motivation, resilience, reflectiveness and initiative in her chosen modern foreign language.

Walters' Trophy

Sporting Endeavour.

Whittaker Salver

General contribution to the College community.

Winchester University Opportunity Award

Awarded to someone who takes as many opportunities as possible, while in the Sixth Form.

Williams' Prize

Sustained Effort.

House Trophies

- Coronation Shield
House points are issued (+1) and excellent work (+4) and these are totalled for each House, each term and an average calculated. This is to allow fairness as the numbers in each House varies. Total average points are added at the end of the Trinity Term and ranked. The Shield is awarded to the House with top ranking.

- Prizes and Certificates Award
Prizes are awarded as follows:

- Prix d'Excellence 3 points per prize + 3 points for p d'E
- School Prize 3 points even if prize is shared.
- Rothschild Prize 15 points
- Sports colours 2 points

Points are totalled for each House and then this award is presented annually to the House with the greatest total.

- Cock House Trophy
Awarded annually to the House with the best overall tally of House Points and the most success in sporting, musical, academic and all other inter-house competitions. The marks allocated for each of the separate categories contributing to Cock house is given in the table below:

AWARD	1st	2nd	3rd	4th
Prizes & Certificates (Speech Day prizes)	40	30	20	10
Coronation Shield (House points/Excellent work/Principals commendations)	40	30	20	10
Quiz (5 rounds) (all students involved)	30	22.5	15	7.5
Music (3 elements, open to all)	30	22.5	15	7.5
Drama (1 act, open to all)	30	22.5	15	7.5
Athletics	20	15	10	5
Gym	20	15	10	5
Guild Ambassador Awards	20	15	10	5
Photography (open to all)	10	7.5	5	2.5
Creative Writing (open to all)	10	7.5	5	2.5
Spelling Bee (Lower 4 only)	10	7.5	5	2.5

Cross Country	10	7.5	5	2.5
Hockey	10	7.5	5	2.5
Netball	10	7.5	5	2.5
Rounders	10	7.5	5	2.5
Swimming	10	7.5	5	2.5
Tennis	10	7.5	5	2.5
Football	10	7.5	5	2.5
House Coordinator Discretion (up to 3x per year) e.g. assembly/pancake race/mufti money/ACW activity etc.	5	3.75	2.5	1.25

Rationale:

40 points

Prizes and Certificates/Coronation Shield represent the House's academic achievement. To win Coronation Shield requires sustained effort and all girls contribute via House Points and Commendations. The Prizes & Certificates Award is for success on Speech Day and acknowledges outstanding academic successes.

30 points

The Quiz involves all girl's participation and lasts throughout the entire year.

Music and Drama all involve large numbers of girls and require commitment, organisation and practice.

20 points

Athletics and Gym should be worth more than the other PE competitions due to the number of events/girls involved, and the practice/commitment required.

The Guild Ambassador Awards reflect a contribution by the girls to representing the College in a positive way

Overall;

Academic Reward; Prizes/Coronation Shield/GAA = 100 points 29% of total

Mass involvement; Quiz/Drama/Music = 90 points 26% of total

PE events = 110 points 32% of total

Photography/Creative Writing/Spelling Bee/House Coordinator discretion = 45 points 13%