



Nendrum College

COMBER

REWARDS POLICY



Signed Chair Board of Governors: _____

Date Ratified by Board of Governors: _____

Review Date: 24 September 2025

Member of staff responsible for policy: Mr R Williams

Date approved by Board of Governors: September 2025

Date of next review: June 2028



Our Shared Vision: At Nendrum College Comber, our vision is to develop confident, compassionate, and engaging young people who are prepared to make meaningful contributions to both local and global society. We are committed to providing a nurturing, inclusive, and aspirational learning environment, where every pupil is supported to reach their full potential, in a modern and digital world: academically, socially, spiritually, and emotionally.

Through high expectations, mutual respect and a culture of personal growth, we encourage educational excellence. These principles, embedded in our core values of nurture, commitment, and community, aim to foster a strong sense of belonging and responsibility in everyone.

Introduction

The rationale for placing importance in the merit system in Nendrum College is to reward the **positive behaviour, attitude and effort** exhibited by our pupils in and outside the classroom.

Our aim is to value the contributions they make within the classroom and in the wider school community. It is hoped the merit system will encourage pupils to be motivated to take responsibility for their behaviour, take pride in their work and feel valued for their efforts. The merit system operates within every year group from Year 8 to Year 12.

The merit system is designed to have a positive approach and does not include “de-meriting” as inappropriate behaviour will be dealt with separately through the procedures outlined in the school’s Positive Behaviour Policy. The merit system is also connected to our newly established Core Values. Each student can receive additional merit points for displaying characteristics/dispositions aligned to each of our Core Values: Nurture, Commitment and Community.

All members of staff are expected to participate in the school Merit System by awarding points to pupils on a half termly basis. The awarding of points is at the discretion of each member of staff - this should be tailored to the individual pupil. Records are kept electronically on in google drive.

Pupils gain subject merits by:

- completing all homework to the best of their ability and handing them in on time
- keeping their classwork books and files neat, tidy, and up to date
- trying to make sure that their attitude and behaviour is of a high standard
- bringing correct equipment to class, eg. books, pencil, pen, ruler, apron, P.E. kit
- regularly attending an after school activity
- trying to keep my attendance to 100% each month
- looking neat and tidy by wearing their school uniform correctly

The **subject teacher** should monitor the above criteria on a regular basis and award merits to each pupil at the end of the month. Each month, pupils can score a **maximum of 5 merits per subject**.



Any member of staff can award additional merits as follows:

Within the 'NUTURE' column for displaying:

In the Classroom

- **Helping classmates** who are struggling with schoolwork by offering to explain or study together.
- **Encouraging others** with kind words when they feel down or frustrated.
- **Listening actively** when someone is speaking, showing they value others' thoughts and feelings.

In Friendships

- **Checking in** on friends who seem upset or lonely.
- **Sharing** resources, time, or attention generously.
- **Standing up** for someone being treated unfairly or excluded.

In Attitude and Behaviour

- **Showing patience** when others make mistakes.
- **Being inclusive** and making sure no one feels left out.
- **Taking responsibility** for their actions and apologising when they hurt someone.

Within the 'COMMITMENT' column for displaying

In Learning

- **Completing homework and assignments** on time and to the best of their ability.
- **Participating actively** in class discussions and activities.
- **Setting personal goals** and working steadily to achieve them.
- **Asking for help** when they don't understand something, showing they care about improving

In Attendance and Punctuality

- **Arriving on time** for school and lessons every day.
- **Attending regularly**, unless there's a valid reason not to.
- **Being prepared** with the right materials and mindset for learning.

In Attitude and Effort

- **Showing resilience** when faced with challenges or setbacks.
- **Staying focused** and avoiding distractions during lessons.
- **Taking pride** in their work and striving for improvement.

In School Life

- **Joining clubs, teams, or school events** and sticking with them.
- **Volunteering** for responsibilities like class monitor, eco team, or break and lunch assistants.



Within the 'COMMUNITY' column for displaying

Building Positive Relationships

- **Welcoming new students** and helping them settle in.
- **Including others** in group work, games, and conversations.
- **Showing kindness and respect** to everyone, regardless of differences.

Contributing to the School Environment

- **Taking part in school events**, like charity drives, cultural days, assemblies or clean-up campaigns.
- **Volunteering** for roles like peer mentor, eco team, or student council.
- **Caring for shared spaces**, like tidying up classrooms or helping in the library.

Using Their Voice for Good

- **Speaking up** if someone is being treated unfairly.
- **Sharing ideas** that help improve the school for everyone.
- **Encouraging others** to get involved and feel like they belong.

Living the School's Values

- **Demonstrating empathy**, fairness, and cooperation.
- **Celebrating diversity** and learning about different cultures and perspectives.
- **Working together** to solve problems and support each other.

The Year Head will check the completed class merit sheets and keep a record of pupils' half termly merits. Each half term in Year/Key Stage Assembly the Year Head / Senior Teacher for Character and Currency will award a prize to those pupils with top merits.

At the start of each year, the Senior Teacher for Character and Currency will lead an assembly to inform the students regarding the criteria for gaining merits.

To further promote the new values, there will be Termly winners for each of the 3 Values, based on their score and in consultation with each Head of Year, Class/Form teacher, Senior Teacher for Positive Behaviour and Senior Teacher for Character and Currency.

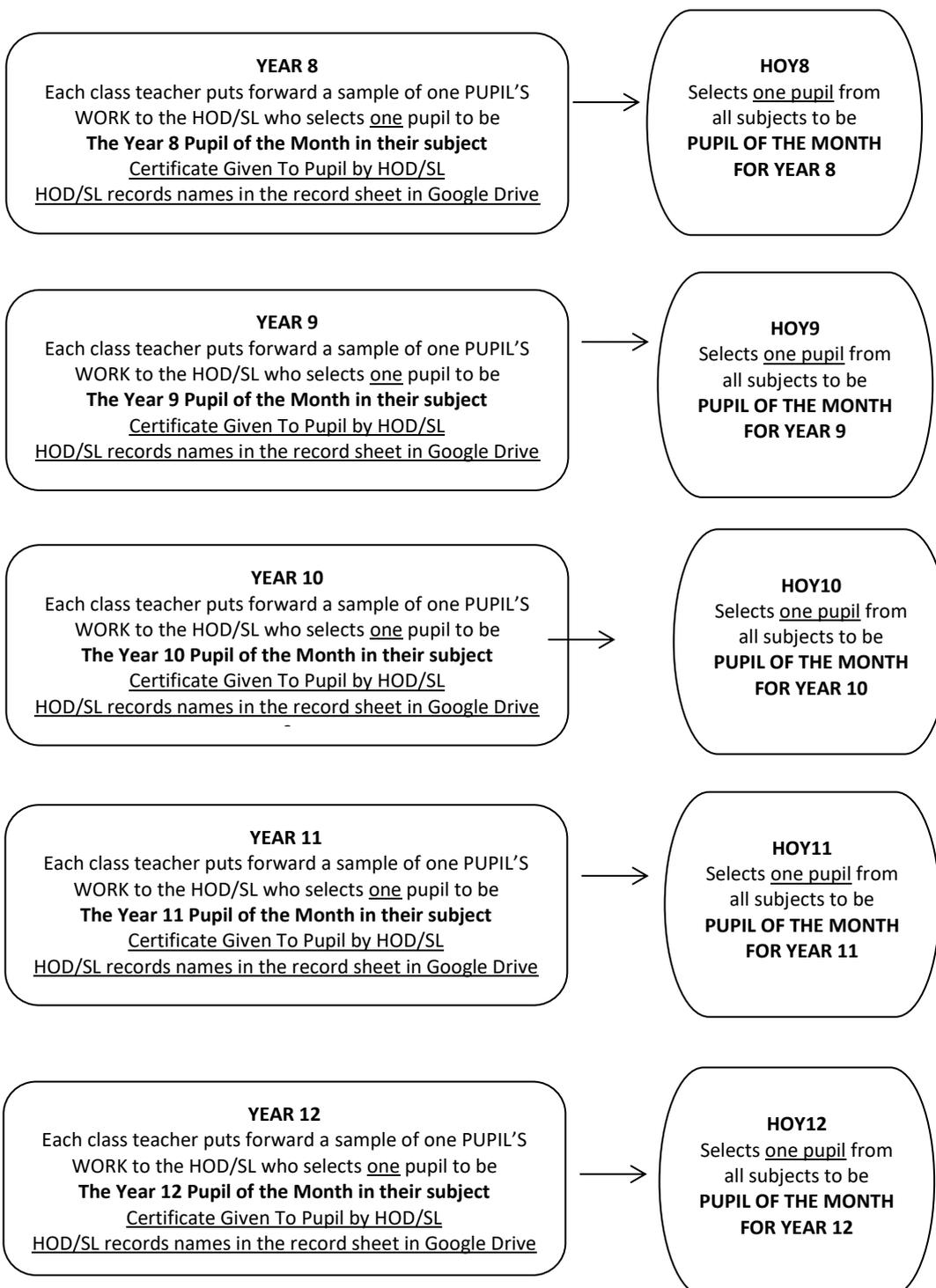
Additional to this, to further promote the importance of attending school, there will also be a separate reward for improving attendance. The rationale for this is that attendance remains as one of our key focus areas. At the time of writing, across the five year groups, our average attendance record is 86%. This means on average students miss approx. 26 school days per year. To ensure we encourage an improvement to this, each half term deserving students will be rewarded for improving their attendance. Students selected for the reward will be from a consultation involving the Attendance Officer, Heads of Year, Senior Teacher for Positive Behaviour, Senior Teacher for Character and Currency, Vice Principal and Principal. Deserving students will be selected and entered into a prize draw selected at random each half term.



Pupil of the Month

The rationale for the Pupil of the Month reward system in Nendrum College is to reward the **academic achievement and improvement** of our pupils in the classroom. Our aim is to encourage improvement in the attainment and standard of our pupils, to motivate them and encourage their progress throughout their time in Nendrum College.

The diagram below outlines the procedures for awarding Pupil of the Month.





It is important that all names are recorded in the record sheet in Google Drive so that House Points are accurate as they are attached to each students cumulative total of merit points.

Rewards trips

Alongside the allocation of rewards points for positive behaviours, pupils also formally accumulate behaviour points for poor behaviour (that subsequently results in a sanction). For the purpose of establishing who is eligible to participate on the rewards trip, a pupil's total number of behaviour points will be deducted from his total number of rewards points and if he has a positive balance then he and attained the required number of points he should be able to participate in the trip. This final decision will be made by the Senior Leadership Team.

The House System

The Merit and Pupil of the Month systems (incorporating the school values) will operate in conjunction with the College House System.

All pupils and staff in school are organised into three houses: Darragh, Enler and Gillespie. The merit points are aligned to the Houses and in the Google Drive document a cumulative total of House points is displayed based on the running merit points of each student in each of the three houses.

As explained above, the **points may be awarded at any time, by any member of staff**, as and when appropriate.

All staff are encouraged to run inter-House competitions either within their subject area or year groups. Total points for each House from a competition can be forwarded to The Senior Teacher for Character and Currency for inclusion in the overall totals.

A schedule of House events is released half termly and the record of house lists and points awarded, along with details of top contributors and upcoming events will be posted on the House noticeboard on the bottom floor.

**Please note, full details and processes regarding the House System is outlined in the separate House System Policy.*