



Staff Member Responsible:	RSA
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The Gilbert School

Awards Policy

Aims

The awards system aims to:

- Reinforce the culture of the school by developing shared values which encourage positive attitudes to learning and development of character.
- Provide positive reinforcement and incentives to all students.
- Develop students' intrinsic motivation to learn.
- Help to improve students' effort, learning, attendance and overall performance.
- Encourage healthy competition between groups of students by sharing achievements in assemblies and having regular form group prizes.
- Complement and support the school's focus on an earned, awards based culture that teaches the importance of incremental gains.

Gilberd Way Awards

The Gilbert School does not have a traditional rewards system. We are clear that the most important reward a student can receive is recognition for their engagement and their endeavour. Excelling is a by-product of these attributes. The Gilberd Way Awards have therefore been designed to guide students on a leadership career in readiness for the competitive world that awaits them in the future. The awards recognise students for their efforts to improve both themselves and the school through progress in lessons and positive contributions to their community. For each tier of Gilberd Way Award, students must demonstrate that they have conducted themselves in a productive, polite and helpful manner as evidenced by the observation of staff and prefects and our core ethos; Engage, Endeavour and Excel. Students must also evidence how they have contributed to the school or wider community. This may include holding positions of responsibility, participating in school events/clubs/societies or participating in competitive sports and music. There are 3 awards in total, Bronze, Silver and Gold.

Ultimately, the collective GWA application forms students accrue from Years 7-10 will form the basis of their personal statement in Year 10 and 11.

Further information can be found in the Awards and Leadership Prospectus on our [school website](#).

How do Gilbertdians achieve their Gilbert Way Awards?

There are five strands that need to be achieved, equal weight is given to each:

- By achieving a particular threshold of House Crests
- By committing to co-curricular activities
- By committing to community engagement and student leadership
- By attaining particular thresholds of Learner and homework Profile
- By attaining particular thresholds of attendance

House Crests

If students meet our core values* in a lesson, they will be awarded with a House Crest. These House Crests will be administered centrally at the beginning of each week. A student can accrue up to a total of 6 House Crests each school day. House Crests are deducted when expectations are not met. As a result, students will measure their success using a House Crests Total which is an aggregated score. House Crests – Expectations Not Met = House Crests Total (Aggregated Score).

Core Values*

- Engage
- Endeavour
- Excel

Additional House Crests

On occasions when students demonstrate outstanding contribution to the school, they have the opportunity to be awarded additional House Crests which are aggregated with the student's overall total. Extra House Crests are awarded to students who engage beyond the classroom. They can be awarded for showing engagement in clubs or endeavour with the student leadership programme. A fixed tariff of additional points is published for each of these. Engagement is as important as endeavour with regard to additional House Crests, a meaningful application for a position of leadership therefore, is awarded points even if that application is ultimately unsuccessful.

For the very highest performing students at the end of each half term, additional methods to recognise engagement or endeavour may be used by Year Teams. These may include; Awards Dinners, Golden Lunch Pass, HoY Award, positive phone calls, emails or postcards home.

Co-Curricular Activities

Over 80 Clubs and Societies are on offer to students at The Gilbert School. Engagement in these is a crucial element of helping our students to develop confidence, character and self-efficacy. It is an expectation that students engage in clubs and societies in order for this aspect of their Gilbert Way Award application to be considered. Students are expected to be able to articulate the skills and qualities they have developed as a result of co-curricular engagement.

Community Engagement and Leadership

Student Leadership is a cornerstone of our culture. There are numerous leadership roles on offer. This begins with the Pre-Edge Award in Year 7 and progresses to more senior positions in older year groups. Again, credit is given for meaningful applications when considering Gilbert Way Awards.

Learner and Homework Profiles

Learner and Homework profiles are excellent indicators to highlight a student's commitment to their education and their likely outcomes. Irrespective of a student's starting point, learning needs, or target grades, we are clear that those who endeavour the most will ultimately be the most successful. A student's Year Team will recognise a student's endeavour to excel across all subject areas using pre-determined thresholds as follow:

5.0- 6.0	Green
4.5 – 4.9	Amber
4.4 – 0	Red

We understand that some students face additional barriers which is factored in when allocating a learner or homework profile by each teacher.

Students in the Green threshold will be considered more favourably for recognition with Gilbert Way Award applications.

Attendance Thresholds

Attendance is a critical measure of a student's engagement in school. It is also a key determinate of success (Excel). There are of course often very sound reasons why attendance may not reach our expected thresholds and these will always be taken into account when considering Gilbert way Award applications.

95% or above	Green
92-95%	Amber
Below 92%	Red