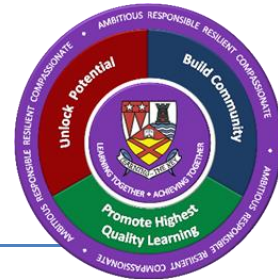


Positive Relationships

Merits, Demerits & Excellence Awards

August 2019










We have been working with staff and pupils to review our approach towards data. Our new approach to data will:

- Provide a **solution-focused** approach
- Offer **rich** and **more targeted** data
- Be more **consistent**
- Ensure we are looking at **pupils individually**
- Provide **more opportunities** to recognise **positive behaviour for all pupils**
- **Not be to the detriment of communication and face-to-face interaction**
- Inform our new **'Relationships Policy'** which we are working on currently.

Celebrating Success- Merits and Excellence Awards

We have added new merit categories which are intended to provide more opportunities to recognise and celebrate success for all young people. A pupil working group has been set up to unpack these categories e.g. personal best, effective teamwork etc. and pupils have designed the criteria which will underpin our use of merits. Pupil Councils and classes have been involved in reviewing our approach towards data and their ideas and opinions have been essential in our work reviewing this aspect of our school.

Merit Categories & Criteria:

<p>PERSONAL BEST</p>  <p><i>Tests, homework, contributions, attendance, time-keeping, tasks, performance etc.</i></p>	<p>CONSISTENT EFFORT</p>  <p><i>Consistently listening, pushing myself, being motivated, prepared- "all at my own level".</i></p>	<p>EFFECTIVE TEAMWORK</p>  <p><i>Contributing and engaging, leadership, listening, doing well in the roles you give us, being respectful, encouraging etc.</i></p>	<p>GOOD CITIZENSHIP</p>  <p><i>Accepting of others, specific incident, uniform, corridor behaviour, being an 'upstander', helping in class etc.</i></p>
<p>REPRESENTING SCHOOL</p>  <p><i>Achievement in and out with school where you represent KHS e.g. sports, music & performance, writing, attending clubs/camps, school trips, school events etc.</i></p>	<p>IMPROVED BEHAVIOUR</p>  <p><i>Mobile phones, language, listening, more focused, showing respect and being more mindful of the people and environment around you etc.</i></p>	<p>INCREASED EFFORT</p>  <p><i>Mobile phones, language, listening, more focused, showing respect and being more mindful of the people and environment around you etc.</i></p>	<p>Our pupils said...</p> <p>"We like the idea of the merit categories and Teachers choosing something we can work towards."</p> <p>"We like the idea of writing what each merit could be for."</p>

From August 2018-19, 'Excellence Awards' (formerly Positive Behaviour Awards) will be completed and recognised on a **termly basis** for S1-6 pupils.

Following pupil feedback, the aim is that the criteria for these awards should be transparent for pupils so they know exactly how Excellence Awards can be achieved. There will no longer be bronze/silver/gold awards and the format for presentation will also be altered following pupil feedback.

In order to use our data, 'Excellence Awards' will be generated through the data already collected from merits. This also gives pupils clear and broad criteria which will contribute towards their success.

The merit categories which will count towards an 'Excellence Award' are:



The top merit award winners for each year group, per term and house, will be selected as 'Excellence Award' winners. Award winners will be invited to a termly House Assembly through TSG where pupils will be recognised with their House Team. Parents/Carers will also receive a group call to notify them about the award.

Using Data- 'Demerits'

As opposed to 'punishments' or looking solely at the overall totals of demerits, the number you will see on a report includes the **interventions** which have taken place in order to help learners restore relationships and make progress in order to achieve their potential.

Demerit Categories:

EFFORT	BEHAVIOUR	HOMEWORK	MOBILE PHONE	ATTENDANCE	SOCIAL TIME	PE KIT <i>USED BY PE ONLY</i>
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Staff can then add their action(s) which allow us to build up a clear picture of a pupil's progress around the school, even at social times. Actions may include: reflective conversation, detention or contact home.

(R) EFFORT, BEHAVIOUR, HOMEWORK, MOBILE PHONE, ATTENDANCE		
Teacher (T)	Middle Leader (ML)	Senior Leader (SL)
<ul style="list-style-type: none"> • T Moved seat (in class) • T Reflective conversation • T Reflective exercise • T Detention • T Inappropriate language letter* • T Removal from class* 	<ul style="list-style-type: none"> • ML Reflective conversation • ML Reflective exercise • ML Detention • ML Removal from class • ML Contact home • ML Target sheet • ML On call 	<ul style="list-style-type: none"> • SL Removal from class • SL Reflective conversation/exercise • SL Target sheet • SL Detention • SL Alternative to Exclusion • SL Exclusion • SL Contact Home

*If these categories have been recorded, parents/carers will receive a message home to inform them e.g. X was issued a demerit today for using inappropriate language in Y. For more information or to discuss this further please contact the House Team or the Principal Teacher of Y.

When can we review the merit and demerit data?

Pupils	Staff	Parents/Carers
<ul style="list-style-type: none"> • 1:1 Conversations with Staff • As part of our TSG Support Programme • Learning Conversations • Reports 	<ul style="list-style-type: none"> • Monthly Department/Faculty Meetings • Monthly review at Middle Leadership Team/BOS Meetings • SLT Meetings • House Team Meetings 	<ul style="list-style-type: none"> • Meetings • Parents' Evenings • Reports • Reports