

CONCORD COLLEGE

PROMOTING GOOD BEHAVIOUR AND REWARDS

Induction talks for new students focus on senior staff expectations regarding the high standards of academic rigour and also behaviour which is expected of all members of the College community. Induction talks, as well as weekly assemblies in both the Lower School & Sixth Form, draw the attention of students to the qualities of decency, trust and community which lie at the heart of Concord. A great deal is also made of students returning home “covered in glory” after the completion of their time at Concord and “being the best that they can be”. Although much is made of academic achievements and the numbers of students who go on to Top 10 UK universities and medical schools, there is also an emphasis on the friendliness and happiness of our community and the fact that all students and all staff (including support staff - such as domestics and gardeners) have a part to play in making Concord such a dynamic and pleasant place in which to live and work. At a prosaic level, it is normal for Concord students and staff to greet each other in passing, say “hello”, smile, speak in English, open doors for others.

Older students, Prefects and Lower School Monitors are all expected to lead by example and prefects are involved in the induction of new students so that ice-breaking can take place and so the ethos of the student body is passed on from one cohort to the next. Prefects and Lower School Monitors are not appointed solely because of their academic strength, but also due to their personalities, behaviour and leadership qualities. Although there is academic mentoring available from older students at Concord, a great deal of informal mentoring also takes place in terms of maintaining the friendly and cheerfulness of the student body. Concord College is proud of its efforts to live up to its aim of achieving “harmony” between people from all around the world and does not seem to have the sense of any barriers existing between staff and students which sadly exists in some other schools.

There is an age appropriate rewards system in place at Concord College. Older students in our Sixth Form are focussed on achieving both inside and outside of the classroom as a means of realising their ambitions to attend top universities and to produce rounded UCAS statements which show they are far more than just being fine scholars. Sixth formers might be awarded commendations for outstanding work, or other contributions to College life, at the discretion of the Principal and these will be recorded using the Behaviour Management feature within the SIMS database. Many aspire to being prefects, or to gain other positions of responsibility such as training to become Lifeguards.

A stronger rewards system exists in the Lower School. Teachers and Pastoral staff are encouraged to praise students and to record achievements and high levels of effort in the Behaviour Management feature within the SIMS database. Students who gain most merits in different Lower School year groups are recognised each month. Prizes are awarded to those students who gain the most merits during an academic term. A merits board is also published within the Lower School building and students are motivated by this.

There are various awards ceremonies at different times of the year. Academic achievements and subject prizes tend to be awarded in final assemblies at the end of the year, or during the 6.2 Leavers’ Ball. Sports prizes are awarded following the swimming gala, road race, Lower School Sports Day and the Track & Field Competition. Poetry prizes and debating competitions also culminate in the award of prizes.

Full colours and half house colours for both Lower School and Sixth Form students have been introduced in recent years by Heads of Houses to recognise the efforts and achievements of Concord students in inter house events and competitions. School colours are awarded at the discretion of the Principal to recognise and laud students' efforts, contributions and achievements at a whole College level (e.g. for excellence in music).

Student achievements are recognised in student reports sent home to parents and praise is lavished on groups and individuals in assemblies as and when appropriate. E-mails are sent around to all members of the community to inform them of the results of sporting fixtures against other schools as well as the keenly contested inter-house competitions. Staff leading assemblies also recognise the achievements in competitions and challenges in non-sporting areas such as: English Speaking; Debating; Mathematics Olympiads; Music examinations. The high quality of music recitals and concerts is also given public recognition. It is often the case that assemblies in the theatre, or sports hall, are punctuated by frequent rounds of applause in recognition of the achievements of members of the student body. Certificates and other prizes awarded to students are frequently handed out during weekly assemblies

In the main hall, lists of top students from previous academic years are displayed to all members of the community as well as for viewing by visitors to the College. Students are keen to study the achievements of students in previous years at GCSE, AS and A levels. They aspire to match, or even to exceed, the results of their predecessors. In addition, the board of Head Boys and Head Girls inspires many prospective and existing students to excel both inside and outside of the classroom at Concord.

The College website also contains a news section which publicises events and achievements to the wider world and is often read by parents. Stories and photographs of students are often published in the press as well.

J B Kerslake
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The policy is next due for review on 09/08/2018