



REWARDS POLICY

Author of Policy
Lucy Grenen
Assistant Principal Learning

Date adopted by Governors/Academy
December 2014

A handwritten signature in purple ink, appearing to read "R. J. Mca", is written over a horizontal line.

Signed on behalf of Governing Body

Reviewed
December 2014

ALL SAINTS CHURCH OF ENGLAND ACADEMY PLYMOUTH
Pennycross, PLYMOUTH PL5 3NE

All Saints Church of England Academy, Plymouth aims to be an inspirational community of learning, which will transform the life chances of the students and make a positive contribution to the well-being of the local community and the wider world. The Academy is rooted in Christian values including truth, justice, forgiveness, generosity and respect. The Academy aims to provide outstanding educational opportunities and experiences which will enable all students, regardless of ability and background, to bring out the best in themselves, and to make a difference for good in the world.

The Academy believes that education is about the development of the whole person, and in educating each student will endeavour to:

- sharpen the mind
- enrich the imagination
- strengthen the body
- nourish the spirit
- encourage the will to do good
- open the heart to others

This policy and the associated procedures are based on these principles, aims and beliefs.

Introduction

The Academy recognises that students come to the Academy to learn and do their best. To encourage and promote this ethos we reward achievement, progress, service and good citizenship in a number of ways including praise and the issue of various awards. This policy should be read in conjunction with the Academy Student Behaviour policy.

Key features:

- Clear and achievable points totals equating to certificates and cash prizes in the form of vouchers
- A variety of awards in addition to vouchers, including badges, activities, trips and special privileges
- Awards for tutor groups and Learning Families as well as for individual students
- A manageable electronic system which is easy for staff to use and for points to be collated.

Purpose

- To inspire students always to give their best both individually and as members of their Learning Family
- To have a system that is consistent throughout the Academy
- To have a system that recognises students' achievements in many aspects of Academy and community life
- To encourage a sense of collective responsibility within students towards their tutor group, Learning Family and the Academy
- To have a system that is electronically recorded, so that data can be collated easily

Procedure

Rewards will be awarded electronically on laptops by staff within the SIMS system.

The areas for the award of points are as follows:

- Academic achievement
- Attendance
- Learning Families
- Sports/Clubs

Individual students' points will be added up at the end of each term and vouchers worth up to £2000 overall will be awarded. The Academy will investigate the facility for students to "bank" their winnings to pay for additional trips or activities organised by the Academy.

See Guidance for Staff [Appendix A].

In addition to the SIMS points system:

- Academic Achievement
 - From subject teacher/leader: Postcards; phone call home; letter or certificate home
- Attendance
 - From tutor: Certificate for 100% attendance over a half term; £10 voucher every half term for one student from each Learning Family who has achieved 100% attendance, drawn by the CFSM.
- Learning Families
 - From tutor/Learning Family Leader: Postcards; phone call home; letter home; 'Citizen of the Month' awarded in assemblies; Citizen of the Year award.
- Sports/Clubs
 - From Club leader: Postcards home; colours; medals; trophies
- You Got Caught
 - In addition to points, all staff, both teaching and support staff, can reward students with a "You Got Caught" slip when they 'catch' students acting in a positive way [see the criteria]. Students should hand slips in at Student Reception and a draw will be held every week, with the first three winners receiving a voucher for £10.

Learning Family and Tutor awards

All the points of individual students will also count towards their tutor group and Learning Family. Learning Families will also be awarded points for inter-house competitions.

| Place | Points |
|--------|--------|
| First | 40 |
| Second | 30 |
| Third | 20 |
| Fourth | 10 |

- The tutor group with the highest average points score from each Learning Family per term will be offered a special lunch together in the canteen
- The Learning Family with the highest points score will be rewarded at the end of the summer term with a free trip to a theme park, e.g. Woodlands. A review of any individual student's contribution to the winning Learning Family with regard to the trip may take place prior to the trip.

Resources

Attendance policy
Student Behaviour policy
Guidance for Staff

Certificates
Postcards
Medals
Trophies

GUIDANCE FOR STAFF

[from Spring Term 2011]

Rewards

1. Rewards will be awarded electronically on laptops by staff within the SIMS system.

2. The areas for the award of points are as follows:

▪ **Academic achievement – awarded by subject teacher**

One point per lesson for good quality work produced in relation to ability. This point will be given by the subject teacher. This point cannot be given by tutors for the tutorial session.

▪ **Attendance – one point only awarded by the tutor or support tutor** every day 100% in all lessons with no lates at all. However, tutors must not award academic points for tutorial time

▪ **Learning Families – awarded by the tutor**

One point for assisting the tutor group, Learning Family and Academy as follows:

1. Attendance at Academy Council meetings
2. Public appearances, e.g. speaking in assemblies
3. Community work – assisting outside in the community
4. All Citizen of the Month nominations, two per tutor group
5. Helping with peer reading
6. Learning Family Sports Leaders, 1 boy and 1 girl in Years 7 – 10, every time they organise team for an event
7. Academy Ambassadors – every time they perform a function
8. Any student who assists at an Academy function
9. Buddies
10. Students who have pen, planner and reading material on Silent Reading Day
11. Fundraisers

No others, unless agreed by all Learning Family Leaders, thereby ensuring fairness and consistency.

- **Sports/Clubs – awarded by the club leaders**

One point for representing the Academy, attending a club or training. Staff running clubs or training should inform Jo Smith which students should be awarded points.

3. Individual students' points

- will be added up at the end of each term and vouchers worth up to £2000 over all will be awarded each term.

4. As points are accrued each term certificates will be awarded as follows:

| Points | Certificates |
|--------|-------------------------------|
| 150 | Principal's |
| 125 | Learning Family Leader Gold |
| 100 | Learning Family Leader Silver |
| 75 | Learning Family Leader Bronze |
| 50 | Tutor |

5. In addition to the SIMS points system students will be praised and rewarded in other ways:

- **Academic Achievement**

- From subject teacher/leader: Postcards; phone call home; letter or certificate home

- **Attendance**

- From tutor: certificate for 100% attendance over a half term, £10 voucher every half term for one student from each Learning Family who has achieved 100% attendance, drawn by the CFSM.

- **Learning Families**

- From tutor/Learning Family Leader: Postcards; phone call home; letter home; 'Citizen of the Month' award in assemblies; Citizen of the Year award.

- **Sports/Clubs**

- From club leader: Postcards home; colours; medals; trophies

6. Learning Family and Tutor awards

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7. In addition to points, all staff, both teaching and support staff, can reward students with a “You Got Caught” slip when they ‘catch’ students acting in a positive way [see the criteria]. Students should hand slips in at Student Reception and a draw will be held every week, with the first three winners receiving a voucher for £10.