

All Saints' Catholic Voluntary Academy

Policy Document

His master said to him, 'Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.' **Matthew 25:21**

Policy: Rewards Policy

Prepared for: All Saints' Catholic Voluntary Academy

Approval

Approved by	Approval date	Review Date
Governing Body	September 2021	September 2022
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Rewards 2024-2025

At All Saints' Catholic Academy, there are many opportunities to receive rewards, recognising both academic and pastoral achievements. They are based around the All Saints' Way principles which are key characteristics we aim to develop in every student.



Giving praise and recognising and rewarding students' positive behaviour are the most effective ways of ensuring all students feel valued and enjoy their learning. All Academy staff will use encouragement regularly and we believe in celebrating and rewarding success. If young people are rewarded consistently for meeting expectations and achieving their best, others will be encouraged to act similarly.

Achievement points

The Academy rewards achievement points to students in lessons based on a percentage system. To keep it fair for students, a 10% rule for each class is applied, which is always rounded up. E.g.

8 students in a class = 1 achievement point awarded (0.8).

20 students = 2 achievement points awarded (2.0)

32 students = 4 achievement points awarded (3.2)

A '1 point' achievement point is awarded for:

An excellent piece of work, great effort, good progress, a positive contribution to the lesson, courtesy and consideration of others, interform participation.

A '3 point' achievement point is awarded for:

Contribution to the wider community (Extra-curricular, chaplaincy, fund raising), winning an interform competition.

A '5 point' achievement point is awarded for:

Consistently following the All Saints' Way, Praise cards sent home each half term, Senior Leadership Team superstar postcard.

A '10 point' positive achievement point is awarded for:

Termly Commendation winners, Proud Podium nominees.

Parents can use the Arbor Parent Portal system to look at the points achieved by their child. Achievement points are balanced against any negative behaviour points and this gives students their 'conduct points'. This allows students to access reward opportunities throughout the year.

Ongoing rewards

- Praise Postcards are sent home or given to students who have performed particularly well in lessons.
- Senior Leadership Team Superstar Postcards are given to students who have done something exceptional that deserves to be recognised by the Senior Leadership Team.
- Weekly awards (certificates, trophies, treats) are presented to students during Assemblies or Tutor Time each week. These include;
 - The top 10 students with the highest conduct points
 - Top 2 students (boy and girl) with the highest conduct points
 - The tutor group with the overall highest conduct points
 - Head Teacher award for a student in each year who has shown outstanding work inside or outside of the classroom and is getting involved in the school community.
- Head Teacher award awarded to one student per year group weekly.
- Proud Podium. Throughout the year, students will be nominated to go to the proud podium for excellent pieces of work in curriculum subjects. They may have their photo taken to be displayed and be entered to a termly prize draw (£20 voucher).
- Attendance recognition each half term to celebrate excellent attendance (postcards, certificates, vouchers).

Commendations

Each term there is a Commendation ceremony where certificates are awarded for a variety of achievements including;

- Curriculum awards for students who deserve acknowledgment of academic excellence, plus awards for the most improved student(s) in each subject.
- The two students with the highest conduct points at the end of the term.
- The tutor group with the highest conduct points and best attendance.
- A Year Progress Leader and a Senior Leadership Team award given to a student in each year who has done something exemplary during the term.
- The 'Our Lady of Lourdes' award for a student who has demonstrated outstanding Catholic characteristics.
- 100% attendance recognition in addition to pastoral awards.
- Year Captain awards for students nominated by their peers.

Reward Days

Students who show excellent All Saints' Way characteristics, attendance and attitude will have access to opportunities throughout the academic year. These include;

- Christmas/Easter/Summer Chat and Treat in Tutor Time (High attendance and consistently following the All Saints' Way over a term)
- A Cultural Capital and Aspirations Reward Trip (Years 7-10) around February Half Term. Eligible for students with low behaviour points. This will be activities out of school linked to subjects, careers and developing cultural capital.

- End of Year Reward Day (Years 7-10) for students who have received enough conduct points (see below) across the academic year will be given the opportunity to get involved in trips. Options could include; Alton Towers, ice skating, bowling, Ninja Warrior and activities around school.

Rewards Day in July: Depending on how many conduct points a student has will determine which activities they will be able to access, with the higher profile trips e.g. Alton Towers requiring a certain amount of conduct points by the end of the Year. (See conduct point information below).

The school cannot guarantee that all students achieving gold and platinum conduct points will go on an end of year trip but we will try to ensure as best we can that all students get the reward that they want.

*** The school reserves the right to adapt the rewards and the criteria for rewards if deemed necessary to ensure that students are adequately rewarded for their efforts. Please note that a suspension, regular poor behaviour or low attendance could affect access to reward days.**

Year 11 Leavers' Package

In addition to the aforementioned rewards, we also offer a Year 11 Leavers' Package to celebrate achievement and mark the end of our Year 11 cohort's five-year journey together at All Saints'.

The Leavers' Package is not an automatic entitlement to all students, but is dependent on each child fulfilling a certain and very specific list of criteria which includes: demonstrating exemplary behaviour and punctuality, high levels of attendance and attendance at revision support sessions.

The Leavers' Package includes access to the Year 11 Leavers' assembly, Leavers' Mass and end of year prom event. The school reserves the right to withdraw access if students have not met the required standards during the academic year.

Every child's personal circumstances are considered on merit to ensure that a holistic approach is taken when applying the policy.

CONDUCT POINTS

Conduct points	
200	<u>Platinum</u> Access to platinum trip at the end of the year Platinum certificate and pin badge
150	<u>Gold</u> Access to gold trip at the end of the year Gold certificate
100	<u>Silver</u> Access to silver trip at the end of the year Silver certificate
50	<u>Bronze</u> Access to bronze trip at the end of the year Bronze certificate

Rewards throughout the academic year

October half-term:

Praise postcards (curriculum and pastoral). Years 7-11.

Attendance awards Years 7-11

Christmas:

Commendations Years 7-11.

Chat and Christmas treat (High attendance term 1 and consistently following the All Saints' Way). Years 7-11.

Attendance awards Years 7-11

February half term:

Praise postcards (curriculum and pastoral). Years 7-11.

Rewards Trip (Years 7-10) – linked to Cultural Capital and Aspirations. Based on behaviour points.

Attendance awards Years 7-11

Easter:

Commendations Years 7-11.

Chat and Easter treat (High attendance term 2 and consistently following the All Saints' Way). Years 7-11.

Attendance awards Years 7-11

May half-term

Praise postcards (curriculum and pastoral) Years 7-10.

Attendance awards Years 7-11

Summer

Commendations Years 7-10.

Sports Day Years 7-10.

Rewards Day Years 7-10. Based on conduct points achieved over the academic year.

Year 11 Leavers' celebrations.

Attendance awards Years 7-10