

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
Headteacher	September 2016	September 2017
Head of School	September 2019	September 2020
Headteacher	September 2020	September 2021
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Rewards 2020-2021

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 way 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), consistently following the All Saints' Way, winning an interform competition

A '5 point' achievement point is awarded for:

E-card sent home each half term, Praise postcard, Senior Leadership Team superstar postcard

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

Termly Commendation winners

Parents can use the MyEd 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 for 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 Acts of Worship, 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 form 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.

- E-Cards sent home via Insight by classroom teachers for 3 students per class at the end of each half term.
- Tutor praise postcards. Handed out to 3 students per tutor group at the end of each half term.

Commendations

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

- Curriculum awards for a girl and boy who deserve acknowledgment of academic excellence and one award for the most improved student in each subject.
- The boy and girl with the highest conduct points at the end of the term.
- The form with the highest conduct points
- 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 awards will be presented in addition to pastoral awards.
- An award for the most improved behaviour award to recognise students who have made a concerted effort to change.
- 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;

- Chat and Christmas/Easter treat in Tutor Time (100% attendance and consistently following the All Saints' Way over a term)
- A Cultural Capital and Aspirations Reward Day (Years 7-10) around February Half Term. Eligible for students nominated by curriculum areas and form tutors and students who have participated in extracurricular and represented the school. There will be a range of activities in and 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; Drayton Manor, ice skating, bowling, cinema visits and activities around school.

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. Drayton Manor 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

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 gold trip at the end of the year Platinum certificate and pin badge Entry in the prize drawer for a £100 voucher of your choice at the end of the year
150	<u>Gold</u> Access to gold trip at the end of the year Gold certificate Entry in the prize drawer for a £50 voucher of your choice at the end of the year
100	<u>Silver</u> Access to silver trip at the end of the year Silver certificate Entry in the prize drawer for a £25 voucher of your choice at the end of the year
50	<u>Bronze</u> Access to bronze trip at the end of the year Bronze post card

Rewards throughout the academic year

October half term:

E-cards (curriculum and pastoral). Years 7-11.

Christmas:

Commendations Years 7-11.

Chat and Christmas treat in tutor time (100% term 1 and consistently following All Saints' Way). Years 7-11.

February half term:

E-cards (curriculum and pastoral). Years 7-11.

Rewards Day (Years 7-10) – linked to Cultural Capital and Aspirations. Staff nominate students to participate.

Easter:

Commendations Years 7-11.

Chat and Easter treat (100% term 2 and consistently following All Saints' Way). Years 7-11.

May half term

E-cards (curriculum and pastoral) Years 7-10.

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.