

**THE CREST ACADEMY**

**WHOLE SCHOOL REWARDS  
POLICY**



**THE crest**  
ACADEMY

**2015/16**

*'Rewards systems are an effective way in which you can celebrate student achievement and positive student behaviour. The use of rewards within the classroom is a form of extrinsic motivation for students, encouraging them to participate cooperatively in academic and social learning experiences.'*

(Hoffman, Huff, Patterson & Nietfield, 2009)

*It is important to recognise that these rewards systems should be consistent and fair, providing students with motivation and encouragement.*

(Mansor, et. al., 2012)

## **Introduction:**

The Crest Academy's Rewards Policy exists in line with the school's Code of Conduct. The policy aims to ensure clarity of its application and consistency from all staff at the Academy.

The Crest Academy firmly believe that a clear and fair rewards system is an integral component of a good school, and key to motivating and developing the potential of our students. The following rewards system is one that has been designed with the help of Crest students ensuring a personalised and effective system is in place.

It is essential that all staff remain as positive as possible at all times and use rewards when appropriate in all key stages.

Rewards can be given by any member of teaching and support staff.

All staff will have received appropriate training on understanding the Crest Academy's Rewards Policy and its application.

## **Why do we reward students at The Crest Academy?**

### **Our Aims:**

- ❖ To recognise student achievement and effort
- ❖ To express approval of good work and behaviour
- ❖ To allow our students to enjoy school and generate a positive learning environment
- ❖ To cultivate and encourage positive behaviour and attitude
- ❖ To motivate our students and instil self-belief
- ❖ To positively reinforce school rules
- ❖ To maintain positive relations with parents and carers
- ❖ To help build and maintain positive relations between staff and students

## **What do we Reward?**

- ❖ Attendance
- ❖ Punctuality
- ❖ Good/outstanding homework
- ❖ Good/outstanding classwork
- ❖ Being helpful to staff and students
- ❖ Exceptional adherence to uniform policy
- ❖ Contributions to wider school life/positions of leadership
- ❖ Progress in learning and behaviour
- ❖ Outstanding Academic Achievement and Effort

## **Types of Rewards**

- ❖ Verbal feedback/praise
- ❖ Non-Verbal rewards e.g. a smile or thumbs up
- ❖ Giving students responsibility e.g: classroom jobs, helpers etc.
- ❖ Written feedback/praise
- ❖ Stamps and stickers
- ❖ Displaying outstanding work
- ❖ Phone calls home
- ❖ Comments during Parents Evening
- ❖ Achievement points
- ❖ Class of the Week
- ❖ Certificates
- ❖ Badges
- ❖ Postcards
- ❖ Medals
- ❖ Termly prizes including vouchers, stationary, cinema tickets etc.
- ❖ Awards Evening
- ❖ Trips

## Summary of The Crest Academy Rewards

Action:	Distribution:	Reward:	Details of Reward:	Awarded by:
Attendance	Individual	Badges for blazers	100% in 1 term = bronze, 2 terms = silver, 3 terms = gold. Gold and silver badge holders to be entered for prize draw at end of year for an ipad.	HOY in Assembly, termly
Attendance and Punctuality	Form Groups	Chocolates and certificates	To be displayed on tutor group boards in form classes. Percentage of punctuality and attendance from each form to also be displayed in assemblies.	HOY in assembly, weekly
Good/excellent classwork, homework, attitude, exceptional adherence to uniform policy	Individual	Achievement points on SIMS. Points range from 1-3	Termly prizes to be awarded to students, prizes will vary each term and will be dependant on no. of points obtained	All teaching and support staff, daily  Termly prize to be presented in assembly by HOY
Excellent classwork, homework, attitude	Individual	Postcards	To be posted to home address from reception or given directly to student to take home	All staff, throughout the year
Subject Award - Consistent high standard of work and commitment to a subject	Individual	Subject specific badges	1 boy and girl to be selected from each class	Class teachers to nominate and HOD & HOY to present at assemblies
Zero Negatives	Individual	Movie with Pizza	For all those who have received no behaviour points within an entire term	Staff to supervise this group will vary, termly award.
Class of the Week	Form Group	Box of chocolates	One class from each year group to be selected depending on ratio of behaviour and achievement points	FT, weekly
Honours Award for outstanding members of the	Selected students from each year group	Invitation to Awards Evening with	Date in Summer* term to be confirmed by MOJ	All staff to attend, prizes awarded by HT and guest

school displaying academic enthusiasm and considerable progress		parents/carers to collect medals and certificates		speaker, annually
Consistent excellent attitude to learning	All students	End of year reward trip to theme park	TBC by MOJ JHA to consider conditions of attendance. Non attendees will remain at school.	Supervised by all staff, annually

## Student Voice - how have we listened?

July 2015

### Students have asked for...

A reward system that provides them things they value and find useful.

We will provide them with a variety of prizes. We will also include badges and high street vouchers, which students have specifically requested.

HOYs to also recognise good behaviour and not focus on negative behaviour.

We will have in place rewards which are only to be given by the HOY. HOYs will now also address attendance, punctuality and class of the week in assemblies. Achievement points will also be recognised termly.

Achievement points rather than Vevo Miles.

We will no longer use Vevo Miles, achievement points will be awarded on SIMS.

Certificates that are more personalised and meaningful with specific comments for individual students.

We will create certificates which will allow space for teachers to write individual comments about students.

Awards/prizes that are competitive and aren't too easy to obtain.

We will restrict certain awards by awarding these to only a few individuals a term such as the subject specific badges and Honour Awards. There will also be a competition each week between tutor groups to gain Class of the Week.

Recognition to be made not only in classes, but also in assemblies.

We will now have certain awards which will only be awarded in assemblies by HOY, HOD and the HT.

Recognition from the HT

We will introduce the 'Honours Award', which is to be delivered by the Head.

Consistency by teachers when handing out rewards; they should not become lazy with this.

We will make sure we monitor how often teachers award achievement points and have 'focus weeks' to ensure all types of rewards are being delivered.

Quiet students to be rewarded as they often get ignored because they are always good.

We will introduce a 'zero negatives' award for these student.

More positive communication with parents.

We will make this easier for teachers by using postcards to send home.

A system which allows them to log in and view the amount of achievement points they have collected.

If we cannot create a login for students, form tutors will distribute half termly records of achievement points for their classes.

A fair system in which teachers do not select the same group of students to be awarded.

We will ensure that different students are always selected by departments for subject specific badges.

An end of year reward trip and smaller rewards on a more regular basis.

We will ensure termly and half termly prizes are awarded based on achievement points with an opportunity to attend the end of year trip for free.

An evening of celebration where all students can celebrate their success with their parents/carers.

We will have this in place for 2016. Date TBC.

## **Concluding Notes**

Throughout the year there will be various weekly focuses to ensure staff apply the full variety of rewards that are available at the Academy. For example, one week may focus on postcards, another week may prioritise rewarding exceptional homework. Changes in focus will also ensure that the widest number of students become eligible.

Staff will also be informed via email of the number of Achievement Points and Behaviour Points they provide each half term.

NB: This policy may be subjected to minor amendments in the Autumn Term.

Created by: JSU and Crest students July, 2015	Policy Category: Behaviour for Learning
Reviewed and approved by: MOJ, ECA, JHA, BSI - July, 2015	Next Review: January, 2016