



REWARDS POLICY

This document supports the Behaviour for Learning Policy

Rationale:

- ◆ To reward students in a variety of ways for a wide range of activities, effort, participation, attainment, progress, improvement and meeting or exceeding standards of expectations – upholding our 'core values' of **honesty, pride, respect, aspiration, resilience** and following our 'steps to success'.
- ◆ Rewards are central to the promotion of good work and behaviour, and contribute to the creation of a positive learning environment by motivating students and recognising their success and achievement.
- ◆ Rewards should be for genuine achievement, they should be applied consistently and fairly for them to be valued. Rewards must be recorded systematically via Classcharts so that we are able to monitor and analyse the distribution of rewards given across Houses, year groups, departments and specific student groups. This will also allow us to share rewards effectively with parents/carers.

The rewards highlighted in this document have been developed together with students and staff.

The rewards strategy will:

- ◆ Support the vision and ethos at Wellacre
- ◆ Promote good behaviour and a positive attitude to school
- ◆ Support the behaviour for learning policy by valuing the achievements and successes of all students
- ◆ Support learning by enabling students to recognise their achievements and the achievements of others
- ◆ Support personalised learning through encouraging student engagement and responding to the flexibility of students achievements
- ◆ Develop and promote a climate of encouragement, praise and respect for achievement by supporting students to value their own successes and those of others
- ◆ Motivate students through the celebration of improvements and progress as well as attainment and consistency
- ◆ Be applied consistently and regularly across the school by all staff

REWARDS STRATEGY

Short Term Rewards

Awarding House/Achievement Points (via Classcharts):

In Learning

- ◆ Teachers to recognise and reward positive behaviour in every lesson (House Points) - awarded for excellent work / positive commitment to learning / progress / and independent study etc.

In Tutor Time

- ◆ Achievement Tutors can award points for students meeting our expectations with regards to uniform, equipment and behaviour.

House points can be spent at the Wellacre rewards shop every half term at designated times (which will stock equipment needed for school but also other relevant prizes / vouchers to enthuse our students).

Wellacre Praise Postcards and Good News Postcards:

- ◆ Specifically designed for Wellacre and for each Faculty
- ◆ Can either be posted home via the main office or handed to the student
- ◆ All staff are encouraged to send postcards to students upholding and demonstrating our core values

Good news phone calls:

- ◆ All staff are encouraged to make at least one good news phone call on a weekly basis

Principal Stars of the Week:

- ◆ Stars of the week can be nominated to the Principal by any member of staff

Head of House fortnightly assemblies will focus on:

- ◆ Best attending tutor group/house – House with highest attendance=100pts, 2nd=75 pts, 3rd=50 pts)
- ◆ Tutor group/House with the most house points
- ◆ Congratulations – for those who deserve recognition for excellence in a particular area.
- ◆ Students who have achieved a milestone on the House Pints Tariff system are awarded their certificate. (See appendix A for the tariff)

Medium Term Rewards

Half Term Head of House reward / celebration assemblies:

- ◆ Most house points - certificates presented relate to house points gained 100% attendance awards
- ◆ Best tutor group attendance –form prize and certificate
- ◆ Most improved tutor group attendance during a half term

- ◆ AT and HoH Award linked to RESPECT and the Core Values – nominate at least 5 students, all receive a certificate and one receives a prize
- ◆ Prizes (Christmas / Easter)
- ◆ Trips and visits (end of term – Christmas / Summer)

Every half term/term students will receive:

- ◆ 1st week – standards and expectations assembly
- ◆ Last week – rewards, achievements and celebrations assembly

Letter of commendation:

- ◆ Sent every half term by HoH to students parents/carers for – achieving excellence, outstanding commitment to learning and most improved during a half term
- ◆ Commitment to Learning commendations are sent out after the publication of the Interim Reports (Au1, Sp1, Su1) to the top ten students in the year group

Wellacre pin badges for community involvement / sports representation:

Pin badges presented through assemblies by HoH for community involvement / sports representation:

- ◆ representing the school
- ◆ representing the school in the community / in a specific sporting activity
- ◆ representing the city / region / country

Long Term Rewards

Academic Awards Evening:

These evenings will be put on to the Academy calendar in advance. Invites will be issued to students, parents/carers.

Key Stage 3/Sports Awards - Summer Term

Students nominated for different subjects and special sporting guest to attend.

Key Stage 4 - Autumn Term

Presentation evening for students who completed their GCSE and/or post 16 qualifications in the previous summer, (examination certificates presented to students).

Y11 Prom passport:

Students will need to collect a minimum number of achievement points to access an invitation to the prom. They will also be able to get money off the prom ticket via the Wellacre Reward Shop.

Reward Trips:

- ◆ Students collect House points to put towards a discount for reward trips/activities.
- ◆ Reward activities will take place at Christmas and in the Summer term and students will be invited to participate.
- ◆ Trips and visits will take place at key points throughout the year.

Student Council and Executive Council:

- ◆ Every member of the student council in each House will be identified by a pin badge.
- ◆ There will be a rolling programme of executive leaders (2 from each year group) who will attend the Executive Student Leadership Council, chaired by the Head Boy. They will support their HoH with the running of their own House council.

Student Leaders within the Academy:

The following positions raise the profile of student leadership on a daily basis:

- ◆ STEM leaders
- ◆ Literacy leaders
- ◆ Sport leaders
- ◆ Student leaders
- ◆ Y11 Prefects
- ◆ Library leaders
- ◆ Anti-bullying Ambassadors

School Reward Shop

House points are collected and can be redeemed against a selection of rewards found on the Wellacre 'Rewards Poster' at designated times of the school year (see appendix B)

Monitoring/Tracking

The Leadership Team, Heads of House, Assistant Heads of House and Subject Leaders will monitor and track the number of House points that students in their House / subject area are receiving and so can ensure all staff are awarding regularly. The Faculty and Pastoral SEF can be updated half termly around positive behaviour discussions and initiatives within the subject / House. The system allows us to analyse the data and set up league tables to see:

- Which House group / tutor group has achieved the most House points weekly / half termly
- Which subject is giving out the most House points
- Which staff are rewarding students
- The consistency of rewards being issued across the school

This data is shared regularly with staff and students in assemblies and there is a House noticeboard for each House in the area underneath the Hall.

Feedback to Students/Parents/Staff

Rewards will be kept high profile around the school through assemblies, in lessons and in tutor time. Regular feedback will be provided to students, staff and parents/carers via assemblies, staff briefings and parent newsletters.

Appendix A


















Rewards

No of Achievement Points in Academic Year	Award	By
100 Achievement Points	Bronze Award	Achievement Tutor
200 Achievement Points	Silver Award	Head of House
300 Achievement Points	Gold Award	Leadership Team
500 Achievement points	Platinum Award	Principal

House Points

What do points make?

Prizes!

	POINTS	PRIZES	
	2000	£20 off school trip or £20 Trafford Centre voucher	
	1500	£15 iTunes voucher or £15 Trafford Centre voucher	
	1000	£10 Trafford Centre voucher	
	500	£5 off school trip , £5 off school prom OR a football	
	450	Sketch book or Revision guide	
	300	School Tie	
	100	Pencil case, pen, pencil, ruler and rubber	
	20	Single stationery item e.g. pen or pencil or rubber.	
	230	Meal Deal	
	100	Sandwich	
	60	Radnor Fizz	
	40	Drinks carton	

Spend or save your points?

To spend your points visit the ClassCharts app or the Reward shop

