



Rewards and Recognition Policy

This document supports the Behaviour for Learning Policy

Rationale:

- ◆ To recognise students in a variety of ways for a wide range of activities, effort, participation, attainment, progress, improvement and meeting or exceeding standards and expectations – upholding our 'core values' of **honesty, pride, respect, aspiration, resilience** and following our 'steps to success'.
- ◆ Recognition and reward are central to the promotion of good work and behaviour and contribute to the creation of a positive ethos and culture.
- ◆ Rewards should be for genuine achievement, they should be applied consistently and fairly for them to be valued. Rewards must be recorded systematically via Arbor so that we are able to monitor and analyse the distribution of rewards given across Houses, year groups, departments and specific student groups.

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

The rewards and recognition strategy will:

- ◆ Support the vision and ethos of Wellacre as an inclusive school in which all students feel they belong.
- ◆ Promote good behaviour and a positive attitudes 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 and independent 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 Arbor):

In Learning

- ◆ Teachers recognise and reward positive behaviour in every lesson (Achievement Points) - awarded for excellent work, effort, positive attitude 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 and participation in tutor time activities, RESPECT lessons and House competitions/charity initiatives.

Achievement points can be saved and 'cashed in' for vouchers or for charitable donations.

Wellacre Praise Postcards and Good News Postcards:

- ◆ Specifically designed for Wellacre and also for each Faculty/Subject area
- ◆ 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 – at least one Wellacre postcard per week

Good news phone calls:

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

Bulletin recognition:

- ◆ All staff are encouraged to nominate students for recognition in the weekly bulletin and Principal's weekly update.

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:

- ◆ Attendance - best attending Tutor group/House – House with highest attendance = 100pts, 2nd=75 pts, 3rd=50 pts)
- ◆ Tutor group/House with the most Achievement Points
- ◆ Congratulations and recognition – for those who deserve recognition for excellence in a particular area.
- ◆ Students who have achieved a milestone on the Achievement Points Tariff system are awarded their certificate. (See appendix A for the tariff)
- ◆ Student of the Fortnight – student will receive a trophy and keep it for the week

Medium Term Rewards

Termly Head of House reward / Celebration assemblies:

- Most achievement points - certificates presented relate to achievement points gained (Bronze, Silver, Gold, Platinum)
- 100% attendance awards
- Best Tutor group attendance –form prize and certificate
- Most improved tutor group attendance during a 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, visits and activities (e.g end of term, Christmas / Summer)

Every term students will receive:

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

Recognition and Celebration breakfast

- Every half term for the top 5 students in each House, focusing on student attitude to learning, achievement points, behaviour, attendance and punctuality

Letter of commendation:

- ◆ Sent every term by HoH to students parents/carers for achieving excellence, outstanding attitude to learning and most improved during a term
- ◆ Attitude 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 Student Leadership positions:

- ◆ Pin badges presented through assemblies by HoH for involvement in Student Leadership

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 and Y10 Recognition Evening - Summer Term

Students nominated for different subjects and special awards. Parent/carers invited.

Key Stage 4 - Autumn Term

Presentation evening for students who completed their GCSE and equivalent qualifications in the previous summer (examination certificates presented to students). Parents/carers invited.

Year 11 Prom passport:

Students are encouraged to collect a minimum number of achievement points to enter prize draws for prom discounts.

Reward Trips:

- ◆ Students collect achievement points to put towards a discount for reward trips/activities.
- ◆ Reward activities may take place at Christmas and in the Summer term and students will be invited to participate.
- ◆ Trips and visits may 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.
- ◆ The executive leaders (from each House) 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.
- ◆ Senior prefects are linked to whole school briefs and key members of staff:
 - Community and Events (Inc Transition)
 - Diversity and Inclusion
 - CEIAG and STEM

Student Leaders within the Academy:

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

- ◆ STEM Ambassador
- ◆ Literacy Ambassador
- ◆ Numeracy Ambassador
- ◆ Sport Ambassador
- ◆ Environmental Ambassador
- ◆ Student Ambassador
- ◆ Y11 Prefect Team
- ◆ Digital Leader
- ◆ Wellacre Buddy (Anti-bullying and Wellbeing Ambassadors)
- ◆ Career Champions

School Reward Shop

Achievement points are collected and can be redeemed against a selection of vouchers;

750 Achievement points = £5 voucher

1500 Achievement points = £10 voucher

3000 Achievement points = £20 voucher

Monitoring/Tracking

The Leadership Team, Heads of House and Subject Leaders will monitor and track the number of achievement points that students in their House / subject area are receiving and 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 achievement points weekly / half termly
- Which subject is giving out the most achievement points
- Which staff are recognising students' achievements
- 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, weekly bulletins and Principal's updates, newsletters and Wellacre social media channels.

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