



HALEWOOD
ACADEMY

Rewards Policy

2020-21



Version Number: 1

Ratified by Local Governing Body: Feb / Mar 2021 G.Tubey

Next Review Due: Feb / Mar 2022

School Link: Miss H Scott



WADE DEACON
TRUST

VISION: We Seek the Best

OUR SCHOOL MISSION: Inspirational teaching for aspirational learners. A community where we value diversity - staff, students and parents working together to create a happy, safe and stimulating learning environment.

RATIONALE:

Halewood Academy aims to encourage and celebrate the success of all its students in all aspects of school life. Students' achievements will be acknowledged, rewarded and celebrated to promote and reinforce our expectations and core values.

We recognize that students thrive on praise and feel a sense of pride and accomplishment when their successes are recognized. Rewarding the deserving can then inspire others who may be struggling and motivate those who are disengaged. Taking opportunities and finding ways to praise and reward must be built in to our everyday routines and teaching.

AIMS:

- Increase the number of opportunities for students to be rewarded.
- Increase the frequency of rewards over the year.
- Celebrate and acknowledge demonstrations of the school Core Values.
- Implement a system, which is easy and efficient for staff and students.

We must reward whenever possible:

- Formally or informally
- Publicly or discretely
- Regularly
- Consistently
- Sincerely

We will ensure that students of all ability levels in all year groups across the school can benefit from our rewards processes and that there is consistent application of policy across each department, Year groups and from teacher to teacher. All staff, at all levels can reward students.

Rewards in our school link to:

- Attitude to learning
- Attainment and Progress
- Attendance
- School Core Values
- Literacy
- Numeracy
- Contributing to the community

Therefore the Halewood rewards system will include three sections.

- 1) Class Charts achievement points
- 2) Attendance
- 3) Year group raffle

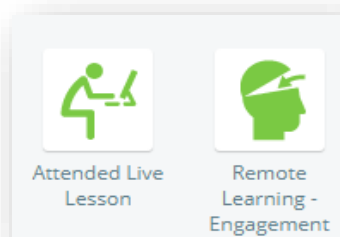
1) ACHIEVEMENT POINTS

Achievement points are collected by the students during lessons, their free time and after school. These are recorded via Class Charts by any members of staff working in school. To allow maximum opportunities for students to earn points there are several categories available.

Categories for achievement points:

- **1 – Exceeding Expectations** - Achieving a 1 in a lesson by exceeding the expectations and working above and beyond.
- **Respect** – Students show respect to each other, to visitors and value diversity.
- **Collaboration** - Working together and for each other to achieve highly.
- **Aspiration** - Students aspire to be the best they can be with the highest hopes for their future.
- **Resilience** - Confidence in their strengths and abilities, don't give up, and try their best in the face of difficult experiences.
- **Excellence** - Strives for excellence, be it in life or at work, understanding that by seeking the best, you open the path to success.
- **Contributing to the community** – Representing school e.g. Sports Teams, open evening, parents evening etc.
- **Numeracy, Literacy, STEAM**– Excellent work in Hegarty maths, Literacy / numeracy role models, roles within the library, developing STEAM projects.
- **Remote learning – Engagement** – During periods where all students are in school as normal this will be used for acknowledging those engaging in homework. During periods of lockdown or isolation this is will be used to log those engaging in remote learning assignments, Forms quizzes, Green Zones etc.
- **Attended Live Lesson** – Only to be used during periods of remote learning to log attendance to Live lessons.

Periods of time working at home:



The 'Attended Live Lesson' and 'Remote Learning – Engagement' categories will be utilised when there are national, local or individual school lockdowns, to monitor and reward those students attending live lessons and positively engaging in their remote learning.

When are rewards received?

Rewards will be issued at the end of each half term to the two highest scoring students in each year group. These students will select a prize from a range of items. Student voice surveys and discussions with the Student Leadership Team will take place to gauge the kinds of rewards students would like to work towards.

Certificates will be issued to the students who score the most points in each Core Value category. This will ensure we are acknowledging and reinforcing the importance of demonstrating these principles on a daily basis.

A Head Teachers award will also be go to the student who has collected the most achievement points across the whole school.

2) ATTENDANCE

Form groups with the highest attendance during a week will receive vouchers during Form time on Monday morning. Each student can use this voucher to buy a snack during their morning break.

3) YEAR GROUP RAFFLE

KS3 year groups take part in a rota for the Year group Raffle competition.

On a weekly cycle; the Progress Leaders and Assistant Progress Leaders choose the area of focus. This can be an area where they feel their year group are struggling or from heat map/class chart data. For instance standards of uniform, punctuality, Attitude to Learning, and behaviour.

Form tutors are given a book of raffle tickets. Students meeting the area of expectation set that week will be given a ticket each morning during form. More tickets leads to more opportunities to win.

Each Friday afternoon 3 tickets are drawn at random and the winners are announced. Each winner receives a prize. These vary depending on the time of year, for example during December the prizes could be selection boxes; at Easter they would include Easter eggs.

INTEL EVENTS:

Class Charts will be used to issue weekly notification to students and parents. This will include all students who attend at least 96% of their live lessons during periods of lockdown, and those students who achieve at least 15 engagement points.

Year groups and subject departments will also have reward INTEL Events set up to praise and celebrate specific success.

REWARDS INSTGRAM:

The whole school Instagram page will promote and celebrate the successes and achievements within the three areas of this rewards system; as well as individual subject accomplishments and extra-curricular victories.

EXPECTATIONS OF STAFF:

- Follow the rewards policy fairly and consistently.
- Log attendance and achievement points accurately.
- Share and celebrate success.
- Where appropriate, promote successes on social media, newsletters, displays and using the school web site.

EXPECTATIONS OF STUDENTS:

- Demonstrate the behaviour and attitude to learning to gain points and rewards in a range of categories and aspects of school life.