

REWARDS POLICY

Updated: November 2016

Review date: November 2017

All stakeholders in Adeyfield School recognise the significant link between high achievement and consistency of pastoral practice.

The Rewards Policy seeks to:

- Recognise the wealth of good practice already evident
- Ensure fairness and consistency by requiring all stakeholders to follow the same code

We feel that reward and praise are strong motivational factors in promoting positive attitudes both formally and informally to an individual and to groups of students'.

These include:

Use of SIMS.net for Recording Achievement

SIMS.net is used to record individual student achievements. Within SIMS each student has an achievement "bank account" that can be 'credited' (*Achievement*) and 'debited' (*Behaviour*) giving a net balance. This is available to all staff and is mainly used by those staff who have direct contact with students eg. teachers.

Achievements can be awarded at any time from the categories listed below (*the number of achievement points awarded is shown in brackets*).

- Classwork (1)
- Homework (1)
- Academic Effort (1)
- Improved Classroom behaviour (1)
- Contribution to lesson (1)
- Excellent Classwork (2)
- Excellent Homework (2)
- Academic Progress (2)
- Contribution to Tutor Group (2)
- Extra-Curricular Activity (2) *For after school activities or Lunch time clubs*
- Sporting Representation (2)
- Significant Academic Achievement (5)

Achievement Postcards

Achievement postcards can be awarded at the subject teacher or at the HoF's discretion. These are sent directly home to parents to help reinforce the recognition of the achievement received.

Student of the half term

One student in each form group in years 7 to 11 is nominated by the form tutor. The students are then formally invited to have morning breakfast with the Headteacher in his office.

Nomination for this accolade is achieved by;

- Form tutor's recommendation to Head of Key Stage
- Consistently following and implementing the schools core principles on a daily basis
- Going above and beyond in all aspects of school life
- Attendance being at or above 96%.

Termly Rewards Party

A student who has been identified by the Heads of Key Stage 3 and 4 in recognition of their continued effort, behaviour and punctuality to school and lessons are invited to the Termly Rewards Party.

Nomination for this accolade is achieved by;

- Student of the half term is automatically nominated
- Attendance being at or above 96%
- Consistently following the schools core principles on a daily basis
- Less than 5 late marks per term
- Less than 5 negative behaviour points per term (*Overdue library books do not count*).
- No Isolations or Exclusions

Prizegiving ceremonies

Every Academic Year a formal prize-giving ceremony for each Key Stage takes place that recognises the outstanding achievements of our students. Guest speakers, governors, teachers and parents are present to observe students receive awards for outstanding achievement to subject areas and contribution to the whole school.

Students are nominated for the following reasons:

- Individual subject prizes one student per year group (nominated by subject teachers and the HoF recognising outstanding performance and hard work in specific subjects).
- DEAR Award (Students who have completed quizzes and have also made substantial progress in their STAR reading tests are put into a prize draw. The winner is drawn at random by the Headteacher).
- Headteacher's Award (nominated by the Headteacher to recognise a student who has made an outstanding overall contribution to the school over the academic year).