Rewards Policy

Adopted by the Governing Body on 03.03.20
Aims of the policy

The aim of the reward policy is to foster a positive culture based on praise and reward, leading to consistently high standards of work and behaviour. It encourages pupils to take responsibility for their own learning as well as behaviour. It rewards pupils who adhere the **Code of Conduct (please refer to behaviour policy)** and work to the best of their ability.

Reward Policy underpins three key aims of the school:

1. To provide for every student a disciplined but helpful environment.
2. To maximize opportunities for all students to participate in, to contribute to and gain enjoyment from their education.
3. To give each child an awareness of responsibility to society.

Philosophy

The Appleton School is committed to sustaining, developing and applauding effort, endeavour, excellence and community-based work. Our rewards system **celebrates the achievements and successes** of our students inside and outside the classroom. If students are to work to their best, they must feel that their efforts are recognised and appreciated both at home and at school. The school promotes and provides opportunities to the students to be recognised and praised through the following areas:

a) Achievements and progress in subject areas  
b) Independent learning and research  
c) Participation in lessons  
d) Excellent attitude  
e) Excellent presentation  
f) Excellent effort  
g) Excellent improvement  
h) Excellent Attendance  
i) Excellent role model  
j) Development and contribution to the school community

Year teams may use the individual rewards system to create a sense of team, through inter-form competitions. These schemes are shared with all the staff in order that they can give their support and encouragement.
Achievement Points

Students should be rewarded with the achievement points for the following during the lessons on SIMS for their effort and attainment. Teachers should be actively looking out for the opportunities to genuinely reward students for their effort and hard work in their subject.

<table>
<thead>
<tr>
<th>1 Point</th>
<th>2 Points</th>
<th>3 Points</th>
<th>4 Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improved behaviour</td>
<td>Working on TG during lessons</td>
<td>Working above TG during lessons</td>
<td>Jack Petchey Nomination</td>
</tr>
<tr>
<td>Homework deadline met</td>
<td>Helping others around the school</td>
<td>Helping at school event</td>
<td>100% attendance</td>
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<tr>
<td>Respecting Others</td>
<td>Perfect uniform for a week</td>
<td>Attending Peer Mentor training</td>
<td>Year 5 day helper</td>
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<tr>
<td>Positive attitude to learning</td>
<td>Contributing well during class</td>
<td>Leadership skills shown</td>
<td>Year 6 day helper</td>
</tr>
<tr>
<td>Improvement in effort</td>
<td>Showing resilience</td>
<td>Consistant high standards</td>
<td>Open evening help</td>
</tr>
<tr>
<td>Helping others in class</td>
<td>Working well in a group task</td>
<td>Exceeded Exam target</td>
<td></td>
</tr>
<tr>
<td>Fully equipped</td>
<td>Consistant presentation</td>
<td>Independent research</td>
<td></td>
</tr>
<tr>
<td>Improved presentation</td>
<td>Representing the school</td>
<td>Attending school council meeting</td>
<td></td>
</tr>
<tr>
<td>Evidence of revision</td>
<td>Reached Exam target</td>
<td>Attending form council meeting</td>
<td></td>
</tr>
<tr>
<td>Attending Intervention</td>
<td>Working hard during intervention</td>
<td>Office duty</td>
<td></td>
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<tr>
<td>Improved organisation</td>
<td>Action taken on the feedback</td>
<td>Honesty (returning items found)</td>
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</tr>
<tr>
<td>Maintaining Focus</td>
<td>Excellent effort</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Outstanding work</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Extention task completed</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The achievement points collected on SIMS by the students will be centrally monitored to reward students with certificates, golden tickets, Headteacher’s award, badges, etc. However, subject areas may choose to reward their students through subject badges, stickers, postcards, star students display, phone calls to parents, gift vouchers (through raffle) or any other appropriate methods.

Community and Character Based Crest

These can be awarded to students in all year groups for demonstrating any of the following characteristics:

a) Honesty (e.g. returning valuable items found)

b) Kindness (e.g. assisting beyond the call of duty)

c) Responsibility (e.g. looking after school resources)

d) Respect (e.g. showing respect to peers and adults regardless of their age, colour, race, gender, etc.)

e) Integrity (e.g. reporting cyber bullying, racist events, etc.)

Attendance

Certificates of attendance and a badge is awarded at the end of each term to the students who have achieved 100% attendance. Students are also awarded with a Head teacher’s certificate and a badge at the end of the year for achieving 100% attendance throughout the year.
Procedures & Formats of Rewards

Staff will record the achievements via SIMS for Year 8 to Year 11. For Year 7, staff will record the achievement in the planner and each week the form tutor will note total merits on the shared (Google drive) document.

A Bronze, Silver or Gold certificate will be written, and presented in the assembly by a senior member of staff once students reach the agreed achievements points on SIMS. The highest achievers in all aspects can receive awards at the end of term assemblies, along with the other rewards such as School Colours, Cups and half-terminally Year Prize Giving’s (Yr. 9 to Yr. 11).

Each week two students from each year group with the most achievement (for the previous week) will be rewarded with “Golden Ticket” allowing them to go in the front of the queue in the canteen.

Each term, students from each form with the most achievements will be rewarded with a lunch with Headteacher or similar reward (at break time).

Year 7
Year 7, staff will record the achievement in the planner and each week the form tutor will note total merits on the shared (Google drive) document. Students will require 45 merits for the Bronze, 80 merits for Silver, and 120 merits for Gold certificate. Students may also be rewarded with the shopping opportunity (stationaries) when they achieve 61 merits, 100 merits and 136 merits. Student will be awarded with special ward when they achieve 160 merits.

Students will be also have the opportunity to apply for the Headteacher’s Award: Bronze Crest as well as gain subject badges. For both the awards, students must meet the agreed criteria. Please refer to the appropriate section of the policy for further details. Each week two students from Year 7 will be awarded with a “Golden Ticket”.

Year 8
Staff will record the achievements via SIMS for Year 8. Students will require 35 merits for the Bronze, 65 merits for Silver and 100 merits for Gold certificate.

Students will be also have the opportunity to apply for the Headteacher’s Award: Silver Crest, Bronze Crest as well as gain subject badges. For both the awards, students must meet the agreed criteria. Please refer to the appropriate section of the policy for further details. Each week two students from Year 8 will be awarded with a “Golden Ticket”.

Year 9
Staff will record the achievements via SIMS for Year 9. Students will require 25 merits for the Bronze, 45 merits for Silver and 90 merits for Gold certificate. Students may also join the “Record of Achievement” (ROA) programme where students will need to demonstrate certain characteristics/skills in six different subjects (including three core subjects) to achieve the award (each term). Any members of the staff can sign off characteristic evidence. Awards may include a special certificate (term1), an invite to special event (term 2) and an “Achievement” Shield: Red (term 3).

Students will be also have the opportunity to apply for a subject badges, for which, students must meet the agreed criteria. Please refer to the appropriate section of the policy for further details. Each week two students from Year 9 will be awarded with a “Golden Ticket”.

Year 10
Staff will record the achievements via SIMS for Year 10. Students will require 25 merits for the Bronze, 45 merits for Silver and 90 merits for Gold certificate. Students may also join the “Record of Achievement” program where students will need
to demonstrate specific characteristics/skills in six different subjects (including three core subjects) to achieve award (each term). Any members of the staff can sign off characteristic evidence. Awards may include a special certificate (term 1), an “Achievement” badge: Green (term 2) and an invite to apply for school “prefect” through letter of application (term 3). The senior members of staff with consultation of form tutor will nominate the senior prefect. Students in the school will elect Head boy and Head girl.

Students will be also have the opportunity to apply for subject badges, for which, students must meet agreed criteria. Please refer to the appropriate section of the policy for further details. Each week two students from Year 10 will be awarded with a “Golden Ticket”.

**Year 11**
Staff will record the achievements via SIMS for Year 11. Students will require 25 merits for the Bronze, 45 merits for Silver and 90 merits for Gold certificate. Students may also join the “Excellent Student Award” programme where a student will need to demonstrated that they have achieved their target grade or above in at least five out of nine subjects in each of the mock exams. Award may include a special vouchers (term 1), special tie (term 2) and invite to the prom (term 3). This means students will not have automatic right to attend the Appleton Prom.

**Key stage 5**
In Key Stage 5 Teachers and Tutors can electronically nominate students from their subject teaching and tutor groups for an Honours Certificate at the end of the academic year. Additionally, a special award is given to the overall learning ambassadors from Year 12 and 13 respectively.
Celebration events

The highest achievers in all aspects can also receive awards at the start of spring and summer term, through celebration assemblies awarding Certificates, Achievement badges, Vouchers, etc. At the end of the academic year, special award assemblies with the governors will take place to award School Colours, Cups and Endeavour Prizes for Year 11 and subject awards and overall learning ambassador for the 13 leaver assembly for prize giving.

Curriculum areas may also have additional rewards that are used to motivate applaud and encourage students. Popular with many are the post cards home.

The policy is intended to be positive, rigorous and consistent. Gaining rewards should be challenging but achievable. This will encourage the pursuit of excellence by all.

Curriculum Support Department

The curriculum support department aims to share the students’ achievements with home regularly, so in addition to the whole school system LSAs can award students with stickers for achievement of their individual targets and these are stuck to the day they were achieved in the students’ planner (for Year 7) or add them on SIMS (for Year 8 to 11). The Curriculum Support Department also use postcards to share achievements with home. The Curriculum Support department will also issue some students with individual reward programmes if this is part of the planned provision to support their progress.

Subject Based Rewards

Students can gain subject award by collecting stamps using “Loyalty Cards” over sixteen weeks each academic year by demonstrating at least one characteristics in four different categories as follows. Students can only collect one stamp per week per subject. Students can only work towards one subject badge at a time each half-term.

The “Loyalty Cards” are issued from form tutors (rather than subject area), which will allow the form tutor to track overall progress and completion of the loyalty card. Once all stamps are, collected students should deposit the card to the subject area to gain their subject badge. Subject area must then store the completed card in the student services for the central record.
Headteacher’s Award - Crest:

Students can apply for the Headteacher’s award in Year 7 (Bronze), Year 8 (Silver) and Year 9 (Gold) at the start of summer term, if they meet the five main criteria, which includes:

1) At least 96% attendance (unless long term medical condition)
2) Less than 2% late marks on attendance records
3) Not been sent to SSA
4) Less than 20 negative behaviour points
5) Finally students will need to demonstrate that they have participated in the wider school/community events, through some of the following:

a. Helped at Yr5 G&T events/ Year 6 induction
b. Assisted at parent consultative
c. Participated in school concerts/ production
d. Presented in assemblies/ participated in public speaking
e. Represented this year as a Form/ school council rep
f. Extra-curricular clubs on a regular basis
g. Member of a sports team(s) [give details]
h. Organised a charity fundraising activity
i. Peer mentor at the Appleton School
j. Participated in B&E shop/ Young Enterprise
k. Reading/ learning mentor
l. Member of out of school clubs – dance, rugby, cadets/ scouting etc. [give details].
m. Taken part in volunteering/ community work outside of school
n. Completed of a Record of Achievement (ROA)