

	<b>POLICY TITLE:</b>	<b>Rewards</b>
<b>Kingsmead Academy T/A Kingsmead School</b>		Deputy Headteacher (Well-Being & Diversity)  Well-Being & Diversity Sub-Committee
<b>Date Approved by Governing Body:</b>	June 2021	
<b>Date of Last Review:</b>	Term 5 – 2020-21	
<b>Next Review Due:</b>	Term 5 – 2021-22	

## **SECTION 1 - INTRODUCTION**

Kingsmead is a well-ordered school where all members of the school community (staff, students, parents, carers and visitors) have a right to feel safe, be treated with care and respect and have a pleasant and calm environment in which to work and learn.

We aspire to achieve the highest levels of conduct and the highest levels of achievement and progress.

A positive caring ethos, where the relationships between staff and students thrive is central to this aspiration, as is the use of fair and consistent praise and rewards.

## **SECTION 2 – LINKS TO OTHER POLICIES**

This policy operates in conjunction with the following policies:

- Anti-Bullying
- Attendance
- Behaviour
- Complaints
- Equality
- Safeguarding and Child Protection
- SEND
- Teaching and Learning
- Staff Code of Conduct

June 2021 – Rewards policy  
 Author: Deputy Headteacher: Well-Being & Diversity

### **SECTION 3 – POSITIVE BEHAVIOUR for LEARNING.**

Appropriate praise and rewards should be routinely considered in line with our principles that promote excellent progress and positive behaviour for learning:

**It is expected that all students:**

- Treat all members of the school community with **care** and **respect**.
- Treat the school environment with care – always pay attention to the well-being and safety of others.
- Arrive promptly to lessons ready to learn.
- Bring the correct equipment/ books to every lesson.
- Be ready to learn in a range of groups/ seating plans as requested by your teachers.
- Approach all learning positively, and work to the very best of your ability.
- Follow reasonable instructions without argument.
- Respect the views and opinions of other students.
- Try your hardest to complete all Home Learning to the best of your ability.

### **SECTION 4 – REWARDS**

a) Ethos

Rewarding positive attitudes to learning and good conduct in school is a vital part of supporting good behaviours for learning. We aim to regularly notice and praise students for positive attitudes to learning and showing care and respect to others.

This recognition of positive behaviours is vital in underlining how important good attitudes are in school. It is the role of all staff in school to positively praise as many students as possible, as regularly as possible, for 'doing the right thing'.

Recognising the positives and consistently building positive relationships through our actions and the language we use should underpin our classroom practice.

b) Planners

Students are regularly rewarded within the core value areas when teachers record praise stamps in Planners.

All staff are encouraged to regularly record these stamps in planners to recognise a student has made a positive contribution to reflect Care, Respect, Determination or Aspiration.

The core values are combined to create two areas for regular reward stamps:

- Progress and Achievement (Determination & Aspiration)
- Positive Attitude (Care & Respect)

Stamps will be collected by students and exchanged for Bronze, Silver, Gold or Platinum Year awards.

Stamps can also be exchanged for tokens or stationary/ Sports goods in the reception area.

### **c) Attendance**

Kingsmead School will always endeavour to celebrate good or improved attendance. Currently, we award attendance certificates on a termly basis. For those students with 100% attendance over a term, a gold certificate is awarded. For those students between 95% and 99% a silver certificate is awarded – and for those students who have made at least a 5% improvement in attendance over the term, a bronze certificate is awarded. These awards are given out in year/ upper or lower school assemblies.

Attendance awards are also made annually at celebration assemblies and celebration evening.

### **d) Department Teams**

Success should also be recognised in department teams through communicating achievement and good behaviour back to parents/ carers. This can be done in a number of ways including phone calls and reward post cards.

Department Teams should also aim to celebrate success through displays of work, special prizes/ competitions and events that focus on excellent achievement.

### **e) Year Teams/ Lower & Upper School Teams**

Tutors, Heads of Year and Heads of Lower/Upper School should aim to celebrate success and good attitudes to learning in tutor time and through year and lower/upper School assemblies.

Progress and A2L are regularly monitored to provide up to date information to aid this.

Regular celebration/ rewards events are held at year/ lower & upper school level. These include trips and celebration lunches.

## **f) Whole School**

Success and good attitudes to learning should be celebrated at all levels of school life.

Special events like termly celebration assemblies (whole school) play a particularly important role in celebrating the academic, pastoral and sporting/ artistic success of students.

The annual celebration of achievement event similarly plays a key role in highlighting the positive successes of as many students as is possible.