



Rewards Policy

St Aldhelm's Academy aims to celebrate the successes of our students by actively promoting a fair system of rewards that motivates and recognises the achievements of our young people both within the Academy and beyond the classroom.

Teaching and Support Staff, together with young people, are encouraged to celebrate success in others and to recognise that achievement comes in many different forms.

We operate a House Point system within the Academy, clearly structured so young people can progress and at key points gain additional rewards by earning house points for their efforts.

To earn House Points, young people must meet one or all of the following effort criteria

- Contribution and effort sustained within learning, including extra curricular activities
- Contribution and effort sustained within learning - peer nomination through Student Voice
- Outstanding pieces of work
- Contribution to the Academy Community (ie Parents Evening, Open Evenings Student Voice etc)
- Displayed independent learning/initiative skills within learning
- Effort displayed regarding homework and research connected to learning
- Meeting or exceeding learning targets
- Exemplary behaviour encompassing uniform, equipment, citizenship and adult/peer relationships

25 House Points earned by young people can be

- exchanged for 30 minutes within the Reward Room
or
- added to the total of their individual House to increase funding available for activities for all within their House, eg end of year trip
or
- matched in agreement with the House Manager and Learning Zone Director to purchase an extra activity within their learning.

All Staff, together with young people through Student Voice, will be able to award House Points to individual young people through recording the event on eportal and issuing an achievement point.

When a young person achieves 25 points, they will be awarded a voucher in their House assembly which can be exchanged for one of the Rewards above. The voucher will need to be completed by the young person with their choice of reward and handed to AIM-Attendance to arrange.

There is also the opportunity for the young person to enter their spent voucher into the end of year prize draw.

Young People accumulating 100 points can use these to purchase items from the Academy Rewards Catalogue. They also receive a certificate, and a letter from the Principal.

Any member of staff may send post cards home to parents in recognition of a positive event recorded on eportal.

Rewards Room

Young people can choose to use their Reward voucher in exchange for 30 minutes in the Rewards Room. The voucher needs to be submitted to AIM-Attendance to book an appropriate time for that young person within the Academy day or from 3.30 on Tuesdays and Thursday's. A diary will be used to record this which will be the responsibility of the AIM-Attendance. A maximum of 15 young people can use the Rewards Room at any one time.

Extra Curricular Activities, including lunchtime and after school clubs.

The Academy encourages young people to actively participate in the wide variety of clubs and extra curricular sporting activities. House Points can be awarded to individuals based on effort and learning displayed within the club/activity setting.

Class and Learning Groups.

House Points can be awarded to a whole group, rewarding and motivating group working/citizenship spirit.

Members of staff to award a minimum of one young person per lesson to promote positive learning.

Prizegiving Evening

Annual whole-Academy event to celebrate academic and personal achievements of young people, together with contributions to the wider community. It is envisioned that parental attendance will be encouraged and will be held in July.

Prom Evening

Annual Year 11 event. This reward will run in conjunction with the Attendance rewards detailed in the Academy's Attendance policy. Providing 95% attendance is achieved, the young person will be invited to attend the Prom. The Learning Passport issued to all Y11 young people will give them the opportunity to earn, through positive events, money off the cost of their prom ticket.

Attendance

Rewards for good attendance include postcards home to celebrate the achievement and to inform parents of such. 100% attendance is recognised by the giving of certificate's and prizes at the end of each term along with an automatic entry in to a prize draw for the families of those young people concerned. A list of all young people with 100% attendance will be recognised in the Academy newsletter. Young person will be issued with 10 House point for 100% Attendance at the end of each term.

House Competition for Attendance- The weekly statistics will be displayed in student reception and in the staff room and the House with the best attendance for the term will receive a cup for the following term. The House that wins the cup will be awarded 100 House points for that term.

All Staff

All staff are consistently expected to recognise and reward all forms of achievement and send achievement post cards home. Staff can award house points individually, small groups, by House and/or Year groups and can award House Points within an academic or non-academic setting.

Senior Leadership Team/Governors' Commendations

SLT and Govenors will be able to award commendations to young people who contribute outstandingly to Academy through Learning and Community/Citizenship. It is envisaged that the SLT will invite a selection of young people meeting this criteria to attend celebration luncheon in July once commendation achieved.

Student Voice

Peer nomination of House Points for individuals encompassing range of criteria, including effort in face of adversity, citizenship, contibution to Academy Community. Nominations to be ratified by House Managers/Learning Zone Directors before awarding.

House Achievement Notices

Each House Notice Board will display details of young peoples' achievements. Young peoples' work will be displayed in classrooms/corridors as much as possible.

Celebration Assemblies

Each term celebration assemblies for whole Academy will be held to recognise academic, sporting, extra-curricular, community and attendance achievements with awards and rewards given to young people and groups of young people.

Commendation postcards

Praise postcards, developed using young peoples' art work, are available for all staff to post home to inform parents where students have produced outstanding work or effort.

Letters of outstanding achievement

Where the Learning Zone Director, in conjunction with the subject teacher and House Manager, recognises an improvement in the curriculum area, sustained effort or outstanding piece of work has been completed, letters will be sent home praising the young person in addition to an appropriate allocation of House Points.

St Aldhelm's Academy Website and Newsletter

Details of young peoples achievements will be submitted to Alison Fee, by Teaching and Support Staff, each term for inclusion on the Academy's website and community newsletter.

Positive Behaviour	Action and Merit Points
ATT – Good Attendance CIT – Citizenship LEAD – Leadership POS – Positive Change CGW – Consistent Good Work GCW – Outstanding classwork LT – Meeting Learning Target ELT – Exceeding Learning Target HWK – Extended Learning ECA – Extra Curricular Activity SVNOM – Student Voice Nomination	Any or all of the following can be used: ACH – Achievement Point (1) LETH – Letter Home (2) PHON – Phone Call (1)
For House Challenge Weeks only: HCPEX - HC Personal Excellence	HCBro –House Challenge Bronze (5) HCSil – House Challenge Silver (10) HCGol – House Challenge Gold (15)
To be used in special circumstances:	SLTC - SLT Commendation (3) GOVC – Governor Commendation (3) SLT- House Prize Awards

Recording of House Points

Will be recorded by all staff within the individual's SERCO(E-Portal) record, detailing the positive behaviour event that has resulted in the allocation of points.

The Academy encourages young people to recognise the importance of keeping a record of their achievements and house points safely within their planner. A list of praise postcards/letters/ telephone calls/commendations and house points earned will be given to the young people by their Mentor and regularly updated.