



NETHERWOOD ACADEMY

Astrea Academy Trust

INSPIRING BEYOND MEASURE

REWARDS POLICY

“Inspiring Minds, Shaping Futures”

Approved by: Transition Management Board **Date:** September 2020

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Celebrating Success - Philosophy and Aims

The 'Celebrating Success' system is designed to promote respect for all members of the academy community and achievement in all aspects of academy life.

Central to this system is recognising and praising all that goes well, from the everyday to the extraordinary successes of students.

There is a progressive system of praise and recognition, which staff can use in the classroom and throughout the academy. This system ranges from praise text messages and letters being sent home, all the way up to celebration assemblies and award ceremonies.

We want to ensure that the students who are regularly meeting the academy expectations are acknowledged and praised for their efforts. Student's success will be communicated home through regular positive communication.

It is important that the whole community shares the same philosophy, hopes and aspirations and all play an equal part in developing the sense of achievement, positive praise, recognition and reward within the academy.

Aims of the 'Celebrating Success' system

- To foster good behaviour and positive attitudes throughout the academy.
- To promote an orderly environment where effective learning can take place.
- To enable students to feel happy, safe and secure.
- To allow students to develop positive self-image.
- To promote respect for people, environment and belongings
- To promote fairness, honesty and trust
- To instil in students a sense of what is right and wrong
- To promote a consistent, whole academy approach to behaviour management.
- To work closely with parents and carers to foster a culture of praise and recognition.
- To promote a positive image of the academy in the community

We must reward whenever possible:

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

We must 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 departments, Year groups and from teacher to teacher.

Rewards must be given sincerely and fairly as a means of acknowledging effort, achievement or action that is above and beyond the norm. Rewards must never be given as 'bribery' (rewarding students for doing what should be expected of them normally).

We will continue to consult with our students and the School Council to seek student advice on reward structures and, in particular, for their clarification as to what should be rewarded and how we can further develop / improve our rewards systems.

Celebrating Success

The 'Celebrating Success' system is split into three distinct sections all of which have close links into each other to ensure that all students receive praise and recognition for their efforts.

The three sections concern:

1. Recognition and Praise In-Class
2. Recognition and Praise throughout the wider academy
3. Celebration and Praise of staff

1. Recognition and Praise in Class - CS1, CS2, CS3, CS4, CS5 (Star(s) of the Lesson)

CS1: Verbal praise from the teacher for good participation in lesson. Students name will go onto the 'Celebrating Success' board at the front of the classroom. This will start a student on the path towards CS2, CS3 and CS4 recognition.

CS2: The second level of praise. This indicates that the student has made a significant contribution to the lesson in some way. A tick will go into box number 2 on the 'Celebrating Success' board.

CS3: The third level of praise. This indicates that the student has made a significant contribution to the lesson in some way.

A tick will go into box number 3 on the 'Celebrating Success' board. This commendation is recorded into the SIMS data management system and will be analysed each week by Student Managers and Head of Years, students receiving a number of CS3 commendations each week will be entered into prize draws.

CS4: The fourth level of in-class praise. A tick is entered into the 4th box at the front of the classroom. Students name and details are submitted into the central praise system and a praise text message is sent home to parents/carers the same day.

- CS4 commendations are tracked and analysed weekly. A leader board for each year will be displayed in school for CS4 commendations.
- Half termly celebration assemblies will be held and students who have received a number of CS4 commendations that term will be entered into prize draws.
- Students receiving the highest number of CS4s will be invited to a weekly celebration event with senior staff.

CS5: The fifth level of in class praise. The class celebrates the success of the student or students who have excelled for the entire lesson. Students name and details are submitted into the central praise system and a praise text message is sent home to parents/carers the same day.

The accumulation of CS points will be redeemed when COVID restrictions allow the full application of the rewards policy. During COVID restrictions rewards that include external travel to venues, large

group gatherings and unnecessary sharing of items may be restricted but points accumulated during this time will be redeemable when restrictions are raised.

2. Recognition and Praise throughout the wider academy

It is important that a culture of celebrating success is developed throughout the academy and elements of celebrating success can be developed and added in throughout the year. To launch the celebrating success programme for students and staff the following things will be in place:

- SLT congratulations cards that can be given to students for outstanding contributions or work in class. These cards can be exchanged for a reward every lunchtime.
- Teacher of the week nominations at SLT meetings with teacher praise and recognition
- Displays celebrating CS4 winners and outstanding achievements from students outside and inside the academy.
- Students and staff praised through Netherwood TV

3. Staff celebration and recognition

It is important that staff recognition plays an important part of Netherwood culture, recognition will be given on a weekly basis. Staff will also be able to access the following rewards / perks.

- Friday thanks – Free breakfast
- Perkbox access
- SLT teacher of the week
- Random acts of kindness

*The three strands of praise and rewards are outlined in **Table 1**.

Reward Frequency*

Lesson by lesson – This will happen every lesson

- Stamps in books
- Verbal Praise
- Class celebration of success
- CS (1-4) points on the CS board and logged in SIMS
- 4:1 achievement: behaviour points
- SLT celebration when visiting
- Postcards sent home

Weekly – Around the academy and in assembly

- Year leader board of attendance and Celebrating Success (CS) points is displayed in the Heartspace and year group assemblies (top attendance / CS points)
- Netherwood TV Praise
- Contact home
- Social media praise
- Praise box draws
- Half termly celebration assemblies

- Freddo Friday

Yearly – Around the academy and in celebration evenings / events

- Student of the year/subject/extra curricula nominations (invite only)
- Extra curricula trips
- Nethfest
- Teacher Vs Student events
- Celebration evenings with parents
- Prom / leavers celebration invitations

*This list is not exhaustive

DRAFT

| Students: In the Classroom Behaviours | Students: Outside of the Classroom Celebration | Staff |
|---|---|---|
| <ul style="list-style-type: none"> • Stamps • Praise Boards • Star of the Lesson • Verbal Praise • CS SIMS Points • Postcards Home • Specific rewards such as equipment • Weekly allowance of sweets to give out • Department postcards • HOY postcards • SLT postcards • Public praising within classroom setting 70%/30% praise/sanction • Badges • Termly and yearly rewards linked to CS points • Form celebrating success ranking table • Rewards for 0 behaviour points | <ul style="list-style-type: none"> • Praise through Netherwood TV • Praise box - students can put in things they have done outside school • Random act of kindness reward - supporting others being polite, one off acts of kindness • End of HT rewards for CS points • Queue jump passes • Regular celebration assemblies • Top performer / most improved student per week based on achievement points • Rewards evening - summer term • Attendance awards • End of term celebration day Nethfest Staff vs students activities • Parents rewards evening • Celebration board in Heartspace • Afternoon of rewards • CS leaderboards • Hot Chocolate Friday • Fantastic Friday for students • PLEDGES system with Gold, Silver, Bronze badges | <ul style="list-style-type: none"> • Chance for staff to nominate other staff in Fantastic Friday • Giving students fantastic Friday tickets in form to encourage participation • Staff Quiz - Fun • Teacher nominations • SLT teachers of the week • Cake • Verbal praise at briefing • Staff wellbeing days/afternoon • Fresh fruit and filter coffee in the staffroom • Wellbeing day • Teaching staff/Non-teaching staff raffle • Staff nominating each other for good deeds • Secret friends • Wellbeing days • Free lunch for lunchtime clubs and duties Free lunch if you put on a lunchtime club. • Staff wellbeing trip • Free hot drinks in the staff room • Whole staff Christmas dinner • Friday Staff nominations |

Table 1. Reward recommendations for pupils in the classroom, outside of the classroom and staff recognition.