



Rewards Strategy 2020-2021

Rationale

At Sybil Andrews Academy, we want everyone to fulfil their potential and we have incredibly high expectations of our students.

We recognise the importance of effort, good attendance, good punctuality and upholding the school values. Sybil Andrews Academy aims to encourage and celebrate the success of all its students in all areas of school life, and to ensure that personal commitment and achievement is acknowledged, rewarded and recorded.

We acknowledge the importance of praise and reward and seek to promote and reinforce our expectations of students at any given and relevant opportunity.

We recognise that students thrive on praise, the thrill of success and the glow of recognition. Praise rewards the deserving, can inspire those who may be struggling and can inspire and motivate those who may be disenchanted. Finding ways to reward must be at the heart of our teaching.

We must reward whenever possible:

- Formally or informally
- Publicly or discreetly
- 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 by upholding the school values in any activity undertaken.

Aims

1. Rewards increase the motivation of all students, encouraging their self-esteem, aspirations and enjoyment of learning.
2. The practice of giving assists the school in maintaining and increasing the quality of teaching and learning.
3. The giving of rewards encourages all students to achieve. Thus they will receive merit points for achievement throughout the school in all contexts.
4. The system of giving rewards supports the role of the tutor in celebrating success and helps facilitate the awareness of achievement of others members of staff and parents.
5. Every member of staff will praise students for good or improved work and effort using the following systems.
6. Rewards are used to encourage and motivate excellent attendance and tie in with the school's attendance strategy.
7. Rewards support and promote good behaviour and should be used alongside the sanctions policy.

A variety of methods of rewards exist at Sybil Andrews Academy which include:

- Verbal praise
- Merit Points*
- Merit Certificates
- Headteacher Awards
- Postcards home
- Rewards assemblies
- Awards evenings
- Public displays of high-quality work
- Lapel badges
- Positives phone calls home
- Social Media recognition
- Community Magazine
- Sybil Scholar
- Key Stage 4 Passports
- King of Breakfasts

Merit Points

Merit Points form the backbone of our rewards system and can be given by any member of staff and are awarded for academic achievement, effort or exceptional positive behaviours.

Merit points can be given by any member of staff and range from M1 (1 merit point) to M4 (4 merit points which is also the Headteacher Award). Merit points can be awarded as per Table 1:

Reward	Description	Description of Student Rewardable Action	Additional Awardable Items
M1	Positive performance / contribution	Good work, positive display of school values.	<ul style="list-style-type: none"> • Everyday motivational tool for working well and meeting expectations in lessons • Recognition of positive contribution or participation • 100% attendance for a week. • Displaying the values around the school. (Opening doors/being helpful etc)
M2	Good performance / contribution	High quality piece of work requiring excellent effort Sustained upholding of school values.	<ul style="list-style-type: none"> • Excellent work in lesson • Excellent homework • Participation in a sports team • Participation in inter-tutor group competitions
M3	Excellent performance / contribution	Sustained hard work over time, participation in events requiring significant time commitment Positive ambassador of school values.	<ul style="list-style-type: none"> • Sustained hard work • Participation in a significant school event e.g assembly, drama event, music concert (Something which is not expected for everyone to be a part of) • Long term attendance (end of term attendance certificates) • Academic excellence certificates
M4 Head Teacher Award	Outstanding performance / contribution	(Head Teacher Award) Exceptional contribution to the school: e.g., sporting achievement, school production, exceptional quality of work, exceptional and sustained demonstration of school values	<ul style="list-style-type: none"> • Exceptional performance in a subject. • Exceptional performance in an activity inside or outside of school. • Significant dedication to study outside normal expected hours. • Exceptional sporting achievement

We also have our formal staged recognition which incorporates our merit system and also the whole school Key Stage 3 Sybil Scholar and Key Stage 4 Passports.

What	Rewarding	How	When	Lead Staff
Merits	Attendance Effort Achievement / excellence Engagement Participation Values	200 Bronze – certificate 400 Silver - certificate 600 Gold - certificate 800 Platinum - certificate Headteacher Award – certificate Names / photos in Community magazine and on social media Special mentions (assemblies, social media, postcards) for students who have zero and <5 warnings in a half-term End of half-term non-uniform day for tutor group with highest merits per Key Stage	As merit criteria are met. Presented to students when met Names in Community magazine and on social media Half-Termly Half-Termly	AKI/BTA with HoY
Mint Moments	Positive contributions to the school & upholding school values – KS4 students only	Staff mentions to KS4 team – students receive a ‘daily mint’ from HoY Certificates home and shared on social media names of Mint Moment students	Daily	CGR/JMO
Golden Tickets	Year 7 initially but rolled out to all students by December 2002	Staff mentions to HoY – golden tickets awarded for fortnightly prize draw	Fortnightly	JMA and HoY

Attendance Awards	Excellent and improved attendance (as per attendance strategy)	Attendance boards Virtual postcards End of half-term non-uniform day for highest attending tutor group per Key Stage	Added to assemblies End of term assemblies	SFI with HoY, supported by AKI/BTA. ELO to support
Rewards Assemblies	Attendance Achievement Endeavours Subject Commendations	Fortnightly assemblies as part of assembly rota End of each term	End of term assemblies	AKI/BTA with HoY
Sybil Scholar	Key Stage 3 students only Values & commitment to studies	Records of criteria met. Pin badge for Sybil Scholars	Weekly with form tutors	JMA/HoY
Key Stage 4 Passport	Key Stage 4 students only Values & commitment to studies	Records of criteria met.	Weekly with form tutors	BTA/HoY
Sports Award Evenings	Participation/engagement Sportsmanship Leadership Excellence	Annual sports award evening, invited attendees & family only.	Thursday 1 st July 2021	JMA & PE department
Key Stage Awards Evenings	Endeavours Achievements DofE Merit Awards Contributions to school life	Annual celebration evening, parents and students invited	Thursday 10 th June 2021	SFI with AKI/BTA & HoY
Year 11 Awards Evening	Achievements of past Year 11 cohort Exam performance Subject commendations DofE	Annual celebration evening, parents and students invited	Thursday 3 rd December 2020	JMA with BTA/SFI