Rewards Policy

This policy has been approved by the Board of Trustees with reference to the academy's Equality Policy. The aims of the Equality Policy are to ensure that Plume Academy meets the needs of all, taking account of gender identity, ethnicity, culture, religion, language, sexual orientation, age, ability, disability and social circumstances. It is important that in this academy we meet the diverse needs of students to ensure inclusion for all and that all students are prepared for full participation in a multi-ethnic society

Approved by:	Mr A Stoneman	**Date:** 17/05/2023
Last reviewed on:	June 2023	
Next review due by:	June 2024	
Ratified:		

Contents

1. Aims

The rewards system policy aims to:

> Reinforce the ethos of the academy by developing shared values and encouraging positive patterns of behaviour

> Provide positive reinforcement and incentives to all students

> Develop students' intrinsic motivation to learn

> Help to improve students' effort, learning, attendance and overall performance

> Encourage healthy competition between groups of students by sharing tutor group achievements in assemblies and having regular tutor group prizes

> Increase the motivation of cohorts of students within Plume Academy who could potentially underachieve

> Provide a cohesive and consistent system to be applied throughout the academy from Year 7-13

> Compliment and support the academy's focus on an earned, awards based culture

> Engage parents and carers in reflecting alongside the students in the achievements that are being awarded and received each day

> Recognising the shared values of the academy with all stakeholders through the use of mobile phone application which captures each achievement

> Campus Leads and Heads of Year drive and lead on the recognition of awards and the sharing of badges, rewards and tutor group prizes through constant review and analysis of the rewards given

2. Roles and Responsibilities

If students meet the expectation of a shared academy value at any stage of the academy, day they will be rewarded with a reward for that given value. By achieving the target amount in any given academic year will see them awarded with the badge that captures their shared value. Each reward will be accumulated and captured via the recording process that links between SIMs and Satchel One and is accessible for all stakeholders of the academy at any stage.

satchel: one

The shared values of the academy reflect those that are within the academy's Character Education Programme as well as immersing the importance of the pivotal area of the five British values. By incorporating these values, students can understand the importance of key personality traits that will aid their successes in future choices, decisions or actions in the wider community.

Commitment – showing commitment to work, the academy, stakeholders, the community and themselves

Endeavour – striving to achieve, reach or succeed with any given task, activity or purpose

Aspiration – showing a great degree of ambition or hope to achieve something

Collaboration – working with other stakeholders of the academy to achieve targets, goals or set tasks

Honesty – being honest and truthful in their approach when representing the academy

Integrity – showing and reflecting strong moral principles that work in tandem with honesty

Trust – creating a form of trust between themselves and other stakeholders by being reliable and consistent

Accountability – standing up and taking responsibility for actions that they are accountable for within the academy

Any staff member can award and give one of the academy's shared values and this will be rewarded upon the Satchel One site.

3. The Rewards Level
Our academy has created a rewards level that shows the levels of reward that can be achieved by any student across the academic year.

There are two accumulative rewards charts that result in varying awards and recognition.
The first is linked to rewarding of a single shared value of the academy and its accumulative reward.

Single Value	
Number of Rewards	**Awards**
25	
50	
75	
100	**Campus Lead Recognition Badge**
200	**Joint Head of Academy Recognition Badge**
500	**Joint Heads of Academy Recognition Badge - Break time Canteen Credit**

The second is linked to the accumulative rewards across all of the shared values within the academy with a tiered process for rewarding and recognising the increase in achievement and reward.

Accumulative Values	
Number of Rewards	**Awards**
100	**Yellow AV Badge**
200	**Blue AV Badge**
300	**Green AV Badge**

500	**Bronze AV Badge**	
750	**Silver AV Badge**	
1000	**Gold AV Badge**	

4. Achievement Badges

Achievement badges are awarded to students at Key Stage 3, based on data collected following each Progress Review. Bronze, silver and gold badges are awarded based on an algorithm using students expected achievement band and the grades they achieve.

Students in all achievement bands are rewarded to ensure students of all abilities are recognised, and the number of badges awarded to each band is proportional to the number of students within the band.

5. Additional Rewards

Within the academy, students may also be recognised for their roles and responsibilities in different areas of the academy and within their respective year groups and amongst their peers. To recognise and to celebrate their positions within the academy they may be rewarded with badges for roles within the academy such as:

- Lead student
- Deputy Lead Student
- LGBT+ Representative
- BLM Representative
- Anti-Bullying Ambassadors
- Sport Colours
- Mental Health and Wellbeing Champions
- Others that maybe implemented by individual faculties/subjects

5. Staff Recognition

Whilst staff will have the capacity to complete and share rewards via the awarding of shared academy values, they will also be able to liaise and share bespoke feedback to students, parents and carers of the academy through the following communications:

> One to one conversations with students
> Positive phone calls home

- Emails sent from the subject teacher
- Emails sent from the subject or faculty leader
- Meetings with parents to outline achievement and successes
- Entries in the academy's newsletter to recognise achievement and successes of students
- Where appropriate, a story within our local community newspaper to capture the achievements and successes of a student/our students

By sharing this information with parents and carers as well as students it will enable students to intrinsically build their motivation and see them build upon their awards that are given on Satchel One.

6. Links to other policies

This policy is linked to our:
- Behaviour policy
- Anti-bullying policy
- Complaints policy