

Policy

	Name of School	The Khalsa Academy Wolverhampton
	Policy Date	Updated March 2017
	Date of next Review	March 2018
	Who reviewed this policy?	Rashpal Channa

Writing and reviewing the Rewards Policy

The Rewards Policy Includes:

- How rewards are issued
- Staff responsibility

The Rewards Policy and its implementation will be reviewed in March 2017 and thereafter annually.

The Child Protection Policy was revised by:	Rashpal Channa
It was approved by the Lead Teacher on:	Anita Notta
It was approved by Governors on:	March 2017

TBSS PRAISE AND REWARDS POLICY

Introduction

The purpose of this policy is to set a framework for rewards within which the academic, sporting, social, cultural and the personal achievements of pupils can be recognised, rewarded, celebrated and recorded.

“Carrots are better than sticks; smiles achieve far more than scowls; rewards succeed where punishments fail”. The British Sikh School believes in rewarding effort, recognising achievement and encouraging pupils to aspire to exceed our expectations. Rewards are a very powerful tool for staff to use. A pupil, whose achievements are recognised in any way, whether publicly or in private, is more likely to make a positive impact within the Academy community.

The function of the reward system is to encourage all pupils to aspire to high standards in everything they do. Obviously it is important that a balance is struck between over generous use of rewards and being too discriminative.

It is vital we celebrate, at every opportunity, the successes, progress and improvements of the pupils. A number of assemblies must contain an element of celebration and reward. Competition is an important part of this process. The House system must embrace this aspect of celebration again at every opportunity. The Academy Newsletter recognises and celebrates individual and team successes and achievements.

As an Academy we offer a range of rewards to:

- Recognise the value of pupils’ achievements, progress, effort, service and leadership within the Academy
- Give positive encouragement to pupils to succeed and to contribute
- Enhance pupil/staff relationships within the Academy
- Improve a pupil’s sense of self confidence and worth.

We use the following rewards to do this:

- House Points – these are awarded on SIMS as achievement points. On a termly basis pupils will count up their achievement points and pupils will be awarded vouchers and/or prizes under a Bronze, Silver and Gold category.

Category	Achievement Points needed
Bronze	50
Silver	100
Gold	150
Platinum	200

- Department rewards – positive text messages, praise post cards, telephone calls, verbal praise
- House Awards
- End of Term Awards in assemblies
- Whole Academy Rewards and Single Events
- Principal’s Award (termly) – cinema tickets are awarded in assembly to those pupils in Years 7 to 11 making the best progress and those responding most positively to intervention with Heads of Years (academic) / Academic Coaches
- Principal’s Commendation – recognising and acknowledging excellence and good citizenship

Rewards – Summary

Awarded By

House Points	Any member of staff can award these electronically on SIMS under achievement points
Positive Texts	Subject staff
Subject Postcards	Subject Staff
Academy Awards	Curriculum Leaders and any other members of staff
Special Academy Success	Recommended by staff
Principal's Commendation	Principal

Department rewards:

- Staff are encouraged to **praise verbally** all positive achievements whenever opportunities present themselves.
- Displays of work in the classroom and around the Academy on notice boards and display areas in corridors, reception and the assembly hall.
- Publicly
 - In front of a class
 - Recognition by Head of Department/SLT
 - In a congratulatory letter (via email) to parents for pupils who have shown consistent effort in class work both verbal and written and in homework
 - Examination performance should also be taken into account
- Subject postcards for a sustained period of work or other subject contribution
- Super Citizen

Year Team Rewards:

- Publicity and praise in assemblies to individuals and groups
- Termly 100% attendance
- Places on trips which are extra-curricular

House Awards:

- House Praise Post cards
- House competitions
- House Points

End of Year Assemblies:

- Reward for individual 100% attendance
- Trophy and reward for best House group attendance
- Trophy and reward for best House sports event

Whole Academy Rewards and Single Events:

- Academic Awards Evening
- Celebration Assembly
- Trips organised by staff for pupils who have made significant progress in attitude and behaviour
- Local press publicity
- Academy Newsletter
- Letters home from Attendance Officer/EWO when attendance shows sustained improvement over a term
- Praise in Reports and at Parents' Evenings
- DoE awards
- Competitions

Assemblies – Year and House

It is vital that rewards and congratulations are celebrated at **every** opportunity. A number of assemblies must have an element of *Praise and Reward* included.

Displays for Success

Public displays celebrating success and achievement are extremely powerful. The digital display boards must celebrate success and achievement at every opportunity. In-house displays must include as a minimum:

- Progress, Effort and Attainment displays half termly
- Attendance weekly by form and house.
- Exam success displays
- Further pupil success within and beyond the Academy
- Visual displays – badges and ties.