



**Cabot**  
Learning  
Federation

# Rewards Policy

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Date Adopted: Date, Cabot Learning Federation  
Implementation Date: April 2019

Rewards Policy – for Staff and Students – Appendix 3 of the Behaviour Policy





**Contents**

Context.....3

Rewards breakdown.....4

Review.....5

## **Context**

### **Why does City Academy exist?**

So that every student has the opportunity to go to university, choose their career and improve the world.

### **How do we behave?**

We value pride, grit and team spirit so that we can win in life.

### **What do we do?**

We educate 11-18 year olds in the local community

### **How will we succeed?**

By maximising learning, systematically improving literacy and creating a supporting, professional environment



## **City Academy Rewards 2019-2020**

We want all students to be motivated by the intrinsic value of achievement; however, we are committed to acknowledging students for developing good learning habits and demonstrating the City way inside and outside of the Academy.

All members of staff use descriptive praise to signal to students that they are demonstrating good learning habits throughout their time at the Academy, this is then supported through parental contact in order to reinforce recognition.

Throughout each term students are regularly rewarded for exhibiting the Academy core values of Grit, Pride and Team Spirit. These are celebrated among staff and students on a regular basis.

### **Rewards**

#### **Attendance**

Each week we celebrate those students who have demonstrated our value of grit by finishing each week with an attendance of 100%. These students are entered into the weekly 100% lottery. The chosen student is rewarded with a certificate and a prize.

All students who have a termly attendance of over 98% are entered into the bonus lottery which is chosen and rewarded during the end of term celebration assembly.

LFs are also recognised each week for the highest attendance, this is reset each week with the LF receiving a certificate to display in their room.

At the end of each term the LF with the biggest improvement is also rewarded in the celebration assembly with the prize of the **Year group Attendance Trophy** which they display for the entirety of the next term.

#### **Values**

*“We value pride, grit and team spirit so that we can win in life.”*

Each term students are recognised when they demonstrate the values of the Academy. Students can be nominated by any member of staff or their peers when they have shown that they are demonstrating the values of Grit, Pride and Team Spirit.

Students who are nominated will then be chosen by the Principal to be rewarded through the awarding of a Value badge which can then be worn on a student's blazer lapel.

All students nominated will also be celebrated in the end of term assembly.

\*All nominations must be placed in the values post-box in the haven and will be reviewed one week before the end of each term in preparation for the celebration assembly

#### **Achievement**

All students have the opportunity to gain 'positive' achievement points throughout their time at the academy which are added to their 'sims' profile via a member of staff.

Each week these 'positives' are reviewed during a learning family session, students are then recognised for demonstrating these positive behaviour each week.

At the end of each term students are acknowledged for their achievement in the celebration assembly. Students are rewarded for the following:

- Bronze > 30-39 positives
- Silver > 40-49 Positives
- Gold > 49-50 Positives
- Special commendation > Top 2% of students that term

All students recognised will receive a certificate and a letter home to highlight their hard work that term.

### **Subject Recognition**

Each Faculty area has the opportunity per term to highlight the hard work and achievement that students have made in their specific subjects. One student per year group will be celebrated for their work in each subject across the Academy. Students will be presented with a certificate and a prize in the celebration assembly at the end of the term as well as their name will be engraved onto a plaque which will be placed on the wall of the subject office.

Curriculum leads will contact parents/carers of those student who have been nominated and inform them of the hard work that their child has demonstrated this term.

### **Celebration Assemblies**

At the end of each term the year group and/or Key stage will get together to celebrate the success of the past term. This is an opportunity for all to reflect on the achievements that students have made both inside and outside of the Academy. Students will be recognised for their achievements in the areas highlighted above along with the opportunity to set themselves as individuals, LFs and year group's targets for the next term. All celebration assemblies will be led by the pastoral lead for that key stage alongside the PSW for the year.

### **Review**

All rewards will be evaluated annually by the Pastoral Lead, AP for School culture and Principal to ensure it is still fit for purpose. Circumstances may require more frequent modifications.