

HARRIS ACADEMY MERTON

STUDENT REWARDS 20011/12

AIM

The central aim is to develop an effective rewards system for encouraging, managing and sustaining good behaviour and positive achievement in all aspects of Academy life.

PRINCIPLES AND VALUES

Our Rewards System should be seen as an integral part of the positive student management system in the Academy, promoting good behaviour and work from all students.

There is a clear correlation between individual achievement and a positive working atmosphere. If focus is placed on positive aspects of work and behaviour then this will lead to fewer incidents of disruption and negative behaviour. The Rewards Policy is part of a thorough system of recording achievement which encourages students to reflect upon their own progress. The objective is to nurture a climate of mutual respect where, self discipline, self esteem, honesty, fairness and a sense of responsibility are encouraged.

The Rewards System is based on the premise that all forms of student success should be recognised, rewarded and celebrated in a consistent manner throughout the Academy.

POLICY IN PRACTICE

Reference to this REWARDS SYSTEM is contained in the Student Planner.

It is crucial that staff ensure there is a consistent approach when implementing this policy and that the implementation of this policy is reviewed regularly at Faculty Meetings. The value of this Rewards System will be dependent upon its consistent implementation. All staff should reinforce praise and rewards by recording rewards on the ePortal system regularly. Certificates awarded should be given high profile around the Academy and should be publicly celebrated in Faculty Assemblies.

The rewards, certificates and awards are divided into three categories; the taught curriculum, general, and sporting. Details of these are contained in the appendices.

POSITIVE ACHIEVEMENT AWARD

The PAA is to reward those students who consistently meet academy expectations. It will lead to Gold Slips being issued if a student meets the weekly requirements. A log is to be kept in the student's planner and administered in tutor time every Monday. It is important for Co-ordinators to monitor that the PAA is being implemented

consistently and rigorously. The weekly checklist includes: planner signed, equipment, negatives, uniform, attendance and punctuality. If these are met for the **whole week** then a gold slip may be issued for the student.

APPENDIX 1

REWARDS, CERTIFICATES AND OTHER AWARDS – CURRICULUM

Students who continually achieve a high standard of work should be recognised and rewarded. Consistency across Subject Areas and by teachers awarding these rewards is essential for a truly effective system.

Credits

Credits will be awarded for effort, presentation and attainment in line with the Academy Marking Code. It should be made clear why a student has received a reward, i.e. scoring 4/5 for one or more on the HAM Marking Criteria (*see Assessment Recording and Reporting Policy*). Credits should be recorded on the student's work using the credit stamp, initialled and dated by the subject teacher.

Gold Slips

A Gold Slip will be awarded for gaining 5 credits in one subject area. This will be awarded by the subject teacher or form tutor who will record this on ePortal under Student Events. Gold Slips should also be recorded by the teacher so that a record can be maintained.

Although a Gold Slip is awarded for gaining 5 credits, one may also be awarded for an outstanding piece of work or extended task, such as a GCSE assignment.

Faculty Certificates

On attaining 5 Gold Slips a student will be awarded a Faculty Certificate, which will be awarded by the Faculty Director at the next Faculty Assembly.

Principal's Commendations

On attaining 3 Faculty Certificates, (equivalent to 15 Gold Slips) a student will be awarded a Principal's Commendation certificate and an Academy cheque for £10.00, which will be awarded by the Principal and Faculty Director at the next end-of-term Celebration Assembly. Students must have a savings account in their name in order to deposit the cheque. It is hoped that this will enable students to associate achievement with success and rewards, and will encourage students to develop their financial capability in keeping with the Academy's focus on Enterprise. The count of Gold Slips in order to accrue Faculty Certificates and Principal's Commendations begins from zero every term, enabling students to potentially be awarded £30 in any academic year.

One Student in each faculty every term is awarded with a cheque for £50, decided at random from all those who have been awarded with a Principal's Commendation.

ORDER OF STUDENT REWARDS

Effort/ Achievement
1 Credit
Awarded by the Subject Teacher or Form Tutor



5 Credits
1 Gold Slip
Awarded by the Subject Teacher



5 Gold Slips
1 Faculty Certificate
Awarded by the Faculty Director



3 Faculty Certificates
1 Principal's Commendation
Awarded by Principal

APPENDIX 2

REWARDS, CERTIFICATES AND OTHER AWARDS- GENERAL

These certificates and rewards recognise achievement across the whole Academy in areas other than the taught curriculum. These may be awarded to the student in the tutor group or Faculty Assembly, wherever is deemed most appropriate. These can be awarded throughout the year.

100% Attendance

These are signed and presented by the Faculty Director.

100% Punctuality

These are awarded to students who have an excellent punctuality record. Signed and presented by the Faculty Director.

Flag Positions

At Harris Academy Merton, there are many Inter-Faculty competitions. These take the form of sporting and other events such as Sports Day and the Inter-Faculty Quiz. These competitions, and other comparative measures of Faculties' performance, are used to determine the positions of the four Faculty Flags. Each half-term the flag positions are decided by assessing one criterion, published in advance. The comparative positions of the four Faculties are denoted by flag height, with the best-performing faculty flying their Faculty Flag on the highest flagpole. The flags are an effective and highly visible way of celebrating faculty success.

Faculty of the Year Award

The rewards and certificates accumulated by a Faculty will be used as one means to determine which Faculty achieves Faculty of the Year. Other deciding factors will include overall attendance, punctuality and sports day event winners. The Faculty who achieves first place will be awarded the Faculty of the Year Shield, which will be presented by the Principal at the end of year Celebration Assembly.

Rewards Trips

Students who have accrued an excellent record of attendance, punctuality and Positive Events on the ePortal system over the course of a term are invited to attend a Rewards Trip. The trips are organised by one of the four faculties on a carousel, and will have a relevance to that faculty. For example the Sports & Enterprise Faculty may choose an Outward-Bound type trip whilst the Communications Faculty may choose to take students to the Globe Theatre.

Positive-Negative Comparisons

A termly count is kept of all positive and negative events. Admin staff collate this information on an individual, faculty and tutor group basis and circulate it every week. This information, held on a spreadsheet, enables staff to track the performance of students

individually, in order to put in place measures to reward some students whilst putting appropriate intervention in place for others. The data also shows tutor groups in a league table calculated on each one's positive-negative relationship, which staff are able to use to motivate their tutees to contribute to improving their group's position.

APPENDIX 3

REWARDS, CERTIFICATES AND OTHER AWARDS- SPORTING

These certificates and rewards recognise achievement across the whole Academy in areas other than the taught curriculum. These may be awarded to the student in the tutor group, Faculty Assembly or at the event; wherever is deemed most appropriate. These can be awarded throughout the year. All certificates will be issued and signed by the event organiser / Coordinator of Sport.

GENERAL

Sporting Competitions Certificate (and medal)

These are awarded to students who come 1st/2nd/ 3rd in any sporting competition.

Certificate of Merit

These are awarded to students for truly outstanding sporting achievement.

SPORTS DAY

Participation Certificate

These are awarded to all participants.

Certificates of Merit

These will be awarded to the participants of all Regional and Inter-Faculty Tournaments.

Winners' Certificates and medals

These will be awarded to the winners of all Regional and Inter- Faculty Tournaments.

Reviewed: Jonathan Heap Sept 2011.

Date of next review: July 2012.