



## **REWARDS POLICY**

## Policy Monitoring, Evaluation and Review

The policy will be promoted and implemented throughout the academy. The Principal will take a key role in monitoring and evaluating the policy. The policy along with other academy policies will be available on the academy website. The Academy Council will review the policy annually and assess its implementation and effectiveness.

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<b>Ratified by:</b>	
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### Revision History:

<b>Version:</b>	<b>Date:</b>	<b>Author:</b>	<b>Summary of Changes:</b>
1.0	May 2021	RHI	New Policy

## **Introduction:**

We believe that fundamentally, all pupils want to do their best and contribute to an orderly, calm and pleasant environment. Therefore, rewards feature prominently in school life in order to recognise the contribution that pupils are making to *Building Better Futures Together*.

At Brook Mead Academy, we want our pupils to broaden their interests, their knowledge of the world and to develop personal qualities so that they become well rounded young people poised to make a positive contribution to the world. As such we reward them when they follow 'The Brook Best Pledge' which is distilled into:

- 1. Be kind**
- 2. Work hard**
- 3. Build better futures together**

From the moment a pupil arrives at Brook Mead Academy we ask them to live 'The Brook Best Pledge' and it permeates all that we do:

- 1. Be kind:** we aim to develop respectful, tolerant pupils who are kind to everyone.
- 2. Work hard:** we promote learning for its own sake and the power it gives us to shape our destiny for the betterment of ourselves and the world.
- 3. Build better futures together:** we want pupils to develop more than just academic excellence whilst they are at Brook Mead Academy. We want them to use their leadership skills, sporting talent, musical or dramatic ability, raise money for charity and challenge themselves on the Duke of Edinburgh scheme. All of these develop a whole range of skills, which will help both to find rewarding jobs and to thrive more generally in later life.

## **Merits:**

Merits are used to recognise and record pupils' great academic and holistic efforts within Brook Mead Academy. These merits are then included in the calculation to award Brook Mead Rewards.

### **Merits are awarded for:**

- Attendance and punctuality to school.
- Effort in lessons.
- Acts of kindness and respectful behaviour.
- Quality of homework.
- Exceptional quality of work in lessons.
- Exceptional developments of personal attributes as shown in reading, sporting, musical and performance opportunities.
- Excelling in Brook Mead Bonus Time activities.
- Showing leadership and initiative.

Teachers are encouraged to bring good work and achievement to the attention of all staff. This is done through 'shout-

outs', which are shared with form tutors and year teams, as well as being presented to pupils. Effort and achievement are also acknowledged by displays of excellent work.

The number of merits awarded provide a good indication of a pupil's learning habits and attitude towards learning. The number of points awarded is then banded into thresholds for Bronze, Silver, Gold and Principal's Award to show the pupils' cumulative performance. The results are displayed for all year groups around the school.

#### Weekly merits:

100% attendance in a week	3 merits awarded
Demerits in a week	0 demerits = 3 merits awarded. Each demerit is subtracted from the positive merits.
Lateness to school	0 late in a week = 3 merits awarded  Each late = 1 demerit  3 lates in a week = 3 demerits and detention
All homework completed on time in a week	3 merits awarded

#### End of cycle points:

Overall attendance for cycle is 100%	10 merits awarded
Overall no demerits in cycle	10 merits awarded
Overall all homework completed on time in cycle	10 merits awarded
Average scholarship grades in subjects	1-1.5 = 30 merits awarded  1.51 - 2.5 = 15 merits awarded  2.51 - 3 = 5 merits awarded

#### Thresholds:

Bronze	150 points in year
Silver	325 points in year
Gold	500 points in year
Principal's Award	625 points in year

#### Scholarship badges

Pupils who have excelled in their studies will receive scholarship badges.

At the end of each cycle, pupils who have shown 'scholarship grades' and tend toward an A on average across their subjects are presented with their scholarship badge. This is a green badge.

#### Progress and effort certificates:

At the end of each cycle, two pupils from each class receive a certificate: one awarded for most progress and the other for consistently high levels of effort. These certificates are presented to pupils during our assemblies. There are also academy values awards and subject awards which have badges ascribed to them to wear on blazer lapels. Academy values awards can be given at any time, and subject awards are given to one pupil in each year group per cycle.

### **Academy colours:**

Academy Colours at Brook Mead (and the right to the Academy Colours Tie) are awarded to pupils who demonstrate excellence in any of the following areas: Academic, Sport, Music, Drama, or All-Round Contribution.

In assembly, the Principal presents the pupil with a written copy of a citation celebrating and describing their achievements, which is read out to the whole year group. A letter and enclosed copy is also sent home to their parents/carers.

Content is collated from any relevant staff who have supported, taught, coached or tutored the nominated pupil, and the citation also serves to share clearly and openly with the school community the level of achievement which has been required to win these Colours.

Academy colours are nominated by staff and awarded at the discretion of the Principal. The names of pupils who have been awarded colours are displayed prominently in the school.

### **Prize Evening:**

Prizes are awarded annually to pupils for outstanding effort and achievement in subjects, for success in examinations, for sporting endeavour and for services to the school.