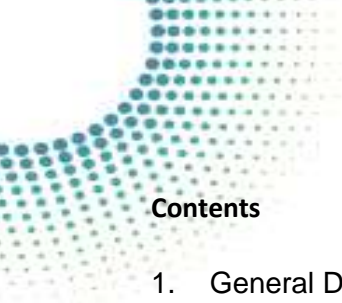


Rewards Policy

Adopted by the Board of Trustees

Date: April 2020

Trustee Reviewers: PDBW Board



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1. General Data Protection Regulations



This policy has been reviewed in accordance with the General Data Protection Regulation (GDPR) which will replace the Data Protection Act 1998 from 25th May 2018. The introduction of GDPR has resulted in changes to many existing data protection rules and regulations that educational establishments adhere to. The Evolve Trust has undertaken a full data protection audit and have ensured that appropriate changes that have been made to data protection rules and regulations have been adhered to in full. The Evolve Trust has carried out all additional compliance requirements and fully accepts their duty of care to ensure individuals' data is kept safe and secure, resulting in increased compliance in our systems, processes and policies.

2. Rational

The Beech Academy aims to encourage and celebrate the success of all its students in all areas of school life, and to ensure that personal commitment and achievement is acknowledged, rewarded and recorded.

We acknowledge the importance of praise and reward and seek to promote and reinforce our expectations of students at any given and relevant opportunity.

We recognise that students thrive on praise, the thrill of success and the glow of recognition. Praise rewards the deserving, can inspire those who may be struggling and can inspire and motivate those who may be disenchanted. Finding ways to reward must be at the heart of our teaching. We must reward whenever possible:

- Formally or informally
- Publicly or discretely
- Regularly
- Consistently
- Sincerely

We must ensure that students of all ability levels in all Year groups across the school can benefit from our rewards processes and that there is consistent application of policy across departments, Year groups and from teacher to teacher. Rewards must be given sincerely and fairly as a means of acknowledging effort, achievement or action that is above and beyond the norm. Rewards must never be given as 'bribery' (rewarding students for doing what should be expected of them normally).

At Beech Academy many of our rewards are given for exemplifying our core values;

- Ambition
- Endeavour
- Inclusivity
- Integrity
- Resilience

In addition, rewards are offered for attendance.

Rewards may take the form of

- Verbal praise
- Stickers
- Certificates
- Golden Time
- Enrichment time
- Postcards home
- Lapel badges
- Acknowledgement through assemblies and end of break and lunchtimes

- Positive phone call home
- Formal Achievement assemblies

3. Aims of the Policy

Rewards increase the motivation of all students, encouraging their self-esteem, aspirations and enjoyment of participating and learning.

The practice of giving assists the school in maintaining and increasing the quality of teaching and learning.

The giving of rewards encourages all students to participate and achieve.

The system of giving rewards supports the role of the tutor in celebrating success and helps facilitate the awareness of achievement of other members of staff and parents.

4. Recording

Daily rewards towards enrichment time are recorded on SIMS each day by tutor teams

At the end of break and lunch every day, staff and pupils can nominate pupils and staff for Core Values stickers, which are given out during daily shout outs – these may not be recorded

Each week staff and pupils can nominate pupils to receive Core Values Certificates at the Friday Assembly – these are recorded by the Individual Needs Coordinator

Pupils who are appointed Leader of the Week are recorded as part of their Scholarship Program, Subject Ambassadors, school council, lunchtimes leaders are presented at Celebration Assemblies and presented with lapel badges to wear.

5. Attendance Rewards

Each term there is a Golden Time reward for the tutor group with the best attendance.

Each week pupils who have attended 100% of the time will be in a prize draw for Golden Time and small prizes.

Pupils with 100% attendance or over 95% attendance for a half term receive certificates.

Pupils who achieve 100% attendance for an Academic Year receive a reward in the end of year celebration assembly.