



REWARDS POLICY

Sponsors' Statement

All The Bishop of Winchester Academy policies exist to support the Sponsors' vision, Christian ethos and values that are embedded in the day-to-day and long term running of the Academy. Each policy evidences the commitment of the Sponsors to the principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope. This policy contributes to the development of young people and the community through all Academy activities.

Introduction

As a Church of England Academy, the Christian ethos of love, respect, care and forgiveness for all members of the community, will be promoted throughout The Bishop of Winchester Academy. All students should be provided with the opportunity and the support to learn, enabling to achieve their full potential, as well as receive reward and recognition in response to success and effort.

What are the principles behind this policy

This policy sets out the rewards and recognition for success and effort of students in keeping with our core aims and values of Living Life to the Full, having the Courage to be Wise and having High Expectations – No Excuses.

The policy also enables staff promote good behaviour, self-discipline and respect and create positive and effective learning environments by recognising and rewarding students for their achievements both in and out of the academy.

This policy should be read in conjunction with the Academy Behaviour Policy.

This policy has been developed in keeping with the following legislation and guidance for schools in relation to behaviour, safety and welfare;

- Education Act 1996
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- Education Act 2011

This policy also acknowledges the Academy's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of students with special educational needs (SEND).

Aims:

- Rewards increase the motivation of all students, encouraging their self esteem, aspirations and enjoyment of learning.
- The practice of giving rewards assists the school in maintaining and increasing the quality of teaching and learning.
- The giving of rewards encourages all students to achieve. Thus they will receive credit for achievement throughout the school in all contexts.
- The system of giving rewards supports the role of the tutor in celebrating success, and helps to facilitate the awareness of achievement by other members of staff and parents.
- Every member of staff will praise students for good or improved work and effort using the following system.
- Rewards support and promote good behaviour and should be used alongside the sanctions policy.

To achieve these aims we will:

- Ensure that all stakeholders and members of the community are consulted on the development, review, evaluation and impact of relevant improvement plans for rewards, procedures and policies
- Provide analysis of rewards in order to ensure all students are being well supported in keeping with the Academy's ethos and expectations

Procedures

LApps & House Points

- LApp and House Points are awarded in the classroom for:
 - Outstanding work
 - Outstanding attitude to learning (AtL)
 - Stretch and challenge tasks
 - Excellent progress
 - Outstanding homework
 - Learning habits
 - Growth mind-set
- LApp and House Points are awarded in the community for:
 - Helping in the community
 - Respectful behaviours
 - Charity work
 - Achievements in activities outside of school (eg sports, performing arts)
- LApp and House Points are recorded on SIMS for each individual student

Individual Rewards

- Students will be recognised for their individual LApp and House Point achievements throughout the academic year:
 - 100 points Principal's Bronze Award
 - 175 points Principal's Silver Award
 - 250 points Principal's Gold Award

Team Rewards

- Houses will compete for the House Cup which will be awarded at the end of each term to the House with the highest number of accumulated points
- Students individual house points will be amalgamated with their team members
- For inter-house competitions points will be awarded as follows:

Place	House Points
1 st	100
2 nd	75
3 rd	50
4 th	25
5 th	10

Principal's Award for Achievement

- This can be awarded at any time in the year for exceptional achievements (both academic and non-academic) eg: Grade 8 Music, Black belt, county or national sporting achievements, exceptional charity work etc

Attendance Rewards

- Weekly**
Mentor Group Award – for Mentor Groups with 100% attendance
- Termly**
Students with 100% attendance will be recognised for their achievement during Reward Assembly
- Annually**
Students with 100% attendance for the academic year will recognised for their achievement during Reward Assembly and by Governors
- TBOWA Accumulator**
Students who achieve 100% attendance over successive years will be recognised at the End of Year Celebration Assembly

Students who achieve 100% attendance over the 5 years at TBOWA will receive a trophy at Speech Day

Policy Review

This policy will be reviewed annually by the Academy Leadership team as part of the Academy annual review process.

This policy will be submitted to the Governing Body for review every 2 years. This will allow the Governors to assess its implementation and effectiveness.

This policy will be actively promoted and implemented throughout the Academy.

The Bishop of Winchester Academy	Date of Issue: 3 rd September 2018 Reviewed and adopted by Governors: 26 th March 2019	Author SLE/SHA
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