



**THE
ST LEONARDS
ACADEMY**

Rewards Policy

Date reviewed: July 2019

Reviewed by: James McSweeney

Date of next review: July 2020

A reward system must be of value to the students, parents and staff. It is a system which provides a vehicle to measure and monitor progress and success via a broad range of opportunities.

The St Leonards Academy rewards system is designed to reflect all aspects of school life. The school will use all available means to publish and promote achievement by all members of the school

Aims

- To be inclusive for all.
- To recognise and celebrate a student's work, commitment and high levels of achievement.
- To promote the positive recognition of success amongst all members of the school community through public celebration and contact with parents and carers.
- To celebrate progress made by the students
- To encourage progress in all aspects of school life.
- To reward students frequently for a variety of achievements.

All staff should be actively engaged in carrying out this policy. Rewards will involve all or some of the following:

- Teacher response to all positive work and contributions in the classroom from students, offering frequent praise and encouragement.
- The display of student work from the class and homework, making full use of classroom boards, landing and corridor displays. Whenever displayed, work should include a teacher comment and for GCSE students a grade/target grade.
- When a student is awarded departmental level praise, a Pride Postcard will be sent home.
- The maintenance of high achievement and excellent effort will also be acknowledged
- SLT commendations will be awarded for exceptional behaviours and achievements

Pride pounds

In and out of lessons students that are demonstrating our PRIDE values will be rewarded with pride pounds. Pride Pounds are an internal currency that students can spend in a variety of ways to access rewards as detailed below. PRIDE pounds will also be given to students that engage in acts that positively benefit the community both inside and outside of the Academy.

Once a student reaches a threshold of PRIDE pounds for the year (detailed below) they become a bronze, silver or gold TSLA ambassador and are able to access privileges in and around the Academy as well as invitations to specific 'ambassador events' across the year.

All PRIDE pounds will be logged on our 'Class Charts' system and parents will be able to access this amount and track what students have been awarded them for.

Any student who has 100% attendance to all lessons in a week will receive 25 bonus pride pounds. On top of this, if a student has 96% or more attendance over a term they will receive an additional 50. Any student whose attendance is at 100% for the whole term will receive a further bonus of 100 Pride Pounds.

Any student who receives 200 Pride Pounds in a term will receive a further 100 as a bonus.

Any student who receives 350 Pride Pounds in a term will receive a further 250 as an additional benefit.

Any student who receives grade 1's in 75% of their subjects in their attitude to learning section of their report (4 times yearly) will receive an additional 100 Pride Pounds. 100% of grade 1 in ATL will result in a further 250 as a further reward.

Reward shop

Students that have been awarded pride pounds are able to spend them as a form of currency in our online shop. The shop contains Academic equipment and resources as well as leisure items and vouchers for enrichment activities.

The online shop will also sell tickets to reward events across the year and students will be able to purchase these using their PRIDE pounds.

Reward Events

There will be fortnightly and termly events held for each year group that students can purchase tickets to attend with their pride pounds.

These events will include: Workshops with external providers, access to media experiences, sports and arts based coaching, STEM (science, technology, engineering and maths) opportunities.

Academy Ambassador Status

Students that achieve the following thresholds of PRIDE pounds will be eligible to achieve 'TSLA Ambassador' status. They will be given a corresponding lanyard that will allow them to access the associated privileges.

Level	Number of Pride pounds required	Privileges
Bronze	3000	15% off of all trips and visits Free replacement learning kit as and when required
Silver	4000	25% off of all trips and visits £1 weekly allowance in Friday tuck shop Free replacement learning kit as and when required
Gold	5000	50% off all trips and visits Skip to front of canteen queue. £1.50 weekly allowance in Friday Tuck shop. Automatic place on relevant rewards trips Free replacement learning kit as and when required

Celebration of Success

Rewarding Success is something that we take real pride in at St Leonards Academy.

In addition to the things listed above, we celebrate success in a variety of ways.

- Assemblies
- Presentations
- Personalised celebration meetings with members of the Senior Leadership Team.
- Outside successes via clubs and societies or elsewhere will also be rewarded in school.
- Random rewards