



Archbishop Beck Catholic Sports College

Rewards Policy

Rewards Policy

Recognition of Progress, Attitude and Achievement is the focus of the policy. We aim and believe that student's achievement and success at the college can come in rewarding students' self-esteem through consistent, meaningful positive rewards.

From Years 7-11, students will be awarded for the following: academic attainment, progress, effort and behaviour after each assessment period. There are three assessment periods currently in the college calendar.

Academic Attainment

Academic Attainment is determined through students' achievement in their assessments and the marks recorded onto SIMs from their subject teachers. Attainment grades generate into a points score and the top 15 students with the highest number a points will be awarded appropriately for their academic achievement.

Academic Progress

Academic Progress is determined through students' progress in their assessments and marks recorded onto SIMs from their subject teachers will establish the amount of levels of progress they have achieved. The top 15 students with the highest progress from that assessment period will be awarded appropriately for their academic achievement.

Effort and Behaviour

Each Assessment Period we record on CAP and Effort grades as below:

Grades	Definition
1	Cause for concern
2	Poor
3	Satisfactory
4	Good
5	Excellent

A further column would be implemented to comment on a student's behaviour grading 1-5 using the same criteria for effort.

These grades can then be converted into scores:

Grades	Score
1	0
2	2.00
3	3.00
4	4.00
5	5.00

Subsequently, the effort and behaviour score would be combined and then you would calculate a student's average score which will be between 0 - 5.00.

Effort and Behaviour Average Score	4.5
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These scores would be generated and the top performing students Whole Year Group would be rewarded. See as below:

Effort and Behaviour Average Score		Number of Students	Percentage of Students	Cumulative P
5.00		30	16.6%	
4.51-4.99		40	22.2%	
4.01-4.50		35	19.4%	
3.51-4.00		35	19.4%	
3.01-3.50		20	11.11%	
2.51-3.00		20	11.11%	
2.00-2.50		5	2.7%	
0.0-1.99		5	2.7%	

Reward Distribution

In the case where students are eligible for more than reward, they will only be able receive the recognition for one of them (the one which holds the highest prestige) to ensure that more students are recognised for their hard work and efforts.

Allocation of Rewards

Rewards for the three areas identified will come from pastoral teams. Therefore, it is the responsibility of the pastoral team to allocate the reward for the students' achievement. Each year group will be given a budget of **£450** to spend on rewards per year - £150 each Assessment Period. This allocation will have to be divided across the three assessment periods for the 3 recognition rewards in each of those periods. Depending on whether the assessment is an examination or teacher assessment should determine the wealth of the reward.

For example:

AP1 –Teacher Assessment	AP2 – In Class Assessment	AP3 – Examination
Monetary Award – Behaviour and Effort Non-monetary Reward – Attainment Non-monetary Reward – Progress	Monetary Reward - Attainment Non-monetary Reward – Progress Non-monetary Reward – Behaviour and Effort	Monetary Reward – Progress Non-monetary Reward – Attainment Non-monetary Reward – Behaviour and Effort

Monetary Termly Allocation for Rewards Years 7-11

Christmas	Easter	End of Term
£500	£150	£500

Attendance Focus Weeks

Allocation of £600 per academic year. £200 per term.

Non-monetary Rewards

- Early lunch pass
- Personalised Letter from the Headteacher
- Personalised Telephone call from the Deputy Headteacher, Assistant Headteacher or Progress Manager.
- Afternoon tea/hot chocolate with the Headteacher
- 2.30pm finish (to be agreed by parents)
- Watch a film in the Main Hall one afternoon
- Badges of recognition (Years 7 & 8)
- Names to appear on website banner under the title of, 'College Wall of Success.'

Monetary Rewards

- Early break time with breakfast provided
- Pizza (provided externally)
- Costa Coffee, Hot Chocolate and Muffins
- Sweet Treats
- Trip to Frankie and Benny's (costing of mini-bus)
- Trips Nando's (costing of mini bus)
- Subway Sandwiches
- iTunes Vouchers

Attendance Rewards

Attendance is rewarded in a number of ways and information is also in the Attendance and Punctuality Policy.

Weekly – Attendance certificates are given to the top 3 form groups in each year. Certificates are prepared by the Attendance Officer and presented in weekly assemblies by the Progress Managers / Assistant Progress Managers.

Punctuality certificates are also given to form classes that have no lates.

All year groups also run attendance leagues / charts as part of the role of the Assistant Progress Manager which are aimed at maintaining the high focus of Attendance across the college.

Termly – Certificates are given out to students who have achieved 100% attendance and their names are added to the 'roll of honour' displayed on the Attendance Noticeboards in the main atrium.

Text messages are sent to students who have achieved the 97% expected attendance.

Punctuality certificates are also given to students who have achieved 100% punctuality.

Attendance Focus Week – Advance notice is given of attendance week, with information being sent to Parents / Carers and a banner placed on the college website.

All year groups have the opportunity to win a variety of prizes for:

- Best form group attendance
- Best form group punctuality
- Most improved year group
- Most improved form group
- Progress Managers awards (4 students)

Prizes include:

- £10.00 High street vouchers
- Early lunch pass
- Early break pass
- Breakfast with the Headteacher
- Choosing a song to replace the bell at the end of the day

Annually – Certificates are awarded for 100% attendance and punctuality