

## Rewards Policy

### Policy Monitoring, Evaluation and Review

This policy is effective for Kibworth Mead Academy within The Mead Educational Trust.

<b>Version:</b>	4.0
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<b>Author:</b>	MST (Assistant Principal)
<b>Ratified by:</b>	Principal
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<b>Review date:</b>	Annually (January 2027)

### Revision History:

Version	Date	Author	Summary of Changes:
2.0	8 <sup>th</sup> July 2023	M Stanton	<ul style="list-style-type: none"> <li>Thresholds adjusted to rise aspirations &amp; drive an increase in reward points.</li> <li>Replacement of brilliance breakfast with a weekly reward point raffle.</li> </ul>
3.0	20 <sup>th</sup> August 2024	M Stanton	<ul style="list-style-type: none"> <li>Thresholds adjusted to rise aspirations &amp; drive an increase in reward points.</li> <li>Added in new end of year honours board awards – Performing Arts, Dawn Garner &amp; Phoenix Awards.</li> </ul>
4.0	January 2026	M Stanton	<ul style="list-style-type: none"> <li>Thresholds adjusted to rise aspirations &amp; drive an increase in reward points.</li> </ul>

## **Vision**

We are a school who passionately believe in the values, 'Work Hard, Be Kind and Be Proud.' Our ambition is to help shape the lives of children, to ensure they live a successful, purposeful, and enriched life. We are a dedicated community of staff who aim to give every child a rich school experience. We will provide our students, who emulate these values, with thoughtful rewards, which only adds to an abundance of memories that will last and drive them to opening doors that will shape their future.

## **Introduction:**

At Kibworth Mead Academy, we want our students to be their very best, develop their knowledge of the world and to possess personal qualities so that they become well rounded young people poised to make a positive difference to themselves, to others and the world. As such we reward them when they embody the following school values:

**1. Work hard**

**2. Be kind**

**3. Be Proud**

## **Reward Points:**

Reward points are used to recognise and record students' contribution to the school's values through great academic, kindness and responsible efforts within Kibworth Mead Academy. These reward points are then included in the calculation of further awards for students.

## **Kibworth Mead Academy – Work Hard. Make a positive difference to yourself**

The aim of rewarding hard work is to recognise and promote the attributes and behaviours the students will need to be role models that will help them to succeed academically.

Work hard reward points are worth one point and are linked to our school charter. Work hard points can be given to students by any member of staff using Bromcom to select from one of the options on the menu for the most appropriate match:

- Engaging and working hard in all aspects of learning.
- Focused on achieving true potential.
- Resilient in overcoming challenging situations.
- Willing participants in lessons and demonstrate commitment to extend learning through enrichment opportunities.

<b>Work Hard</b>	<b>Resilience</b>
<b>Work Hard</b>	<b>Focused</b>
<b>Work Hard</b>	<b>Commitment</b>
<b>Work Hard</b>	<b>Achievement</b>

### **Kibworth Mead Academy – Be Kind. Make a Positive Difference to others**

The aim of rewarding kindness is to recognise and promote the attributes and behaviours of a good citizen and to encourage students to be supportive members of a community, building strong and healthy relationships.

Be Kind reward points are worth one point and are linked to our school charter. Be kind points can be given to students by any member of staff using Bromcom to select from one of the options on the menu for the most appropriate match:

- Maintain respect for each other, doing their best to create healthy and safe relationships across our community.
- Open minded and celebrate school culture and diversity. Treat everyone equally and challenge discrimination.
- Tell the truth, even when it is hard. Trustworthy and honest.
- Accept responsibility when they get things wrong. Forgiving and generous.

<b>Be Kind</b>	<b>Respectful</b>
<b>Be Kind</b>	<b>Honest</b>
<b>Be Kind</b>	<b>Responsible</b>
<b>Be Kind</b>	<b>Open Minded</b>

### **Kibworth Mead Academy – Be Proud. Make a Positive Difference to your Community**

The aim of rewarding pride is to install a feeling of honour to be a member of the Kibworth community. Students will be recognised for being a pro-active citizen and ambassador for the school, inside the building, and in the local community.

Be proud reward points are worth one point and are linked to our school charter. Be proud points can be given to students by any member of staff using Bromcom to select from one of the options on the menu for the most appropriate match:

- Proud to be ambassadors of our school and our local community. Never behave in a way that reflects badly on the school or community.
- Taking responsibility for actions, and take pride in uniform, being equipped for learning, as well as being punctual throughout the day.
- Conduct themselves with pride around school. Proud to represent Kibworth through enrichment opportunities.

<b>Be Proud</b>	<b>Ambassador</b>
<b>Be Proud</b>	<b>Uniform/Equipment</b>
<b>Be Proud</b>	<b>Punctuality</b>
<b>Be Proud</b>	<b>Enrichment</b>

The number of reward points provide a good indication of a students' learning habits and attitude towards learning. The number of points awarded is then banded into thresholds for Bronze, Silver, Gold (and Platinum) to show cumulative performance of our students.

#### **Weekly Values Rewards:**

100% attendance in a week	1 reward point
No Consequence Points (for behaviour)	1 reward point
Lateness to school	0 late in a week = 1 reward point
No consequences for uniform/equipment	1 reward point

#### **End of Half Term Reward Points:**

Overall attendance for HT cycle is 100%	5 reward points awarded
Overall no Consequence Points in HT cycle	5 reward points awarded
Overall no lates in a HT cycle	5 reward points awarded

#### **Reward Point Thresholds:**

Threshold	Required Annual Reward Points	Rewards
Bronze	To be decided yearly, reflecting on current data. 325	<ul style="list-style-type: none"> <li>• Certificate</li> <li>• Lapel Badge</li> <li>• Communication Home</li> <li>• Small Chocolate Bar</li> <li>• Bronze Reward Activity Termly</li> </ul>
Silver	650	<ul style="list-style-type: none"> <li>• Certificate</li> <li>• Lapel Badge</li> <li>• Communication Home</li> <li>• Medium Chocolate Bar</li> <li>• Silver Reward Activity Termly</li> </ul>
Gold	1000	<ul style="list-style-type: none"> <li>• Certificate</li> <li>• Lapel Badge</li> <li>• Communication Home</li> <li>• Large Chocolate Bar</li> <li>• Gold Reward Activity Termly</li> </ul>
Platinum	1500 or significantly exceeding the above thresholds	<ul style="list-style-type: none"> <li>• Certificate</li> <li>• Letter home from principal</li> <li>• Amazon voucher</li> <li>• Free ticket to prom (Y11 ONLY)</li> </ul>

## **Celebration Assembly**

Celebration assemblies are a fabric of the Kibworth Mead Academy and a traditional ritual at the end of each half term to recognise student achievement and character. The following awards and achievements are recognised during celebration assemblies:

- Subject awards - Three students per subject for each of the values 'Work hard, be kind, be proud'. Each student will receive a certificate and a subject badge.
- Attendance – Students with 100% attendance for the half term will receive a certificate. The top three tutor groups for attendance in each year group will be awarded with certificates, as well as sweets for the top tutor group.
- Reward points – Students achieving any of the bronze, silver or gold thresholds will be presented with their certificate and lapel badge in a celebration assembly. The top three tutor groups for reward points in each year group will be presented with certificates, as well as sweets for the top tutor group.
- Principal award – One student from each year group will be awarded the principal award in the form of a certificate and gift voucher. Nominations for the principal award can be made by any member of staff and will be based on an outstanding piece of work.

## **Reward Point Raffle**

A weekly raffle will be conducted in assembly drawing a winner from the top 25 of reward points in each year group. The winner will win a box of chocolates.

## **Tutor Group of the Week**

The tutor group with the highest amount of reward points & best attendance each week will be celebrated in assembly.

## **School Awards Ceremony:**

Kibworth Mead Academy are proud to host an annual awards ceremony at the end of each academic year to recognise outstanding academic achievement and other significant contributions to the wider school community. The ceremony will be celebrated in a formal presentation evening with parents, students, and other stakeholders. Awards presented include the traditional awards bespoke to Kibworth Mead Academy, including sports awards, Richard Darke, Kim Davis and Beryl Wisher awards. Additional awards introduced in 2024 are Performing Arts Excellence, Dawn Garner and Phoenix awards. Winners of these awards will receive a certificate, trophy and have their name printed on the boards in the main hall, along with previous winners of the awards. In addition to this, subject areas and the pastoral team will also nominate students to attend the awards ceremony.

## **Y11 Prefect System**

Students who demonstrate high levels of commitment to the Kibworth Values are eligible to apply to become a Prefect where they will hold leadership responsibilities within our school community. These students will be highly respected amongst their peers and will work closely with staff to uphold the Kibworth Values. They will be keepers of the special 'Prefect' ties that will be officially handed down to future prefects in an esteemed ceremony to ensure their hard work and commitments will be passed down through the future generations of Kibworth students.

**Other informal rewards which teachers and tutors may issue to students include:**

- Well Done Post-cards – these may be issued in connection to excellent/improved effort, punctuality, attendance, attitude etc.
- Nominations to attend the weekly 'Hot Chocolate with the Principal' for upholding the school values.
- Praise calls/emails/texts home - these may be given for a variety of reasons to praise excellent effort, behaviour and/or achievement.
- Use of stickers, stamps, stars.
- Positive comments, either written or verbal.
- Public recognition of achievement in the classroom or assembly.
- Displaying students' work.
- Using Twitter, the Newsletter, and other publications.

**Monitoring and Reflection**

Students will use the online learning platform 'Satchel' to track and monitor their own attendance, lateness and conduct in school. These will be reviewed by students, tutors, and parents weekly and will inform students of their next steps to continue to progress. Tutors will also receive a daily and weekly reward point updates for their tutees to ensure they know when and where each member of their form is allocated reward points.