



THE
GRANGE
ACADEMY

ASPIRE FOR EXCELLENCE

Rewards Policy 2024 - 2025

Version Number: 02

Ratified by Local Governing Body: September 2024

Next Review Date: September 2025

Academy Link: Mr J Beavon





Overview

Our Rewards Policy aims to ensure that every student across the school is recognised for their successes and feels the value of following our ASPIRE values. Different students will excel in different areas of school life and therefore, the Rewards Policy intends to acknowledge the variety in success and achievement that can be experienced as a student at The Grange Academy.

Rewards Strands:

Our Rewards Policy is separated into 3 different strands:

- *Daily Recognition*
- *ASPIRE Awards*
- *The Excellence Programme*

Daily Recognition:

Throughout the school day students have a variety of opportunities to be recognised for their hard work, perseverance or achievement. This includes:

- **ATL 1s** – Issued to students in lessons who are going above and beyond
- **Achievement Points** – Issued to students for following one of our ASPIRE values. Achievement Points can be issued in lessons, or for other positives around the school including conduct on corridors, attendance and support provided to others
- **Positive Phone Calls Home** – Teachers will complete phone calls home to celebrate successes and also improvements
- **Padlet** – Staff will complete 'shout outs' on Padlet, which will be shared with parents/carers and students throughout the half-term
- **Gem in a Jar (Primary)**

ASPIRE Awards:

ASPIRE are our core values and represent the qualities we want every student at The Grange Academy to demonstrate on a daily basis, helping them to be well-rounded and fully prepared for future life. Our ASPIRE Awards help to recognise those students who demonstrate these values consistently.

- **Subject Awards** – Awarded to students during 'Celebration Week' at the end of each half-term, following a series of nominations for positive work in a subject area
- **Celebration Assembly** – At the end of each half-term there will be a Celebration Assembly. Within this, there will be Pastoral Awards issued by Progress Tutors, Assistant Progress Leaders, Progress Leaders and Senior Links, along with ASPIRE awards for the student in each year group who has best demonstrated that ASPIRE value throughout the half-term. All students in receipt of these awards will be featured on our 'ASPIRE Wall' throughout the next half-term.
- **Post Cards** – Throughout the half-term, staff will complete and send home post cards for students who are particularly demonstrating one of our ASPIRE values in school or in the wider community. These post cards will be posted home to parents/carers
- **Weekly Certificates in Assembly (Primary)**

The Excellence Programme:

The Excellence Programme is a rolling programme throughout the academic year that focuses on students working towards specific criteria in relation to Achievement Points, ATLs, Attendance, Enrichment and Attainment. Students will regularly discuss their progress against these criteria in form time, with half-termly

celebrations and termly rewards recognising students who have achieved the criteria. The culmination of the programme will be an end of year celebration and rewards ceremony, which parents will be invited into.

Termly Criteria	Points	Attendance	Achievement Points	ATLs (Measured using ATL 500 over 10 week period)	Reading	Enrichment	Attainment & Progress
Bronze	2	15 points	> 10 achievement points	500-491	1 book borrowed	Tried a club during the term	25% of subjects expected progress or better
Silver	4	20 points	> 30 achievement points	490-481	2 books borrowed	Attended a club on 2 or more occasions	50% of subjects expected progress or better
Gold	6	25 points	> 45 achievement points	480-471	3 books borrowed	Attendance a club on 4 or more occasions	75% of subjects expected progress or better
Excellence	10	30 points	> 60 achievement points	470 or less	4+ books borrowed	Weekly attendance to a club(s)	100% of subjects expected progress or better

Thresholds for meeting criteria at each term:

Bronze	Silver	Gold	Excellence
6	16	24	42

Thresholds for meeting criteria across the academic year:

Bronze	Silver	Gold	Excellence
18	48	72	126

What will the rewards look like for students achieving the criteria?

Half-Term – Celebration Week

Celebration Week at the end of HT1, HT3, HT5. This will include a celebration assembly, form time focus on student's progress towards the criteria and certificates with current progress.

End of Term – Rewards Week

Rewards Week at the end of HT2, HT4, HT6. This will include different reward activities for students at each tier throughout the week.

End of Year – Celebration Ceremony

In addition to the end of term rewards, at the end of the year there will be a Celebration Ceremony arranged for each year group, with the issuing of certificates and rewards for students who have achieved the Gold or Excellence criteria. Parents/carers will be invited into the event which will celebrate student successes. As part of this, the 'Year Group Journey' will be shared with parents/carers, documenting all of the successes and opportunities throughout the year.

How will students be rewarded?

Students will be rewarded using a range of different methods as follows:

Primary Certificates & Golden Table



Primary Certificates – Will be issued to students who are excelling in the following categories

- **Best Self Awards**
- **Reader/Speaking/Listening**
- **Attendance Hero**

Golden Table – Primary teachers will nominate student to have their lunch at the 'Golden Table', including some extra lunch time treats.

Secondary Postcards – Students will receive post card which are posted home to parents/carers.

Padlet – Our interactive 'shout-outs' board will celebrate the successes of individual students, classes and year groups. The Padlet board will be shared with students and parents/carers on a regular basis.

Subject & ASPIRE Certificates – Students will be nominated by departments and the Pastoral Team for demonstrating our ASPIRE values

Secondary Postcards, & Padlet



Positive Phone call Home – Staff will contact home and speak to parents/carers about the positive work that students are completing, examples of when students are displaying our ASPIRE values and also to acknowledge personal achievements and progress, both in school and outside of school.

Positive Phone call Home

Primary THASP: Gem in A Jar

Gem in a Jar – Students can be put into the jar for a range of reasons, but the majority link to demonstrating THASP values such as being their best self, 10/10 best effort, bravery etc.

Class teachers will continue to make the decision on the most appropriate reward/prize for their class based on age/interests/motivating factors.



EduLink Achievement Points – Issued to students for demonstrating the school ASPIRE values, REPS and for their contributions to the wider school community.

Parents/carers can view your child's Achievement Points through the EduLink app

Secondary EduLink Achieve Points

