



CASTLE MEAD
ACADEMY

REWARDS POLICY

Policy Monitoring, Evaluation and Review

The policy will be promoted and implemented throughout the academy. The Principal, along with the Executive Principal will take a key role in monitoring and evaluating the policy. The policy along with other academy policies will be available on the academy website. The Academy Council will review the policy annually and assess its implementation and effectiveness.

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Introduction:

We believe that fundamentally, all scholars want to do their best and contribute to an orderly, calm and pleasant environment. Therefore, rewards feature prominently in school life in order to recognise the contribution that scholars are making to our *Community of Excellence*.

At Castle Mead Academy, we want our scholars to broaden their interests, their knowledge of the world and to develop personal qualities so that they become well rounded young people poised to make a positive contribution to the world. As such we reward them when they follow 'The Castle Credo' which is distilled into:

1. **Be kind**
2. **Work hard**
3. **Build your character**

From the moment a scholar arrives at Castle Mead Academy we ask them to live 'The Castle Credo' and it permeates all that we do:

1. **Be kind:** we aim to develop respectful, tolerant scholars who are kind to everyone.
2. **Work hard:** we promote learning for its own sake and the power it gives us to shape our destiny for the betterment of ourselves and the world.
3. **Build your character:** we want scholars to develop more than just academic excellence whilst they are at Castle Mead Academy. We want them to use their leadership skills, sporting talent, musical or dramatic ability, raise money for charity and challenge themselves on the Duke of Edinburgh scheme. All of these develop a whole range of skills, which will help both to find rewarding jobs and to thrive more generally in later life.

Castle Mead Rewards is a method used to calculate each scholar's contribution to 'The Castle Credo'.

Merits:

Merits are used to recognise and record scholars' great academic and holistic efforts within Castle Mead Academy. These merits are then included in the calculation to award Castle Mead Rewards. **Merits are awarded for:**

- Attendance and punctuality to school.
- Effort in lessons.
- Acts of kindness and respectful behaviour.
- Quality of homework.
- Exceptional quality of work in lessons.
- Exceptional developments of personal attributes as shown in reading, sporting, musical and performance opportunities.
- Excelling in Castle Character Time activities.
- Showing leadership and initiative.

As well as being included in the Castle Mead Rewards calculation, the merits determine which scholars are invited to the acknowledgement lunches with the principal. The Principal, other senior leaders and Head of Year decide which scholars receive an invitation to these lunches.

Teachers are encouraged to bring good work and achievement to the attention of all staff. This is done through 'shout-outs', which are shared with form tutors and year teams, as well as being presented to scholars. Effort and achievement are also acknowledged by displays of excellent work.

The number of merits awarded provide a good indication of a scholar's learning habits and attitude towards learning. The number of points awarded is then banded into thresholds for Bronze, Silver, Gold and Principal's Award to show the scholars' cumulative performance. The results are displayed for all year groups around the school.

Weekly merits:

100% attendance in a week	3 merits awarded
Demerits in a week	0 demerits = 3 merits awarded Each demerit is subtracted from the positive merits.
Lateness to schools	0 late in a week = 3 merits awarded Each late = 1 demerit 3 lates in a week = 3 demerits and detention
All homework completed on time in a week	3 merits awarded

End of cycle points:

Overall attendance for cycle is 100%	10 merits awarded
Overall no demerits in cycle	10 merits awarded
Overall all homework completed on time in cycle	10 merits awarded
Average scholarship grades in subjects	1 - 1.5 = 30 merits awarded 1.51 - 2.5 = 15 merits awarded 2.51 - 3 = 5 merits awarded

Thresholds:

Bronze	150 points in year
Silver	325 points in year
Gold	500 points in year
Principal's Award	625 points in year

Scholarship badges

At the end of each cycle, scholars who have shown 'scholarship grades' to tend toward an A on average across their subjects are presented with their scholarship badge. This is a green badge.

Progress and effort certificates:

At the end of each cycle, two scholars from each class receive a certificate: one awarded for most progress and the other for consistently high levels of effort. These certificates are presented to scholars during our assemblies.

There are also academy values awards and subject awards. Academy values awards and subject awards have badges ascribed to them to wear on blazer lapels. Academy values awards can be given at any time, and subject awards are given to one scholar in each year group per cycle.

Academy colours:

Academy Colours at Castle Mead (and the right to the Academy Colours Tie) are awarded to scholars who demonstrate excellence in any of the following areas: Academia, Sport, Music, Drama, or All-Round Contribution.

In assembly, the Principal presents the scholar with a written copy of a citation celebrating and describing their achievements, which is read out to the whole year group. A letter and enclosed copy is also sent home to their parents/carers.

Content is collated from any relevant staff who have supported, taught, coached or tutored the nominated scholar, and the citation also serves to share clearly and openly with the academy community the level of achievement which has been required to win these Colours.

Academy colours are nominated by staff and awarded at the discretion of the Principal. The names of scholars who have been awarded colours are displayed prominently in the academy.

Prize Evening:

Prizes are awarded annually to scholars for outstanding effort and achievement in subjects, for success in examinations, for sporting endeavour and for services to the academy.

