



**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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<b>Author:</b>	Principal
<b>Ratified by:</b>	Tom Hague
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## Revision History:

<b>Version:</b>	<b>Date:</b>	<b>Author:</b>	<b>Summary of Changes:</b>
V2.0	01.09.22	THA	<ul style="list-style-type: none"><li>• Amended termly merits criteria</li><li>• Amended Subject Awards criteria</li><li>• Details of Prize Evening awards</li><li>• Addition of Merit Master</li></ul>
V3.0	19.09.23	MRL	<ul style="list-style-type: none"><li>• Shout Out awards details modified</li><li>• Merit Master details modified</li></ul>

## 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 end of year rewards trips.

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 shared for all year in tutor time weekly, and assemblies each term.

#### 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

#### End of term merits:

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

#### Shout Outs

Teachers are encouraged to bring good work and achievement to the attention of all staff. This is done through 'shout-outs', which are presented to scholars during line ups to celebrate with the year group. Effort and achievement are also acknowledged by displays of excellent work. 3 merits are recorded by the member of staff awarding the shout-out.

## **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.

## **Subject awards**

Subject awards are given to three scholars in each year group per term, per subject. These are given at the discretion of each department. Badges are awarded to wear on blazer lapels.

## **Merit Master**

'Merit Master' is awarded to one scholar in each tutor group, who receives the most merits that week. Merit Master is awarded at line-up on a Friday morning, and scholars receive their prize (alongside their certificate) on a Friday lunchtime.

## **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. Categories include:

- The Maya Angelou Award for Poetry Dedication
- Performing Arts Award
- Sports Scholar Award
- Alice Hawkins History Prize for Achievement
- Keep Getting Better Award
- Personal Endeavour Award
- Creative Arts Award
- CMA Spirit Award
- Against All Odds Award
- Excellence in Science Award