

Celebrating Success Policy



Believe, Succeed, Together

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Contents

1.0	Introduction	3
2.0	Aims.....	4
3.0	Principles.....	4
4.0	Nature of Rewards	4
5.0	Process of Awarding.....	5
5.1	Merits and Achievement Points.....	5
5.2	Weekly Departmental Award for Attainment, Progress and Commitment to Learning (Ctl).....	6
5.3	Annual Departmental Award for Attainment, Progress and Commitment to Learning (Ctl)	7
5.4	Head of House Award	7
5.5	Pastoral Team Award	7
5.6	Principal's Achievement Award	7
5.7	Governors' Award – The Clary Beecham & David Booth Governing Body Award.....	8
6.0	Jack Petchey Award.....	8
7.0	Duke of Edinburgh's Award	8
8.0	Arts Award	8
9.0	Commendations Evening	9

1.0 Introduction

Pupils develop healthier attitudes to learning and a desire to improve when their achievements are regularly celebrated and rewarded.

Some pupils prefer a quiet word rather than a public celebration. Others like to gain recognition from their peers or parents. Whatever approach is used, it is important to be clear about exactly why pupils' work is being celebrated.

As part of celebrating their success, many pupils like to receive rewards. Rewards are most effective when pupils value them and feel motivated to work towards them. Some pupils like to work towards individual rewards; others prefer contributing to a group, team, or House effort. An effective reward system will not only contribute to improved attainment and progress, but foster a belief that hard-work, determination, consideration of others, and being part of a community, will ensure they are well prepared for the next stage in their education, training or employment.

The Eastwood Academy rewards pupils in a variety of ways; be it for progress or effort, attendance and punctuality, extra-curricular activities or contribution to Academy events.

In consultation with the staff and senior leaders the 'Celebrating Success' policy has been developed to regularly reward and celebrate pupils' achievements.

The Academy places a great deal of importance on the positive effect that rewards can have on pupils of all ability levels and endeavours to ensure that the ethos of the Academy, *Believe, Succeed, Together*, is at the forefront when it comes to motivating and encouraging the pupils to achieve their goals.

Every department within the Academy has their own way of rewarding pupils. This allows classroom teachers to reward the pupils for various things, for example, showing sustained levels of high attainment and/or progress or consistently high grades for their commitment to learning (CtL). Stickers, postcards, letters of commendation, phone calls to parents and raffle tickets to win prizes are just some examples of good practice.

Alongside this, the Academy has a system of rewarding pupils at various points throughout the year that gives every pupil the opportunity to have their achievements celebrated in a public forum. This may be through assemblies, a small 'rewards lunch' with the Senior Leadership Team and/or Principal, and a 'Commendations Evening.'

The details of how the Academy celebrates success are outlined in this policy.

2.0 Aims

The aim of this policy is to achieve the broad aims delineated in the Academy Development Plan. In relation to this policy, the aims can be summarised as the following:

- To encourage pupils to develop their talents and abilities and become fully engaged in their learning opportunities.
- To encourage pupils to take part in our extensive extra-curricular provision to enrich their academic provision.
- To support and develop effective teaching and learning.
- To maintain a positive learning community and Academy ethos.
- To promote a culture of fairness and equality for all.
- To contribute to the maintenance of good order and discipline.

3.0 Principles

In all cases rewards and celebrating success should:

- Motivate and incentivise
- Demonstrate the importance we, as an academy, place on recognising the success of the pupils
- Be attainable and achievable by all pupils
- Be issued fairly and in accordance with the agreed criteria
- Not be issued for expected behaviour

4.0 Nature of Rewards

- Verbal praise and acknowledgement
- Departmental rewards: merit stickers, praise postcards, certificates
- Departmental badges, prizes, vouchers and trips
- Publicity via the Academy Newsletter, website, and local media
- Celebrating Success boards
- Attendance awards and end of year trip
- Prefects awarded a special tie to show their status
- Letters or postcards of commendation from staff and governors
- Letters sent to parents to share the achievements of their child
- Recognition in assemblies
- Departmental Excellence, Progress and Commitment to Learning Awards
- Head of House Award
- Pastoral Team Award
- Principal's Achievement Award
- Principal's Break/Lunch events
- Commendation Evening

5.0 Process of Awarding

5.1 Merits and Achievement Points

Merits

Merits offer an instant reward for a pupil and are an efficient way of recognising a pupil's achievement in the moment. Merits also promote competition between the 'Houses' and give pupils the incentive to build towards the end of the year to win the 'House Shield.'

Achievement Points

Achievement Points work in the same way as Merits but are aimed at the KS4 pupils. After consultation with the Student Leadership Team it was felt that achievement points with the reward of vouchers to spend in food outlets were a preferred form of incentive for the upper school pupils. Planners will be modified to include an achievement points page and this will launch in September 2022.

All staff may award Merits and Achievement Points in accordance with the guidance below and in line with the rewards system of recognising excellence, progress and commitment to learning:

- 'Pupil of the Week' on the Celebrating Success board
- An excellent piece of work
- Achieving high test scores
- An excellent piece of homework
- Sustained progress

Other ways to achieve Merits and Achievement Points

- Helping out in the local or Academy community
- Contributing to assemblies
- Involvement in extra-curricular activities
- No crossings off in the Pupil Planner = 3 Merits or Achievement Points at the end of the term.
- Jack Petchey Award Winners = 5 Merits or Achievement Points at the end of the term.

Merits and Achievement Points should not be issued for 'good behaviour' or expected conduct within the Academy. The Merit/Point system must allow all pupils to achieve whilst not devaluing the Merits and Points by issuing them arbitrarily. No more than three Merits or Achievement Points should be issued at any one time.

Merits and Achievement Points are added into the Pupil Planner on the relevant rewards page and are signed by the member of staff issuing them. The totals below will be reviewed at the end of each academic year to ensure pupils are able to achieve the required number of points to receive the awards.

Prizes – KS3

20 Merits = Certificate awarded in assembly

40 Merits = Bronze badge awarded in assembly

60 Merits = Silver badge awarded in assembly

80 Merits = Gold Badge awarded in assembly

100 Merits = One entry into a draw to win a £50 Amazon voucher

*For every 10 merits received thereafter, pupils will be given another entry into the draw to win a £50 Amazon voucher.

Prizes KS4

30 Achievement Points = One free lunch in the canteen on a Friday

50 Achievement Points = £10 Voucher for food outlet

70 Achievement Points = £15 Voucher for food outlet

80+ Achievement Points = £20 Voucher for food outlet

Rewards are monitored throughout each term by the Form Tutors and Assistant Principal responsible for awards and Celebrating Success. The Merit/Points totals are carried over each term and finish at the end of the academic year.

Form Tutors should record the total Merits or Points received by each pupil in their form group the week prior to the Celebrating Success assemblies, usually the last week of each term.

5.2 Weekly Departmental Award for Attainment, Progress and Commitment to Learning (CtL)

Each week, each department must select one pupil, to receive a *Departmental Award for Attainment, Progress or Commitment to Learning* (CtL). These pupils will be awarded a certificate of excellence in their year group or House 'Rewards' assemblies at the end of each half term.

These certificates will not only recognise the achievement of the pupil in a given subject but will also highlight how the pupil has demonstrated one of the eight 'essential skills' which form the core of transferable skills for employment. These skills are:

- Staying positive
- Aiming high
- Leadership
- Teamwork
- Creativity
- Problem solving
- Speaking
- Listening

The pupil will also receive a certificate detailing the particular skill they have demonstrated, also awarded in the end of term 'Rewards' assemblies. For a way of more instant recognition, parents will be informed via a text message with an attached letter detailing the achievement of their child which can then be celebrated at home within the family. A postcard for the pupil will be given to the Form Tutor which can then be celebrated in their Form Group.

The Head of House will be notified each week of how many pupils from their House have been awarded a certificate of excellence. At the end of the year, the winning House will be announced at the Commendations Evening.

Achievements Outside of School

In 2022, the Student Voice (led by the Student Leadership Team) met with the Assistant Principal to discuss their new strategies for promoting and celebrating the success of pupils in the Academy. To this end, we are delighted to introduce a new email address which has been created for parents/carers or pupils to contact us and inform us of any achievements outside the Academy. This may take the form of sporting achievements, dance/drama, community-based activities or indeed any other form of success you would like us to celebrate and recognise. A short explanation of the achievement and

photos should be emailed into us, which we will then share with Academy staff and include in the Academy's Newsletter. The email address is: achievements@eastwood.southend.sch.uk

5.3 Annual Departmental Award for Attainment, Progress and Commitment to Learning (CTL)

At the end of each academic year, two overall winners will be selected by the Heads of Department to receive the *Departmental Award for Achievement*. These pupils will be nominated by staff in the department and the Head of Department will select the two overall winners, one from each key stage. The pupils along with their parents will be invited to the Commendations Evening in July of that academic year where they will receive their award.

5.4 Head of House Award

Each Term, the Heads of House select two deserving pupils from their House to receive the *Head of House Award*. This is in the form of a £10 'Amazon' Voucher. These pupils will be selected based on their individual efforts or achievements throughout the term and can be awarded for a particular achievement such as; a sporting accomplishment; contributing to the Academy by assisting members of staff; success in an event or performance in the Academy; raising money for charity or any other reason deemed appropriate by the Head of House. These vouchers will be awarded in the House Assemblies at the end of each term, during 'Rewards Week.' Heads of House are encouraged to award one voucher for 'consistent high achievement' and one for 'endeavour.'

5.5 Pastoral Team Award

Heads of Houses, collectively, select two pupils from across the Houses to receive the *Pastoral Team Award*. These pupils will be role models to other members of the House and ones who represent the Academy's highest standards of behaviour and conduct. Some examples of how this award could be achieved are; helping to organise parents evenings; helping to organise open evenings; committing time to performances or sporting activities in the Academy; running or overseeing School Council/Pupil Voice activities or community linked projects. A pupil who gives up a lot of time to support their peers could also be a good example of a pupil deserving of this award.

The Head of House of the winning pupils will present them with their awards at the Commendations Evening in July of that academic year.

5.6 Principal's Achievement Award

Pupils nominated for the *Principal's Achievement Award* should show outstanding Commitment to Learning across the board. Any member of teaching staff can nominate a pupil to receive the *Principal's Achievement Award*; however, Heads of House and form tutors may be in the best position to have a more detailed knowledge of specific individuals that could be considered for this award. Teachers should nominate their chosen pupils and provide a supporting comment to enable a judgement to be made on the proposed candidates. The nominees will be discussed with the principal and senior leaders and a winner will be chosen.

The winner will be awarded a trophy at the Commendations Evening by the Principal.

5.7 Governors' Award – The Clary Beecham & David Booth Governing Body Award

Throughout the year, governors are made aware of pupils who have achieved success in their academic studies or in extra-curricular/ extended community activities. The Chair of Governors, or their representative, will present an award to one pupil or a group of pupils at the Commendation Evening in recognition of a specific achievement of which the governors will decide upon after liaising with the reward manager and Principal.

6.0 Jack Petchey Award

Nine pupils throughout the course of the year are nominated for the *Jack Petchey Young Achievers Award*. The nominations should come primarily through the pupils attending the Academy but can be supported by staff nominations as well.

These nine pupils are awarded a certificate and badge by the academy's 'Jack Petchey Co-ordinator' in the rewards assemblies and then later on in the year are invited to the 'Jack Petchey' official presentation and awards evening, usually held at a local venue such as the Palace Theatre or Cliff's Pavilion. The winners receive a medallion from the host of the event supported by key members of the local community such as the Mayor, local MP or councillor.

The winners of the Jack Petchey Award are invited to a special 'break time with the principal' to discuss their achievements and have refreshments. The Heads of House of the winners will also be invited.

7.0 Duke of Edinburgh's Award

The Duke of Edinburgh is a three levelled scheme which, when completed, lead to a Bronze, Silver or Gold Duke of Edinburgh's Award. The Academy currently offers Bronze to Year 10 pupils and Silver to those in Year 11. The award is achieved by completing a personal program of activities in four sections - Volunteering, Physical, Skills and Expedition.

The Bronze and Silver awards take at least 6 months to complete each as each section must be completed for an hour a week for either three or six months. At Silver level the volunteering must be done for 6 months. When pupils complete the award they are issued with a certificate and badge from the Duke of Edinburgh Award Scheme.

The pupils in Year 10 and 11 will have the opportunity to work towards gaining this accreditation through their 'Personal Development Time.'

8.0 Arts Award

To achieve the Bronze Award the pupils are required to take part in an arts activity they enjoy, go to an arts event, research an arts hero/heroine and share their skills with others. The activities are planned with the Arts Advisor who will help to co-ordinate and record the progress of the pupils.

The Academy offers the Bronze Arts Award to a selected group of pupils in Year 9 who will have the opportunity to work towards gaining this accreditation through their 'Personal Development Time.' It is recommended that this award should take 40 hours to complete, so some additional workshops will take place during after-school sessions.

9.0 Commendations Evening

Pupils who have received awards throughout the year will be invited to the Academy's Commendation Evening which takes place in the Concert Hall in July of each year. The evening involves a range of performances from individual pupils, the Orchestra and the Academy Choir, alongside the distribution of rewards by the Academy Principal, staff and Governors.

Pupils are awarded trophies and other rewards so that their contribution is recognised by pupils and staff throughout the Academy. Their pictures and achievements will also feature in a glossy brochure entitled 'Eastwood in the News' which is a summary of all the achievements of the year. These will be given to parents, so the achievements of the pupils are formally recognised by the wider Academy community.