



Co-op Academy
Priesthorpe

Rewards

Guidance and

Structure

Rewards System

The rewards system at Co-op Academy Priesthorpe has been designed to create a positive climate for learning, promoting strong relationships between staff and students through a respectful culture. The rewards structure is explicitly linked to the Academy House System with students earning House points for independent rewards as well as culminating points for their respective House. Maintaining an effective climate for learning is a prerequisite for learning and student progress. It is important that staff have a full and varied toolkit of strategies at their disposal to maintain safe and productive classrooms.

The advantages gained from reward systems are not solely an improved climate for learning and increased motivation. Students also display psychological responses, including:

- good behaviour is normalised and low-level disruption discouraged, improving classroom atmosphere and behaviour in the wider school community
- pride through achievement
- joy at success
- motivation to achieve
- increased self-confidence

Key factors for a successful reward system

For a reward system to work effectively, the process must be explained to students in a clear and comprehensive manner. If the system is not clear to students, or there is a lack of consistency, confidence will be lost in the system and they will respond less to the incentives. Students are made aware that House points will be awarded to them via Class Charts which will be accumulated throughout the academic year in order for them to receive individual recognition. Furthermore, students are also aware that their own House points will be collated and contribute towards their own House for the House Competition which runs throughout the academic year.

To ensure consistency, staff can do the following:

- set clear goals, e.g the behaviours you wish to see
- explain how the reward system works, including the amount of House points that are required to achieve a reward
- be vigilant of behaviour that requires reward
- be consistent about the behaviour that elicits a reward

Logistics

- Key Stage Leaders will liaise with the Trust Branding & Communications Team to produce a template for all postcards, certificates and letters, to ensure whole school consistency.
- House Team will liaise with Key Stage Leaders to design House postcards and certificates using their respective House badges/logos, with templates produced from the Trust Branding & Communications Team

- Faculty Leaders/House Leaders/Year Managers to request any required templates from Key Stage Leaders.
- Bespoke templates can be made available with at least 1 week's notice.
- Front Office staff to coordinate the postage of all postcards, letters and certificates.

Maintaining the reward system

For maximum impact, it is important to reinforce with students how the system works and what we hope to achieve. The following will help us maintain a smooth and effective reward system:

- Discuss the reward system in coaching groups regularly and the House points you wish to see
- Be visible when praising students for behaving according to the system. This lets students know what behaviour they should try to achieve and creates a social element whereby peers will want to achieve the same reward.
- Give all students the chance to achieve a larger reward with a particular focus on Disadvantaged students (e.g House, Faculty, attendance, classcharts superstar reward). This will help to maintain student motivation towards the reward system and reinforces the relationship between the rewards and the ultimate prizes
- Be consistent when handing out the rewards with a particular focus on Disadvantaged students
- Ensure that all staff maintain a good understanding of the principles of using the reward system by clear induction for new staff and ongoing monitoring by senior leadership
- Ensure parents have a clear understanding of the systems we are using so that they can support and celebrate success with you and their children.

Rewards Structure

Reward	Frequency	Prize	Responsibility
Intel event for House Points followed by postcards	Ongoing	Bronze – 100 Postcard	KS3 Leader/KS4 Leader Front office
		Silver – 200 Phone call followed by postcard	Coach
		Gold – 300 Phone call followed by postcard	House Team
		Platinum – 400 Phone call followed by postcard	AP Student Development
Student of the week x 2 per Key Stage (1x PP per KS)	Weekly	Phone call home followed by letter	KS3 Leader KS4 Leader
Zero Heroes No codes across 2 weeks	Fortnightly	5 House points	KS3 Leader KS4 Leader
Attendance	Half Termly	Family Reward (Cinema or food voucher) Pizza Party (4 weeks >95%)	Attendance Team
	Termly		
House Superstar (Highest number of House points)	Half termly	£10 Amazon Gift Card	House Team
Year Manager - effort and behaviours	Weekly	Postcard	Student support team
	Half termly	Phone call home	
Faculty Rewards	HT1 HT3 HT5	Certificate + Faculty own choice	FL/SL
“Ways of Being” Co-op (Highest number of House Points for “Ways of Being”)	HT1 HT3 HT5	Movie Experience (Movie ticket postcard)	House Team
Academic Achievement (Highest House Points for academic achievement)	HT1 HT3 HT5	Phone call + £10 Amazon Gift Card	KS3 Leader KS4 Leader

Rewards Assembly Annual Attendance Award Ways of being awards Principal's award Gold book Award	HT2 HT4 HT6	Certificate (A4), trophies, vouchers	KS Team & House Team
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Post 16 Rewards

Reward	Frequency	Prize	Responsibility
Effort and Behaviours	Weekly	Phone call home	Year Manager
Highest coaching group Attendance	Half termly	Reward Breakfast	KS5 Leader
Peer Nominations	Termly	Rewards & Recognition Nominations	KS5 Leader

'Ways of Being' Co-op

Show you care	Succeed Together	Be yourself always	Do what matters most
Be humble	Work as a team	Be confident about who you are (It is ok to be yourself)	Focus on doing the right thing
Have Ownership	Share ideas	Inspire others	Be straightforward and honest
Be fair and responsible	Contribute	Be open to change and challenge	Challenge others (don't look the other way)
Listen because you care	Show respect	Be pioneering (look for new ways to do things)	Trust each other
Help our community	Support each other/Learn from mistakes	Be authentic (be the same when no one is watching)	Carefully use resources to build a stronger community