



REWARDS AND RECOGNITION POLICY

D Lloyd (Associate Assistant Principal) | September 2024

Minsthorpe Community College: A place where everyone plays a part in strengthening our learning community through Motivation, Commitment & Care.



Minsthorpe
Community College

Section 1

AIMS

- To compliment the Behaviour Policy.
- To be inclusive and accessible to students of all abilities and ages.
- To promote a positive ethos at the College.
- To motivate students to work harder.
- To raise students' self-worth.
- To recognise individual achievements and contributions beyond the College.

Section 2

ACHIEVEMENT POINTS

Every member of the College staff, teaching and associate, has been shown how to award students Achievement Points using SIMS. Students will receive these for following the BE FAIR behaviour expectations which are expected at all times, everywhere.

1. Be on time
2. Equipment, planner and uniform in place
3. Follow instructions
4. Actively listen to staff and students
5. Involve yourselves fully to help each other to learn
6. Respect others' ideas by not shouting out

There will be a focus for the award of these during the Pin Down section of each lesson.

Students will reflect on their Achievement Point totals during the Personal Progress section of the P&A curriculum.

The total of Achievement Points will be celebrated on a regular basis within P&A, lessons and assemblies.



Section 3

CERTIFICATES / LETTERS / POSTCARDS

In addition to Achievement Points, students are also rewarded with certificates, letters and / or postcards throughout the year.

Gold / Silver / Bronze Motivation Awards

Following the issuing of reports the top students are identified and receive a Gold/Silver/Bronze certificate based on their attendance, attitude to learning behaviour and home learning effort.

Celebratory Letters

Staff will also nominate students for a Celebratory Letter if they feel the student has achieved something exceptional or made an outstanding contribution to the College. The nomination should be made by completing the Microsoft Form shared by DLL.

Achievement Point letters

Students will receive a letter home when they reach 50,100,250 and 500 Achievement points.

Knowledge Organiser Certificates

Awarded to students following knowledge organiser assessments, for achievement and improvement of knowledge.

Attendance Letters

Sent half termly from the Principals for all those student who have achieved 100% attendance for that half term.



Section 4

REWARD EVENTS

Top 10 Students

Following the issuing of reports the top 10 students in each year group are invited to meet the Principals to be recognised for their motivation, commitment and care to their learning. They will receive a Principals' award and a lapel badge.

KS3 Graduation:

The presentation of awards nominated by Curriculum Areas for students at the end of KS3 and the recognition to all students in that cohort who achieved the graduation criteria set by the HOY.

Presentation Evening:

The presentation of certificates for public examinations and a series of special prizes awarded for exceptional academic and personal performance in KS4 at Presentation Evening in December.

Year 11 Prom

For Year 11 students who have continually met the college expectations throughout their final year of GCSEs. Students will be invited if they meet the criteria set by the HOY.

Year 13 Leavers

For Year 13 students who have continually met the college expectations throughout their final year of Post 16.

Knowledge Organiser Half Termly Celebration Assembly

To celebrate students' motivation, commitment and care to their knowledge organisers with a grand prize at the end of the year.

Sports Day

A whole college event where lessons are suspended to recognise the hard work that students and staff put in throughout the year.



Section 5

RECOGNISING ACHIEVEMENT

Publicising Rewards

It is imperative to recognise and celebrate students' achievements publicly. Students' achievements can be publicised in the following ways:

- During the Pin Down section of lessons
- In assemblies
- In P&A time
- By phone calls, messages and letters home
- On the college Social Media platforms
- Lapel badges
- At reward events

Recognition Days

Each term all staff will be asked to nominate one student from their classes and P&A on a given date. These students will receive a letter and recognition in assembly. Staff will also be able to recognise any student they feel deserves it.

Personal Progress P&A session

Every 2 weeks students will have a session where they review their achievements and look at ways they can develop.

Students will be given data on their attendance and achievement points for them to record. They will also recognise any other achievements they have accomplish (e.g., a certificate or letter that has been awarded) and then set a target for the next 2 weeks for how they can develop.



Section 6

REWARD AND RECOGNITION WHOLE COLLEGE FOCII

Following the calendar below the importance of reward and recognition will be promoted with staff.

Autumn 1	Motivated to learn letter for students who made an outstanding start	Students nominated by staff using Microsoft forms for a mail merged letter
Autumn 2	Recognition Day 1	Staff will be asked to nominate one student from their classes, P&A and from around site. These students will receive a letter and recognition in assembly.
Spring 1	Caring about college letter	Staff to send praise post cards to those who deserve it in their lessons
Spring 2	Recognition Day 2	Staff will be asked to nominate one student from their classes, P&A and from around site. These students will receive a letter and recognition in assembly
Summer 1	Commitment to learning letter for students who have shown outstanding commitment to their learning all year	Students nominated by staff using Microsoft forms for a mail merged letter
Summer 2	Recognition Day 3	Staff will be asked to nominate one student from their classes, P&A and from around site. These students will receive a letter and recognition in assembly



Final Section

Equality Assessment

This policy has been assessed with regard to its impact on equalities issue, with specific reference to the aims of the Equality Act 2010. The equality impact assessment focused on race, gender, disability, pregnancy and maternity, age, sexual orientation, gender identity and religion/belief.

Policy Review Schedule

Policy last reviewed:	Due for next review:	Role Responsible:
September 2014	September 2016	Associate Assistant Principal (Director of Post 16)
September 2016	September 2021	Associate Assistant Principal (Director of Post 16)
September 2021	September 2022	Associate Assistant Principal (Director of Post 16)
September 2022	September 2024	Associate Assistant Principal (Director of Post 16)
September 2024	September 2026	Associate Assistant Principal (Director of Post 16)

