



PRAISE AND REWARDS POLICY

Introduction

The purpose of this policy is to set a framework for rewards within which the academic, sporting, social, cultural and the personal achievements of pupils can be recognized, rewarded, celebrated and recorded.

Aim:

We believe in rewarding effort, recognising achievement, and encouraging pupils to aspire to exceed our expectations. Rewards are a very powerful tool for staff to use. A pupil, whose achievements are recognised in any way, whether publicly or in private, is more likely to make a positive impact within the academy community.

The function of the reward system is to encourage all pupils to aspire to high standards in everything they do. Obviously, it is important that a balance is struck between over generous use of rewards and being too discriminative. The coordinators should monitor the progress of the system and liaise with DH, HOS and social worker.

It is vital we celebrate, at every opportunity, the successes, progress and improvements of the pupils. A number of assemblies must contain an element of celebration and reward. Competitions are an important part of this process. The Academy Newsletter and school social media must recognize and celebrate individual and team successes and achievements.

As an Academy we offer a range of rewards to:

- Recognise the value of pupils' achievements, progress, effort, service and leadership within the Academy.
- Give positive encouragement to pupils to succeed and to contribute.
- Enhance pupil/staff relationships within the Academy.
- Improve a pupil's sense of self confidence and worth.

We use the following rewards to do this:

- Class Dojo Points – these are awarded as achievement points.
- Subject coordinators' rewards – positive text messages, praise post cards, telephone calls, verbal praise, certificates
- Class Awards
- End of Term Awards in assemblies
- Whole Academy Rewards
- Competitions



Rewards – Summary

Awarded By

Class Dojo Points	Any member of staff can award these electronically on class dojo portal
Star of the week	Class Teachers
Positive Texts	Any staff
Subject awards	Subject coordinators
End of term awards	Curriculum Leaders, class teachers, subject teachers
Internal school competitions	Subject coordinators, DH
Values and behaviour Awards	Social worker
Principal's Award	Raising Achievement
BOT awards	Awards given on the initiative of BOT members

Department rewards:

- Staff are encouraged to **praise verbally** all positive achievements whenever opportunities present themselves.
- Staff should **write positive and encouraging comments** on Teams, Class Dojo, exercise books etc.
- Displays of students' work in the classroom and around the Academy on noticeboards and display areas.
- **Excellence certificates** for all subjects at the end of each term.
- **Subject Leader Praise Cards** for a sustained period of work or other subject contribution.

Behaviour rewards:

Behaviour rewards are given for noticeable effort in improving behaviour; promoting school values; good citizenship etc.

Class Rewards:

- Publicity and praise in assemblies to individuals and groups
- Termly 100% attendance
- Weekly Best class award

End of Term Assemblies:

- Reward for individual 100% attendance
- Subject excellence
- Behaviour excellence
- Sports excellence

Displays for Success

Public displays celebrating success and achievement are extremely powerful. Social media must celebrate success and achievement at every opportunity. In-house displays must include as a minimum:

- Progress, Effort and Attainment displays.
- Exam success displays.

Vision: Leading in education, with an Islamic identity, according to locally and internationally approved standards.



- Behaviour and values rewards displays

AFIA Class Dojo Rewards Policy

Class Dojo is an online platform which offers many useful features including positive behaviour management, parent/teacher communication and class/school newsfeeds. To ensure we are able to safely utilise what it has to offer, it is important that all users are aware of the following rules and expectations.

The following policy refers to the use of Class Dojo as a home-school communication tool.

Aims:

- To ensure key information relating to school life or classes is shared quickly and efficiently.
- To maintain the community relationship between the school and families so that school continues to be an active presence in their lives.

Each student gets an avatar and teacher's award Dojo reward points for achievements, such as great homework, participating in class, staying on task, completing work, following our school rules and core values. Teachers can use a tablet or computer to give points throughout the school day. Each student's points can be displayed via a smart board, and parents, via their app, can see these. Teachers can communicate with parents on a 1:1 messaging service or via the class page where general class messages can be shared.

Role of Teachers:

Teachers will be encouraged to award Dojo points to pupils when they demonstrate positive behaviour or attitudes to learning.

- Dojo points are not taken away for negative behaviour except in extreme cases.
- Staff should be aware of the working hours (Sunday-Thursday 8.00am to 3:00 pm) surrounding the Class Dojo and that parents may message outside of these times. Teachers should not feel pressurized to check or respond to messages outside of the above time frame and are encouraged to activate 'quiet hours' on their account.
- Should teachers receive any messages which they find inappropriate, they should report them to a member of the Senior Leadership Team immediately so that they can take appropriate action.
- Should a staff member decide that Class Dojo is not a suitable way to respond to a question/concern, they may instead decide to telephone the parent or organise a formal meeting.
- Should safeguarding or wellbeing concerns be raised through the use of the platform, teachers are responsible for ensuring that they are recorded and reported in line with our Safeguarding Policy.

Points	Rewards	Example
100 Points	Whole Class Reward (Platinum)	Extra trip to the art room, extra Golden Time (PE) EXTRA
150 Points	Whole Class Reward (silver)	Cinema inside school .
200 Points	Whole Class Reward (golden)	PJ party with food and drinks, Parent, and student learning party Local trip, trip to cinema. .



Pupils and Class Dojo

Pupils will be awarded Dojo points when they show positive behaviour such as: sharing, helpfulness, good listening, being ready to learn, achievement, collaboration and behaviour linked to our school values.

They may also be awarded points for additional work they complete at home.

Students must not access their parent's account or use it to send messages.

Parents/Carers and Class Dojo

Parents will receive an introductory letter to demonstrate the benefits of Class Dojo and how it works within the school.

- Parents can use a generated invite code in order to link with their child's class, either through the use of the smart phone app or the Class Dojo website.
- Only parents or legal guardians will be given access codes to Class Dojo. It is expected that up to two parents will be linked to a child's account; any additional adults will only be accepted in special circumstances.
- By using our school Dojo site, you agree to the terms set out in this usage agreement.
- Parents can view the total of number points their child's received along with the reason they have been given.
- Within the app or website, parent accounts also have access to both a whole- school and class newsfeed where you will find important information posted by staff.

Parent accounts also have the facility to send messages to members of staff, however the following stipulations apply:

1. Parents may message class teachers at any time, however there is no expectation for teachers to reply outside the hours of 8.00am-3.00pm. This is essential to safeguard the wellbeing and work-life balance of our staff.
2. The following matters should always go through to our admin and are not the responsibility of teachers to be passed on: absence, sickness, school dinner enquiries and complaints.
3. Parents should not use this messaging tool to enquire about the progress of their child on any level but can use it to arrange a meeting with class teachers to discuss any questions they may have.
4. Parents who do not use the messaging system correctly will be given a warning that should the service continue to be misused, they will be removed from the platform.
5. Parents should look at the newsfeed regularly to keep up to date with messages, school events and information.
6. Parents must make sure that children cannot access their parent account and are not able to send messages under their name.

Teachers will aim to reply as soon as possible to messages sent during school hours (be aware that any message sent during school hours may not be received immediately due to teaching commitments. If you require an urgent response, please contact the school office.

A pre-set list of rewards is given for Dojo Points; however, the teacher has license to edit these and make them personal for their own class. At the start of each term, Dojo Points return to zero. The weeks total is combined and when they reach specific Dojo milestones, they receive whole class rewards.