



### **Isaac Newton Academy Praise and Recognition Policy (Primary)**

At Isaac Newton Academy our core purpose is to equip students with the knowledge, learning power and character necessary for success at university and beyond. We provide a stimulating, challenging and rewarding learning environment which supports learning and progress, celebrates achievement and encourages everyone to do their best in the pursuit of excellence. Underpinning and reinforcing our high expectations is the Praise and Recognition Policy.

#### **Aims of the Praise and Recognition Policy**

- To celebrate all forms of achievement
- To celebrate improvement in academic performance or behaviour
- To share this celebration of achievement and improvement with Parent/Carers
- To encourage pupils to develop a growth mindset
- To increase motivation, self-esteem and aspiration
- To encourage pupils to take responsibility for their own learning
- To cultivate a positive and purposeful learning ethos within the Academy
- To raise standards through sharing of exemplar work and acknowledgement of achievements
- To recognise service to and within the Academy and to the wider community
- To differentiate between degrees of success and ensure that praise and recognition are proportionate to the level of achievement or effort and quality of outcomes

#### **What we recognise and celebrate**

At Isaac Newton Academy we believe that it is important to celebrate all forms of achievement, effort and progress, both in the taught curriculum, in enrichment activities and in activities beyond the Academy. This will include recognising and praising the following:

- Academic achievement and learning outcomes
- Improvements in learning, attendance or effort
- Sporting, musical and other performance-related Academy events
- Significant acquisition of new skills or knowledge
- Developing or demonstrating effective BRIDGES' learning dispositions

#### **How we recognise and celebrate achievement, effort and progress**

Praise and recognition is used to motivate pupils much more frequently than negative consequences. This builds a culture of achievement and success. The praise and recognition will be used to constantly reinforce our core BRIDGES values and, as the children progress through the Academy, expectations will increase according to age.

## **1. Informal recognition and celebration of achievement, effort and progress**

This could be in the form of:

- Verbal praise
- Display of pupil work in classrooms, corridors and the academy entrance
- Positive feedback given in written form on pieces of work
- Telephone calls home
- Praise postcards
- Celebration of individual and group achievements in assemblies
- Moving peg up the 'Good Choice Chart'
- Giving a sticker

## **2. Formal recognition and celebration of achievement**

Achievement, effort and progress at Isaac Newton Academy is recognised and celebrated through a range of certificates, awards and events, including the merit system and formal awards.

### **The Merit System**

Merits are given by all members of staff to recognise students' achievement and progress, acquisition of knowledge, use of learning dispositions or for showing character. Merits can be earned in one of two ways; by reaching the top of the 'Good Choice Chart', displayed in classrooms, by the end of the school day, or for a one off event such as:

- A piece of excellent or outstanding work
- Sustained effort leading to improvement
- Service to the academy community e.g. helping at Parents Evening
- Making a significant contribution to a Student Council meeting
- Making a contribution e.g. helping to deliver an assembly or Academy event
- Demonstrating effective use of one of the seven learning dispositions/characteristics

Merits are recorded on a wall chart, displayed in each classroom to track the number of merits each child has received. A sticker is also given for the child to wear on their jumper to publicly acknowledge the child's achievement. This can also serve as a discussion point between parents/carers and the Teacher/Teaching Assistant at the end of the day. It is the class teacher's responsibility for keeping a running record of the merits awarded to each pupil. Once a pupil has achieved a multiple of 25 merits, the class teacher should inform the Head of Primary who will then issue the child a 'Celebration Certificate' during a Friday Praise and Recognition Assembly.

Any member of staff can give a merit sticker to a child. If a merit is awarded to a pupil, the member of staff issuing the merit must inform the child's class teacher to ensure the class wall chart is updated accordingly.

The following certificates are awarded in a weekly Praise and Recognition assembly:

Bronze certificate	25 merits
Silver certificate	50 merits
Gold certificate	75 merits

Once a pupil has received enough merits for a Gold certificate, they will also be presented with an 'Isaac Newton Academy Primary' pin badge, in recognition of their outstanding achievement. This will be presented in an end of

year awards assembly to which parents/carers are invited. There is a different colour pin badge to collect for each year of the Academy representing the colours of Newton's Disk. By Year 6 it is the aim of the children to collect each colour during their time in the Primary Phase of the Academy.

### **Positive Behaviour Tokens**

Tokens are issued to pupils during play and lunchtimes in recognition of positive play. At the end of the play session the children hand their tokens in to their class teacher who keeps a tally of the number obtained by the class. At the end of each week the tokens awarded to each class are totalled up and the class with the most tokens collected over the course of the week is announced during the Friday assembly and awarded 10 minutes of extra play the following week. The class teacher must supervise the extra playtime at a time that suits them.

### **Special Awards Assemblies**

- Termly and yearly award certificates are given to pupils for achieving 100% attendance and punctuality.
- Termly and yearly awards certificates and recognition is given to pupils making the most progress and highest levels of attainment.

### **Weekly Praise and Recognition Assembly**

Praise and Recognition Assemblies will take place every Friday morning to publicly award individual pupils for their outstanding learning achievement or BRIDGES dispositions.

- Each class teacher will award one child from their class for being an outstanding scholar and another for demonstrating the BRIDGES value of the week.
- The class with the best weekly attendance will be awarded the 'Attendance Trophy' and the winning class will be published in the Primary newsletter, 100% attendance for the week will result in the class receiving an additional 10 minutes of play the following week, supervised by the class teacher.
- Headteacher's Lunch invitations will be awarded.

### **Headteacher's Lunch**

Pupils will be recognised for demonstrating improved/ good table manners and etiquette or for helping others during the lunch period. Children will be identified by members of staff during lunch and their name written on a piece of paper and placed in the 'Headteacher's Lunch' post box. At the end of each week the Headteacher will randomly pick children to join her at her lunch. Children will be awarded an 'Invitation to Lunch' letter during the Friday morning Praise and Recognition assembly. Pupils will be able to take a copy of the invite home and they will need to rsvp the Headteacher by Monday morning to accept their dinner invitation. The lunch will take place on Thursdays, where a special table will be set, with each child's name place card. If the Headteacher is unable to attend a lunch; a senior member of staff will stand in.

## Table of Rewards for Positive Behaviour

Award Issued	How does it work?	Frequency
Merit	<ul style="list-style-type: none"> <li>• Reaching the top of the 'Good Choice Chart'</li> </ul> Or <ul style="list-style-type: none"> <li>• Recognition for a single outstanding event.</li> </ul>	Daily
Scholar of the Week	One child nominated from each class by the class teacher for a certificate in the Praise and Recognition assembly on Friday.	Weekly
BRIDGES Headteacher's Habits Award	One child nominated from each class by the class teacher for a certificate in the Praise and Recognition assembly on Friday.	Weekly
Headteacher's Lunch Invite	Children nominated by all staff at lunchtime. Headteacher to randomly select children from the nominations. Invites to be given out at the Friday Praise and Recognition Assembly.	Weekly
Playground	Playground staff will award positive behaviour tokens during lunch time. Tokens will be placed in the class 'treasure chest'. Playground staff will have a stock of tokens on them.	Daily At the end of each week, the tokens will be added up and the class with the most tokens will earn 10 minutes of extra play the following.
Attendance & Punctuality	<p>Children with 100% attendance and punctuality will be awarded a certificate at the end of the term or year at the Special Awards Assembly.</p> <p>The class with the highest attendance figure for the week will be awarded the 'Attendance Trophy'.</p> <p>Recognition also published in the Primary newsletters.</p>	Weekly Termly Yearly  Weekly

### **Other formal forms of recognition**

- Positive letters/postcards to Parent / Carers from any member of staff
- Celebration of individual and group achievements in daily bulletins and the Academy newsletter

### **3. Positions of responsibility**

Giving students positions of responsibility is a tangible way of recognising hard work and consistent effort. Positions include class monitors, student ambassadors, student council representatives, student librarians, lunch ambassadors and sports captains. Pupils are given a badge to recognise their position of responsibility.

### **Recording, monitoring and evaluating praise and recognition**

- Merits are recorded on the pupils' merit wall chart, displayed in each class room to track the number of merits each child has. It is the class teacher's responsibility to keep a running record of the merits awarded to each pupil.
- Once a pupil has achieved a multiple of 25 merits, the class teacher should inform the Head of Primary who will then issue the child a 'Celebration Certificate' during a Friday Praise and Recognition Assembly.
- Merit wall charts should be kept up to date in the class room. This is the responsibility of the class teacher, Teaching Assistant and the class representatives / monitors.
- The Head of Primary i/c of Praise and Recognition analyses the merit data on a termly and annual basis in order to recognise students' achievement through the certificates and awards outlined above and to ensure that the policy is being consistently and fairly applied.

Reviewed May 2018