

UTC OLP Rewards Policy

A significant part of the Sheffield UTC Academy Trust's vision is to ensure students gain the confidence in both technical and employability skills to become the creative contributors on whom our businesses and public services will be able to rely for shaping and driving the future of our society. In support of our Trust's vision, the rewards policy at UTC Olympic Legacy Park (OLP) has been built around what we believe to be essential skills for success. We inevitably seek to shape our students' academic success, but we are also determined to ensure that our students recognise the transferability of these skills and the important part they will play in our students' lives beyond UTC OLP. The community at UTC OLP is built on our values of 'Excellence and Respect' and we believe that our Rewards Policy reflects our desire to promote and embed these values.

Figure 1 outlines the skills and achievements for which we reward our students, along with the corresponding points value. Students are routinely rewarded for demonstrating these skills both inside and outside of the classroom,

Figure 1 - rewards and their numeric values

Award	Value
Work Ethic (progress and effort in class)	1
Employability Skills	
☐ Teamwork	1
☐ Communication skills (speaking & listening)	1
☐ Use of initiative	1
☐ Leadership	1
☐ Creativity	1
☐ Problem solving	1
☐ Resilience	1
☐ Staying positive	1
☐ Aiming high	1
Additional Rewards	
☐ Acts of Kindness / Compassion / Generosity	1
☐ Helping others, including staff	1
☐ Consistent effort in class	3
☐ Positive Postcard Home	5
☐ Positive Phone Call Home	5
☐ Representing the UTC / Ambassador	10
☐ Engagement in Enrichment Activities (awarded half-termly)	10
Professional Standards	
☐ Zero negative behaviour points in a half term	10
☐ Attendance 98+% (awarded half-termly)	10
☐ Attendance 96+% (awarded half-termly)	5
☐ No lates in a half term	10
☐ All E2s or better in Progress Tracker (x3 per year)	10
☐ All E1s in Progress Tracker (x3 per year)	20

Reward points are monitored and shared as part of the tutor programme. Every week, the Learning Manager for each year group will identify which tutor group has secured the highest number of reward points and this is shared by Form Tutors as part of our Tutor Review. Form Tutors also monitor the reward points for their tutees and are able to identify individual successes and share these as part of the tutor programme.

Rewards assemblies are held at the end of each half-term and these provide an opportunity celebrate the success and hard work of all our students. **Figure 2** outlines the stages of achievement and these are based on the cumulative reward points secured by students at the end of each half term.

Termly rewards assemblies allow us to celebrate a wider range of success and **Figure 3** outlines the additional categories for which students can gain recognition and praise.

Figure 2 - Stages of significant achievement

Gold standard	Top 5% in a year group
Silver standard	Top 10% in year group
Bronze standard	Top 15% in year group

Figure 3 – Termly Rewards*

Category	Reward
Consistent High Effort	SLT Certificate of Praise
Most Improved Effort Score	SLT Certificate of Praise
Individual with highest reward points	Learning Manager Certificate of Praise
Subject Specific Nominations	Curriculum Director Certificate of Praise

**Please note that our Rewards Policy remains dynamic and as we progress through the year we may adjust and develop the policy to ensure that the successes of all our students are acknowledged. In addition to this, we hope to develop the scope of the policy to include Employer Sponsored Rewards linked directly to our Health, Sport, and Computing specialisms.*