

Friarage Community Academy

Appendix 1- reward and consequence system

Rewards Overview

Pupils are rewarded in a variety of ways for following the school rules and demonstrating positive attitudes to learning.

- **Dojo Points:** Awarded for following the three academy rules – WORK HARD, BE KIND, BE SAFE, BE RESPECTFUL, BE BRAVE – as well as for good attendance, punctuality, and positive learning behaviours. Pupils can spend their Dojo Points in the Friarage Reward Shop.
- **Celebration Assembly:** Each Friday, pupils' work and learning behaviours are celebrated, and Fantastic Friar certificates are awarded.
- **Half-Term Achievement:** At the end of each half term, one child from each class is chosen for exemplary work, effort, or contribution.
- **Other Rewards:** Positive verbal feedback, stickers, postcards, certificates, and other recognition are given regularly by staff.

STAGE	WHAT IT LOOKS LIKE	STAFF ACTION	WHAT ADULTS WILL SAY
R1	Following school rules and values (WORK HARD, BE KIND, BE SAFE, BE RESPECTFUL, BE BRAVE)	Verbal praise. Award up to 1 dojo	"Thank you for showing Green behaviour by _____."
R2	Noticeable effort, improvement, or positive learning behaviour.	Verbal praise. Award up to 2 dojo	"I can see the effort you've put into _____. That's great Green behaviour."
R3	Consistently high effort, excellent work, or significant improvement.	Verbal praise. Award up to 3 dojos	"That was outstanding effort with _____. You've really impressed me."
R4	Remarkable effort or contribution that positively impacts the class or school community.	Award FRIARAGE Gem + special sticker from SLT. SLT will give 3 extra dojos . Teacher contacts parents.	"You've earned a Friarage Gem for _____. Let's share why this was so impressive."
R5	Exceptional achievement that should be celebrated with parents.	Award FRIARAGE Gem + special sticker from SLT. SLT may give up to 5 extra dojos . SLT to contact parents.	"Your effort/achievement in _____ was exceptional. We'll let your parents know how proud we are."

Class teachers will track Gem awards to ensure positive follow-up conversations with parents/carers take place.

Gem Rewards – Whole School Achievements

At Friarage, exemplifying our motto of 'Together we can' pupils will earn FRIARAGE Gems for following the Academy Rules and will earn a reward for the whole school.

The Friarage Five

- Work Hard
- Be Safe
- Be Kind
- Be Respectful
- Be Brave

Every Gem added to the school jar takes us closer to that special whole-school reward. This encourages teamwork, celebrates effort, and shows the impact of positive choices across the academy.

REWARD MILESTONES:

GEM TARGET	SUGGESTED WHOLE-SCHOOL REWARD
100 Gems	Extra-long, extra afternoon break with music
250 Gems	Cupcake creation/brighten a biscuit session followed by afternoon play with music
500 Gems	Activity Afternoon (art, quizzes, games)
750 Gems	Movie Afternoon with popcorn
1,000 Gems	Disco/Party with games (including non-uniform)
1,250 Gems	Ice cream treats and extra playtime with music
1,500 Gems	Performance/Experience e.g. Sports Coach, Theatre Company Visit, Magician

A Fresh Start	• Pupils return to Green at the start of the day, after break, and after lunch. • Any unfinished sanctions are completed calmly the next day, but children start fresh on Green each morning.
No Shouting Policy and Restorative Approach	Adults will not shout at pupils when dealing with behaviour. Adults teach children what good behavior looks like and deal with all incidents using a Restorative Approach. The following philosophy will be employed “When little people are overwhelmed by big emotions, it is our job to share our calm. Not join their chaos”. Restorative Approach Across All Stages: • Calm tone, no shouting. • Focus on repair and learning from mistakes. • Use of reflective questions: "What happened? What were you thinking? What do you need to do to put things right?"

CONSEQUENCES

STAGE	BEHAVIOUR EXAMPLES	STAFF ACTION	WHAT ADULTS WILL SAY
Reminder	Low- level behaviours (e.g., swinging on chair, calling out, distracting others, not following instructions).	Give clear rule reminder. Move name out of green and alongside it.	"To stay Green you need to _____. Right now, you're choosing not to. Make a Green choice."
C1	Continued low-level disruption after reminder: • swinging on chair • calling out • unkind words • refusal first time.	5 minutes of break missed. Remind pupil of the rule.	"Our rule is _____. You didn't follow it this time, so you'll spend 5 minutes with me. Next time, I need to see you _____."
C2	Continued disruption after C1.	10 minutes of break missed. Reaffirm expectations.	"Our rule is _____. You've chosen not to follow it, so your consequence is 10 minutes with me. I expect to see you _____."
C3	Ongoing disruption after C2. Given immediately if physical behaviour is used (e.g., unkind hands), even if responsibility is shared.	15 minutes of break missed with restorative conversation. Inform Head (Mrs Cappleman). Class teacher will inform the child's parents.	"Our rule is _____. You've continued to choose not to follow it, so you'll spend 15 minutes with me. We'll talk about what happened and how to put it right."
C4	Continued refusal to follow reasonable instructions. Immediately given for: • Leaving the room without permission • Destructive or unsafe behaviour • Physical Incident • Continued disruptive behaviour which stops the learning of others • Deliberate offensive comments relating to protected characteristics	20 minutes out of class in a paired class or with SLT. Plus 30 minutes loss of lunchtime break with SLT Class teacher will inform the child's parents. If a pupil has more than five C4s in a term SLT will contact parents.	"Our rule is _____. You didn't follow it, so you'll spend 20 minutes in a paired class or with SLT. When you return, I need to see you _____."
C5	Severe behaviours such as: • Significant physical violence against another pupil or adult including threatening behaviour. • Proven bullying including around protected characteristics • Intentional / repeated destructive or unsafe behaviour • Bringing prohibited items into school	Consequences could include internal or external suspension depending on severity, in line with DfE guidance. Parents contacted by SLT.	"You have not followed our rule, which is _____. Because of that choice, you'll be sent to a senior leader. Together, you'll discuss what happened and how we can move forward."

Children must be sent to their partner class with work.