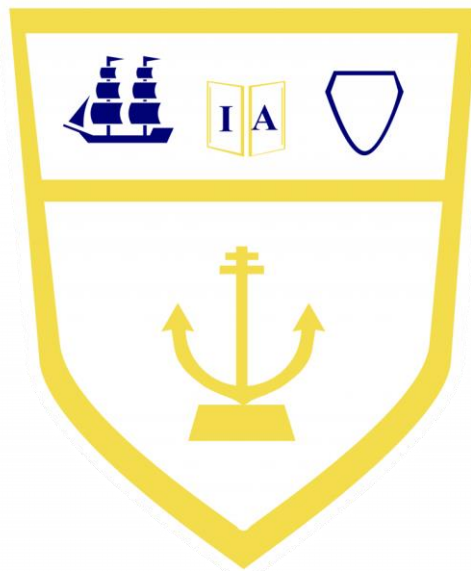


# **Inverclyde Academy**

**Celebrating our Values**

**Respect**



**Equality**

**Success**

**Responsibility**

## **WE ARE INVERCLYDE ACADEMY**

Inverclyde Academy provides opportunities for students to realise their hopes and aspirations, an ideal platform on which to grow into confident capable adults.

We challenge each and every student to discover their particular gifts and talents and believe that each child is unique.

### **RESPECT**

All our expectations are based on mutual respect in line with Inverclyde Academy's Rights Respecting learning community status.

"In this school there are lots of pupils with different challenges in their lives. Inverclyde Academy supports us all"

S3 pupil (2019)

### **RESPONSIBILITY**

The community of Inverclyde Academy recognise that we are responsible for our own behaviour and the impact our behaviour has on others.

"At Inverclyde Academy my views matter. They have taught me to take responsibility for my learning and my future."

S5 pupil (2019)

### **EQUALITY**

Equality encompasses a much broader, holistic approach to physical and mental health by forming and sustaining good personal, social and working relationships.

"I feel Inverclyde Academy looks after everyone, they value everybody is everyone is made to feel welcome."

S4 pupil (2022)

### **SUCCESS**

We recognise that success covers more than academic results. We support our young people in all their endeavours on their individual pathways. It is about success for all, for many of our pupils this is provided through targeted intervention and support.

"In lessons, staff show us learning intentions and success criteria so we know exactly how to be successful. Staff also support us from the Impact Zone so I can get support."

S2 pupil (2022)

These values are central to our work at Inverclyde Academy. We strive to motivate each individual to take ownership and responsibility for their own learning and to therefore achieve their full potential.

## **Overall Quality of Learner's Achievements HGIOS 4**

"Overall, our learners are successful, confident, exercise responsibly and contribute to the life of the school, the wider community and as global citizens. They are personally and socially adept and have achieved a range of skills and attributes through a wide range of activities, as they move through their learning pathways they take increasing responsibility for ensuring they continue to add value to their achievements."

## **Aims**

In recognising effort and achievement in Inverclyde Academy we aim to:

- Promote a positive ethos of effort and achievement in the school;
- Raise the self-esteem of our learners to enable them to be confident individuals;
- Reward those who achieve success;
- Recognise and reward the contribution made by staff and learners to the schools and the wider community;
- Recognise and reward learners' improvements and progress both in and out of school.

## **Rationale**

Our school vision, values and aims encourage young people to be respectful to each other and themselves, be responsible in their actions, have opportunities for success in their education and show equality to all. At all levels, we recognise success, as an individual or as part of a House. House identity is an ever-developing theme and each year House Captains bring more to the role and the school community through innovative projects, charity fundraising and promotion of house activity which all contribute to the House Cup. House identity celebrates success and promotes positive contributions and a sense of school community.

## **How We Celebrate Achievement**

In Inverclyde Academy celebrating achievement is a high priority. As a school we celebrate our values through many informal processes at individual and departmental level. Success are also celebrated more formally in a wide range of forms including but not exclusive to:

House System:

- House Tokens
- House Points
- House assemblies
- House noticeboards
- Winning House pupils are entered into a raffle termly for prizes

School System:

- Merits
- Pupil Achievement Box
- Pupil of the Month – Departments
- Department praise cards or certificates
- Department display boards
- HT Big Breakfast – Top 10% of merits
- DHT Breakfast – Nominations from DHT or staff.
- HT Certificates at the end of a term
- Gold and Silver Awards
- S1/S2/S3 Awards Ceremony
- S4/S5/S6 Achievement Awards
- Big Day Out in June



We communicate our successes through our Social Media Platforms (Twitter: @invacad Instagram: Inverclyde.academy), local news, our School Newsletter and through House and year group assemblies.



## **Individual Successes**

Staff should award merits to pupils each period if they are displaying the school values of respect, responsibility, success or equality. Merits will be added at the end of a period so that pupils can visibly see these in their monthly learner conversation with their Pupil Support Teacher in PSE or DYW lessons. In these meetings, Pupil Support Staff will discuss their merits, demerits, referrals and attendance. Pupil Support staff may set targets with pupils in these meetings or add further interventions if required. GIRFEC Alerts will be put out weekly which will update staff to any new strategies or interventions in place for any young person.

Pupils can achieve a Gold or Silver award if they meet the criteria and will receive a certificate and a Gold Star following the collation of these results. Any pupil who did not meet the criteria will receive a letter home to alert parents that unfortunately they did not meet the criteria at this time.

Each term, the top 10% of our highest merit earners will be invited to the Headteacher's Big Breakfast. This is an opportunity for pupils to have breakfast with the Head Teacher and receive a Gold Star for their House. DHT's will also have a termly Big Breakfast where they can invite pupils who have gone over and above through their Tracking Reports. Staff also have the opportunity to nominate pupils who have displayed our values to attend the breakfast also.

**Merits**



**Achievements**



**Department Rewards**



**HT Big Breakfast**

**DHT Breakfast**



**HT Certificates**



**Awards Ceremonies**

## House Identity

Inverclyde Academy has three Houses

**Arran**



**Cumbrae**



**Eriskay**



Pupils are allocated to Houses when they enter their first year in the school and have the support of one Principal Teacher of Pupil Support and one Depute Head Teacher for their year group.

Arran	Cumbrae	Eriskay
BGE – Ms Hurrell	BGE – Mrs Mooney and Mrs Walker	BGE – Mrs Sherry
Senior Phase – Mr Monaghan	Senior Phase – Miss Mitchell	Senior Phase – Miss Smith
House Captains	House Captains	House Captains



All staff, teaching and non-teaching are allocated to houses. Points are awarded through healthy competition and it is the responsibility of all to show our school values and work together for your house.

Pupils have badges to show which house they are in and staff have photo ID lanyards to match their house. Each House has Junior House Captains for S4, as well as Senior House Captains from S5 and S6. Principal Teachers of Pupil Support lead the recruitment process for House Captains through an application process. House Captains play an important role as part of the house team. They are responsible for:

- Counting House Tokens at the end of each term
- Updating achievement and house boards
- Restocking tokens and updating our House Token Tubes
- Organising various Recognising our Values Activities
- Fund raising activities
- Promote the use of the pupil success through our Achievement Box
- Fun-Friday at the end of every month

## **House Points System**

Staff are encouraged to issue up to 3 tokens each period and briefly explain to the young person why they have received it. These will be issued every period for any of the following:

- Good or improved effort
- Good or improved behaviour
- Contribution to or leadership of learning
- Quality of work
- Attainment or Achievement
- Supporting others
- Embracing school values

The tokens are coloured by house and young people should add them to their House Token Jars which are in every classroom across the school. These will be emptied each week by House Captains and tokens will be restocked for staff at this time also. Principal Teachers (Pupil Support and Curriculum) and Senior Leaders can issue Gold and Silver House Stars if they feel a young person has had an exceptional success in academic terms or other whole school contributions. A house token is worth 1 point, a Silver Star worth 25 points and a Gold Star worth 50 House points.

DHT's will also have a termly Big Breakfast where they can invite pupils who have gone over and above through their Tracking Reports. Staff also have the opportunity to nominate pupils who have displayed our values to attend the breakfast also.

To recognise the success of pupils in the community boxes will be made available to enable all young people to nominate themselves or their peers for recognition (situated inside the Pupil Support Office). A further box at the office will enable visitors / guests / pupils / staff and parents to nominate young people who deserve recognition. This will be emptied once per month prior to House Captain Meetings. Staff will complete the extra-curricular awards sheet for the office monthly to celebrate the achievements of young people representing the school and they will be awarded 10 House Points each time they represent the school. Year-group assemblies will ensure that pupils will be reminded of this opportunity and that they will be actively contributing to their own House total. This element of healthy competition will further motivate pupils and staff to ensure that all successes are suitably recognised.

Opportunities to submit achievements online are available via the school website, providing pupils and parents with a means of communicating directly with school. DHT will check monthly prior to House Captain meetings.



**House Tokens**



**Gold Stars**

**Silver Stars**



**DHT Breakfast**



**House Raffle**



**House Cup**



**Reward Afternoon**