

Attendance, Absence and Punctuality Policy

Audience:	Parents School staff Local Governing Bodies Cluster Boards
Ratified:	REAch2 Education Committee 3/5/2022
Other related policies:	Safeguarding and Child Protection Policy Complaints Procedures Policy Behavioural Policy Children Missing Education Policy Home Visit Policy Pupils with Medical Conditions Policy
Policy owner:	Gill Ellyard – Director of Education
Review frequency:	Every 3 Years



At REAch2, our actions and our intentions as school leaders are guided by our Touchstones.

- Integrity** We recognise that we lead by example and if we want children to grow up to behave appropriately and with integrity then we must model this behaviour
- Responsibility** We act judiciously with sensitivity and care. We don't make excuses, but mindfully answer for actions and continually seek to make improvements
- Inclusion** We acknowledge and celebrate that all people are different and can play a role in the REAch2 family whatever their background or learning style
- Enjoyment** Providing learning that is relevant, motivating and engaging releases a child's curiosity and fun, so that a task can be tackled and their goals achieved
- Inspiration** Inspiration breathes life into our schools. Introducing children to influential experiences of people and place, motivates them to live their lives to the full
- Learning** Children and adults will flourish in their learning and through learning discover a future that is worth pursuing
- Leadership** REAch2 aspires for high quality leadership by seeking out talent, developing potential and spotting the possible in people as well as the actual

Contents

Policy Overview	3
Overarching Principles	3
Roles and Responsibilities	3
How This Relates to National Guidance and Statutory Requirements	4
Definitions	5
Policy in Detail.....	6
Training of staff	6
Pupil expectations.....	6
Pupils at risk of persistent absence (PA)	6
Absence procedures.....	7
Parental involvement.....	7
Attendance register	7
Attendance officer	8
Lateness	9
Term-time leave.....	9
Leave during lunch times	9
Truancy.....	10
Missing children	10
Religious observances	10
Appointments	10
Modelling, sport and acting performances/activities.....	10
Young carers.....	11
Rewarding good attendance and punctuality.....	11
Monitoring and review	11
Policy Review	12

Policy Overview

Overarching Principles

In order to facilitate teaching and learning, good attendance and punctuality is essential. Pupils cannot achieve their full potential if they do not regularly attend school, on time.

REAch2 and it's schools are committed to:

- Ensuring parents follow the framework set in section 7 of the Education Act 1996, which states that the parent of every child of compulsory school age shall cause them to receive efficient full-time education suitable to their age, ability and aptitude, and to any SEND they may have, either by regular attendance at school or otherwise.
- Promoting and modelling good attendance and punctuality behaviour.
- Ensuring equality and fairness of treatment for all.
- Implementing our policies in accordance with the Equality Act 2010.
- Early intervention and working with other agencies to ensure the health and safety of our pupils.
- Rewarding regular attendance and good punctuality.

Roles and Responsibilities

The governing board has overall responsibility for:

- Monitoring the implementation of this policy and all relevant procedures across the school.
- Ensuring that this policy, as written, does not discriminate on any grounds, including, but not limited to, ethnicity/national origin, culture, religion, gender, disability or sexual orientation.
- Handling complaints regarding this policy as outlined in the school's Complaints Procedures Policy.
- Having regard to 'Keeping children safe in education' when making arrangements to safeguard and promote the welfare of children.

The headteacher is responsible for:

- The day-to-day implementation and management of this policy and all relevant procedures across the school.
- Ensuring all parents are aware of the school's attendance and punctuality expectations and procedures.
- Ensuring that every pupil has access to full-time education and will act as early as possible to address patterns of absence.

Staff are responsible for:

- Following this policy and ensuring pupils do so too.
- Ensuring this policy is implemented fairly and consistently.
- Modelling good attendance and punctuality behaviour.
- Using their professional judgement and knowledge of individual pupils to inform decisions as to whether any welfare concerns should be escalated.
- Where designated, taking the attendance register at the relevant times during the school day.

The Designated Safeguarding Lead is responsible for informing the LA of any pupil being deleted from the admission and attendance registers if they:

- Are being educated from home.

- No longer live within a reasonable distance of the registered school.
- Have an authorised medical note.
- Have been permanently excluded.

Pupils are responsible for:

- Attending their lessons and any agreed activities when at school.
- Arriving punctually to lessons when at school.

Parents are responsible for:

- Providing accurate and up-to-date contact details.
- Providing the school with more than one emergency contact number.
- Updating the school if their details change.
- The attendance and punctuality of their children at school.
- Promoting good attendance and punctuality with their children.

How This Relates to National Guidance and Statutory Requirements

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education Act 1996
- Equality Act 2010
- The Education (Pupil Registration) (England) Regulations 2006 (As amended)
- The Children (Performances and Activities) (England) Regulations 2014
- Children and Young Persons Act 1963
- DfE (2020) 'School attendance'
- DfE (2015) 'Child performance and activities licensing legislation in England'
- DfE (2021) 'Keeping children safe in education 2021'
- DfE (2016) 'Children missing education'
- DfE (2021) 'Improving school attendance: support for schools and local authorities'

This policy operates in conjunction with the following school policies:

- Safeguarding and child protection policy
- Complaints Procedures Policy
- Behavioural/ SEWB Policy
- Children Missing Education Policy
- Pupils with Medical Conditions Policy

Definitions

The following definitions apply for the purposes of this policy:

Absence:

- Arrival at school after the register has closed
- Not attending school for any reason

Authorised absence:

- An absence for sickness for which the school has granted leave
- Medical or dental appointments which unavoidably fall during school time, for which the school has granted leave
- Religious or cultural observances for which the school has granted leave
- An absence due to a family emergency for which the school has granted leave

Unauthorised absence:

- Parents keeping children off school unnecessarily or without reason
- Truancy before or during the school day
- Absences which have never been properly explained
- Arrival at school after the register has closed
- Absence due to shopping, looking after other children or birthdays
- Absence due to day trips and holidays in term-time which have not been agreed
- Leaving school for no reason during the day

Persistent absenteeism:

- Missing 10 percent or more of schooling across the year for any reason

Lateness:

- Arrival at school after the beginning of the school day but before the register has closed

Policy in Detail

Training of staff

The school will recognise that early intervention can prevent poor attendance and/or punctuality. As such, staff will receive training in identifying potentially at-risk pupils as part of their induction and refresher training.

Teachers and support staff will receive training on this policy as part of their induction. Following this initial training, staff will receive regular and ongoing training as part of their development.

Staff will receive training to ensure they understand that increased absence from school, or poor punctuality, could indicate a safeguarding concern, and know how such concerns should be managed.

Pupil expectations

Pupils are expected to attend school every day and need to be ready for school, helping parents/carers to ensure that they arrive at school punctually.

Pupils at risk of persistent absence (PA)

The school will ensure it provides support to pupils at risk of persistent absence (PA), in conjunction with all relevant external authorities, where necessary.

The SLT will:

- Establish a range of evidence-based interventions to address barriers to attendance.
- Monitor the implementation and quality of escalation procedures and seek robust evidence of the escalation procedures that work.
- Attend or lead attendance reviews in line with escalation procedures.
- Establish robust escalation procedures which will be initiated before absence becomes a problem by:
 - Sending letters to parents.
 - Having a weekly review with the class teacher.
 - Engaging with LA attendance teams.
 - Using fixed penalty notices.
 - Creating attendance clinics.

The governing board will engage in attendance panels to reinforce messages and outline relevance in terms of training and employment.

Where a pupil at risk of PA is also at increased risk of harm, the school will work in conjunction with all relevant authorities, e.g. social services, to support the pupil in line with the school's duty of care.

Where a pupil becomes at risk of PA, the school will:

- Welcome pupils back following any absence and provide catch-up support to build confidence and bridge gaps.
- Meet with pupils and parents to discuss patterns of absence, barriers to attendance, and any other problems they may be having.
- Establish plans to remove barriers and provide additional support.
- Lead weekly check-ins to review progress and the impact of support.
- Make regular contact with families to discuss progress.
- Consider what support for re-engagement might be needed, including for vulnerable groups.

The school attendance system will be used to give an accurate and informative view of attendance, reasons for absence and patterns within groups, including:

- Children in need
- LAC
- Pupils who are eligible for FSM
- Pupils with EAL
- Pupils with SEND

Absence procedures

Parents will be required to contact the school office via telephone or email by 9.30am on the first day of their child's absence. Alternatively, parents may call into school and report to the absence to the school office.

A telephone call will be made to the parent of any pupil who has not reported their child's absence on the first day that they do not attend school. Phone calls will be made to all school contacts, a home visit if necessary and a call to the Police and Children's Services for a Safe and Well check if the leadership team deem it necessary.

The school will always follow up any absences in order to:

- **Ascertain the reason for the absence.**
- **Ensure the proper safeguarding action is being taken.**
- **Identify whether the absence is authorised or not.**
- **Identify the correct code to use to enter the data onto the school census system.**

In the case of PA, arrangements will be made for parents to speak to the Headteacher.

If a pupil's attendance drops below 93 percent, the attendance officer will be informed, and a formal meeting will be arranged with the pupil's parent.

Where a pupil has not returned to school for 10 days after an authorised absence, or is absent from school without authorisation for 20 consecutive school days, the school will remove the pupil from the admissions register if the school and the LA have failed to establish the whereabouts of the pupil after making reasonable enquiries. (*CME statutory guidance pg 8, para 18*).

Parental involvement

The school will build respectful relationships with parents and families to ensure their trust and engagement. Open and honest communication will be maintained with pupils and their families about the expectations of school life, attendance, punctuality, and performance so that they understand what to expect and what is expected of them. The school will liaise with other agencies working with pupils and their families to support attendance and punctuality, e.g. social services.

Parents will be expected to:

- **Treat staff with respect.**
- **Actively support the work of the school.**
- **Call staff for help when they need it.**
- **Communicate with the school about possible circumstances which may affect their child's attendance / punctuality or require support.**

Attendance register

Teaching staff will take the attendance register at the start of each school day and at the start of the afternoon session. This register will record whether pupils are:

- Present.
- Absent.

The school will use the national attendance codes to ensure attendance and absence are monitored and recorded in a consistent way. The following codes will be used:

- / = Present in the morning
- \ = Present in the afternoon
- L = Late arrival before the register has closed
- C = Authorised absence
- E = Excluded but no alternative provision made
- H = Authorised holiday
- I = Illness
- M = Medical or dental appointments
- R = Religious observance
- B = Off-site education activity
- G = Unauthorised holiday
- O = Unauthorised absence (for other reasons)
- U = Arrived after registration closed
- N = Reason not yet provided
- X = Not required to be in school
- T = Gypsy, Roma and Traveller absence
- V = Educational visit or trip
- P = Participating in a supervised sporting activity
- D = Dual registered – at another educational establishment
- Y = Exceptional circumstances
- Z = Pupil not on admission register

Please see the appendix to this policy for information on register coding and management of attendance and absence related to the COVID-19 pandemic.

When the school has planned in advance to be fully or partially closed, the code ‘#’ will be used for the relevant pupils who are absent. This code will also be used to record year groups who are not due to attend because the school has set different term dates for different years, e.g. induction days.

All amendments made to the attendance register will include the original entry, the amended entry, the reason for the amendment, the date of amendment and the name and role of the person who made the amendment.

Every entry received into the attendance register will be preserved for **three years** from the date of the last entry.

Attendance procedures

If they are persistently absent, pupils will be referred to the Headteacher who will attempt to resolve the situation through a parent agreement. If the situation cannot be resolved and attendance does not improve, the Headteacher has the power to issue sanctions such as prosecutions or penalty notices to parents.

The Headteacher and Designated Safeguarding Lead will monitor and analyse attendance data regularly to ensure that intervention is delivered quickly to address absence and will provide regular reports to staff across the school to enable them to track the attendance of pupils and to implement attendance procedures.

Lateness

The school will regard punctuality as of the utmost importance and lateness will not be tolerated.

The school day starts between **8:40** and **8:55am**. Pupils should be in their classroom by 8.55am. Registers are taken as follows throughout the school day:

- Registers are marked at **8:55 am**.
- The register closes at **9:15am**. Pupils will receive a mark of **absence** if they do not attend school before this time.
- After lunch, registers are marked **at 1:15pm**.
- Pupils will receive a mark of absence if they are not present.
- Pupils attending after **8:55am** will receive a mark to show that they were on site, but this will count as a late mark.

Term-time leave

The school will require parents to observe the school holidays as prescribed; therefore, **the headteacher will be unable to authorise holidays during term-time in most cases**. The headteacher will be only allowed to grant a leave of absence in exceptional circumstances. Applications will be made in advance and the headteacher will be satisfied by the evidence which is presented, before authorising term-time leave. The headteacher will determine the amount of time a pupil can be away from school during term-time. Any leave of absence is at the discretion of the headteacher. Any requests for leave during term-time will be considered on an individual basis. If parents take their child out of school during term-time without authorisation from the headteacher, they may be subject to sanctions such as penalty fines from Staffordshire Local Authority.

Leave during lunch times

Parents may be permitted to take their child away from the school premises during lunch times with permission from the Headteacher – it is at the headteacher's discretion as to whether a pupil will be allowed to leave the premises.

Parents will submit a written request, outlining the reasons for their child to leave the premises during lunch time – this request will be submitted to the Headteacher. The Headteacher will consider the request and will invite the parent into the school for a discussion regarding any concerns, as well as the timely return of their child at the end of lunch time and their child's behaviour when not on the school premises. The Headteacher reserves the right to grant or refuse a request and will inform the parent in writing of their decision within one week of the request.

Where permission has been granted, the Headteacher will ensure the pupil's name is entered on the off-site register. Our lunch time hours are 12:15pm - 1:15pm. Pupils will leave the school premises within 10 minutes of the start of lunch and will return no later than 5 minutes before the end of lunch.

Parents will be required to meet their child at the school office when taking them off the premises – the pupil will be signed out and back in using the register book in the school office. A member of staff will be available at the school office before the pupil leaves the premises and upon their return to sign them back in. No pupil will leave the premises before the member of staff has given their permission.

If a pupil is expected to be leaving the school premises, they are required to do so – pupils will go home as soon as they leave the site and will not loiter outside the premises. If a pupil expected to leave no longer has reason to do so, e.g. a medical appointment is cancelled, they will inform a member of staff at the school office immediately.

The headteacher reserves the right to withdraw their permission at any time – this may occur, for example, where there are attendance concerns. Any decision to withdraw permission will be in writing, explaining the reasons for the Headteacher's decision. If permission is withdrawn, parents will not be entitled to appeal the decision. Parents will be able to withdraw their request at any time – the request will be submitted in writing to the headteacher.

Permission will be updated on a half-termly basis – letters will be sent to parents at the beginning of each term to confirm whether they would like their request to continue.

Truancy

Truancy will be considered as any absence of part, or all, of one or more days from school, during which the school has not been notified of the cause behind such absence.

All staff will be actively engaged in supporting the regular attendance of pupils and understand the importance of continuity in each pupil's learning.

All pupils are expected to be in their classes by 8.55am and 1:15pm, where the teacher will record the attendance electronically. Any pupil with permission to leave the school during the day must sign out at the school office and sign back in again on their return.

Immediate action will be taken when there are any concerns that a pupil might be truanting. If truancy is suspected, the headteacher is notified, and they will contact the parent in order to assess the reasons behind the pupil not attending school.

The following procedures will be taken in the event of a truancy:

- In the first instance, a letter of warning will be sent to the parents of the pupil, informing them of the truancy and stating that any future occurrences could result in further action being taken.
- If any further truancy occurs, then the school will consider issuing a penalty notice.
- A penalty notice will be issued where there is overt truancy, inappropriate parentally condoned absence, excessive holidays in term-time and persistent late arrival at school.

Missing children

Pupils will not be permitted to leave the school premises during the school day unless they have permission from the school. Please refer to REAch2 Missing Pupil Policy.

[https://reach2.sharepoint.com/Shared%20Documents/Policies/Missing%20Pupils%20Policy%20\(Sept%202020\).docx](https://reach2.sharepoint.com/Shared%20Documents/Policies/Missing%20Pupils%20Policy%20(Sept%202020).docx)

Religious observances

The school will take advice from local religious leaders of all faiths to establish the appropriate number of days of absence required for religious festivals. Parents will be required to inform the school in advance if absences are required for days of religious observance.

Appointments

As far as possible, parents will be encouraged to book medical and dental appointments outside of school hours. Where this is not possible, proof of the medical appointment will be provided by the parents to the school office.

If the appointment requires the pupil to leave during the school day, they will be signed out at the school office and collected by a parent. Pupils will be expected to attend school before and after the appointment wherever possible. Any appointments taken without providing evidence will be recorded as unauthorised absence.

Modelling, sport and acting performances/activities

The school will ensure that all pupils engaging in performances/activities (whether they, or another person, receives payment or not), which require them to be absent from school, understand that they will be required to obtain a licence from the LA which authorises the school's absence(s).

Additional arrangements will be made by the school for pupils engaging in performances or activities that require them to be absent from school to ensure they do not fall behind in their education – this may involve private teaching. These arrangements will be approved by the LA who will ensure that the arrangements are suitable for the pupil.

The pupil will receive education that, when taken together over the term of the licence, amounts to a minimum of three hours per day that the pupil would be required to attend a school maintained by the LA issuing the licence. This requirement will be met by ensuring a pupil receives an education:

- For not less than six hours a week; and
- During each complete period of four weeks (or if there is a period of less than four weeks, then during that period), for periods of time not less than three hours a day; and
- On days where the pupil would be required to attend school if they were attending a school maintained by the LA; and
- For not more than five hours on any such day.

Where a licence has been granted by the LA and it specifies dates of absence, no further authorisation will be needed from the school. Where an application does not specify dates, and it has been approved by the LA, it is at the discretion of the headteacher to authorise the leave of absence for each day. The headteacher will not authorise any absences which would mean that a pupil's attendance would fall below *96 percent*. Where a licence has not been obtained, the headteacher will not authorise any absence for a performance or activity.

Young carers

The school understands the difficulties that face young carers and will endeavour to identify young carers at the earliest opportunity, as well as through their time at the school. A caring and flexible approach will be taken to the needs of young carers and each pupil will be examined on a case-by-case basis, involving other agencies if appropriate.

The school, in conjunction with relevant authorities, will implement support for pupils who are young carers, to encourage their sustained and regular attendance at school in line with the school's expectations.

Rewarding good attendance and punctuality

The school will develop strategies for ensuring that pupils with health needs or home circumstances that result in additional absences are not unfairly excluded from attendance rewards, e.g., by setting individualised targets.

Monitoring and review

Attendance and punctuality will be monitored throughout the year. The school's attendance target is 96 percent – full details of the school's absence levels can be found on the school website.

Heath Hayes Academy has adopted the following attendance and punctuality monitoring procedures, to ensure that pupils' attendance and punctuality meets the expected standard, and effective intervention is provided where pupils' attendance and/or punctuality falls below the standard:

1. SLT check attendance daily via Arbor.
2. Half termly attendance supervision meetings with the safeguarding supervision schedule.
3. Attendance and punctuality is discussed by classroom teachers. Any attendance/punctuality trends noticed by classroom teachers are passed immediately to the SLT.
4. Contact is made with parents on the first day of absence for any pupil absence not reported. 'N' codes are used to indicate that the pupil is absent for a reason not yet provided by the class teacher when completing the register; these N codes will be changed by the office staff with the relevant code depending on the reason given for absence.
5. Contact is made to the parents of any pupils marked using the N code. N codes will be changed to unauthorised absence if a suitable reason for absence is not provided or no reason for absence is provided.

6. If a pupil's attendance falls to 96 percent, this will be highlighted to the parents at the earliest opportunity by the Headteacher or DSL.
7. If a pupil's attendance falls below *96 percent*, a letter or email is sent home raising concerns that their attendance has fallen below the school's expected standard and that the attendance will be monitored for the next 6 weeks for improvements.
8. If a pupil's attendance falls below *90 percent*, a letter or email is sent home explaining that the pupil's attendance is now being monitored weekly until it is above 96 percent. Any further absences must be supported by professional advice. Either the Headteacher or DSL contacts the parents to discuss this.
9. The pupil's attendance is monitored for *two weeks* and, if attendance does not improve after this time, parents are required to attend a meeting in school with the classroom teacher and set targets for their child. If parents are unwilling to cooperate, or are genuinely unable to attend, a referral may be required to the local education welfare officer (EWO), who will then conduct a home visit.
10. After the two-week monitoring period, and if targets are met, a letter is sent home from the SLT to congratulate the pupil and their parents on improving attendance. Monitoring and communication with the parents continues until attendance stabilises to 96 percent.
11. If targets are not met, the classroom teacher makes a referral to the EWO. Education welfare protocol is followed, and a parental contract is drawn up. A four-week monitoring period is established and, if there are no improvements, a final written warning is issued to the parents. If there is no improvement after an additional four weeks, a fixed-penalty notice is issued.

Policy Review

The policy will be reviewed every *three years* and more often as required in order to be in accordance with any changes to statutory requirements by the headteacher. The next scheduled review date for this policy is May 2025.

Any changes made to this policy will be communicated to all relevant stakeholders.

