



**Winifred Holtby**  
Academy

Respect, Ambition, Achievement

# Attendance and Absence Policy

Winifred Holtby Academy  
Part of The Consortium Academy Trust (TCAT)  
An Exempt Charity Limited by Guarantee  
Company Number 07665828

<b>Status</b>	Live
<b>Policy Owner (Position)</b>	Deputy Headteacher
<b>Statutory / Recommended</b>	Statutory
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<b>Linked Documents and Policies</b>	Child Protection and Safeguarding Policy Behaviour Policy

## 1.0 Statement of Intent

Winifred Holtby Academy believes that in order to facilitate teaching and learning, good attendance is essential. Pupils cannot achieve their full potential if they do not regularly attend the academy.

We understand that barriers to attendance are complex, and that some pupils find it harder than others to attend school; therefore, we will continue to prioritise cultivating a safe and supportive environment at school, as well as strong and trusting relationships with pupils and parents.

We take a whole-academy approach to securing good attendance and recognise the impact that our efforts in other areas – such as the curriculum, behaviour standards, bullying, SEND support, pastoral support, and the effective use of resources such as pupil premium – can have on improving pupil attendance.

We are committed to:

- Promoting and modelling high attendance and its benefits.
- Ensuring equality and fairness for all.
- Intervening early and working with other agencies to ensure the health and safety of our pupils.
- Building strong relationships with families to overcome barriers to attendance.
- Working collaboratively with other academies in The Consortium Academy Trust and other schools in the area, as well as other agencies.
- 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.
- Ensuring our attendance policy is clear and easily understood by all staff, parents and pupils.
- Regularly monitoring and analysing attendance and absence data to identify pupils or cohorts that require more support.

The academy's attendance officers are Maria Levitt and Tanya Tomlinson. They can be contacted via [attendance@winifredholtbyacademy.com](mailto:attendance@winifredholtbyacademy.com). Staff, parents and pupils will be expected to contact the attendance officer for queries or concerns about attendance.

The academy's Education Welfare Officer is Sarah Templeman. She can be contacted via [STempleman@winifredholtbyacademy.com](mailto:STempleman@winifredholtbyacademy.com).

## 2.0 Legal Framework

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)
- DfE (2022) 'Working together to improve school attendance'
- DfE (2016) 'Children missing education'
- DfE (2022) 'Keeping children safe in education 2022'

This policy operates in conjunction with the following academy policies:

- Complaints Procedures Policy
- Child Protection and Safeguarding Policy
- Behaviour Policy
- SEND Policy and Supporting Pupils with Medical Conditions Policy
- Social, Emotional and Mental Health (SEMH) Policy

### **3.0 Definitions**

The following definitions apply for the purposes of this policy:

#### **Absence:**

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

#### **Authorised absence:**

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

#### **Unauthorised absence:**

- Parents keeping children off school unnecessarily or without reason
- Truancy before or during the academy day
- Absences which have never been properly explained
- Arrival at the academy 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 the academy for no reason during the day

#### **Persistent absence (PA):**

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

### **4.0 Roles and Responsibilities**

The governing board has overall responsibility for:

- Monitoring the implementation of this policy and all relevant procedures across the academy.
- Promoting the importance of good attendance through the academy's ethos and policies.
- Arranging attendance training for all relevant staff that is appropriate to their role.
- Working with the SLT to set goals for attendance and providing support and challenge around delivery against those goals.
- 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 academy'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 academy.
- Appointing a member of the SLT to the attendance leadership role.
- Ensuring all parents are aware of the academy's attendance 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.

The Attendance and Education Welfare Officer is responsible for:

- Managing the resolution of problems that are preventing students from attending regularly.
- Liaising with pastoral teams to secure the education welfare of students.
- Coordinating and leading home visits to address attendance barriers with families.
- Informing the LA of any pupil being deleted from the admission and attendance registers.
- Leading and managing formal and legal attendance proceedings.
- Liaising with alternative providers to ensure the welfare of those students educated out of the academy.

The Attendance Officers are responsible for:

- Liaison with parents and carers on issues relating to attendance for students who are absent and to provide first day absence contact before 9.30am each morning.
- Using data to track attendance and support individuals who cause concern.
- Sharing Tutor group and year data with appropriate parties and monitoring the recording of attendance in student planners.
- Undertaking home visits to address attendance barriers with families.
- Acting as key mentors for pupils in or at risk of persistent 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 behaviour.
- Using their professional judgement and knowledge of individual pupils to inform decisions as to whether any welfare concerns should be escalated.
- Where designated, accurately taking the attendance register at the relevant times during the academy day.

Parents and carers are responsible for:

- Providing accurate and up-to-date contact details.
- Providing the academy with more than one emergency contact number.
- Updating the academy if their details change.
- The attendance of their children at the academy.
- Promoting good attendance with their children.
- Informing the on any day that their child is going to absent.

Pupils are responsible for:

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

## **5.0 Expectations**

Pupils will be expected to:

- Attend the academy every day they are required to be at the academy, for the full day.
- Attend the academy punctually.
- Attend every timetabled lesson.

The academy day starts at 8:30am for Years 8, 10 and 11 and 8:35am for Years 7 and 9 students. Pupils will have a morning break at either 10:00am or 11.05am which will last for 15 minutes. Lunch break at 12:25pm, or 1.30pm which will last for 30 minutes. Pupils will be expected to have returned from each break and be ready to recommence learning after 5 minutes of movement time.

Registers will be taken as follows throughout the academy day:

- The morning register will be marked by 8:45am Pupils will receive a late mark if they are not in their classroom by this time. Pupils attending after this time will receive a mark to show that they were on site, but this will count as a late mark
- The morning register will close at 9:30am. Pupils will receive a mark of absence if they do not attend the academy before this time.
- The afternoon register will be marked by 1:00pm Pupils will receive a late mark if they are not in their classroom by this time

Class teachers will also take registers at the start of each lesson period to ensure that pupils are attending all timetabled lessons. These registers will be analysed alongside formal registers in line with the section of this policy.

Pupils will be encouraged to communicate any concerns related to attendance and absence as soon as possible to the relevant member of staff.

Parents will be required to contact the academy office via telephone before **8.45am** on the first day of their child's absence – they will be expected to provide an explanation for the absence and an estimation of how long the absence will last, e.g. one academy day.

Where a pupil is absent, and their parent has not contacted the academy by **the close of the morning register** to report the absence, administrative staff will contact the parent via Text and telephone call as soon as is practicable on the first day that the pupil does not attend the academy.

The academy 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 academy census system.

The academy will not request medical evidence in most circumstances where a pupil is absent due to illness; however, the academy reserves the right to request supporting evidence where there is significant absence over time or genuine and reasonable doubt about the authenticity of the illness.

In the case of PA, arrangements will be made for parents to speak to the attendance officer. The academy will inform the LA, on a **termly** basis, of the details of pupils who fail to attend regularly, or who have missed 10 school days or more without authorisation.

If a pupil's attendance drops below **85 percent**, the attendance officer will arrange a formal meeting with the pupil and their parent.

Where a pupil has not returned to the academy for 10 days after an authorised absence or is absent from the academy without authorisation for 20 consecutive school days, the academy will remove the pupil from

the admissions register if the academy and the LA have failed to establish the whereabouts of the pupil after making reasonable enquiries.

## **6.0 Attendance Registers**

The academy uses Arbor management information system to keep attendance registers to ensure they are as accurate as possible and can be easily analysed and shared with the appropriate authorities.

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

- Present.
- Absent.
- Attending an approved educational activity.
- Unable to attend due to exceptional circumstances.

The academy 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 = Leave of absence granted by the academy
- H = Authorised holiday
- E = Excluded but no alternative provision made
- I = Illness
- M = Medical or dental appointments
- R = Religious observance
- [New] S = Study leave
- T = Gypsy, Roma and Traveller absence
- G = Unauthorised holiday
- N = Reason not yet provided
- O = Unauthorised absence
- U = Arrived after registration closed
- D = Dual registered at another educational establishment
- B = Off-site education activity
- J = At an interview with prospective employers, or another educational establishment
- P = Participating in a supervised sporting activity
- V = Educational visit or trip
- W = Work experience
- Y = Exceptional circumstances
- Z = Pupil not on admission register

When the academy 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 academy 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.

## **7.0 Authorising Parental Absence Requests**

Parents will be required to request certain types of absence in advance. All requests for absence will be handled by the headteacher – the decision to grant or refuse the request will be at the sole discretion of the headteacher, taking the best interests of the pupil and the impact on the pupil's education into account. The headteacher's decision is not subject to appeal; however, the academy will be sympathetic to requests for absence by parents and will not deny any request without good reason.

### **Leave of absence**

The academy will only grant a pupil a leave of absence in exceptional circumstances. In order to have requests for a leave of absence considered, the academy will expect parents to contact the headteacher in writing at least two weeks prior to the proposed start date of the leave of absence, providing the reason for the proposed absence and the dates during which the absence would be expected to occur.

Any requests for leave during term time will be considered on an individual basis and the pupil's previous attendance record will be taken into account. Where the absence is granted, the headteacher will determine the length of time that the pupil can be away from the academy. The academy is not likely to grant leaves of absence for the purposes of family holidays.

Requests for leave will not be granted in the following circumstances:

- During Year 7 when a pupil is settling into the academy, unless certain exceptional circumstances apply, e.g., the death of a family member
- Immediately before and during assessment periods
- When a pupil's attendance record shows any unauthorised absence
- Where a pupil's authorised absence record is already above 10 percent for any reason

If term-time leave is not granted, taking a pupil out of the academy will be recorded as an unauthorised absence and may result in sanctions, such as a penalty notice. The academy cannot grant leaves of absence retrospectively; therefore, any absences that were not approved by the academy in advance will be marked as unauthorised.

### **Illness and healthcare appointments**

Parents will be expected to make medical or dental appointments outside of academy hours wherever possible. Where this is not possible, parents will be expected to obtain approval for their child's absence to attend such appointments as far in advance as is practicable. Parents will be responsible for ensuring their child misses only the amount of time necessary to attend the appointment.

### **Performances and activities, including paid work**

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

Additional arrangements will be made by the academy for pupils engaging in performances or activities that require them to be absent from the academy 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 academy. 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.

### **Religious observance**

Parents will be expected to request absence for religious observance at least **two weeks** advance.

The academy will only accept requests from parents for absence on grounds of religious observance for days that are exclusively set apart for religious observance by the relevant religious body. The academy will define this as a day where the pupil's parents would be expected by an established religious body to stay away from their employment to mark the occasion.

The academy may seek advice from the religious body in question where there is doubt over the request.

### **Gypsy, Roma and Traveller absence**

Where a pupil's parent belongs to a community covered by this code and is travelling for occupational purposes, the parent will be expected to request a leave of absence for their child at least **two weeks** in advance. Absences will not be granted for pupils from these communities under this code for reasons other than travel for occupational purposes.

## **8.0 SEND and Health Related Absences**

The academy recognises that pupils with SEND and/or health conditions, including mental health issues, may face greater barriers to attendance than their peers, and will incorporate robust procedures to support pupils who find attending the academy difficult.

In line with the SEND Policy and Supporting Pupils with Medical Conditions Policy, the school will ensure that reasonable adjustments are made for disabled pupils to reduce barriers to attendance, in line with any EHC plans or IHPs that have been implemented. The school will secure additional support from external partners to help bolster attendance where appropriate.

Where the school has concerns that a pupil's non-attendance may be related to mental health issues, parents will be contacted to discuss the issue and whether there are any contributory factors to their child's lack of attendance. Where staff have a mental health concern about a pupil that is also a safeguarding concern, they will inform the DSL and the Child Protection and Safeguarding Policy will be followed. All pupils will be supported with their mental health in accordance with the school's Social, Emotional and Mental Health (SEMH) Policy.

If a pupil is unable to attend the academy for long periods of time due to their health, the academy will:

- Inform the LA if a pupil is likely to be away from the academy for more than 15 academy days.
- Provide the LA with information about the pupil's needs, capabilities and programme of work.
- Help the pupil reintegrate at the academy when they return.
- Make sure the pupil is kept informed about school events and clubs.



- Encourage the pupil to stay in contact with other pupils during their absence.

The school will incorporate an action plan to help any pupils with SEND and/or health issues cope with the stress and anxiety that attending the academy may cause them. Such plans will be regularly monitored and reviewed until the pupil is attending the academy as normal and there has been signs of significant improvement.

To support the attendance of pupils with SEND and/or health issues, the academy will consider:

- Holding termly meetings to evaluate any implemented reasonable adjustments.
- Incorporating a pastoral support plan.
- Carrying out strengths and difficulties questionnaire.
- Identifying pupils' unmet needs through the Common Assessment Framework.
- Using an internal or external specialist.
- Enabling a pupil to have a reduced timetable.
- Ensuring a pupil can have somewhere quiet to spend lunch and breaktimes.
- Implementing a system whereby pupils can request to leave a classroom if they feel they need time out.
- Temporary late starts or early finishes.
- Phased returns to the academy where there has been a long absence.
- Small group work or on-to-one lessons.

Tailored support to meet their individual needs.

#### **9.0 Absence in Exceptional Circumstances**

Exceptional circumstances will include when a pupil is unable to attend because:

- Transport provided by the school, LA or parent is not available and the pupil's home is not within walking distance.
- There has been widespread disruption to travel services which has prevented the pupil from attending.
- The pupil is in custody and will be detained for less than four months.

The use of the 'Y' code for exceptional circumstances will be collected in the school census for statistical purposes.

#### **10.0 Truancy**

Truancy will be considered as any absence of part, or all, of one or more days from the academy, during which the academy 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.

Any pupil with permission to leave the academy during the day must sign out at the **Attendance 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 the academy.

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 academy 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 the academy.

### **11.0 Missing Children**

Pupils will not be permitted to leave the academy premises during the academy day unless they have permission from the academy. The following procedures will be taken in the event of a pupil going missing whilst at the academy:

- The member of staff who has noticed the missing pupil will inform the headteacher immediately.
- The office staff will also be informed as they will act as a point of contact for receiving information regarding the search.
- A member of staff will stay with the rest of the class, and all other available members of staff will conduct a thorough search of the academy premises as directed by the headteacher.
- The following areas will be systematically searched:
  - All classrooms
  - All toilets
  - Changing rooms
  - The library
  - Any outbuildings
  - The academy grounds
- If the pupil has not been found after a reasonably short time, then the parents of the pupil will be notified.
- The academy will attempt to contact parents using the emergency contact numbers provided.
- If the parents have had no contact from the pupil, and the emergency contacts list has been exhausted, the police will be contacted.
- The missing pupil's form tutor will fill in an incident form, describing all circumstances leading up to the pupil going missing.
- If the missing pupil has an allocated social worker, is a looked-after child, or has any SEND, then the appropriate personnel will be informed.
- When the pupil has been located, members of staff will care for and talk to the pupil to ensure they are safe and well.
- Parents and any other agencies will be informed immediately when the pupil has been located.

The headteacher will take the appropriate action to ensure that pupils understand they must not leave the premises, and sanctions will be issued if deemed necessary. Appropriate disciplinary procedures will be followed in accordance with the Behaviour Policy.

The headteacher will carry out a full investigation and will draw a conclusion as to how the incident occurred. A written report will be produced, and policies and procedures will be reviewed in accordance with the outcome where necessary.

### **12.0 Attendance Intervention**

In order to ensure the academy has effective procedures for managing absence, the attendance team supported by the SLT, will:

- Establish a range of specific, 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 tutor review.
  - Engaging with LA attendance teams.
  - Using fixed penalty notices.
  - Creating attendance clinics.

The academy will use attendance data, in line with the '[Monitoring and analysing absence](#)' section of this policy, to develop specific strategies to improve attendance where patterns of absence are emerging. These strategies will be developed on a case-by-case basis and will consider the particular needs of the pupils whom the intervention is designed to target.

The academy will aim to improve attendance in the overall academy cohort by acknowledging good attendance in the following ways:

- Weekly Attendance draw
- Half termly certificates and letters of congratulation
- Termly reward for high attendees and significant improvers
- Termly Tutor group achievement reward.

Academy trips and events will be considered a privilege. Where attendance drops below 90 percent, these privileges may be taken away. The academy 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

### **13.0 Working with Parents and Carers to Improve Attendance**

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

The academy will ensure that there are two sets of emergency contact details for each pupil wherever possible to ensure the academy has additional options for getting in touch with adults responsible for a pupil where the pupil is absent without notification or authorisation.

The academy will ensure that parents are aware of their legal duty to ensure that their child attends the academy regularly and to facilitate their child's legal right to a full-time education – parents will be made aware that this means their child must attend the academy every day that it is open, save for in certain circumstances, e.g., sickness or absences that have been authorised by the headteacher in advance. The academy will regularly inform parents about their child's levels of attendance, absence and punctuality, and will ensure that parents are aware of the benefits that regular attendance at the academy can have for their child educationally, socially and developmentally.

If a pattern of absence becomes problematic, the attendance officer will work collaboratively with the pupil and their parents to improve attendance by addressing the specific barriers that prevent the pupil from being able to attend the academy regularly. The academy will always take into consideration the sensitivity of some of the reasons for pupil absence and will approach families to offer support rather than immediately reach for punitive approaches.

Where these barriers are related to the pupil's experience in the academy, e.g., bullying, the attendance officer will work with the headteacher and any relevant academy staff, e.g., the DSL and SENCO, to address this. Where the barriers are outside of the academy's control, e.g., they are related to issues within the pupil's family, the attendance officer will liaise with any relevant external agencies or authorities, e.g., children's social care or the LA, and will encourage parents to access support that they may need.

#### **14.0 Working with Pupils at Risk of Persistent Absence**

There are various groups of pupils who may be vulnerable to high absence and PA, such as:

- Children in need
- LAC
- Young carers
- Pupils who are eligible for FSM
- Pupils with EAL
- Pupils with SEND
- Pupils who have faced bullying and/or discrimination

The academy will ensure it provides support to pupils at risk of PA, in conjunction with all relevant external authorities where necessary.

The academy will use a number of methods to help support pupils at risk of PA to attend the academy. These include:

- Offering catch-up support to build confidence and bridge gaps in learning.
- Meeting with the pupil and their parent to discuss patterns of absence, barriers to attendance, and any other problems they may be having.
- Establishing plans to remove barriers and provide additional support.
- Leading weekly check-ins to review progress and assess the impact of support.
- Making regular contact with the pupil's parent to discuss progress.
- Assessing whether an EHC plan or IHP may be appropriate.
- Considering what support for re-engagement might be needed, including with regard to additional vulnerability.

The academy will focus particularly on pupils who have rates of absence over 50 percent and will work with the LA and other partners to engage all relevant services needed to identify and address the wider barriers to attendance these pupils are facing.

Where a pupil at risk of PA is also at increased risk of harm, the academy will work in conjunction with all relevant authorities, e.g., social services, to support the pupil in line with the academy's duty of care. The academy will also bear in mind that the continuation of severe PA following intervention may, in itself, constitute neglect, and will escalate any concerns in this regard in line with the Child Protection and Safeguarding Policy.

#### **15.0 Legal Intervention**

The academy will allow sufficient time for attendance interventions and engagement strategies to improve pupils' attendance; however, where engagement strategies to improve attendance have not had the desired effect after half a term, the attendance officer will consider:

- Holding a formal meeting with parents and the academy's point of contact in the School Attendance Support Team.
- Working with the LA to put a parenting contract or an education supervision order in place.
- Engaging children's social care where there are safeguarding concerns.

Where the above measures are not effective, the headteacher will issue a fixed penalty notice in line with the LA's code of conduct.

Where attendance still does not improve following a fixed penalty notice, the academy will work with the LA to take forward attendance prosecution as a last resort.

### **16.0 Monitoring and Analysing Absence**

The attendance team will monitor and analyse attendance data weekly to ensure that intervention and support is delivered quickly to address habitual absence at the first signs.

The academy will collect data regarding punctuality and authorised and unauthorised absence, for:

- The whole academy cohort.
- Individual year groups.
- Year groups preparing for exams.
- Individual pupils.
- Demographic groups, e.g., pupils from different ethnic groups or economic backgrounds.
- Other groups of pupils, e.g., pupils with SEND, LAC and pupils eligible for FSM.
- Pupils at risk of PA.

The attendance officer will conduct thorough analysis of the above data on a regular basis to identify patterns and trends. This will include identifying, for each group:

- Patterns in uses of certain codes.
- Particular days of poor attendance.
- Subjects which have low lesson attendance.
- Historic trends of attendance and absence.
- Barriers to attendance.

The attendance officer will provide regular reports to staff across the academy to enable them to track the attendance of pupils and to implement attendance procedures. The attendance officer will also be responsible for monitoring how attendance data changes in response to any interventions implemented to increase attendance in future.

The governing board will regularly review attendance data, including examinations of recent and historic trends, and will support the SLT in setting goals and prioritising areas of focus for attendance support based on this data.

The academy will also benchmark its attendance data against local-, regional- and national-level data to identify areas of success and areas for improvement and will share practice which has been shown to be effective with other schools.

The board of trustees will ensure staff from different academies within the trust regularly share expertise and collaborate on interventions.

## **17.0 Staff Training for Attendance**

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

The governing board will ensure that teachers and support staff receive training in line with this policy as part of their induction. Following this initial training, staff will be offered regular and ongoing training as part of their CPD opportunities.

Training will cover at least the following:

- The importance of good attendance
- That absence is almost invariably a result of wider circumstances
- The legal requirements on schools, e.g., the keeping of registers
- The academy's strategies and procedures for monitoring and improving attendance
- The academy's procedures for multi-agency working to provide intensive support for pupils who need it

The governing board will provide dedicated and enhanced attendance training to the attendance officer and other staff with specific attendance functions in their role – this will include training regarding interpreting and analysing attendance data and supporting pupils to overcome barriers to attendance.

Staff will receive training to ensure they understand that increased absence from the academy could indicate a safeguarding concern and know how such concerns should be managed.

## **18.0 Monitoring and Review**

Attendance and punctuality will be monitored throughout the year. The academy's attendance target is 95 percent – full details of the academy's absence levels can be found on the academy website.

This policy will be reviewed every two years by the headteacher. The next scheduled review date for this policy is indicated on the front page.

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