

Attendance Policy



Version:	2.0
Last updated:	June 2024
Ratified by:	Board of Trustees
Date ratified:	28 th August 2024
Next review date:	July 2025

Revision History:

Version	Date	Author	Summary of Changes:
1.0	15/05/2023	GA	Clarification of Medical Evidence Additional Information around Leave of Absence Requests Clarification of suspected holidays Inclusion of Mental Health Guidance Reference
2.0	26/06/2024	GA	Rewrite to incorporate new statutory guidance from 19 th August 2024 i.e. inclusion of new national coding, penalty notices, local priorities.

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Attendance Policy

1. Introduction

- 1.1. Rushey Mead Academy recognises that students will only benefit fully from their education if they attend school regularly and on time. Regular attendance is critical if our students are to be successful and benefit from the opportunities presented to them. Attendance will be maximised through an effective partnership between students, their parents/carers and the school.
- 1.2. The Mead Educational Trust will ensure that this partnership and associated actions are undertaken rigorously; monitoring and evaluating action and impact, through regular analysis of data and review of practice.

2. Scope

This policy is effective for all schools within The Mead Educational Trust.

3. Principles

To manage and improve attendance effectively we will:

- Build strong relationships and work jointly with families, listening to and understanding barriers to attendance and working in partnership with families to remove them.
- Develop and maintain a whole school culture that promotes the benefits of high attendance.
- Have a clear school attendance policy which all leaders, staff, students and parents understand.
- Accurately complete admission and attendance registers and have effective day-to-day processes in place to follow-up absence.
- Regularly analyse attendance and absence data to identify Students or cohorts that require support with their attendance and put effective strategies in place.
- Share information and work collaboratively with other schools in the area, local authorities, and other partners when absence is at risk of becoming persistent or severe.
- Be particularly mindful of students absent from school due to mental or physical ill health or their special educational needs and/or disabilities and provide them with additional support.

4. Aims and Objectives

- 4.1. Although parents/carers have the legal responsibility for ensuring their child's good attendance, the Principal and academy councillors at our school work together with other professionals and agencies to ensure that all Students are encouraged and supported to develop good attendance habits.

Good attendance is a learned behaviour, and Rushey Mead Academy recognises the importance of developing good patterns of attendance from the outset. We recognise that it is not a discrete piece of work but rather it is an integral part of our school's ethos and culture.

- 4.2. We are committed to meeting our obligations with regards to school attendance by:

- Ensuring every student has access to full-time education to which they are entitled.
- Setting high expectations for the attendance and punctuality of all Students and communicating these regularly to Students and parents through all available channels.
- Providing an environment for Students in which they feel valued and safe.
- Promoting a culture across the school which identifies the importance of regular and punctual attendance; including through rewarding and incentivising good attendance.
- Regularly monitoring and analysing attendance and absence data to identify Students or cohorts that require support with their attendance and putting effective strategies in place; offering tiered/graduated support in order to improve the attendance of identified Students.
- Monitoring the impact of any intervention(s) and making adjustments where necessary in discussion with the student, parents and any other partners involved as part of any whole family plan or team around the family.
- Working in partnership with students and parents collaboratively to remove any barriers to attendance by building strong and trusting relationships and working together to put the right support in place.
- Prioritising attendance in strategies on attainment, behaviour, bullying, special educational needs support, supporting students with medical conditions or disabilities, safeguarding, wellbeing, and support for disadvantaged Students.
- Sharing information and working collaboratively with other schools in the area, local authorities, and other partners where a student's absence is at risk of becoming persistent or severe.
- Making referrals to services and organisations that can provide support to address and overcome barriers outside of the school's control.
- Considering provision of mentoring, careers advice, 1-2-1 tuition or out of hours learning, or where appropriate an education, health and care plan or alternative provision where specific barriers exist for individual students.
- Communicating attendance expectations broadly and on an individual basis with families, providing opportunities to meet with families to understand barriers to attendance and explaining the help that is available to avoid the need for legal intervention or consequences.
- Working closely with the Local Authority to address Persistent and Severe Absenteeism where voluntary support has not been effective and/or has not been engaged with by:
 - Putting formal support in place in the form of an attendance contract or an education supervision order.
 - Issuing a Notice to Improve and/or penalty notice where support would not be appropriate or has not been successful or engaged with and it is likely to change the parents' behaviour.
 - Intensifying support through statutory children's social care involvement where there are safeguarding concerns, especially where absence becomes severe (below 50% attendance).
 - Prosecuting parents where all other routes have failed or are not deemed appropriate. This could include making the case for a community or parenting order where the parent is convicted to secure engagement with support.
- Setting targets for improvement to improve the attendance of individual students, cohorts and the whole school.
- Showing understanding of our community's religious and cultural beliefs and the significance of religious observance to our students.

4.3. This attendance policy ensures that all staff and academy councillors in our school are fully aware of and clear about the actions necessary to promote good attendance.

5. Legislation and guidance

5.1. This policy meets the requirements of the school attendance guidance from the Department for Education (DfE) and refers to the DfE's statutory guidance on school attendance parental responsibility measures. These documents are drawn from the following legislation setting out the legal powers and duties that govern school attendance:

- Part 6 of The Education Act 1996
- Part 3 of The Education Act 2002
- The Students Act 1989
- The Crime and Disorder Act 1998
- The Anti-Social Behaviour Act 2003
- Part 7 of The Education and Inspections Act 2006
- The Sentencing Act 2020
- The School Attendance (Student Registration) (England) Regulations 2024
- The Education (Parenting Contracts and Parenting Orders) (England) Regulations 2007
- The Education (Penalty Notices) (England) Regulations 2007 as amended
- The Education (Information about Individual Students) (England) Regulations 2013
- The Students and Young Persons Acts 1933 and 1963
- The Equality Act 2010
- Summary of responsibilities where a mental health issue is affecting attendance (Feb 2023)
- Working Together to Improve School Attendance (19th August 2024)

5.2. Relevant government guidance:

- Students missing education
- Keeping Students safe in education and Working together to safeguard Students
- Special educational needs and disability code of practice: 0 to 25 years
- Elective home education
- Alternative provision: statutory guidance for local authorities
- Exclusion from maintained schools, academies and student referral units in England
- Supporting Students at school with medical conditions
- Arranging education for Students who cannot attend school because of health needs
- Promoting and supporting mental health and wellbeing in schools and colleges
- Preventing and tackling bullying
- Providing remote education

5.3. This policy also refers to the DfE's guidance on the school census, which explains the persistent absence threshold.

6. Rushey Mead Academy Priorities

6.1. Through analysis of our attendance data, Rushey Mead Academy have determined that our attendance priorities this year are:

- To try and discourage, Term time holidays.
- To future reduce PA
- Continue to communicate effectively the important of attendance.

7. Attendance Bands

7.1. At Rushey Mead Academy, we strive for all Students to achieve their full academic potential and aim for them to have the best possible attendance. Our classification of the different attendance bands are as follows:

100%	<ul style="list-style-type: none"> • Outstanding (with no unauthorised attendance) • Studentren are accessing all learning opportunities 	ie Attendance rewards and celebrations. Attendance trophy and competitions.
98.01-99.9%	<ul style="list-style-type: none"> • Excellent (with no unauthorised attendance) • Minimal Learning opportunities missed 	ie Attendance rewards and celebration
96.01-98%	<ul style="list-style-type: none"> • Good (with no unauthorised attendance) • Very few learning opportunities missed 	Positive encourgemnt to improve attendance/ Year team intervention and incentive
95.09-90%	<ul style="list-style-type: none"> • Concern/ requires improvement • Risk of under achievement • Up to 10 school days missed in an academic year 	Further monitoring/flag risk to parents/ Team around year group support/Family Support Worker referral/ Pastoral Support Programme for absence/punctuality
90% and below	<ul style="list-style-type: none"> • Persistent absentee • Extreme risk of underachievement • 19 school days missed in the academic year 	Refer to EWS/ Team around Student plan/Advanced parental communication and monitoring cycle/ Enhanced PastoralUp to Support Plan
50% and below	<ul style="list-style-type: none"> • Severely Absent • Critical risk of underachievement 	Escalation / put in place parenting contract/ formalising of support from EWS

8. Daily Routines

8.1. Daily routines for Students

8.1.1.External school gates are opened at 8.05am daily, when staff are present, supervising the entrance to the school. Students should not the site before this time unless invited to do so.

8.1.2.Students are expected to be on site no later than 8.20am. On the first bell at 8.20am students must enter the building and line up outside their classrooms (Years 7 – 10), year 11 enter the classroom and stand behind their. Any Student arriving to school after the gates are locked at 8.30am will be marked as late (L), which counts as present, however a same day detention will be issued to all late arrivals. Arrivals after 8.55am must report to Student Support Reception and state the reason for lateness. Arrivals after 8.55am must report to Student Support Reception and state the reason for lateness. Lateness after 9.15am will be logged as unauthorised absence and persistent lateness may result in a referral to the Education Welfare Service. Please note that if a parent/carer reports that there are extenuating circumstances that have prevented the student arriving on time, this will be taken into consideration.

8.1.1.If a student is habitually arriving at school just before the 9.15am cut-off, the Academy have the right to amend the cut-off point for that student as a measure to help improve punctuality and attendance. Parents/carers will be notified of this

8.2. Daily routines for parents

- 8.2.1. Parents are expected and encouraged to promote strong attendance habits with their student.
- 8.2.2. If a student is unwell and unable to attend school, parents should call the school before the school day to inform staff of the absence. This should be done, no later than 9.15am school should be notified of the reason for the student's absence, and when the student is to be expected back in school (Tel 0116 2663730 option 1) or via the My Child at School (MCAS) App
- 8.2.3. Parents are able to either speak to a member of staff in the office from 8:00am daily or are able to leave a voicemail on our phone system at any time. The office team will record reasons given for absence on our attendance register and contact parents, where appropriate, to follow up or request further information surrounding absence.
- 8.2.4. Parents are able to contact the school office to discuss reasons for absence throughout the school day and the school will be able to signpost/offer advice wherever possible.

9. **The Attendance Register**

9.1. The law makes it clear that schools must take the attendance register at the start of the first session of each school day (morning) and once during the second session (afternoon). On each occasion, the school must record whether each student is:

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

9.2. Present at School

Students are marked present if they are in school when the register is taken.

- Our students must arrive by 8.20am on each school day
- Our morning register is taken at 8:30am and will be kept open until 9:15am
- Our afternoon register is taken between 12.15pm and 1.00pm depending on which lunch sitting students are on

10. **Punctuality**

- 10.1. It is the duty of parents to ensure that students attend school on time. This encourages habits of good timekeeping and lessens classroom disruption.
- 10.2. Any students arriving after the gates have closed misses the vital settling in period at the beginning of the day.
- 10.3. Students are expected to arrive no later than 8.28am for form time line up.
- 10.4. Any students arriving after this time must report to the Student Support promptly for safeguarding purposes. The office staff record latecomers and ask for a reason for lateness in a late log.
- 10.5. A student who arrives late but before the register has closed will be marked as late (L) – which counts as present, however this will result in a same day detention.
- 10.6. A student who arrives late after the registers close will be marked as absent. If the student is late arriving due to a valid reason such as an unavoidable medical appointment, the absence will be coded accordingly.

10.7. If the student is late for no exceptional reason, they will be marked with the most appropriate unauthorised absence code 'Late after registers close' (U).

Summary

- Registers in class close promptly at 8.55am
- Late registration code (L) between 8.31-9:15am
- Unauthorised lateness code (U) given after 9:15am leading to an unauthorised absence for the morning session.
- If a student leaves the school premises after registration for an appointment, they must be signed out of school by an appropriate adult.
- The Senior Leaders with responsibility for attendance will meet with parents of those Students who are frequently late to school to investigate reasons and suggest solutions to enable more punctual attendance.

11. Following up absence

11.1. Where any Student we expect to attend school does not attend, or stops attending, the school will:

- Follow up on their absence with their parent/carer to ascertain the reason, by making a telephone call to contact 1 on the student's record;
- Ensure proper safeguarding action is taken where necessary;
- Identify whether the absence is approved or not;
- Record the absence using the most appropriate attendance code.

12. Following up Unexplained Absences

12.1. Where no contact has been made with the school, the school will contact parents by telephone to try and establish the reason for a student's absence.

12.2. When we establish the reason for the absence, we will mark it as authorised or unauthorised depending on the reason for the absence.

12.3. If we are unable to establish the reason for absence by the end of the first day of absence, we will mark the absence as unauthorised, using the O code.

12.4. If we are concerned about a student's absence and are unable to contact the parent/s, we may contact the student's emergency contacts and/or other professionals or contacts of the family who we reasonably expect may be able to advise us of the student's whereabouts.

12.5. If we are still unable to reach a family member on Day 1 and hold safeguarding concerns, a home visit may be conducted by school staff.

13. First Day of Absence Response

13.1. If the school has not been informed as to the reason for a child's absence, then they will contact the person allocated as priority 1 on the child's emergency details by sending out a text/app message. The school will prioritise those students considered vulnerable e.g., Looked After Children; children subject to Child Protection Plans; children open to Social Care as a Child in Need; students who have previously been reported missing; primary aged pupils who make their own way to school.

13.2. Parents will be asked to supply details of at least three people who can be contacted in an emergency, and these details will be reviewed twice a year through parents' evenings and/or

newsletter reminders. If the school is unable to contact any of the emergency numbers provided, and is concerned for the welfare of the pupil, we may make a home visit or request a Welfare Check from the police.

- 13.3. Parents will be asked to supply details of at least three people who can be contacted in an emergency, and these details will be reviewed twice a year through parents' evenings and/or newsletter reminders. If the school is unable to contact any of the emergency numbers provided, and is concerned for the welfare of the student, we may make a home visit or request a Welfare Check from the police.

14. Recording Information on Attendance and Reasons for Absence

14.1. The school will record reasons for absence using the school data system Bromcom. Office staff will include as much detail as needed. If a phone call is made home, then the time and details of the phone call and any details of messages left will be recorded.

14.2. Any amendment to the attendance register will include:

- The original entry
- The amended entry
- The reason for the amendment
- The date on which the amendment was made
- The name and position of the person who made the amendment

See appendix 1 for the DfE attendance codes.

14.3. We will keep every entry on the attendance register for 6 years after the date on which the entry was made in line with National Guidance.

15. Authorised Absence

15.1. 'Authorised absence' means that the school has either given approval in advance for a student of compulsory school age to be away from the school or has accepted an explanation offered as justification for absence.

15.2. Illness (I code)

15.2.1. In most cases, absences for illness which are reported by following the school's absence reporting procedures will be authorised. That is unless the school has a genuine concern about the authenticity of the illness. This concern might arise from repeated or unexplained periods of sporadic or sustained absence, where there are no known underlying medical conditions preventing Students from attending school.

15.2.2. We recognise that some Students face more complex barriers to attendance. This can include Students who have long term physical or mental health conditions or who have special educational needs and disabilities (SEND). Their right to an education is the same as any other student and therefore the attendance ambition for these Students should be the same as it is for any other student, but additional support can be discussed and identified. This could include referrals to the school nursing service, local mental health services, and the local authority's special educational needs and disability team(s) to ensure joined up support for families facing health or disability related barriers to attendance.

- 15.2.3. If support has been offered and the school remains unsatisfied about the frequency, duration or authenticity of illnesses, the absence may be recorded as unauthorised to formalise support with other agencies.
- 15.2.4. Where a student has a high level and/or frequency of absence, the school may require medical evidence to authorise any future absences. If this is the case, a member of staff from the school will communicate this with the parent in advance and discuss forms of medical evidence that will be sufficient to authorise a further period of absence; this may include confirmation of a doctor's appointment or prescribed medication.
- 15.2.5. The reporting of absence due to illness remains the responsibility of the parent. Absences due to illness which have not been reported to the school by the parent on the first day of absence may not be authorised retrospectively.
- 15.2.6. Parents should telephone the school by 9:00am on the first day of absence. There is a dedicated absence line and parents are encouraged to leave a messages - these are checked throughout the day.
- 15.2.7. If a Student is absent for more than one day, the parent should contact the school each day to provide an update on the Student's condition, unless otherwise agreed by the school.
- 15.2.8. It is the responsibility of Student Support to record absences from the absence line and make an accurate recording of these on the attendance register.

15.3. Students taken ill during the school day (I Code)

- 15.3.1. If a student falls ill during the school day and it is felt they should be sent home, this will be agreed with an appropriately authorised member of school staff. In such circumstances, the student must be collected from the school office by a parent or another authorised adult and signed out in the 'signing out' book. If the student is of secondary school age, and it is felt appropriate that they can make their own way home, this will be confirmed with a parent/guardian before being permitted to leave the school site.
- 15.3.2. It is the responsibility Student Support to record the details of any students who are sent home during the school day and to make an accurate recording of these on the attendance register.

15.4. Medical/Dental Appointments (M Code)

- 15.4.1. Parents are encouraged to make appointments outside of school hours wherever possible. Where this is not possible, parents are to seek the school's agreement in advance of the appointment and ensure the student should only be out of school for the minimum amount of time necessary for the appointment.
- 15.4.2. It is not acceptable for a student to miss a whole day's schooling for an appointment, unless necessary, in which case the school will need an explanation as to why this is.
- 15.4.3. If a student must attend a medical appointment during the school day, they must be collected from the school office by the parent or another authorised adult and signed out in the 'signing out' book. No student will be allowed to leave the school site without parental confirmation.
- 15.4.4. Advanced notice is required for medical or dental appointments, unless it is an emergency appointment, and must be supported by providing the school with sight of, or a copy of, the appointment card, letter, text message or email – only then will the absence be authorised.

15.5. **Religious Observance (R Code)**

- 15.5.1. Our school acknowledges the multi-faith nature of our school community and recognises that, on some occasions, religious festivals may fall outside of school holidays or weekends.
- 15.5.2. Should a day exclusively set apart for religious observance fall upon a school day, then the school will authorise a single day for religious observance in accordance with the law. In order for a day to be authorised, parents are asked to communicate the request in advance to avoid the school having to call to follow up absence during the observance.
- 15.5.3. In these circumstances, the school will authorise up to one day of absence for the specific date exclusively set apart for religious observance by the religious body to which the parent belongs. Where more than one festival/observance falls within an academic year, we ask that parents consider arrangements carefully to minimise the potential impact upon their Student's learning.
- 15.5.4. We remind parents that Students should attend school as usual for all other days during weeks where there is a single day of religious observance. Should any additional days be taken, these will be recorded in the register as unauthorised absence and be followed up accordingly.
- 15.5.5. Where necessary, the school will seek advice from the parents' religious body and place of worship, to confirm whether the day is set apart for religious observance.
- 15.5.6. Our school and Trust will seek to minimise the adverse effects of religious observance on a student's attendance and attainment by considering approaches such as:
- Considering term dates and INSET days where possible.
 - Working with local faith groups to develop guidance on absence for religious observance;
 - Considering individual support for Students who miss sessions on days exclusively set apart for religious observance.

15.6. **Traveller Absence (T Code)**

- 15.6.1. The school will authorise the absence of a Traveller student of no fixed abode who is unable to attend school because they are travelling with their parent who is engaged in a trade or business of such a nature as to require him/her to travel from place to place.
- 15.6.2. This is subject to certain limits, depending on the student's age and number of sessions absent. The school will discuss cases individually with Traveller parents as necessary. Parents should let the school know of their plans as far in advance as possible. Authorised Traveller absence will be recorded appropriately in the register.
- 15.6.3. To help ensure continuity of education for Traveller Students, wherever possible, the student should attend school elsewhere when their family is travelling for occupational purposes. In which case the student will be dual registered at that school and this school, which is their 'main' school.
- 15.6.4. Students from Gypsy, Roma and Traveller communities whose families do not travel for occupational purposes are expected to register at school and attend as normal. They are subject to the same rules as other Students in terms of the requirement to attend school regularly.

15.7. **Exclusions (E Code)**

- 15.7.1. If the school decides to send a student home due to their behaviour, this will be recorded as an Exclusion. The school will follow the current DfE's statutory guidance on exclusions.

15.7.2. Only the Principal (or Acting Principal) can exclude a student.

15.7.3. The school will notify the parent of the exclusion. If the student is a Looked After Child, the school will notify the student's carer, social worker and Virtual School. In other instances, where a student is open to Children's Social Care for any reason, the school will also inform their allocated social worker.

15.7.4. See TMET Suspension and Permanent Exclusion Policy for full details.

16. Roles and responsibilities

16.1. Good attendance is the foundation for success, and we believe that supporting and promoting good attendance is a whole school responsibility. The Academy Council, Principal and Staff in partnership with parents, have a duty to promote full attendance at Rushey Mead Academy.

16.2. Key staff

Senior Attendance Champion: Andrew Curran - acurran1@rushey-tmet.uk

Attendance officer: Tej Patel – tpatel@rushey-tmet.uk

Office Administrator with responsibility for Attendance: Abdurrahman Sagir - asagir@rushey-tmet.uk

All staff at Rushey Mead Academy recognise the role they play in promoting good attendance:

- **Class teachers** are responsible for recording attendance daily, using the correct codes, and submitting this information to the school office.
- **Office staff** are the front line in highlighting the daily absence of identified vulnerable Students to the Designated Safeguarding Leads (DSLs) or Attendance Officer so that actions can be followed up in a timely manner.
- **The Principal and DSLs** ensure that the office staff are aware of vulnerable children to monitor their daily absence and punctuality. If there is no reason given, or there is reason to think that a Student may be at risk, then a DSL will conduct a home visit, contact students' social care or request a Welfare Check by carried out by the police.
- The **Principal** is responsible for:
 - Implementation of this policy at the school;
 - Ensuring the monitoring of school-level absence data and reporting it to the Academy Council;
 - Authorising the issuing of fixed-penalty notices, where necessary.
- The **Designated Safeguarding Lead (DSL)** will ensure the Early Help process will be instigated for families with issues that impact on attendance and ensure support is put in place to improve attendance. This may be in conjunction with other professionals, such as the Attendance Champion and Education Welfare Service.
- The **DSL** regularly checks attendance data for Students on CIN (Student in Need) or CP (Student Protection) plans and takes appropriate action based on any concerns. Regular liaison with parents will include the implementation of timely action plans and regular meetings to review progress against targets.
- The **Senior Attendance Champion and Attendance team** will carry out a number of roles, including:
 - Monitoring attendance data at a school, cohort and individual student level.
 - Reporting concerns about attendance to the DSL as appropriate.
 - Arranging calls and meetings with parents to discuss attendance issues.

- Co-ordinating requests for term-time Leave of Absence (this includes liaison with the DSL and Safeguarding Team) and advising the Principal as required.
 - Follow-up action-plans for Students with low attendance.
 - Timely liaison with home – this may be through letters, phone calls or emails.
 - Referrals to outside agencies.
 - Working with other agencies, including the Education Welfare Service, to tackle persistent or severe absence.
 - Advising the Principal when to issue fixed-penalty notices.
- The **Academy Council** is responsible for monitoring attendance figures for the whole school on at least a termly basis through scrutiny of attendance data included in the Principal's report. It also holds the Principal to account for the implementation of this policy.

17. Promoting good attendance and Incentives

17.1. At Rushey Mead Academy, we recognise the importance of building good habits of attendance and support Students in doing so. One of our basic principles is to celebrate success. Good attendance is fundamental to a successful and fulfilling school experience. We actively promote the highest levels of attendance for all our Students, and we use a variety of weekly, termly and annual awards to promote good attendance and punctuality.

- *There is a tutor competition for Attendance, Behaviour and Rewards. Each week there is a reward for the highest performing tutor group. There is also a prize for the best performing tutor group for each half term.*
- *On occasions, additional attendance incentives are run for individual students, classes, and cohorts to promote strong attendance patterns.*
- *Children with 100% attendance for the whole academic year, receive a special attendance badge for their school lanyard.*

18. Safeguarding and Attendance

18.1. At Rushey Mead Academy it is our legal responsibility to ensure that every student is safe and receives a suitable education. We will monitor trends and patterns of absence for all Students as a part of our standard procedures. However, we are aware that sudden or gradual changes in a student's attendance may indicate additional or more extreme safeguarding issues. In line with government guidance Keeping Students Safe in Education, we will investigate and report any suspected safeguarding concerns to the relevant authorities. As part of our safeguarding duty and our standard procedures, we will inform the Local Authority and/or the Police of the details of any student who is absent from school when the school cannot establish their whereabouts and are concerned for the student's welfare.

18.2. If we have not received a reasonable explanation for a student's absence, have reasonable grounds to doubt an explanation received, or have been unable to contact a parent or carer to explain an absence, a 'safe and well' check will be carried out at the Student's home address. This will be undertaken by a member of the Inclusion team accompanied by another member of staff; or by the Education Welfare Officer, or by a member of the Police.

18.3. For students with a social worker, we will inform the social worker if there are any unexplained absences and/or their name is to be deleted from the School register.

19. Students Missing Education

- 19.1. No student should be removed from the school roll without consultation between the Principal/Attendance Team and the Education Welfare Service where appropriate. Please see the circumstances below.
- 19.2. Where a student is missing from education, Local Authority guidance will be followed, by completing a student Missing Education referral for the following circumstances:
 - If the whereabouts of the student is unknown and the school has failed to locate him/her.
 - The family has notified the school that they are leaving the area, but no Common Transfer Form (student file) has been requested by another school.
- 19.3. To assist with the transfer of students from one educational establishment to another, or to accommodate a parental request for home education, we ask that parents discuss matters with the Attendance Teams at the schools. To progress with these requests, there are a number of statutory forms/letters required to aid in the process. Further details of these can be provided through discussions with the Attendance Team.

20. Support for Students with medical conditions or special educational needs and disabilities

- 20.1. We are committed to supporting Students and families of Students with medical conditions or special educational needs or disabilities (SEND) to maximise their attendance.
- 20.2. Pastoral support staff and the SEND team will work with families and Students to identify and address any barriers to attendance. Where required, we will put in place additional support and adjustments, such as an individual healthcare plans and, if applicable, ensuring the provision outlined in the student's EHCP is accessed.
- 20.3. This support may be delivered by school staff, or through signposting and working with external partners, through timely referrals.
- 20.4. We will proactively and regularly monitor data for such groups, including at Trust and Academy Council levels to ensure attendance for these groups is maintained and maximised.

21. Tracking and monitoring attendance

21.1. Data & Monitoring

21.1.1. In order to support good attendance, we will monitor attendance on a regular basis through a range of measures.

21.1.2. Attendance data will be generated, analysed, and actioned in order to ensure that effective intervention strategies are implemented as a matter of routine. This data will be used to:

- Track the attendance of individual students
- Identify students who need support
- Monitor and evaluate those students identified as being in need of intervention and support
- Conduct thorough analysis of half-termly, termly and full year data sets
- Identify whether or not there are particular groups of students whose absences may be a cause for concern
- Devise strategies based on the data sets
- Benchmark against local, regional and national levels

21.2. Attendance monitoring

- 21.2.1. The Year Teams will be provided with regular updates to monitor patterns of attendance. Regular liaison occurs in school with key members of staff including senior leaders, heads of year, Designated Safeguarding Leads and other members of the pastoral team to discuss and implement strategies for dealing with poor attendance/punctuality.
- 21.2.2. The attendance officer at our school monitors student absence on a daily, weekly and termly basis.
- 21.2.3. Where an unauthorised absence has been recorded the attendance team will liaise with parents to investigate the reason for absence, highlighting that further unauthorised absence could result in the issuing of a Penalty Notice.
- 21.2.4. In the case of a pattern of unauthorised absence developing, a face-to-face meeting will be held with parents to understand more about the situation. During this Attendance Meeting, school staff will look to identify barriers preventing regular attendance, identifying push and pull factors which could support improvements in attendance. If necessary, interventions will be identified and put into place over an identified period to further support improvements. Parents will also be informed of the impact of absence on their student's academic, social and emotional development, outlining possible next steps should attendance not improve through the voluntary support stage. In some cases, this may result in a referral to the Education Welfare Service, whereby further options could be explored, including the issuing of an Attendance Contract. The Attendance Contract would be intended to identify and provide further support and offer an alternative to prosecution.
- 21.3. Student-level absence data will be collected each term and published at national and local authority level through the DfE's school absence national statistics releases. The underlying school-level absence data is published alongside the national statistics. The school will compare attendance data to the national average and share this with the Academy Council on a termly basis.
- 21.4. The Trust reviews attendance through the academy data dashboard and through our Management Information System (Bromcom) and FFT Aspire subscription. Trust Schools Directors and Directors of Education of each phase will review the overall attendance reported for each school, reporting to the Trust Board's Education Committee on four occasions each academic year.

22. Reporting to parents

- 22.1. We recognise that having up to date information about your student's attendance is key to building positive attendance habits. Parents can view their student's attendance daily through our school communications app (Bromcom). In addition, attendance is regularly shared with parents/carers (at least on a termly basis).
- 22.2. For students where there is an attendance concern, regular communication will take place in person, via telephone conversation, and in written forms through text messages, email and letters as appropriate.

23. Escalation of procedures

- 23.1. Sometimes, students can be reluctant to attend school. We encourage parents and students to be open and honest with us about the reason for the student's absence. If a student is reluctant to attend, it is never better to cover up their absence or for a parent to give in to pressure to let

the student stay at home. This can give the impression to the student that attendance does not matter and can often make things worse.

- 23.2. As a school, we need to understand the reasons why a student is reluctant to attend to be able to support Students and parents in the best way.
- 23.3. When we have concerns about the attendance of a student, we will do our best to make the parent/s aware of the concerns about their student's attendance at the earliest possible convenience and give them the opportunity to address this.
- 23.4. We recognise that working with parents to improve attendance is fundamental. At all stages of attendance monitoring, we will openly discuss successes and concerns surrounding attendance with parents so to put in place the right support. If a student's absence is a cause for concern, taking account of the point in the year, the school will contact parents/carers of the student to inform them of the attendance, to discuss the reasons for this, and to understand whether there are any barriers affecting attendance.
- 23.5. In a minority of cases, where parents fail to engage with school staff to improve attendance and address concerns, meeting notes from Attendance Support Meetings and missed appointments may be used to evidence a lack of engagement. In these rare situations, a lack of engagement would not in any way hinder the process of referring the case to the Education Welfare Service for the issuing of a penalty notice or prosecution.

24. Formalising support

- 24.1. We will support Students and parents to address any in-school barriers; however, if a student's absence continues to rise, we will intensify our support through our graduated response. Where attendance does not improve, or earlier support is not engaged with, we will engage with the Local Authority and other local partners to support families with out of school barriers.
- 24.2. The school will use a range of strategies to engage families and support them in meeting their responsibilities regarding attendance. This could include Attendance Contracts, the issuing of a Notice to Improve, Prosecution, or the engagement of social care.

25. Penalty Notices

- 25.1. The Penalty Notice is designed to be an early intervention and alternative to prosecution where parents have failed to ensure that their student of compulsory school age regularly attends the school where they have chosen for them to be registered or, in certain cases, at a place where alternative provision is provided. Penalty notices are used where a student's absence has been recorded with one or more of the unauthorised codes and that absence(s) constitutes an offence. A penalty notice can be issued to each parent liable for the offence or offences.
- 25.2. Penalty notices are intended to prevent the need for court action and will only be used where it is deemed likely to change parental behaviour and support to secure regular attendance has been provided and has not worked or been engaged with, or would not have been appropriate in the circumstances of the offence (e.g. an unauthorised holiday in term time).
- 25.3. Rushey Mead Academy must consider whether a penalty notice is appropriate in each individual case where one of our students reaches the national threshold for considering a penalty notice. The threshold is 10 sessions of unauthorised absence in a rolling period of 10 school weeks. This can be met with any combination of unauthorised absence (e.g. 4 sessions of holiday taken in term time plus 6 sessions of arriving late after the register closes all within 10 school weeks). These sessions can be consecutive (e.g. 10 sessions of holiday in one week) or not (e.g. 6 sessions of unauthorised absence taken in 1 week and 1 per week for the next 4 weeks). The period of 10 school weeks can also span different terms or school years (e.g. 2 sessions of unauthorised absence in the Summer Term and a further 8 within the Autumn Term)

- 25.4. If Rushey Mead Academy refers a case of poor attendance to the Local Authority for legal sanctions, we will rely upon this policy, any general school communications, alongside any specific letters to parents, to evidence that we have informed parents of expectations around attendance and warned them that they are at risk of receiving a Penalty Notice or other legal sanction if they do not ensure regular attendance.
- 25.5. We will not usually request legal sanctions from the Local Authority in cases where poor attendance is symptomatic of complex family circumstances without first exhausting our voluntary offer and internal support systems. In such circumstances, our school will take a holistic approach to the issue and involve other agencies as necessary. The exception to this will be where parents fail to accept or engage with support offered by the school and/or other agencies or fail to implement the suggested changes. Again, when referring for legal sanctions, we will show that we have warned the parents that they are at risk of receiving a Penalty Notice or other legal sanction.
- For unauthorised absence from August 2024, Penalty Notices will increase to £160 per parent per child (discounted to £80 if paid within 21 days).
 - If there is occasion to issue a second Penalty Notice for unauthorised leave of absence within a rolling 3 year period, it will be issued at the higher rate of £160 per parent per child, with no opportunity to pay at the lower level.
 - A Penalty Notice cannot be issued if there is a third occasion of unauthorised leave of absence in the rolling 3 year period and it is highly likely that the local authority will take direct prosecution action in the Magistrates' Court which can result in you receiving a criminal conviction. Please also be aware that any cases of extended periods of unauthorised absence, linked to holidays or trips away, are highly likely to result in prosecution action by the local authority.
 - If your child has unauthorised leave of absence prior to the end of the summer term in 2024, you will either be issued with a Penalty Notice of £120 per parent per child (discounted to £60 if paid within 21 days), or, your case will be referred by the Local Authority directly to the Magistrates' Court.
 - If your child has an absence of **20 days or more**, the Local Authority has advised that a Penalty Notice is unlikely to be issued and the matter is likely to proceed to the Magistrates' Court for prosecution action instead. The Local Authority has advised that where a parent is found guilty, or where the case is proven against the parent, that this is likely to result in a fine (up to £2500) and the parent receiving a criminal record. This is because parents have a legal duty to ensure their child attends school where they are on roll regularly.
- 25.6. If our school has safeguarding concerns about a student who is absent, we will share information with other agencies as we deem necessary.

26. Persistent Absenteeism & Severe Absenteeism

- 26.1. Persistent Absentees are defined as Students with an attendance percentage below 90%. This is equivalent to having one day off every two weeks. Severe Absenteeism is defined as Students with an attendance of 50% or below, equivalent to missing over half of all learning opportunities. Persistent and Severe Absentees miss significant amounts of their education and are in danger of falling behind academically, socially and emotionally. These Students will be monitored fortnightly by the Attendance Team to ensure support and strategies are put into place to help improve their attendance.

- 26.2. We adopt a graduated approach of support to ensure Students facing difficulties receive the right level of support at the right time. This support could include working with partners and external agencies and other local schools (where siblings might attend) to offer consistency of support.
- 26.3. We will work in partnership with parents, but if parents fail to engage with this process, we will hold more formal conversations and inform them of potential legal intervention in the future.
- 26.4. If there are safeguarding concerns, we will intensify support through children's social care.
- 26.5. For severely absent students, we will work with the Education Welfare Service and Local Authority to agree a joint approach.

27. Unauthorised absence

27.1. Unauthorised absence is where a school is not satisfied with the reasons given for the absence. Absence will be unauthorised if a student is absent from school without the permission of the school. Whilst parents can provide explanations for absences, it is the school's decision whether to authorise the absence or not. Unauthorised absence includes:

- Absences which have never been properly explained or evidenced (O code)
- Students who arrive at school too late to get a mark (U code)
- Confusion over school dates after these have been publicised (O code)
- Shopping /Birthdays /waiting at home for a washing machine to be mended, or a parcel to be delivered (O code)
- Long weekends and holidays in term time (unless very exceptional circumstances are agreed in writing, in advance by the school) (G code)
- In the case of term time leave - if a student is kept away from school longer than was agreed, the additional absence is unauthorised (G code)
- Additional days taken without authorisation surrounding a specific religious observance (O code)

28. Leave of Absence Requests – 'Exceptional Circumstances'

- 28.1. The law does not grant parents the automatic right to take their children out of school during term time.
- 28.2. Only exceptional circumstances warrant an authorised leave of absence. The legal reference states that schools should not authorise leave of absence unless both of the following apply:
 1. The Principal considers that there are exceptional circumstances relating to the application
AND
 2. An application has been made in advance by the parent
- 28.3. Rushey Mead Academy will consider each application individually, taking into account the specific facts and circumstances, and relevant background context behind the request. The request must be made by the parent with whom the student normally lives, and permission must be sought in advance.
- 28.4. Rushey Mead Academy will not grant leave of absence unless there are exceptional circumstances. Where a leave of absence is granted, the school will determine the number of days the student can be away from school. A leave of absence is granted entirely at the Principal's discretion.
- 28.5. Circumstances which could be considered as an exceptional circumstance could include significant family emergencies or funerals at the time the leave is requested. Planned medical

treatments for parents or a lack of annual leave availability for parents do not meet the exceptional circumstances.

- 28.6. In addition, leave of absence for dates in the future, or where travel or accommodation arrangements have been made in advance, demonstrate that the leave would not meet the requirements of 'exceptional circumstances'. In addition, when determining whether leave can be granted, consideration will be given to the reasonability and length of leave being requested, alongside supporting documentation provided by parents. However, parents will also be aware that, wherever possible, it can be better for students to continue to attend school normally during difficult family times. Where these situations occur, a proportionate and minimal amount of time away from school is advised.
- 28.7. Parents must complete a Leave of Absence Request form which is available from the school. The request should be submitted as soon as it is anticipated and, wherever possible, at least four weeks before the absence. Please be aware that you may be required to provide us with additional evidence in order to support your request. If we have any concerns about possible safeguarding risks; such as risk of FGM or Forced Marriage, we will follow the necessary protocols.

29. Holiday Absence Policy

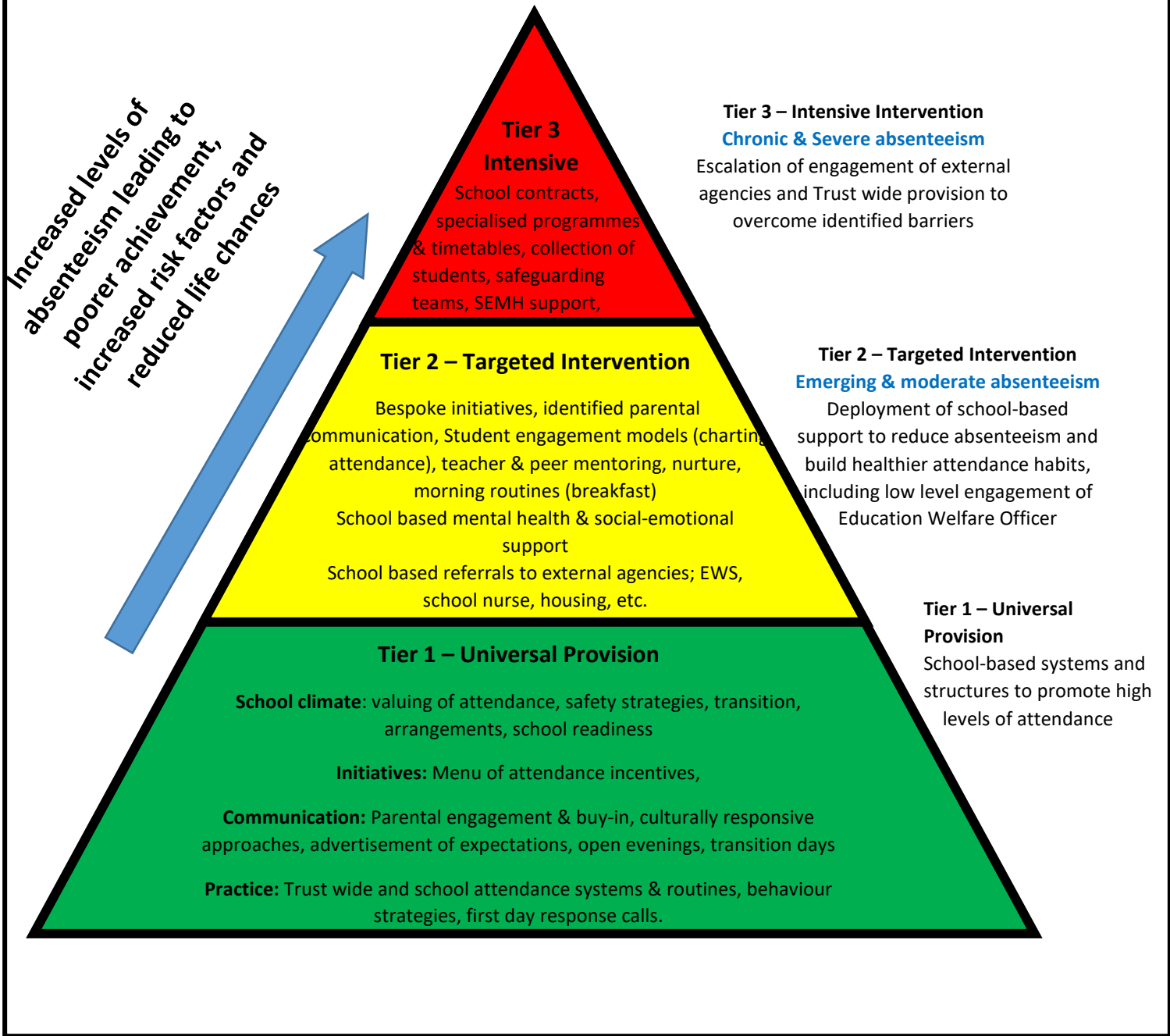
- 29.1. There is an established, proven link between good attendance and effective progress. Rushey Mead Academy wants to encourage and develop all our students' learning throughout their school career and holiday absence in term time can seriously jeopardise student progress. For this reason, students will not be given authorisation to take holiday leave except in exceptional circumstances. It is very unlikely that requests for holidays or extended leave will be authorised but if parents want the school to consider such a request, they must complete an application form which is available at the school via the school office. Family work patterns or the financial implications of going on holiday in term time would not meet the criteria of exceptional circumstances. Parents will then receive a response informing them of the school's decision. If parents/carers still take their student out of school, then the absence is deemed unauthorised and is likely to incur a Penalty Notice (see above policy relating to unauthorised absence).
- 29.2. If the school suspects that a student or family have taken unauthorised term-time leave without notification, they will follow safeguarding procedures to locate the student, including, a home visit and referral to the Education Welfare Service. If parents are unable to provide sufficient evidence that a holiday was not taken, then the absence will be recorded as unauthorised, and a Penalty Notice will be issued. Once a Penalty Notice has been issued by the Local Authority, it is the responsibility of the parent to provide evidence to support the reason for absence.

30. Links with other policies

- 30.1. This policy links to the following policies, as appropriate:

- Safeguarding and Student Protection Policy
- Behaviour Policy
- Suspension and Permanent Exclusion Policy
- Home Visits Policy

TMET's Graduated response to promoting high levels of attendance



Appendix 1 – Department for Education (DfE) Attendance Codes

Attendance and Absence Codes from school year 2024-25 (new codes shown in green)				
New Guidance - Chapter 8	Code	Description	Statistical Meaning	Pupil Registration Regulations 2024 Reference
Attending the school	/	Present at the school - morning session	Attending	Regulation 10(2) Table 1
	\	Present at the school - afternoon session	Attending	Regulation 10(2) Table 1
	L	Late arrival before the register is closed	Attending	
Attending a place other than the school	K	Attending education provision arranged by the local authority <i>Schools must also record the nature of the educational activity</i>	Attending approved education activity	Regulation 10(3) Table 2, 10(5) and 11(9)(b)
	V	Attending an educational visit or trip	Attending approved educational activity	Regulation 10(3) Table 2 and 11(9)(c)
	P	Participating in a sporting activity	Attending approved educational activity	Regulation 10(3) Table 2, 10(11) and 11(10)
	W	Attending work experience	Attending approved education activity	Regulation 10(2) Table 2, 10(11) and 11(10)
	B	Attending any other approved educational activity <i>Schools must also record the nature of the educational activity</i>	Attending approved educational activity	Regulation 10(3) Table 2, 10(5), 10(11) and 11(10)
	D	Dual registered at another school	Not counted as a possible session	Regulation 10(4) Table 3 and 11(9)(a)
Absent – leave of absence	C1	Leave of absence for the purpose of participating in a regulated performance or undertaking regulated employment abroad	Authorised absence	Regulation 10(4) Table 3 and 11(2)
	M	Leave of absence for the purpose of attending a medical or dental appointment	Authorised absence	Regulation 10(4) Table 3 and 11(11)
	J1	Leave of absence for the purpose of attending an interview for employment or for admission to another educational institution	Authorised absence	Regulation 10(4) Table 3 and 11(4)
	S	Leave of absence for the purpose of studying for a public examination	Authorised absence	Regulation 10(4) Table 3 and 11(5)
	X	Non-compulsory school age	Not counted as a	Regulation 10(4) Table 3 and

New Guidance – Chapter 8	Code	Description	Statistical Meaning	Student Registration Regulations 2024 Reference
		Student not required to attend	Possible attendance	
	C2 (New)	C2: Leave of absence for a compulsory school age student subject to a part-time timetable	Authorised Absence	Regulation 10(4) Table 3 and 11 (6)
	C	Leave of absence for exceptional circumstances	Authorised absence	Regulation 10(4) Table 3 and 11(11)
Absent – other authorised reasons	T	Parent travelling for occupational purposes	Authorised Absence	Regulation 10(4) Table 3
	R	Religious Observance	Authorised Absence	Regulation 10(4) Table 3
	I	I: Illness	Authorised Absence	Regulation 10(4) Table 3
	E	E: Suspended or permanently excluded and no alternative provision made	Authorised Absence	Regulation 10(4) Table 3
Absent – unable to attend school because of unavoidable cause	Q	Q: Unable to attend the school because of a lack of access arrangements	Not counted as a possible attendance	Regulation 10(4) Table 3, 10(12) and (13)
	Y1 (New)	Y1: Unable to attend due to transport normally provided not being available	Not counted as a possible attendance	Regulation 10(4) Table 3
	Y2 (New)	Y2: Unable to attend due to widespread disruption to travel	Not counted as a possible attendance	Regulation 10(4) Table 3
	Y3 (New)	Y3: Unable to attend due to part of the school premises being closed	Not counted as a possible attendance	Regulation 10(4) Table 3
	Y4 (New)	Y4: Unable to attend due to the whole school site being unexpectedly closed	Not counted as a possible attendance	Regulation 10(10)
	Y5 (New)	Y5: Unable to attend as student is in criminal justice detention	Not counted as a possible attendance	Regulation 10(4) Table 3 and 10(14)
	Y6 (New)	Y6: Unable to attend in accordance with public health guidance or law	Not counted as a possible attendance	Regulation 10(4) Table 3
	Y7 (New)	Y7: Unable to attend because of any other unavoidable cause Schools must also record the nature of the unavoidable cause	Not counted as a possible attendance	Regulation 10(4) Table 3 and 10 (6)
Absent – Unauthorised Absence	G	Family holiday (not agreed)	Unauthorised Absence	Regulation 10(4) Table 3
	N	Reason for absence not yet established	Unauthorised Absence	Regulation 10(4) Table 3, 10(7), (8) and (9)
	O	Absent in other or unknown circumstances	Unauthorised Absence	Regulation 10(4) Table 3 and 10(9)(b)
	U	Late (after registers closed)	Unauthorised Absence	Regulation 10(8)(b)
Administrative Codes	Z	Student not yet on roll - Student's name entered in advance of start date	N/A	N/A
	#	Planned whole school closure – no session to take place	N/A	N/A