



GLOUCESTER
ACADEMY

Gloucester Academy **Attendance Policy and Procedures**

Gloucester Academy is part of the Greenshaw Learning Trust.
The Greenshaw Learning Trust is a charitable company limited by guarantee registered in England and Wales,
company number 7633694, registered at Greenshaw Learning Trust, ORU Sutton, Throwley Way, Sutton, SM1 4AF.

Gloucester Academy

Attendance Policy and Procedures

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Section A:

A1.1 Application

This Attendance Policy and Procedures applies to the Greenshaw Learning Trust as a whole and to all the schools in the Trust.

It is subject to the Trust's Scheme of Delegation for Governance Functions. If there is any ambiguity or conflict then the Scheme of Delegation and any specific alteration or restriction to the Scheme approved by the GLT Board of Trustees takes precedence.

It is the responsibility of the Governing Body and Headteacher of each school within the Greenshaw Learning Trust to ensure that their school adheres to this policy and procedures.

In implementing this policy and procedures all staff must take account of any advice given to them by the GLT CEO, the GLT Head of Attendance and Educational Welfare and/or the Board of Trustees.

If there is any question or doubt about the interpretation or implementation of this Policy and Procedures, the GLT Head of Attendance should be consulted.

A1.2 Monitoring arrangements

This Policy and Procedures will be reviewed annually by the GLT Head of Attendance and will be updated when required due to legislation changes or as guidance from the local authority or DfE is updated.

A1.3 Approval and review

- Maintenance of this Policy and Procedures (Sections A, B & C) is the responsibility of the GLT Head of Attendance.
- Maintenance of the Procedure in Section D is the responsibility of the Headteacher
- This Policy and Procedures (Sections A, B & C) were approved by the Board of Trustees in: July 2024.
- The School Specific Procedures (Section D) were approved by the school Governing Body in September 2024.

A1.4 Legislation and guidance

This Policy and Procedures meet the requirements of Working Together to Improve School Attendance from the Department for Education (DfE), the DfE's statutory guidance on school attendance parental responsibility measures and 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
- Part 7 of The Education and Inspections Act 2006
- The Education (Pupil Registration) (England) Regulations 2006 (and 2010, 2011, 2013, 2016 amendments)
- The Education (Penalty Notices) (England) (Amendment) Regulations 2013

And the following guidance:

- School census guidance
- Keeping Children Safe in Education
- Mental health issues affecting a pupil's attendance: guidance for school
- [For non-compulsory age students]: Education and Skills Funding Agency Guidance 2023

Section B:

B1.1 Policy Statement

The Board of Trustees of the Greenshaw Learning Trust is committed to meeting our obligation with regards to school attendance through building a culture and ethos that values good attendance, which includes:

- Promoting good attendance.
- Building strong relationships with families to ensure pupils have the support in place to attend school.
- Reducing absence, including persistent and severe absence.
- Ensuring every pupil has access to the full-time education to which they are entitled.
- Acting early to address patterns of absence.
- Promoting and supporting punctuality in attending lessons.

B1.2 Policy Principles

The Board of Trustees of the Greenshaw Learning Trust firmly believe that all pupils benefit from outstanding school attendance. To this end, we will do all we can to ensure that our pupils achieve maximum possible attendance and that any problems that prevent excellent attendance are identified and acted upon promptly. In order for a pupil's attendance record to be deemed outstanding, we will expect every pupil to attend every day that the school is open to them, whilst working with parents/carers to develop appropriate individualised support approaches for pupils whose attendance is impacted by an additional or special educational need, disability or a diagnosed chronic/medial (including mental health) condition.

All GLT schools must ensure that they maintain systems and practices that will:

- Maintain a safe, secure environment where pupils feel valued and welcome, thereby positively encouraging attendance.
- Create an ethos in which excellent attendance is the norm.
- Raise pupil awareness of the importance of punctuality and uninterrupted attendance, and encourage in pupils motivation and a sense of responsibility.
- Support pupils and families who experience difficulties maintaining good school attendance.
- Celebrate excellent school attendance.
- Act in accordance with the Education Act 1996 and work collaboratively with local authorities to support parents in ensuring that their children are regularly attending school.

In addition, all GLT Schools expect pupils to :

- Attend school every day
- Attend school punctually.
- Attend school appropriately prepared for the day.

And all GLT schools expect that all parents/carers who have day to day responsibility for the children and young people will:

- Encourage regular school attendance and be aware of their legal responsibilities.
- Ensure that the child/children in their care arrive at school punctually, prepared for the school day.
- Contact the school on the morning of each day of the pupil's absence.

- Contact the school promptly whenever any problem occurs that may keep the child away from school.
- Be aware that any unexplained absence is treated as an unauthorised absence and may be considered a safeguarding concern, this may result in a home visit or a referral to Children's Services.

B1.3 Roles and Responsibilities

The Headteacher is responsible for:

- Implementation of this policy at their school
- Monitoring school-level absence data and reporting it to the governing body
- Supporting staff with monitoring the attendance of individual pupils
- Monitoring the impact of any implemented attendance strategies
- Issuing fixed-penalty notices, where necessary
- Authorising any absence due to exceptional circumstances

The Senior Leader with responsibility for attendance (see Section D1) is responsible for:

- Leading attendance across the school and embedding a whole school approach to promoting/supporting excellent attendance
- Defining clear vision and priorities to improve attendance
- Evaluating and monitoring expectations and processes
- Having an oversight of data analysis
- Devising specific strategies to address areas of poor attendance identified through data
- Building relationships with parents/carers to understand the challenges causing attendance issues and plan steps to address these
- Creating intervention / reintegration plans in partnership with pupils and their parents/carers
- Delivering targeted intervention and support to pupils and families
- Liaising with external agencies where appropriate for specific support
- Working proactively with local authorities and supporting them in their statutory responsibilities

The school attendance officer (see Section D1) is responsible for:

- Monitoring and analysing attendance data including completed registers and accurate coding
- Informing the School DSL (Designated Safeguarding Lead) and safeguarding team of unexplained absence of any pupil on safeguarding register by 9.30am.
- Informing the DSL of any parent / carer who have not responded to contact from school on the first day of absence of any pupil
- Benchmarking attendance data to identify areas of focus for improvement
- Providing regular attendance reports to school staff and reporting concerns about attendance to the designated senior leader responsible for attendance and the headteacher
- Working with education welfare officers to address persistent absence
- Advising the Headteacher or appropriate Senior Leader when to issue fixed-penalty notices
- Responding to absence in accordance with the Attendance Procedures

All relevant teaching staff are responsible for:

- Recording attendance on a daily basis, using the correct codes, and submitting this information correctly

Section C

GLT Attendance Procedures

C1. Recording attendance

All schools will keep an attendance register, and place all pupils onto this register.

Schools will take an attendance register at the start of the first session of each school day and once during the second session. The morning attendance register will be open for 30 minutes and the second register will be taken after midday. The attendance register will record whether each pupil is:

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

Attendance registers are legal documents which are shared with the DfE. 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, and
- the name and position of the person who made the amendment

Schools will also record:

- [For pupils of compulsory school age] Whether the absence is authorised or not.
- The nature of the activity if a pupil is attending an approved educational activity.
- The nature of circumstances where a pupil is unable to attend due to exceptional circumstances.

Every entry on the attendance register will be kept for 3 years after the date on which the entry was made.

C2. Unplanned absence

The pupil's parent/carer must notify the school of the reason for the absence on the first day of an unplanned absence as soon as practically possible. Please see Section D for details.

Absence due to physical or mental illness will be marked as authorised unless the school has a genuine concern about the authenticity of the illness.

Where the absence is longer than 5 days or there are doubts about the authenticity of the illness, the school will ask for medical evidence, such as a doctor's note, prescription, appointment card or other appropriate form of evidence.

If the school is not satisfied about the authenticity of the illness, the absence will be recorded as unauthorised and parents/carers will be notified of this in advance.

When no communication is received about a child's absence and we are unable to contact parents/carers, a home visit will be carried out within 24 hours in primary schools and 72 hours in

secondary schools of the absence occurring. Following the home visit, if we have further concerns or are not satisfied with the outcome, a referral may be made to Children's Services.

C3. Planned absence

We encourage parents/carers to make medical and dental appointments out of school hours where possible. Where this is not possible, the pupil should be out of school for the minimum amount of time necessary.

Attending a medical or dental appointment will be counted as authorised as long as the pupil's parent/carer notifies the school in advance of the appointment. Where a student's attendance is a concern, medical evidence will be required to support the absence.

The pupil's parent/carer must also apply for other types of term-time absence as far in advance as possible of the requested absence.

C4. Lateness and punctuality

A pupil who arrives late before the register has closed will be marked as late.

A pupil who arrives late after the register has closed will be marked as absent.

GLT schools open their AM registers for 30 minutes (for exact times for each school see Section D) , pupils who arrive late but within the 30 minute window will receive a Late mark (L) in the register. Pupils who arrive after this time will have their mark recorded as an unauthorised absence (U Code - Late After the Close of Registers) in the AM register. PM registration is taken during the first lesson/session that starts after midday.

Lateness after registration has closed is recorded as an unauthorised absence (U) and parents/carers will be notified of this absence. Continued Lateness after the Close of Registration may result in a referral to the local authority requesting a penalty notice.

C5. Following up unexplained absence

Where any pupil we expect to attend school does not attend, or stops attending, without reason, the school will:

- Call or message the pupil's parent/carer before 10:30am on the first day of unexplained absence to ascertain the reason. If the school cannot reach any of the pupil's named contacts, the school may contact other emergency contacts or the police.
- Identify whether the absence is approved or not.
- Identify the correct attendance code to use and input it as soon as the reason for absence is ascertained – this will be no later than 5 working days after the session.
- All normal absence monitoring procedures will continue during the unexplained absence, including calling/emailing/texting the parent/carer on each day that the absence continues. This may also involve contacting the school of any siblings, home visits and reference to Children's Services.

Continued concerns about a child's attendance may result in

- Implementation of a staged attendance intervention. Please see Section D for details.
- Home visits, from the third day of unexplained absence.

- A referral to the school's Safeguarding Team, an EHAT (Early Help Assessment Tool), the school nursing service, MASH Team (Multi Agency Safeguarding Hub) or the police for a welfare check.
- A referral to the local authority requesting the issue of a Penalty Notice, an application for an Education Supervision Order or court prosecution.

C6. Reporting to parents/carers

The school will regularly inform parents/carers about their child's attendance and absence levels.

C7. Approval for term-time absence

The Headteacher will only grant a leave of absence to a pupil during term time if they consider there to be 'exceptional circumstances'. A leave of absence is granted at the Headteacher's discretion, including the length of time the pupil is authorised to be absent for.

The Headteacher will consider each application for term-time absence individually, taking into account the specific facts, circumstances and relevant context behind the request.

All parents/carers requesting leave of absence in term time will need to complete a "Request for Leave of Absence in Term Time for Exceptional Circumstances" form, where possible, at least six weeks before the absence and return it to the school. Generally, a need or desire for a holiday or other absence for the purpose of leisure and recreation would not constitute an exceptional circumstance.

The Headteacher may require evidence to support any request for leave of absence.

Valid reasons for authorised absence include:

- Illness (including mental illness) and medical/dental appointments.
- Religious observance – where the day is exclusively set apart for religious observance by the religious body to which the pupil's parents/carers belong. If necessary, the school will seek advice from the parents'/carers' religious body to confirm whether the day is set apart. If parents/carers do not inform the school any days missed may be recorded as an unauthorised absence.
- Traveller pupils travelling for occupational purposes – this covers Roma, English and Welsh gypsies, Irish and Scottish travellers, showmen (fairground people) and circus people, bargees (occupational boat dwellers) and new travellers. Absence may be authorised only when a traveller family is known to be travelling for occupational purposes and has received approval from the school in writing, but it is not known whether the pupil is attending educational provision.
- Where the local authority have granted a licence for the pupil to take part in a performance regulated by section 37(2) of the Children and Young Persons Act 1963
- Where a Justice of the Peace has given the pupil a licence to go abroad for a performance or other regulated purpose under section 25(2) of the Children and Young Persons Act 1933

Absences that the school is unable to authorise include:

- Holidays during term time (unless in exceptional circumstances *).
- Arrival after the registers close without prior notification.
- Shopping trips, even if this is for school uniforms.
- Birthday celebrations.

- Looking after a relative/pets.
- Tiredness due to extra-curricular activities.
- All unexplained absences.

**Exceptional circumstances will typically only cover:*

- *For Service children, where parental leave is dictated*
- *Holidays arranged and paid for by children's social care*
- *Holiday arranged by organisations such as Make a Wish Foundation*
- *Blue light staff (NHS clinical, police, paramedics, fire brigade) where holidays have been dictated and proof is provided*
- *A significant family event - ie; wedding or funeral of an immediate family member*

C8. Legal sanctions

[For children of compulsory school age **only**.]

The school can apply to the local authority for a fine to be issued to parents/carers for the unauthorised absence of their child from school.

A penalty notice is an out of court settlement which is intended to change behaviour without the need for criminal prosecution.

If repeated penalty notices are being issued and they are not working to change behaviour they are unlikely to be the most appropriate tool. Therefore only 2 penalty notices can be issued to the same parent in respect of the same child within a 3 year rolling period and any second notice within that period is charged at a higher rate:

- The first penalty notice issued to a parent in respect of a particular pupil will be charged at £160 if paid within 28 days. This will be reduced to £80 if paid within 21 days.
- A second penalty notice issued to the same parent in respect of the same pupil is charged at a flat rate of £160 if paid within 28 days.
- A third penalty notice cannot be issued to the same parent in respect of the same child within 3 years of the date of issue of the first. In a case where the national threshold is met for a third time (or subsequent times) within those 3 years, alternative action should be taken instead. This will often include considering prosecution.

Penalty notices can only be requested by a Headteacher, local authority officer or the police and issued by the local authority.

All schools must consider whether a penalty notice is appropriate in each individual case where one of their pupils 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. A school week means any week in which there is at least one school session.

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

C9. Strategies for promoting attendance

All schools will use a range of strategies for rewarding and promoting good attendance.

C10. Monitoring attendance

The school will:

- Monitor attendance and absence data across the school and at an individual pupil level.
- Analyse attendance and absence data regularly to identify pupils or cohorts that need additional support with their attendance, and use this analysis to provide targeted support to these pupils and their families.
- Look at historic and emerging patterns of attendance and absence, and then develop strategies to address these patterns.
- Provide attendance reports to the Board, its Committees and Governing Bodies.
- Use data to monitor and evaluate the impact of any interventions put in place in order to modify them and inform future strategies and to facilitate discussions with pupils and families.

Pupil-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.

C11. Reducing persistent and severe absence

Persistent absence is where a pupil misses 10% or more of school, and severe absence is where a pupil misses 50% or more of school.

The school will use strategies to improve attendance, these may include:

- Using attendance data to find patterns and trends of persistent and severe absence.
- Holding regular meetings with the parents/carers of pupils who the school considers to be vulnerable, or are persistently or severely absent, to discuss attendance and engagement at school.
- Providing access to wider support services to remove the barriers to attendance.

C12. Sixth Form

The rigours of post-16 study mean that excellent attendance is perhaps even more important in Sixth Form than in any other years. The school's Sixth Form Team will therefore adopt the principles outlined above, unless otherwise stated.

While we expect Sixth Form students to take a greater degree of responsibility for their attendance than students in other years, we will still involve parents/carers where we feel it is appropriate.

Sixth Form students can be expected to remain onsite for the full school day. However, the Headteacher may choose to allow students to leave the school site at certain times (e.g. break,

lunch, and in exceptional circumstances, study periods). Sixth Form students will be expected to sign in and out when arriving at / leaving school.

Sixth Form places will not be withdrawn on the grounds of low attendance. However, where a student's attendance is impacting upon academic performance, it might be appropriate for the school, in consultation with the student and their parents/carers, to consider whether changing a course and/or resitting a year might be appropriate. Such decisions will always be made with regard to the student's best interests.

Section D - School Operational Attendance Procedures

D1. School Key Contacts

Key Contact	Name	Email
Headteacher	<i>Phillipa Lewis</i>	<i>Plewis@gloucesteracademy.co.uk</i>
Senior Leader with responsibility for attendance	<i>Philip Fowkes</i>	<i>pfowkes@gloucesteracademy.co.uk</i>
Attendance Officer	<i>Lydia Leaverland</i>	<i>lleaverland@gloucesteracademy.co.uk</i>
Attendance Team	<i>Mohaddis Mulla</i>	<i>mmulla@gloucesteracademy.co.uk</i>
Head of year 7	<i>Angela Exton</i>	<i>aexton@gloucesteracademy.co.uk</i>
Head of year 8	<i>Shelley Ryder</i>	<i>sryder@gloucesteracademy.co.uk</i>
Head of year 9	<i>Jordan Gregory</i>	<i>jgregory@gloucesteracademy.co.uk</i>
Head of year 10	<i>Lewis Wilson</i>	<i>lwilson@gloucesteracademy.co.uk</i>
Head of year 11	<i>George Exton</i>	<i>gexton@gloucesteracademy.co.uk</i>
Raising Standards Lead - Year 11	<i>Mat Davies</i>	<i>mdavies@gloucesteracademy.co.uk</i>

D2. Notifying the school of unplanned absences

Parents should telephone the school on 01452 428800 or email GAattendance@gloucesteracademy.co.uk before 08:35 am on the first day of absence and each subsequent day that their child is absent. In each case messages should clearly state the child's name, year group and summarise the reason for absence.

In some cases medical evidence or an appointment card will be required to authorise the absence.

D3. Staged attendance interventions

Gloucester Academy is committed to promoting outstanding attendance. In order to achieve this the school implements a staged intervention strategy in order to celebrate excellent attendance and support pupils improve attendance and punctuality.

In all cases of absence on a day to day basis the following may apply unless we have been informed of the absence:

- Phone calls from the school to check why the student is not in school.
- Texts messages to inform you of your child's absence from school.
- Unannounced home visits to check on the welfare of your child. This may also result in referral to an external agency for support in some cases.

Stage 0 - 95%+ attendance (see below)

Stage 1 - If attendance drops below 95%

- a. Stage 1 attendance warning letter sent to families
- b. Daily monitoring of attendance through HOY or SLT
- c. Parental contact to raise concerns in regards to attendance and discuss barriers towards excellent attendance
- d. Home visits (if required)

Stage 2 - If attendance drops below 93% (attendance support plan)

- a. Parental contact to raise concerns in regards to attendance and invitation to attend an attendance support plan meeting followed by a letter of confirmation.
- b. Attendance support plan meeting with a member of the attendance team to set targets and intervention to improve attendance.
- c. Review meeting set for 4 weeks following the meeting.

Stage 3 - If attendance drops below 90% or continued decline in attendance following attendance support plan (attendance improvement plan)

- a. Parental contact to raise concerns in regards to attendance and invitation to attend an attendance improvement plan meeting followed by a letter of confirmation. This may take place during the review meeting for the attendance support plan if attendance has fallen.
- b. Attendance intervention plan with a member of the attendance team to set targets and intervention to improve attendance. This may include a referral to external agencies for support.
- c. Medical evidence requirement to authorise any further absence.
- d. Review meeting set for 2 weeks following the meeting.

Stage 4 - Fixed Penalty Notice

Should attendance continue to decline despite these interventions or meetings being missed the school will refer to the local authority to issue a fixed penalty notice (C8). A final warning letter will be sent to families confirming this if it happens and the local authority may then issue a notice to improve.

Punctuality:

A pupil is considered late if they arrive at school after 8.35am. In this case a pupil will receive a late mark (L) and a 30 minute detention that evening.

If a pupil arrives after registers close at 9.05am they will be marked as absent (U). This counts as a half day's absence from school and therefore reduces overall attendance. This can therefore trigger the staged attendance procedure above.

Pupils are dismissed from school at 3.05pm unless they are in year 11 in which case they will be dismissed at 4.00pm. Each year group will also be dismissed at 4.00pm one day per week when they have compulsory period 6 (previously known as elite sport). This is reflected in your child's timetable.

D4. Strategies for promoting attendance

There are a number of rewards on offer to praise outstanding attendance at Gloucester Academy. These work alongside parental contact celebrating excellent attendance.

RFL card points - Pupils receive a signature on their RFL cards for every day they attend school and a bonus 3 signatures for attending every day in the week on a Friday. These points result in badges, certificates and other rewards in line with our behaviour policy.

100% rewards trips - Pupils who have 100% attendance throughout a term will be invited on a rewards trip to celebrate this achievement at the end of each term. If there are exceptional circumstances why that student has not got 100% then they may also be invited to the rewards trip.

100% attendance tickets - Each week pupils will be given 1 attendance ticket if they have 100% attendance for that week. These can be exchanged in the attendance swap shop every Friday for various prizes depending on the amount saved over the year.

Highest attendance breakfast - Each week on a Friday the tutor group with the highest attendance in each year group will receive a celebration breakfast to celebrate their achievement as a team.

D5. Procedure for Reporting a Children Missing in Education (CME) and Elective Home Education (EHE)

Elective Home Education (EHE)

If a parent wishes to electively home educate their child this must be requested in writing to the headteacher of the school. The headteacher will invite the family to join a meeting to discuss this request in more detail. In certain circumstances, advice may be sought from children's social care or the EHCP coordinator at the local authority.

Children Missing in Education (CME)

The attendance team will call families each day a child has an unexplained absence. If there has been no contact for 72 hours a home visit will be completed to check the welfare of the child and discuss attendance. If no contact is made after 72 hours the safeguarding team will be alerted and a decision made on next steps to make contact with the family. Should contact still not be made a CME form will be created and the local authority alerted. Daily contact via phone and home visits will continue working in partnership with the local authority advice.