



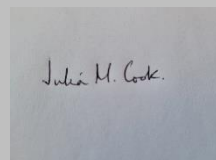
**The Black
Pear Trust**

ATTENDANCE AND ABSENCE POLICY
THE BLACK PEAR TRUST
HOLLYMOUNT SCHOOL

Approved by: Local Governing Body

Date: 22/11/22

**Chair of
Governors:**



Julie M. Cook

**Next review due
by:** 22/11/23

Contents:

Statement of intent

1. Legal framework
2. Roles and responsibilities
3. Definitions
4. Attendance expectations
5. Absence procedures
6. Attendance register
7. Authorising parental absence requests
8. SEND- and health-related absence
9. Leave during lunch times
10. Truancy
11. Missing children
12. Attendance intervention
13. Working with parents to improve attendance
14. PA
15. Legal intervention
16. Monitoring and analysing absence
17. Training of staff
18. Monitoring and review

Appendices

- A. Attendance Monitoring Procedures

Statement of intent

Hollymount School believes that in order to facilitate teaching and learning, good attendance is essential. Children cannot achieve their full potential if they do not regularly attend school.

School attendance lays the vital foundations of a child's life. To this end, Hollymount School seeks to ensure that all its children receive a full-time education, suitable to their age, aptitude and ability, which maximises opportunities for each child to realise their potential. To gain the greatest benefit from their time at Hollymount it is vital children attend regularly and on time. We would always encourage children to strive for 100% attendance by attending every day the school is in open for instruction, providing they are fit and well enough to do so. In order to support this, we adopt a whole school approach to school attendance and will engage with families to identify, address and overcome barriers to attendance and learning.

We understand that barriers to attendance are complex, and that some children 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 children and parents.

We take a whole-school 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 child attendance.

We are committed to:

- Promoting and modelling high attendance and its benefits.
- Ensuring equality and fairness for all.
- Ensuring this attendance policy is clear and easily understood by staff, children and parents.
- Intervening early and working with other agencies to ensure the health and safety of our children.
- Building strong relationships with families to overcome barriers to attendance.
- Working collaboratively with 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 children.

- Regularly monitoring and analysing attendance and absence data to identify children or cohorts that require more support.

The school's attendance officer is **Darren Davies and** can be contacted via **ddavies@hollymountschool.org**. Staff, parents and children will be expected to contact the attendance officer for queries or concerns about attendance.

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 (Child Registration) (England) Regulations 2006 (As amended)
- The Children (Performances and Activities) (England) Regulations 2014
- Children and Young Persons Act 1963
- DfE (2022) 'Working together to improve school attendance'
- DfE (2022) 'Keeping children safe in education 2022'
- DfE (2016) 'Children missing education'

This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Complaints Procedures Policy
- Behaviour Policy
- SEND Policy
- Supporting Children with Medical Conditions Policy
- Social, Emotional and Mental Health (SEMH) Policy
- Children Missing Education Policy
- Attendance Officer Home Visit Policy
- Children with Additional Health Needs Attendance Policy

Roles and responsibilities

The governing board has overall responsibility for:

- Monitoring the implementation of this policy and all relevant procedures across the school.
- Promoting the importance of good attendance through the school'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.
- Regularly reviewing attendance data.
- Sharing effective practice on attendance management and improvement across schools.
- Ensuring that this policy, as written, does not discriminate on any grounds, including, but not limited to, ethnicity/national origin, culture, religion, gender, disability or sexual orientation.
- Handling complaints regarding this policy as outlined in the school's Complaints Procedures Policy.

- Having regard to 'Keeping children safe in education' when making arrangements to safeguard and promote the welfare of children.
- Ensuring there is a Children Missing Education Policy in place and that this is regularly reviewed and updated.

The headteacher is responsible for:

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

Staff are responsible for:

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

Attendance officer is responsible for:

- The overall strategic approach to attendance in school.
- Developing a clear vision for improving attendance.
- Monitoring attendance and the impact of interventions.
- Analysing attendance data and identifying areas of intervention and improvement.
- Communicating with children and parents with regard to attendance.
- Following up on incidents of persistent poor attendance.
- Informing the LA of any child being deleted from the admission and attendance registers.

Children are responsible for:

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

Parents are responsible for:

- Providing accurate and up-to-date contact details.
- Providing the school with more than one emergency contact number.
- Updating the school if their details change.

- The attendance of their children at school.
- Promoting good attendance with their children.

Definitions

The following definitions apply for the purposes of this policy:

Absence:

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

Authorised absence:

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

Unauthorised absence:

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

Persistent absence (PA):

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

Attendance expectations

The school has high expectations for children's attendance and punctuality, and ensures that these expectations are communicated regularly to parents and children.

Children will be expected to attend school punctually every day they are required to be at school, for the full day.

The school day starts at **8:50am**, and children will be in their classroom, ready to begin lessons at this time; therefore, children will be expected to be on the school site by **8:45am**. Most children will have a morning break **between 10:30am and 11:15am**, which will last until **no longer than 15 minutes**, and a lunch break between

11:30am and **1:30pm** which will last no longer than 45 minutes. For children in EYFS and Year 1, breaktimes follow different formats.

Registers will be taken as follows throughout the school day:

- The morning register will be marked by **9:05am**. Children will receive a late mark if they are not in their classroom by this time. Children 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**. Children will receive a mark of absence if they do not attend school before this time
- The afternoon register will be marked by **1:40pm**. Children will receive a late mark if they are not in their classroom by this time
- The afternoon register will close at **1:45pm**. Children will receive a mark of absence if they are not present

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

Absence procedures

Parents will be required to contact the school office via telephone before **9:00am** on the first day of their child's absence and every consecutive day of absence until the child returns to school – they will be expected to provide an explanation for the absence and an estimation of how long the absence will last, e.g. one school day. An message system is available for this purpose.

Where a child is absent, and their parent has not contacted the school by **the close of the morning register** to report the absence, administrative staff will contact the parent via a text message prompting parents/guardians to call the school office by 9:30am. After this time, if a call has not been received, the school office will contact, contact 1 and then contact 2 of the parent/guardian via a telephone call. If contact is still not made, this is followed up again following the afternoon register and is recorded on ScholarPack. If no contact is received after the third consecutive day of absence without reason, two members of staff including a member of the senior leadership team will carry-out a safe and well check to ensure the child and family are safe. If there is no answer, a letter will be left requesting immediate contact with school and written notification of absence.

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

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

Where a child is absent for more than **three** school days in a row, or more than **10** school days in **one term**, the child's parent will be expected to provide a signed letter with an explanation for all future absence(s).

The school will not request medical evidence in most circumstances where a child is absent due to illness; however, the school reserves the right to request supporting evidence where there is 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 school will inform the LA, on a **termly** basis, of the details of children who fail to attend regularly, or who have missed 10 school days or more without authorisation – following the local authority missing in education guidance.

If a child's attendance drops below **90 percent**, a letter will be sent; the attendance officer will be informed, and a formal meeting will be arranged with the child's parent.

Where a child has not returned from an agreed period of extended leave, or is absent from school with authorisation for 20 consecutive days, the school will remove the child from the admissions register if the school and the LA have failed to establish the whereabouts of the child after making reasonable enquiries.

Attendance register

The school uses **ScholarPack** 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 school day** and **at the start of the afternoon session**. This register will record whether children are:

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

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

- / = Present in the morning
- \ = Present in the afternoon
- L = Late arrival before the register has closed
- C = Leave of absence granted by the school

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

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

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

Every entry received into the attendance register will be preserved for **three years**.

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 child and the impact on the child’s education into account. The headteacher’s decision is not subject to appeal; however, the school will be sympathetic to requests for absence by parents, and will not deny any request without good reason.

Leave of absence

The school will only grant a child a leave of absence in exceptional circumstances. In order to have requests for a leave of absence considered, the school 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 child's previous attendance record will be taken into account. Where the absence is granted, the headteacher will determine the length of time that the child can be away from school. The school 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:

- Immediately before and during statutory assessment periods
- When a child's attendance record shows any unauthorised absence
- Where a child's authorised absence record is already above **10 percent** for any reason

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

Illness and healthcare appointments

Parents will be expected to make medical or dental appointments outside of school 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 school will ensure that all children engaging in performances or activities, whether they receive payment or not, which require them to be absent from school, understand that they will be required to obtain a licence from the LA which authorises the school's absence(s).

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

Where a licence has been granted by the headteacher and it specifies dates of absence, no further authorisation will be needed from the school. Where an application does not specify dates, and it has been approved by the headteacher, 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 child's attendance would fall below **96 percent**. Where a licence has not been obtained, under the discretion of the headteacher, a decision will be made on whether the activity or performance will be authorised.

Religious observance

Parents will be expected to notify the school of their intention to have a day's absence for a religious observance prior to the day.

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

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

Gypsy, Roma and Traveller absence

Where a child'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 in advance. Absences will not be granted for children from these communities under this code for reasons other than travel for occupational purposes.

SEND- and health-related absences

The school recognises that children 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 children who find attending school difficult.

In line with the SEND Policy and Supporting Children with Medical Conditions Policy, the school will ensure that reasonable adjustments are made for disabled children 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 child'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 child that is also a safeguarding concern, they will inform the DSL and the Child Protection and Safeguarding Policy will be followed. All children will be supported with their mental health in accordance with the school's Social, Emotional and Mental Health (SEMH) Policy.

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

- Inform the LA if a child is likely to be away from the school for more than 15 school days.

- Provide the LA with information about the child's needs, capabilities and programme of work.
- Help the child reintegrate at school when they return.
- Make sure the child is kept informed about school events and clubs.
- Encourage the child to stay in contact with other children during their absence.

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

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

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

Leave during lunch times

Parents may be permitted to take their child away from the school premises during lunch times with permission from the headteacher – it is at the headteacher's discretion as to whether a child will be allowed to leave the premises. Parents/ Carers will submit written permission to the headteacher, in advance of their request.

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

Truancy

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

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

All children are expected to be in their classes by the agreed morning and afternoon registration times, where the teacher will record the attendance electronically. Any child with permission to leave the school during the day must sign out at the school office and sign back in again on their return.

Immediate action will be taken when there are any concerns that a child 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 child not attending school.

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

- In the first instance, first day calling procedures would take place.
- If any further truancy occurs, then the school will consider issuing a penalty notice.
- A penalty notice will be issued where there is overt truancy, inappropriate parentally-condoned absence, excessive holidays in term-time and persistent late arrival at school.

The DSL will be involved where an instance of truancy may be linked to a safeguarding concern. Any safeguarding concerns will be dealt with in line with the Child Protection and Safeguarding Policy.

Missing children

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

- The member of staff who has noticed the missing child 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 school premises as directed by the headteacher.

The following areas will be systematically searched:

- All classrooms
- All toilets

- Changing rooms
 - The library
 - Any outbuildings
 - The school grounds
-
- Available staff will begin a search of the area immediately outside of the school premises, and will take a mobile phone with them so they can be contacted.
 - If the child has not been found after **10 minutes**, then the parents of the child will be notified.
 - The school will attempt to contact parents using the emergency contact numbers provided.
 - If the parents have had no contact from the child, and the emergency contacts list has been exhausted, the police will be contacted.
 - A member of SLT will record the incident on CPOMs, describing all circumstances leading up to the child going missing.
 - If the missing child has an allocated social worker, is a looked-after child, or has any SEND, then the appropriate personnel will be informed.
 - When the child has been located, members of staff will care for and talk to the child to ensure they are safe and well.
 - Parents and any other agencies will be informed immediately when the child has been located.

The headteacher will take the appropriate action to ensure that children 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.

Attendance intervention

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

- Establish a range of evidence-based interventions to address barriers to attendance.
- Monitor the implementation and quality of escalation procedures and seek robust evidence of the escalation procedures that work.
- Attend or lead attendance reviews in line with escalation procedures.
- Establish robust escalation procedures which will be initiated before absence becomes a problem

The school 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 children whom the intervention is designed to target.

The school will acknowledge outstanding attendance and punctuality through a variety of rewards.

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

Working with parents to improve attendance

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

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

The school will ensure that parents are aware of their legal duty to ensure that their child attends school 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 school 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 school 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 school can have for their child educationally, socially and developmentally.

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

Where these barriers are related to the child's experience in school, e.g. bullying, the attendance officer will work with the headteacher and any relevant school staff, e.g. the DSL and SENCO, to address this. Where the barriers are outside of the school's

control, e.g. they are related to issues within the child'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.

Persistent Absenteeism

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

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

The school will use a number of methods to help support children at risk of PA to attend school. These include:

- Offering catch-up support to build confidence and bridge gaps.
- Meeting with children 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 fortnightly check-ins to review progress and the impact of support.
- Making regular contact with families to discuss progress.
- Assessing whether an EHC plan or IHP may be appropriate.
- Considering what support for re-engagement might be needed, including for vulnerable groups.

The school takes all absence seriously but will focus urgent attention on children who have rates of absence under 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 children are facing.

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

Legal intervention

The school will allow sufficient time for attendance interventions and engagement strategies to improve children's attendance; however, where engagement

strategies to improve attendance have not had the desired effect after **one term**, the attendance officer will consider:

- Holding a formal meeting with parents and the school'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 school will work with the LA to take forward attendance prosecution as a last resort.

Monitoring and analysing absence

The attendance officer will monitor and analyse attendance data regularly to ensure that intervention is delivered quickly to address habitual absence at the first signs. FFT and Scholar Pack are used to effectively analyse and monitor data.

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

- The school cohort as a whole.
- Individual year groups.
- Individual children.
- Demographic groups, e.g. children from different ethnic groups or economic backgrounds.
- Other groups of children, e.g. children with SEND, LAC and children eligible for FSM.
- Children at risk of PA.

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

- Patterns in uses of certain codes.
- Particular days of poor attendance.
- Historic trends of attendance and absence.
- Barriers to attendance.

The attendance officer will provide regular reports to staff across the school to enable them to track the attendance of children 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 school 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 schools within the trust regularly share expertise and collaborate on interventions.

Training of staff

The school will recognise that early intervention can prevent poor attendance. As such, staff will receive training in identifying potentially at-risk children 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 receive regular and ongoing training as part of their development.

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 school's strategies and procedures for monitoring and improving attendance
- The school's procedures for multi-agency working to provide intensive support for children 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 children to overcome barriers to attendance.

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

Monitoring and review

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

This policy will be reviewed **annually** by the Attendance Officers and Headteachers.

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

Attendance Monitoring Procedures

Hollymount School has adopted the following attendance monitoring procedures, to ensure that children's attendance meets the expected standard, and effective intervention is provided where children's attendance falls below the standard:

1. A spreadsheet is sent to the SLT and attendance officer detailing **weekly** and **annual** attendance to date.
2. Attendance is discussed by classroom teachers and children, where age-appropriate. Any attendance/punctuality trends noticed by classroom teachers are passed immediately to the SLT.
3. Contact is made with parents on the first day of absence for any child absence not reported. 'N' codes are used to indicate that the child is absent for a reason not yet provided; these N codes are reported to the SLT and attendance officer daily.
4. Contact is made to the parents of any children marked using the N code. Any N codes not established after a week are recorded as an unauthorised absence.
5. If a child's attendance falls to **96 percent**, the attendance officer speaks to the child in school to discuss any issues or problems to ascertain how the school can help to improve their attendance. The attendance officer also makes a phone call home to discuss this with parents, if necessary.
6. If a child's attendance falls below **96 percent**, a letter is sent home raising concerns that their attendance has fallen below the school's expected standard. The letter also has an attached leaflet outlining how parents can work with the school and their child to improve attendance.
7. If a child's attendance falls below **90 percent**, a letter is sent home explaining that the child's attendance is now being monitored, and the attendance officer contacts the parents to discuss this.
8. The child's attendance is monitored for **two weeks** and, if attendance does not improve after this time, parents are required to attend a meeting in school with the classroom teacher and set targets for their child. If parents are unwilling to cooperate, or are genuinely unable to attend, a referral may be required to the local education welfare officer (EWO), who will then conduct a home visit.
9. After the **two-week** monitoring period, and if targets are met, a letter is sent home from the SLT to congratulate the child and their parents on improving attendance. Monitoring and communication with the parents continues until attendance stabilises to **96 percent**.
10. If targets are not met, the classroom teacher makes a referral to the EWO. Education welfare protocol is followed, and a parental contract is drawn up. A **four-week** monitoring period is established and, if there are no improvements, a final written warning is issued to the parents if there is no improvement after an additional **four weeks**, a fixed-penalty notice is issued.