

THE ORATORY SCHOOL (OS) Attendance Policy and Procedure

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Key School contacts

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1 Aims

- 1.1 This is the attendance policy of The Oratory School.
- 1.2 The School aspires to high levels of attendance from all students. Good attendance is essential for all students to get the most out of their school experience, including their attainment, wellbeing and wider life chances.
- 1.3 The aims of this policy are as follows:
 - 1.3.1 to develop and maintain a whole school culture that promotes the benefits of good attendance.
 - to ensure, so far as possible, that every student at The Oratory is able to benefit from and make their full contribution to the life of the School.
 - 1.3.3 to prioritise and where possible improve attendance and punctuality across the School, reduce absence and set out the School's approach to the management of absence/non-attendance.
 - 1.3.4 to recognise the linkages between attendance/absence and student wellbeing, specifically ensuring a consistent whole school approach to safeguarding; and
 - 1.3.5 to help to promote a whole school culture of safety, equality and protection.

2 Scope and application

- 2.1 This policy applies to the whole School.
- 2.2 This policy is designed to address the specific statutory obligations on The Oratory School to record attendance and absence.

3 Regulatory framework

- 3.1 This policy has been prepared to meet The Oratory School's responsibilities under:
 - 3.1.1 Education (Independent School Standards) Regulations 2014.
 - 3.1.2 National minimum standards for boarding schools (Department for Education (**DfE**), September 2022).
 - 3.1.3 Education and Skills Act 2008.
 - 3.1.4 Children Act 1989.
 - 3.1.5 Childcare Act 2006.
 - 3.1.6 Sponsorship Duties (UKVI, July 2023).

- 3.1.7 Education (Student Registration Regulations) 2006.
- 3.1.8 Equality Act 2010; and
- 3.1.9 Data Protection Act 2018 and UK General Data Protection Regulation (UK GDPR)
- 3.2 This policy has regard to the following guidance and advice:
 - Working together to improve school attendance (DfE, applies from September 2022).
 - 3.2.2 Toolkit for schools: communicating with families to support attendance (DfE, September 2023).
 - 3.2.3 Guidance for parents on school attendance (Office of the Children's Commissioner, September 2023).
 - 3.2.4 'Is my child too ill for school?' guidance (NHS, April 2021).
 - 3.2.5 Keeping children safe in education (DfE, September 2023).
 - 3.2.6 School behaviour and attendance: parental responsibility measures (DfE, May 2020).
 - 3.2.7 Children missing education (DfE, September 2016).
 - 3.2.8 Supporting students with medical conditions at school (DfE, August 2017).
 - 3.2.9 Behaviour in schools: advice for headteachers and school staff (DfE, September 2022).
 - 3.2.10 Mental health and behaviour in schools (DfE, November 2018).
 - 3.2.11 Mental health issues affecting a student's attendance: guidance for schools (DfE, February 2023).
 - 3.2.12 Support for students where a mental health issue is affecting attendance (DfE, February 2023).
 - 3.2.13 Remote education guidance (DfE, updated February 2023); and
 - 3.2.14 SEND Code of practice: 0 to 25 years (DfE and Department of Health, May 2015)].
- 3.3 The following School policies, procedures and resource materials are relevant to this policy:
 - 3.3.1 Safeguarding (Child Protection) policy.
 - 3.3.2 Risk assessment policy for student welfare.
 - 3.3.3 Missing pupil policy.
 - 3.3.4 SEND policy.
 - 3.3.5 Equal opportunities pupil policy.
 - 3.3.6 Good behaviour and sanctions policy.
 - 3.3.7 Terms and conditions.

3.3.8 Remote learning policy.

4 Publication and availability

- 4.1 This policy is published on the School website.
- 4.2 This policy is available in hard copy on request.
- 4.3 A copy of the policy is available for inspection from the school website during the School day.
- 4.4 This policy can be made available in large print or other accessible format if required.

5 **Definitions and interpretation**

- 5.1 Where the following words or phrases are used in this policy:
 - 5.1.1 references to **attendance** include references to attendance for all or part of the timetabled school day.
 - 5.1.2 references to a **Parent** means:
 - (a) all natural parents, whether they are married or not.
 - (b) any person who has parental responsibility for a student; and
 - (c) any person who has care of a student (i.e. lives with and looks after a student).
 - 5.1.3 **DSLA** means the School's designated senior lead for attendance.

6 Responsibility statement and allocation of tasks

- 6.1 The Governors have overall responsibility for all matters which are the subject of this policy.
- 6.2 The Governors recognise that improving attendance is a school leadership issue and has appointed a designated senior leader to have overall responsibility for championing and improving attendance in School, referred to in this policy as the DSLA.
- To ensure the efficient discharge of its responsibilities under this policy, the Governors have allocated the following tasks:

Task	Allocated to	When / frequency of review
Keeping the policy up to date and compliant with the law and best practice	DSLA	As required, and at least termly
Monitoring the implementation of the policy	DSLA	As required, and at least termly
Seeking input from interested groups (such as students, staff, parents) to consider improvements to the School's processes under the policy	DSLA	As required, and at least annually

Task	Allocated to	When / frequency of review
Formal annual review	Governors	Annually

7 The importance of good attendance

- 7.1 The School recognises the importance of developing good patterns of attendance from the outset. This is an integral part of the School's ethos and culture. In building a culture of good school attendance it recognises:
 - 7.1.1 the importance of good attendance, alongside good behaviour, as a central part of the school's vision, values, ethos, and day to day life.
 - 7.1.2 the interplay between attendance and wider school improvement efforts, building it into strategies on attainment, behaviour, bullying, special educational needs support, supporting students with medical conditions and/or disabilities, Mental Health issues, safeguarding wellbeing, and support for disadvantaged students.
 - 7.1.3 the importance of setting high expectations for the attendance and punctuality of all students and communicating these regularly and effectively to students and parents.
 - 7.1.4 that attendance is never 'solved' and is a continuous process requiring revision and updating of messages, processes and strategies; and
 - 7.1.5 children missing education can act as a vital warning sign to a range of Safeguarding issues, including neglect, sexual abuse and child sexual and criminal exploitation.

8 School responsibilities

- 8.1 The School acknowledges that attendance is the essential foundation to securing positive outcomes for all students and that everyone has a responsibility to take proactive steps to manage and improve attendance across the School community.
- 8.2 The School will consistently promote the benefits of good attendance, setting high expectations for every student and consistently communicating those expectations to students and parents.
- Where there are challenges to attendance, the School will work effectively and respectfully with students, their families and, where appropriate, Local Authorities to address them.
- 8.4 The School will respond to non-attendance and/or lateness proactively, firmly, consistently and with care, with appropriate reference to this policy, its Safeguarding and Behaviour policies and the School's Terms and Conditions. It will act in a proportionate and targeted way in response to data or intelligence and ensure intervention is regularly reviewed.
- 8.5 The School will have robust systems in place to track and record attendance, reasons for absence and patterns at an individual level and by cohorts or groups in order to identify students at risk of non-attendance and those who are persistently absent and it will monitor and analyse this data regularly to facilitate early intervention to address issues.

9 Staff responsibilities

The DSLA

- 9.1 The Governors have appointed a senior member of staff of the School's leadership team as DSLA to have overall responsibility for championing and improving attendance in school. Details of the individual appointed are at the front of this policy and are widely publicised within School.
 - 9.1.1 The DSLA's responsibilities are:
 - (a) to formulate a clear vision for attendance improvement.
 - (b) to evaluate and monitor expectations and processes.
 - (c) to have oversight of and analyse attendance data; and
 - (d) to communicate clear messages on the importance of attendance to students and parents.

9.2 Staff with specific responsibilities for attendance:

The staff identified in Appendix 1 of this policy have day to day responsibility for monitoring and promoting good attendance and punctuality. They should:

- 9.2.1 have a formal routine for registers being taken accurately each morning and afternoon.
- 9.2.2 seek explanations of absences required from students on their return from School.
- 9.2.3 make enquiries about unexplained absences, including those within the school day, and follow up with student to ensure that an explanation has been formally given to the School.
- 9.2.4 look out for trends or patterns in a student's attendance and inform the DSLA of any specific concerns.
- 9.2.5 inform the DSLA of any known future absences for students.
- 9.2.6 deal with lateness to lessons consistently and promptly.
- 9.2.7 consider appropriate sanctions for students who arrive late to a lesson in line with the School's behaviour and discipline policies; and
- 9.2.8 discuss non-attendance and/or lateness with students and parents (where possible) and emphasise the importance of punctuality and attendance.

9.3 All staff

- 9.4 The School ensures that all teaching and non-teaching staff know the importance of good attendance and are consistent in their communication with students and parents about it.
- 9.5 The School provides appropriate training and professional development for staff consistent with their roles and responsibilities.

10 School arrangements

10.1 The School will accurately complete admission and attendance registers and have effective day to day processes in place to follow-up absence. Contact details of

relevant staff can be found at the front of the policy and other details about the School's arrangements can be found in Appendices Appendix 1-Appendix 3.

11 Monitoring attendance

- 11.1 The School will undertake regular data analysis to identify and provide additional support to students or student cohorts that need it, and to look at historic and emerging patterns across the School and develop strategies to address them. Such analysis may include:
 - 11.1.1 monitor and analyse weekly attendance patterns and trends and provide support in a targeted way to students and families.
 - 11.1.2 use this analysis to provide regular attendance reports to class teachers to facilitate discussions with students and to leaders (including the SENCO and DSL).
 - 11.1.3 conduct thorough analysis of half-termly, termly, and full year data to identify patterns and trends.
 - 11.1.4 benchmark attendance data at whole school, year group and cohort level to identify areas of focus for improvement.
 - 11.1.5 devise specific strategies to address areas of poor attendance identified through data.
 - 11.1.6 monitor the impact of school-wide attendance efforts, including any specific strategies implemented; and
 - 11.1.7 provide data and reports to the Governors to support their work.

12 Student responsibilities

- 12.1 School attendance is important to student attainment, wellbeing and development. The School therefore has high expectations of students as to their attendance and has systems in place to reward good attendance and manage poor attendance.
- 12.2 Students should be aware that:
 - 12.2.1 they are expected to be present in-person for the duration of each School day.
 - 12.2.2 they are expected to arrive on time and attend all timetabled lessons.
 - 12.2.3 they should not leave a lesson or the School site without permission or otherwise in accordance with School rules.
 - 12.2.4 they should engage with the School's arrangements for recording and managing attendance as set out in this policy.
 - 12.2.5 any unexplained absence will be followed up.
 - 12.2.6 persistent lateness or non-attendance will result in action being taken by the School. This may take the form of:
 - (a) offers of support to seek to identify and address any barriers to attendance.
 - (b) communication with parents.
 - (c) reporting to other agencies such as children's social care; and

- (d) sanctions against them or their parents in line with the School's behaviour policies.
- 12.2.7 If students are having difficulties that might discourage or prevent them from attending School or specific lessons regularly, they may speak to any member of staff, although the School encourages them to speak to their Tutor or those staff identified in Appendix 1 in the first instance. Students are entitled to expect this information to be managed sensitively.

13 Additional needs

- 13.1 The School recognises some students may find it harder than others to attend School and will work with those students and parents to try to remove barriers to attendance by building strong and trusting relationships and working together to put the right support in place.
- 13.2 The School will make reasonable adjustments¹ where a student has a disability that affects their ability to attend School regularly.
- 13.3 The School will also work with parents, and where appropriate with the Local Authority, to develop specific support approaches for attendance for students with special educational needs and disabilities e.g. ensuring the provision outlined in a student's education, health and care plan is accessed.
- 13.4 Suitable strategies will also be considered for students with any social, emotional or mental health issue that is affecting their attendance.
- 13.5 Where barriers are outside of the School's control, the School will work with parents and students to identify alternative sources of support or consider, where appropriate, making a referral for Early Help.

14 Parent/carer responsibilities

- 14.1 The law entitles every child of compulsory school age to an efficient, fulltime education suitable to their age, aptitude and any special educational need they may have. It is the legal responsibility of every parent to make sure their child receives that education.
- 14.2 This means students must attend every day that the School is open, except in a small number of allowable circumstances such as being too ill to attend or being given permission for an absence in advance from the School.
- 14.3 The School will help parents to understand what is expected of them and why attendance is important to their child's attainment, wellbeing, and wider development and provide clarity on the short- and long-term consequences of poor attendance.
- 14.4 Expectations the School places on parents can be found in Appendix 1 of this policy.
- 14.5 Parents are bound by the terms relating to conduct and attendance in the parent contract and failure to ensure a child's attendance or engage with the School about it could amount to a breach of contract or a finding that the parent is treating the School unreasonably.

15 Training

15.1 **Staff:** The School ensures that regular guidance and training on attendance is arranged on induction and at regular intervals thereafter so that staff and volunteers understand what is expected of them by this policy and have the necessary

¹ In this case to meet the school's duty to make reasonable adjustments for pupils with a disability under section 20 of the Equality Act 2010

knowledge and skills to carry out their roles. As a minimum this will include all staff understanding:

- 15.1.1 the importance of good attendance and that absence is almost always a symptom of wider circumstances; and
- 15.1.2 the School's strategies and procedures for tracking, following up and improving attendance.
- 15.2 Dedicated attendance training is provided to any member of staff with a specified attendance function in their role, including administrative, pastoral or family support staff and senior leaders. This should include:
 - 15.2.1 the law and requirements of schools including on the keeping of registers.
 - 15.2.2 the process for working with other partners to provide more intensive support to students who need it.
 - 15.2.3 the necessary skills to interpret and analyse attendance data; and
 - 15.2.4 any additional training that would be beneficial to support students and student cohorts overcome commonly seen barriers to attendance.
- 15.3 The School maintains written records of all staff training.

16 Information sharing

16.1 Personal information on attendance will only be shared in line with legal obligations and having regard to Government guidance on attendance, Safeguarding and Children Missing Education.

17 Record keeping and confidentiality.

- 17.1 All records created in accordance with this policy are managed in accordance with the School's policies that apply to the retention and destruction of records.
- The information created in connection with this policy may contain personal data. The School's use of this personal data will be in accordance with data protection law. The School has published privacy notices on its website which explain how the School will use personal data.

18 Version control

Date of adoption of this policy	February 2024
Date of last review of this policy	February 2024
Date for next review of this policy	February 2025
Policy owner (DSLA)	Stephen Burrows
Policy owner (Chair of Governors)	Pascale Lo

Appendix 1 School arrangements

1 Managing attendance

- 1.1 The School monitors, records and shares data about student attendance and as part of its duty to Safeguard and protect students and promote attendance it accurately completes admission and attendance registers as is required as set out in AppendixAppendix 2 and AppendixAppendix 3 respectively.
- 1.2 The School expects all students to be present at School for the whole of the School day, usually from registration at 08.30am to close at 6.00pm, but this period may be extended, for example for out of school clubs, sports fixtures or school trips.
- 1.3 If attendance becomes a cause for concern, this will be identified by tutors (who take registrations for their registration group each morning and afternoon) and escalated to the DLSA. Strategies will be put in place to improve attendance at this point. Housemasters/Housemistresses will also form a key part of this process.

2 The role of parents/carers

- 2.1 The School expects all Parents to:
 - 2.1.1 make any application for an authorised leave of absence at the earliest opportunity.
 - 2.1.2 notify the School of any absence or delay as soon as reasonably possible in accordance with this policy and when doing so, give an accurate explanation for this; and
 - 2.1.3 cooperate with the School to explore possible barriers to attendance and to improve it where attendance has been raised as an issue.
- 2.2 Parents of day students should:
 - 2.2.1 ensure their child attends School by 08.30am for morning registration.
- 2.3 Parents of boarding students should:
 - 2.3.1 ensure their child returns to their boarding accommodation in time for the beginning of the school day.

3 Registration and attendance checks

- 3.1 Morning registration is at 08.30 am. The registers will remain open for 15 minutes after the start of morning registration.
- 3.2 Afternoon registration will be at 1.55 pm during tutor time.
- 3.3 Registers will also be taken at the beginning of each lesson in order to identify and follow-up on absences from lessons that might occur after morning or afternoon registration.
- 3.4 The School uses E-Registration and Attendance Management Systems.

4 Reporting absence

- 4.1 Parents should communicate any planned or future absences to absence@oratory.co.uk . If any other staff become aware of a planned absence, then they ought to let Reception know as soon as possible. Reception will then enter the student as 'out of school'.
- 4.2 On the day, parents should email absence@oratory.co.uk to notify Reception. We will ask parents not to email housemasters or tutors who may be rushing off to teach. Reception will email the Housemaster.
- 4.3 Failure to do this prior to 8.45am will result in the absence being recorded as unauthorised.
- 4.4 If a child is unauthorised absent from school by 8.45am then Reception will contact the parents/guardians.
- 4.5 If a student arrives late at school (any time after 8.45am) or misses their morning registration, then it is their responsibility to sign in at Reception prior to heading to lessons.
- 4.6 If a student deliberately misses a morning or afternoon registration, then they will receive a Leadership Detention. This will be entered by the Deputy Head Pastoral following a daily report from Reception.
- 4.7 Boarders are expected to attend all registrations unless they are admitted to the Health Centre. In this case the Health Centre send an email to notify all staff.
- 4.8 There is a formal registration at 1.55pm every afternoon which students must attend. If a student fails to attend registration, then they will be entered for a Leadership Detention. Again, this will be entered by the Deputy Head Pastoral following a report from Reception.
- 4.9 If parents wish their child to leave school early, then they must email absence@oratory.co.uk prior to 8.45am on that day. If there is no permission, then we will keep the student at school until we have spoken to the parent or guardian to receive permission.

5 Arrangements for reporting subsequent absence.

5.1 Absence will be recorded on the Attendance Register as set out in Appendix 3

6 Authorised absences

Authorised absence means that the School has either given approval in advance for a student to be away (granted an authorised leave of absence) or has accepted an explanation offered afterwards as justification for absence.

7 Applications for an authorised leave of absence

- 7.1 Applications for authorised leaves of absence during the School day will only be granted in exceptional circumstances and will only be permitted if made in writing to the Head at Head@oratory.co.uk.
- 7.2 The School will consider each application for an authorised leave of absence individually, taking into account the specific facts and circumstances, the student's past attendance record and the relevant background context behind the request.

- 7.3 Apart from illness, no student should be away from School without prior permission from the Head.
- 7.4 Dental or medical appointments should be made during School holidays except in cases of emergency when absence@oratory.co.uk should be informed.
- 7.5 If a leave of absence is granted, it is for the Head to determine the length of the time the student is permitted to be away from School. It will be recorded as an authorised absence. See section 3 of Appendix 3 for more details.
- A leave of absence will usually be authorised for religious observance if the day concerned is exclusively set apart for religious observance by the religious body to which parents and students belong. Parents are expected to make a request for this type of leave of absence in advance.

8 Reporting duties

- 8.1 The School has statutory reporting obligations if a student fails to regularly attendance their absence is unauthorised. The School must report unauthorised absences for a continuous period of 10 days or more to the Local Authority.
- In the event that a student holding a Student or Child Student visa sponsored by the School under the Points Based System goes missing, the School will report to UKVI if the student misses ten consecutive expected contact points.
- 8.3 Each time the School's attendance register is completed it is treated as a contact point for these purposes.
- The report will be made by the School's Level 1 user via the Sponsor Management and in accordance with prevailing UKVI guidance.
- Action will also be taken in accordance with the Missing child policy and the Safeguarding (Child protection) policy if any absence of a student from the School gives rise to a concern about their welfare.

Appendix 2 Admission register

1 Admission register

- 1.1 In accordance with the requirements of the Education (Pupil Registration) (England) Regulations 2006, the School will:
 - 1.1.1 maintain an admission register of students admitted to the School (also known as the school roll); and
 - 1.1.2 inform the local authority of any student who is going to be added to or deleted from the School's admission register at non-standard transition points.
- 1.2 The admissions register contains specific personal details of every student in the School, including their date of admission, information regarding parents and carers and details of the school they last attended and in the case of boarding schools whether each student at compulsory school age is a boarder or day student.
- 1.3 Where the School notifies the local authority that the student's name is to be deleted from the admission register, the School must provide it with the following information:
 - 1.3.1 the full name of the student.
 - 1.3.2 the full name and address of any parent with whom the student lives.
 - 1.3.3 at least one telephone number of any parent with whom the student lives.
 - 1.3.4 the full name and address of the parent who the student is going to live with, and the date the student is expected to start living there, if applicable.
 - 1.3.5 name of the student's other or future school and student's start date or expected start date there, if applicable.
 - 1.3.6 the ground (prescribed in regulation 8) under which the student's name is to be deleted from the admission register.

Appendix 3 Attendance register

1 Attendance register

- 1.1 Attendance of compulsory school-aged students is recorded and monitored in accordance with the statutory requirements and The Oratory has adopted the national codes system to enable it to monitor attendance and absence in a consistent way which complies with the regulations.
- 1.2 The attendance of boarding students and/or of non-compulsory school age will be recorded in the same way so attendance can be monitored, unexplained absences are investigated, and the School can ensure their safety and welfare.
- 1.3 The School will also use these records to identify patterns of poor attendance (at individual and cohort level) and work with students and parents to resolve any issues before they become entrenched.
- 1.4 The School is required by law to take attendance registers twice daily once at the start of the morning session and once during the afternoon session.
- 1.5 On each occasion it will be recorded whether every student is:
 - 1.5.1 present.
 - 1.5.2 absent.
 - 1.5.3 attending an approved educational activity.
 - 1.5.4 unable to attend school due to an exceptional circumstance.

2 Recording absence

- 2.1 Absence will be recorded as set out in 3 and 5 below using national absence codes correlating to:
 - 2.1.1 authorised absence.
 - 2.1.2 excluded (while still on the admission register).
 - 2.1.3 holiday authorised by the school.
 - 2.1.4 illness.
 - 2.1.5 medical or dental appointments.
 - 2.1.6 religious observance.
 - 2.1.7 study leave.
 - 2.1.8 Gypsy, Roma and Traveller absence.

3 Authorised absence from school

- 3.1 All applications for an authorised leave of absence from school should be made with reasonable notice and addressed to the Head.
- 3.2 Only exceptional circumstances will warrant an authorised leave of absence. The School will consider each application for an authorised leave of absence individually taking into account the specific facts and circumstances and the relevant background context behind the request.

- If a leave of absence is granted, it is for the Head to determine the length of the time the student is authorised to be away from school.
- 3.4 Absence will usually be authorised for religious observance if the day concerned is exclusively set apart for religious observance by the religious body to which parents and students belong. Parents are expected to make a request for this type of leave of absence in advance.

4 Remote education

- 4.1 The School is required to record all absence from in-person lessons.
- 4.2 The School may, in limited circumstances, provide remote education to enable students, who are well enough to learn but unable to attend the School site, to keep pace with their education.
- In the limited circumstances when the School decides to use remote education for individual students when they are absent, the following will be considered:
 - 4.3.1 ensuring mutual agreement of remote education by the School, parents or carers, potentially students, and if appropriate a relevant medical professional. If the student has an Education, Health and Care plan or has a social worker, the local authority should also be involved in the decision.
 - 4.3.2 if remote education is being used as part of a plan to reintegrate back to school, putting a formal arrangement in place to review its efficacy regularly, alongside identifying what other support and flexibilities can be put in place to help ease the student back to school at the earliest opportunity.
 - 4.3.3 setting a time limit within which the period of remote education provision should be reviewed, with the aim that the student returns to in person education with the required support in place to meet their needs.
- There is no specific code for remote education and in these circumstances the attendance code used will be "authorised absence". Separate records will be maintained to monitor a student's engagement with this activity and plans for their reintegration to class.
- 4.5 The School will utilise a digital education platform that will be kept up-to-date and keep students safe. Staff will remain trained and confident in its use.
- 4.6 The School will provide information and guidance about the remote education provision and links to any trusted external education websites.
- 4.7 The School has an established remote education plan in place which is reviewed at least annually in consultation with staff.

5 Unauthorised absence

5.1 The 'unauthorised absence' code will be used when prior permission for absence has not been given and where the School is not satisfied with the explanation given for absence or delayed attendance meaning that the code for 'unable to attend due to an exceptional circumstance' is not appropriate. Examples include:

- 5.1.1 holiday has not been authorised by the School or is in excess of the period determined by the Head.
- 5.1.2 the reason for absence has not been provided.
- 5.1.3 a student is absent from school without authorisation.
- 5.1.4 a student has arrived in school after registration has closed and without reasonable explanation.