



## Education - Attendance

### POLICY

Policy Author	Laura Dickie, Head of Policy Tonia Lewis, Education and Quality Improvement Lead
Approval Date	Feb 2026
Policy Approver	Jo Dunn, Compliance, Regulation and Quality Director
Next Review Date	Feb 2029
Version No.	001
Policy Level	Education
Staff groups affected	All Education

### Monitoring and Review

This policy will be monitored on an ongoing basis through the service's established governance and quality assurance systems. Responsibility for ensuring that the policy remains compliant with legislation and regulatory frameworks sits with the Proprietor Representative and Regional Lead.

A formal review of this policy will be undertaken no later than three years from the date of approval, or sooner if changes in legislation, regulatory guidance, or operational requirements necessitate it.

The Head of Policy will support this process by identifying relevant changes in legislation, regulation, national standards and emerging best practice. The Head of Policy will also incorporate learning from inspections, audits and practice developments into future revisions whilst overseeing all proposed amendments to the universal content to ensure accuracy, consistency and compliance.

**Tawanda Madhlangobe**

**Headteacher**

**April 2026**



---



## Terminology

Our aim is to use consistent terminology throughout this policy and all supporting documentation as follows:

Term	Definition
<b>'Establishment' or 'Site'</b>	A generic term referring to the school/college owned by CareTech.
<b>Learner</b>	Any child or young person under the age of 18, or young adult over 18 who receives education.
<b>Service Head</b>	The senior person with overall responsibility for the school/college.
<b>Tutor/Teacher</b>	Members of staff who have teaching responsibility for learners at the school/college.
<b>Parent/Carer</b>	Parent or person with parental responsibility.
<b>Regulatory Authority</b>	The independent regulatory body responsible for inspecting and regulating services (e.g., Ofsted, Estyn, Education Scotland).
<b>Social Worker</b>	The worker allocated to the individual learner; if none is allocated, the Duty Social Worker or Team Manager is responsible.
<b>Placing Authority</b>	The local authority/agency responsible for placing the learner or commissioning the service.
<b>Local Authority</b>	The local authority for the establishment's location.
<b>Staff</b>	All staff working at the location, including employed staff, students on placement, contractors, agency staff, volunteers and proprietors.



## 1. Profile

Cambian Wisbech School is an independent specialist day school providing education for children and young people aged 7–17 with social, emotional and mental health (SEMH) needs. The school is committed to providing a safe, nurturing and structured environment in which pupils are supported to re-engage with learning, develop positive relationships and make academic and personal progress.

All school policies are underpinned by this commitment and reflect the school's duty to safeguard and promote the welfare of pupils, ensure equality and inclusion, and maintain high standards of behaviour and learning. Policies are implemented consistently by all staff, reviewed regularly by senior leaders, and updated in line with current legislation, statutory guidance and best practice.

## 2. Purpose

This policy applies to Wisbech School *and* sets consistent standards and practical steps that can remove barriers early, respond the same day when patterns change, and keep Learners safe. It gives teachers/tutors, senior leaders and colleagues a clear practice framework, and gives Learners and families/carers clarity about expectations and support.

This policy provides assurance that we meet our statutory and regulatory obligations, protect Learners through strong safeguarding, handle data lawfully, and maintain high-quality provision

## 3. Scope

This organisational policy applies across all education sites, services and functions. It establishes the universal standards and expectations that must be followed consistently throughout the organisation.

Each site implements these standards in accordance with the statutory and regulatory requirements of the nation in which it operates as set out in **Appendix A-C**.

## 4. Legal and Regulatory Context (Universal)

Wisbech School is governed by the statutory duties, safeguarding requirements and inspection arrangements of the nation in which it operates. The universal standards in this policy are implemented in line with the correct national frameworks set out in **Appendices A–C**, which summarise the legal, regulatory and inspection requirements for England, Wales and Scotland.

## 5. Policy Statement

We expect Learners to be in, **on time, and ready to learn**. We recognise that life happens—so we act quickly, kindly and proportionately to understand the reason, remove barriers, and re-engage Learners. We will:



- act on absence and lateness **the same day** through a simple first-day response;
- use **support before sanction**, escalating only when help has been tried and recorded;
- apply **reasonable adjustments** where appropriate; and
- keep a clear, lawful record of decisions and impact.

**Equality and inclusion:** We make decisions with due regard to equality and reasonable-adjustments duties (Equality Act 2010).

## 6. Definitions (Operating)

To keep everyone aligned, we use the following practical definitions:

- **Session:** Any timetabled period of learning (lesson, tutorial, workshop, supervised study or scheduled activity).
- **Present:** The Learner is engaged in the timetabled session (including authorised remote or approved off-site learning).
- **Authorised / Unauthorised absence:** Recorded using the national register code set .
- **Late (before/after register closes):** Recorded using national codes and **site** cut-off times .
- **Persistent Absence (PA): Site-defined** attendance at/under an agreed threshold over a defined period .
- **Severe Absence (SA): Site-defined** very low attendance .
- **Reduced/part-time timetable:** A **time-limited**, planned inclusion adjustment, agreed and reviewed .

## 7. Standards and Expectations

Our culture is deliberately simple: **arrive, engage, communicate early if there's a barrier**. We match that with quick, proportionate support.

### 7.1 Learners

- Attend every session and arrive on time with the right equipment.
- Tell your Tutor/Teacher or the site contact quickly if a barrier is making attendance difficult.

### 7.2 Parents/Carers (where applicable)

- Report absence **before** the first session through the site's agreed channel .
- Provide evidence when requested and work with us on any support plan.

### 7.3 AHT

- Take an accurate register **every session**.
- Follow the **same-day** first-day response and log actions on Behaviour Watch
- Escalate emerging patterns early to the Headteacher/DSL



#### 7.4 Pastoral Managers

- Oversee daily monitoring, thresholds and escalation; coordinate multi-agency actions.
- Report KPIs and risk to the Headteacher/Principal and governance/board

#### 7.5 Headteacher

- Resource, train and oversee attendance practice; review impact termly and present assurance to governance/board.

### 8. Registration, Coding and First-Day Response

Registers safeguard Learners and inform teaching. We keep the process tight and humane.

#### 8.1 Registers (every session)

- Registers are taken for all timetabled learning, including off-site/work-based/remote where applicable.
- Use the correct national register code set.

#### 8.2 First-day response

- **Check** the register and attempt same-day contact through the agreed channel(s).
- **Escalate** immediately if contact fails or risk indicators are present
- **Record** actions and outcomes on Behaviour Watch

#### 8.3 Absence categories: everyday, PA and SA

- Everyday authorised/unauthorised absence is recorded using national codes

### 9. Lateness (AM/PM) Adapt Locally

Punctuality is about respect for learning and for each other's time. We respond to lateness with calm consistency and a focus on re-engagement.

**How we record and respond:**

- **Late — before register closes:** Code as late.
- **Late — after register closes:** Code as late after close.
- **Local cut-off times to be inserted by the site:**
  - **AM** cut-off for "late before close" and "late after close"
  - **PM** cut-off for "late before close" and "late after close".

**Follow-up expectation:** repeated lateness prompts a supportive conversation, quick home contact (where applicable), and simple actions (e.g., earlier transport routine, start-of-day check-in). Escalation is used only if support does not resolve the pattern.

### 10. Absence, Persistent Absence (PA) and Severe Absence (SA): Support & Intervention

Our stance is support first, quickly, and proportionately. We match responses to the barrier, not just the percentage.



### 11.1 Triggers

- **Everyday absence:** *Less than 95%*) → supportive conversation; simple actions agreed; short review date.
- **Persistent Absence (PA):** *less than 90%* → pastoral meeting; needs review; reasonable adjustments;
- **Attendance Support Plan** (targets, actions, named leads, review date); consider multi agency team involvement.
- **Severe Absence (SA):** *less than 80%* → senior-led case meeting; safeguarding check; time-bound re-engagement package; frequent reviews; consider statutory/legal routes alongside support and in line with national/local processes.

### 11.2 What we do to support better attendance

We keep a short list of active strategies and choose deliberately—one Learner, one plan:

- **Teaching & learning:** curriculum adaptation; sequencing tweaks; supported study; accessible resources; catch-up content structure.
- **Pastoral & practical:** key-adult check-ins; start-of-day club; uniform/kit support; travel planning; breakfast provision.
- **Academic support:** catch-up clinics; small-group support; reasonable assessment flexibility within policy.
- **Health & wellbeing:** counselling referral; nurse/health liaison; anxiety-aware arrivals; safe-space starts.
- **Inclusion-specific:** reasonable adjustments; assistive technology; phased reintegration (time-limited)
- **Family partnership:** structured home communication; Early Help/family support referral; practical problem-solving .
- **Multi-agency:** coordinated plan where thresholds are met .
- **Evidence rule:** each strategy has a start date, responsible person, review date, and a short impact note (attendance %, punctuality, and learning progress).

## 12. Sick and Unwell Learners

We balance two things: protecting health and minimising learning loss. If a Learner is unwell, we keep them—and others—safe; when they are well enough, we help them return with confidence.

### 12.1 Reporting illness

- Parent/carer report illness before the first session using the agreed channel and gives the expected duration .
- For extended or recurrent illness, proportionate medical evidence may be requested .

### 12.2 Becoming unwell on site

- Learner goes to the nearest staff member.
- First aid is provided; we contact parent/carer.
- We update the register code and record the outcome .

### 12.3 Contagious conditions and return



- We follow national/public-health advice on exclusion/return periods .
- On return, staff arrange catch-up; where needed, a short, time-limited reintegration plan is agreed and reviewed.

#### 12.4 Long-term or serious health needs

- We coordinate with health professionals and the multi-agency team to agree reasonable adjustments, consider remote learning (where appropriate), and manage exam access arrangements.
- Plans are reviewed regularly and always centre the Learner's voice.

### 13. Safeguarding

Unexplained absence, repeated lateness, sudden drops in attendance, illness patterns, or inability to contact home are treated as potential safeguarding indicators. Sites take same-day action, escalate risk promptly through internal and external routes as required, and keep accurate, auditable records. Information is shared on a need-to-know basis in line with data-protection requirements. Vulnerable receive heightened oversight, with termly reporting to senior leaders.

*See our Safeguarding and Child Protection Policy for the full pathway.*

### 14. Inclusion, Reasonable Adjustments and Support

Attendance support reflects individual need. We apply a graduated approach and consider, where appropriate, implementing reasonable adjustments. Adjustments are reviewed regularly to ensure they are working.

### 15. Data, Reporting and Privacy

We value accuracy and proportionality. Sites keep clean registers, contact logs, escalation records and outcomes. Attendance data is processed lawfully and transparently; privacy notices and retention schedules are published. Any statutory returns and local authority submissions are completed to timetable.

*See our Records Management Policy for the full pathway.*

### 17. Monitoring, KPIs and Assurance

Leaders review attendance at least termly (and more frequently if risk indicates). We track:

- overall attendance % and trend;
- Persistent Absence rate ;
- Severe Absence rate ;
- unauthorised absence %;
- punctuality (late before/after register closes);
- subgroup analysis
- timeliness and impact of interventions; and
- safeguarding referrals arising from attendance.



Findings inform our improvement plan and governance/board reporting. Inspection conversations focus on culture, systems and impact; this section provides the evidence trail.

## 18. Roles and Responsibilities (Summary)

Everyone has a part to play; clarity prevents drift.

**Learners** — Attend; be on time; engage with agreed support.

**Parents/Carers (where applicable)** — Report absence promptly; provide evidence when requested.

**Teachers/tutors** — Take registers; act on first-day response; escalate patterns; implement support; record actions.

**Pastoral Managers** — Run daily operations, thresholds and analytics; coordinate multi-agency help; report KPIs.

**Designated Safeguarding Lead** - Ensure attendance concerns link with safeguarding promptly.

**Headteacher/Principal** — Resource and oversee strategy; ensure compliance; present termly assurance to governance/board.

**Governance/Board** — Scrutinise performance and equity; hold leaders to account for delivery.

## 19. Training and Communication

We set everyone up for success. Induction covers register accuracy, first-day response, escalation and inclusion adjustments. Annual refreshers are provided; specialist training for Attendance Leads and pastoral teams is scheduled. Sites publish attendance expectations and contact routes clearly for Learners and families.

## 20. Related Policies

- Safeguarding & Child Protection
- Behaviour, Relationships
- Anti-Bullying
- Inclusion
- Accessibility Plan / Strategy
- Curriculum & Teaching and Learning
- Assessment & Feedback
- Data Protection (GDPR) & Information Governance
- Educational Visits
- Risk Assessment and Risk Care Management
- Complaints
- Records Management

## Equality Impact Statement

This policy has been developed to promote equality, safeguard individual's rights, and ensure fair and inclusive practice across all services. The potential impact of the policy on children, young people, young adults, families, and staff with protected characteristics has been considered in line with the Equality Act 2010.



No negative impacts have been identified. Staff must apply this policy with sensitivity to individual need and make reasonable adjustments to ensure equitable access, safety, wellbeing, and participation for every individual. Any emerging risks of differential impact should be reported and addressed through ongoing review and quality assurance

## Appendices

Appendix A – Legal and Regulatory Framework in England

Appendix B – Legal and Regulatory Framework in Wales

Appendix C – Legal and Regulatory Framework in Scotland



## Appendix A — England

Legislation, guidance and regulatory frameworks underpinning attendance in England

### Working together to improve school attendance (2024) — DfE statutory guidance

- **Means:** Statutory guidance for sites (including FE sites where relevant) setting roles, processes, thresholds and legal routes to improve attendance.
- **Requires:** A clear policy, accurate registers, same-day follow-up, analysis of persistent/severe absence, targeted support with LA partnership, and proportionate legal intervention; inspectors expect evidence of impact.
- **Our stance:** We run a whole-site attendance system with support-first escalation and auditable records.
- **Implementation example:** Live dashboard tracking PA/SA with first-day response logs and case reviews to governance.
- **Links:** <https://www.gov.uk/government/publications/working-together-to-improve-school-attendance>

### Keeping Children Safe in Education (KCSIE) (2025)

- **Means:** Statutory safeguarding guidance for sites (including FE sites where relevant) setting out the duties to safeguard and promote welfare.
- **Requires:** Same-day response to unexplained absence, immediate escalation of concerns to children's services, accurate record-keeping, and clear DSL oversight. Attendance patterns (including absence and missing-from-education) must be treated as potential safeguarding indicators.
- **Our stance:** We treat absence patterns as safeguarding triggers and ensure attendance–safeguarding pathways are integrated and auditable.
- **Implementation example:** DSL reviews daily absence report; high-risk cases escalated to children's services with logs stored on the safeguarding system.
- **Links:** <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

### Education Inspection Framework (EIF) (2025) — Ofsted

- **Means:** Framework for inspection of sites (including FE sites); evaluates behaviour/attitudes, personal development, leadership/management with attendance as a core indicator.



- **Requires:** Culture and systems that secure high attendance, effective follow-up and leaders' oversight of vulnerable groups; evidence must show **notice** → **action** → **difference**.
- **Our stance:** We align attendance KPIs to EIF evaluation areas and maintain a concise inspection evidence pack.
- **Implementation example:** Termly board report summarising trends, cohorts at risk, actions taken and impact.
- **Links:** <https://www.gov.uk/government/publications/education-inspection-framework/education-inspection-framework-for-use-from-november-2025>

### Education (Independent School Standards) Regulations (2014) — England

- **Means:** Legal standards for independent sites covering welfare/health/safety (Part 3), information (Part 6) and leadership/management (Part 8) relevant to attendance arrangements.
- **Requires:** Robust attendance systems, transparent information for families/authorities, and effective proprietor oversight.
- **Our stance:** Independent Schools map attendance controls to Parts 3/6/8 and assure compliance termly.
- **Implementation example:** ISS compliance log with evidence links (policy, register audits, communications, escalation records).
- **Links:** <https://www.legislation.gov.uk/uksi/2014/3283>



## Appendix B — Wales

### Legislation, guidance and regulatory frameworks underpinning attendance in England **School attendance and absence (hub) — Welsh Government**

- **Means:** Official hub for sites (including FE sites where relevant) bringing together national attendance guidance, codes, templates and the All-Wales framework.
- **Requires:** Clear procedures, accurate registers, analysis and targeted support; collaboration with the Education Welfare Service and proportionate use of formal measures.
- **Our stance:** Sites adopt the hub guidance and local authority processes; EWS partnership is embedded in escalation.
- **Implementation example:** Site procedure aligned to LA/EWS with code use, PA/SA thresholds, and meeting minutes stored centrally.
- **Links:** <https://www.gov.wales/school-attendance-and-absence>

### **Keeping Learners Safe (2022) — Welsh Government statutory guidance**

- **Means:** Statutory safeguarding guidance for all education settings in Wales, including **sites (including FE sites where relevant)**. Defines safeguarding duties under the Education Act 2002 and Social Services and Well-being (Wales) Act 2014.
- **Requires:** Early identification of concerns, same-day action on unexplained absence, accurate records, and appropriate multi-agency escalation. Guidance emphasises schools' and FE settings' role in identifying risk through attendance patterns.
- **Our stance:** Absence, lateness and sudden pattern changes are treated as safeguarding triggers and checked against local pathways.
- **Implementation example:** Site safeguarding lead receives daily absence alerts, records actions on the safeguarding system, and liaises with LA/EWS where risk indicators appear.
- **Links:** <https://www.gov.wales/keeping-learners-safe>

### **Estyn — Inspection guidance (2024–26)**



- **Means:** National inspection handbooks for sites setting expectations for wellbeing, care, support and guidance, including attendance practice.
- **Requires:** Evidence of systematic follow-up, support for vulnerable groups, and leadership oversight with demonstrable impact.
- **Our stance:** Attendance self-evaluation maps to Estyn areas; evidence packs show processes working and outcomes improving.
- **Implementation example:** Pre-inspection summary covering trends, cohort analysis, intervention impact and EWS collaboration.
- **Links:** <https://estyn.gov.wales/inspection-guidance-resources/>

### **Independent School Standards (Wales) Regulations (2024) (*independent sites only*)**

- **Means:** Standards for independent sites in Wales covering quality of education, welfare/health/safety, premises, information and leadership—relevant to attendance systems and reporting.
- **Requires:** Proprietor accountability for compliant processes, transparent information for families/LAs, and safeguarding-aligned practice.
- **Our stance:** Independent Schools maintain a standards-to-evidence map for attendance arrangements and review it termly.
- **Implementation example:** Proprietor report evidencing register accuracy audits, parental communications and escalation outcomes.
- **Links:** <https://www.legislation.gov.uk/wsi/2024/27/made>



## Appendix C — Scotland

Legislation, guidance and regulatory frameworks underpinning attendance in Scotland

### Included, Engaged and Involved Part 1: Promoting and managing school attendance (2019)

- **Means:** National guidance for education authorities and sites on promoting attendance and managing absence across Scotland.
- **Requires:** Whole-site approaches, accurate recording, early intervention for patterns and partnership working with services and families.
- **Our stance:** Sites implement the Part 1 framework and record decisions, actions and impact systematically.
- **Implementation example:** Local procedure aligned to Part 1 with case tracking for PA/SA, review notes and multi-agency actions.
- **Links:** <https://www.gov.scot/publications/included-engaged-involved-part-1-positive-approach-promotion-management-attendance-scottish-schools/>

### National Guidance for Child Protection in Scotland (2021, updated 2023)

- **Means:** National safeguarding guidance for all services working with children; sets expectations for responding to risk, information-sharing and multi-agency practice.
- **Requires:** Attendance changes (absence, sudden decline, repeated lateness, failure to engage) must be treated as potential child-protection indicators; sites must escalate concerns using GIRFEC pathways and inter-agency procedures.
- **Our stance:** Attendance monitoring is integrated into wellbeing assessment and Child's Plan processes; risk is escalated promptly via local child protection procedures.
- **Implementation example:** Attendance dip triggers a wellbeing assessment using the National Practice Model; actions recorded and shared with the multi-agency team.
- **Links:** <https://www.gov.scot/publications/national-guidance-child-protection-scotland-2021-updated-2023/documents/>

### GIRFEC — Getting it right for every child (updated 2023)



- **Means:** Scotland's national approach to wellbeing and coordinated support, underpinning risk-led responses to emerging attendance concerns at sites.
  - **Requires:** Child-centred planning, proportionate information-sharing and multi-agency coordination where needed.
  - **Our stance:** Attendance pathways use the National Practice Model and align with GIRFEC roles and processes.
  - **Implementation example:** Child's-plan style record linking attendance concerns to wellbeing assessment, actions and outcomes.
- Links:** <https://www.gov.scot/policies/girfec/>

### How good is our school? (HGIOS4) — Self-evaluation framework (page updated 2025)

- **Means:** National self-evaluation framework used in inspection and improvement; QI 3.1 focuses on wellbeing, equality and inclusion relevant to attendance at sites.
- **Requires:** Providers to evidence inclusive culture, effective systems and measurable impact on engagement and attendance.
- **Our stance:** Sites self-evaluate attendance within HGIOS4 and feed actions into improvement planning.
- **Implementation example:** Annual HGIOS4 review note on attendance with actions, owners and progress updates for SLT/governance.
- **Links:** <https://educationinspectorate.gov.scot/inspection-frameworks/hgios4/>