

**HAZEL  
GROVE**  
HIGH SCHOOL

# **Attendance Policy**

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At Hazel Grove High School, we believe that all children and young people have a right to an education as enshrined in the UN Convention on the Rights of the Child and in UK Law. The opportunities provided by education are fundamental to enabling all children and young people to reach their potential and lead happy and rewarding lives.

Evidence shows that there are clear links between good attendance and high achievement in school. Students who attend school regularly are more likely to feel settled in school, maintain friendships, make progress and gain the greatest benefit from their education. We will work with families to ensure students engage in education and maximise their full potential.

This policy outlines our approach to attendance and summarises the legal duties and expectations of the whole school community. It reflects the key principles of the Department for Education's attendance guidance for maintained schools, academies, independent schools, and local authorities: [Working together to improve school attendance - GOV.UK \(www.gov.uk\)](http://www.gov.uk) and locally agreed processes.

## Our vision for attendance

At Hazel Grove High School, we recognise that good school attendance can only be achieved if it is viewed as a shared responsibility of all school staff, the governing body, parents/carers, students, the local authority and the wider school community.

Year	Target
7	97%
8	97%
9	97%
10	97%
11	97%
12	97%
13	97%

### School

As a school, we will:

*Make improving attendance integral to our wider school improvement efforts, recognising how it connects with the quality of the school's curriculum, behaviour, safeguarding, and our approach to inclusion, well-being and support for disadvantaged students.*

*Ensure there is a whole school approach which reinforces good school attendance*

*Promote the importance of good attendance and set high expectations for every student's attendance and punctuality at school.*

*Communicate these expectations clearly, strongly and consistently to parents/carers and to students.*

*Record attendance accurately and follow up absences with parents/carers.*

*Listen carefully to parents/carers about the reasons why children are not attending regularly to identify, understand and help remove the barriers to attendance.*

*Make sure staff have a good understanding of attendance-related matters and that the right people are in place to work with parents/carers where attendance is a concern.*

*Offer support and make reasonable adjustments where needed to overcome barriers to attendance.*

*Work closely with appropriate services and agencies where students and families need additional support.*

*Analyse attendance information to identify patterns and trends, and use this analysis to target our actions for individual students, groups of students and at a whole-school level.*

*Regularly review our attendance-related messaging, processes and strategies with a view to continued whole-school improvement.*

*Recognise and reward good attendance through a range of initiatives including house points, in school rewards and external rewards*

At Hazel Grove High School, we have a designated senior leader with overall responsibility for championing and improving attendance.

## Governing Body

The governing body will:

*Ensure regular ongoing support, guidance, and challenge in relation to attendance, recognising the importance of good attendance and promoting it across the school's ethos and policies.*

*Ensure that there is a named senior leader responsible for the strategic approach to attendance in school.*

*Ensure that the school's leadership team fulfil their expectations and the relevant statutory duties as set out in attendance related legislation and guidance.*

*Regularly review attendance data, discuss and challenge trends, and help the school leadership team focus improvement efforts on the individual students or groups of students who need it most.*

*Ensure school staff receive adequate training on attendance.*

## Parents/carers

Parents/carers will:

*Ensure their child attends regularly as required by law (see Section 7 – school attendance and the law).*

*Ensure the school has up to date contact information including home address, telephone numbers, email addresses and emergency contacts (for at least 2 people). This would include providing new address and school details in the event of a move away from the area.*

*Support the school's absence procedures:*

*Communicate with school **every day** that their child is unable to attend school due to illness (except where a doctor's report has already been provided indicating an expected return date).*

*Provide medical or other evidence in relation to absence if required by the school.*

*Arrange medical or dental appointments to take place outside school hours wherever possible.*

*Not take family holidays in term time or any leave of absence for any reason without prior agreement.*

*Request leave of absence only in exceptional circumstances and in advance.*

*Raise any issues or concerns affecting attendance with school staff at the earliest opportunity.*

*Attend meetings with school staff to discuss concerns if requested by the school.*

*Work in partnership with school and other agencies to address any attendance problems.*

*Encourage good routines at home to ensure children are prepared for school each day.*

## Absence procedures

### Parents/carers

If a pupil is absent from school, **parents/carers are expected to:**

*Contact school on the first day their child is absent, giving the reason for absence, and on every further day of absence (except where a doctor's report has already been provided indicating an expected return date).*

- *If a student is to be absent for any other unplanned events e.g., illness, please text school on each day of absence, before 8.30am where possible, using the following text number*

*Text 07860054397. This is the preferred method.*

*Alternatively, send a message, before 8.30am via the MCAS App.*

*Please note that parents/carers should not call the school number to report absences as it is very busy around this time and absence messages may not be passed on to the attendance in a timely manner.*

*Send any supporting medical evidence to the school if the absence is likely to continue.*

*Maintain contact with the school every day to discuss the absence and the likely date of return to*

*school.*

*Ensure that their child returns to school as soon as possible.*

*Provide any medical evidence to support the absence.*

*Proactively contact school for support where they are concerned about their child's attendance by speaking to the pastoral team*

## School

The school will:

*Contact parents/carers by text or telephone on the first day of absence if we are unaware of the reason for absence. We will also contact on day two onwards to review absence and see if any support is required.*

*If we are unable to make contact this way, we will attempt to reach parents/carers by email, letter, use of emergency contacts and home visits where necessary.*

*Sixth Forms Head of Year will:*

- *Monitor absence texts and action accordingly*
- *Report any child with 10 consecutive days of unauthorised absence to the local authority as missing from education (MIE).*
- *Make a safeguarding referral to the local authority where there are concerns about the welfare of a child who is not attending school.*

## Late arrival to school

*Students are expected to be in their form room by 8.30.*

*Registers are taken at 8.30. Students will receive a late mark 'L' in the register if they are not in school by that time.*

*Children arriving after form time are required to sign in via the Attendance Officer and in the student hub.*

*Closing registers - In accordance with the Pupil Registration Regulations, any students arriving after the registers have closed will be marked as 'U - late after the registers have closed' in the register for that session. This is classed as an unauthorised absence.*

If a student is late to form – students will receive a break time detention. Failure to attend will escalate the sanction. Between lessons – teachers add L on register with minutes late and B on behaviour log, students will make up time with teacher. If students arrive to lesson and they haven't signed in they must go to student reception immediately. If students received 3 lates to school in a week there will be a C4 Late detention the following week, which will be a 1 hour after school detention with a member of the Leadership or Pastoral Team.

Parents/carers will be contacted in cases where students are regularly late to discuss the reasons for lateness and offer support where appropriate.

Parents/carers should note that unauthorised absences due to lateness could lead to the school making a referral to the local authority for sanctions and/or legal proceedings where attempts to improve punctuality have been unsuccessful.

## Recording of Absence

All absences must be recorded in the school register and categorised as either authorised or unauthorised.

### Authorised absence from school

Authorised absence is an absence agreed by the school. Examples of authorised absence:

#### **Illness**

*Parents/carers are asked to contact school each day their child is unable to attend school due to illness, except where information from a health professional has been provided indicating an expected return date (see section 3 – absence procedures)*

*Where a child or young person has frequent absence due to illness, parents/carers may be asked to attend a meeting in school to agree a medical action plan.*

*Parents/carers may also be asked for medical evidence, particularly where absences due to illness are frequent or result in the pupil having long periods of time off school.*

*Where students are likely to miss more than 15 days of school due to illness, they may be entitled to educational provision from their home local authority. In most cases, the school would make a referral where appropriate. We will work in partnership with parents/carers and health professionals to identify and refer students entitled to this provision in line with the relevant local authority's policy for children who cannot attend school due to health reasons.*

#### **Medical/Dental appointments**

*Parents/carers are requested wherever possible to make routine medical or dental appointments outside of the school day. However, we understand that hospital appointments and specialist clinic appointments often occur during the school day. Students should only be out of school for the minimum amount of time necessary for the appointment. Students should where possible return to school after their appointment.*

*Parents/carers should inform school of any appointments by the MCAS app, phone or email. Parents/carers should also provide evidence of appointment.*

## **Other leave of absence may only be granted in exceptional circumstances**

*Parents/carers must put their request in writing in advance to the Head teacher using the leave of absence form. Term time holidays are unlikely to be agreed.*

*If the absence is not authorised by the head teacher and the child does not attend school, we may request that Stockport Council issues an Education Penalty Notice (see Section 8 - legal sanctions).*

## **Other examples of authorised circumstances include:**

*Part-time timetables may be agreed only in exceptional cases, for example where medical issues prevent a pupil from attending full time or as part of a re-integration package. Any part-time timetable agreed can only be used as a temporary arrangement, with full consent of parents/carers and be regularly reviewed with a view to increasing attendance to full-time as quickly as possible.*

*Where a student is absent from school because of a fixed term or permanent exclusion.*

*Absence to take part in any day set aside exclusively for religious observance by the religious body to which the parents/carers belong, including religious festivals.*

*Study leave granted by the school for Year 11/13 students during the GCSE examination period.*

*When traveller families are known to be travelling for occupational purposes and have agreed this with school, but it is not known whether the student is attending another school. (In order to fulfil legal requirements, in such cases, students must attend school for at least 200 sessions in every 12 months).*

## **Unauthorised Absence from School**

Unauthorised absences are absences from school for which the school has not given permission, including arriving late at school after the registers have closed. Absence will not be authorised unless parents/carers have provided a satisfactory explanation that has been accepted by the school.

## **Understanding barriers to attendance**

At Hazel Grove High School, we recognise that poor attendance is often a sign of wider difficulties in a child's life whether at home or at school. Parents/carers should make school aware of any difficulties or changes in circumstances that may affect their child's attendance or behaviour at school. This may include bereavement, divorce/separation, or other family difficulties; friendship issues; concerns relating to special educational needs and disabilities (SEND), medical needs or mental health/anxiety. This will help the school identify any additional support that may be required.

Additionally, we recognise that some students face greater barriers to attendance than their peers and are more likely to require additional support to attain good attendance, for example, students with

special educational needs and disabilities (SEND), those with physical or mental health needs, young carers and children with Social Workers. We maintain high expectations of attendance, but we will be mindful of the way in which additional barriers may affect attendance. Reasonable adjustments may be made and additional support from other services sought where appropriate.

**Students with special educational needs and disabilities (SEND)** – the special educational needs and disabilities coordinator (SENDCO) will ensure that reasonable adjustments are made where appropriate to support good attendance and that attendance issues are addressed in all assessment and review processes.

**Students with a Social Worker** – we will notify the Social Worker of any unauthorised absences and concerns about attendance/punctuality, and will support them in addressing attendance issues as part of the child or family plan.

**Children who are looked after (CLA)** – the designated teacher will ensure that attendance issues are addressed in Personal Education Plans (PEPs) and in regular looked after review meetings. The Social Worker will be notified of any unauthorised absences and we will contact the relevant Virtual School Headteacher for more support where necessary.

## **Staged Attendance Process**

Hazel Grove High School uses a range of methods to identify students whose attendance is causing concern including:

*Regular analysis of attendance data by attendance staff, the leadership team and governing body, including vulnerable students and students with SEND.*

*Regular attendance monitoring meetings between the school's attendance team and relevant teachers/pastoral staff/SENDCO.*

*Termly meetings with the local authority's Education Welfare Service to discuss cases where persistent absence is a concern.*

We use Stockport Council's Staged Attendance Process as a framework for our work with individual students with low attendance. We recognise that, in most cases, improvement in attendance can be brought about by good communication and strong partnership working between parents/carers, students and the school, identifying and addressing the barriers to attendance.

Offering early help and involving early help services is also an integral part of the staged process in cases where more support is needed to help improve attendance.

Please see Appendix 3 for the Sixth Form staged attendance process

# Summary of the Staged Attendance Process

## Stage 1 – Attendance cause for concern

*Where attendance has been identified as a concern, we will contact parents/carers to ask about the reasons for absence, try to identify any barriers to attendance and to discuss/offer support where appropriate. Contact may be made by telephone, email, text message or through face-to-face conversations, meetings in school or home visits.*

*School staff will also share information to try to identify any concerns or issues that may be affecting attendance, for example any special educational needs or disabilities, medical needs or issues with peers.*

*We will attempt to resolve any issues that arise from these conversations and offer support/advice.*

*Where medical issues are advised as the reason for absence, we may consider the use of a medical action plan to bring together health information and consider support to increase attendance.*

*Where mental health/anxiety about school are identified as the reason for absence, we will offer support, which may include:*

*arranging for a key adult/s to provide a point of support in school,*

*signposting to skilled colleagues in school, online sources of support, the school counselling service, the school nursing service, GP, CAMHS or other mental health services if appropriate.*

*The use of the local authority's Anxiety Based School Avoidance guidance documents.*

*Where there are early indications that a family's support needs may go beyond what the school can offer, we will offer early help through completion of an Early Help Assessment (EHA), a referral to the Team Around the School (TAS) or to specific services that may be able to offer support.*

*If there is already an Early Help Assessment or other family assessment in place, we will work with the lead professional to ensure that attendance issues are addressed through the child or family's plan and will carry out any school-related actions.*

## Stage 2 – School Attendance Meeting

*Where attendance has not improved despite the support offered at Stage 1, or where there are concerns about the level of engagement from parents/carers, we will proceed to Stage 2.*

*Parents/carers will be sent a letter outlining concerns about attendance and advising that any further absences will not be authorised unless adequate medical evidence is provided. Parents/carers will also be invited to a School Attendance Meeting.*

*Discussion at the meeting will focus on the barriers to attendance and a clear, personalised plan with actions and targets to increase attendance at school will be agreed. A review period will also be agreed.*

*Early help support will be offered if previously refused by the parent/carer.*

*A medical action plan may also be considered if parents/carers/cares advise that the absences are related to medical reasons.*

*If the student is already in the Team Around the Child (TAC), Team Around the Family (TAF) or Child Protection Process, we will work with the lead professional to ensure that actions to improve attendance are included in the child or family's plan and reviewed through regular multi-agency meetings.*

*We will continue to monitor attendance and contact parents/carers to discuss any absences and the progress of the agreed action plan.*

*If a student has a Social Worker, we will advise them of any unexplained absences.*

### Stage 3 – Attendance enforcement referral

*If attendance hasn't improved despite the support offered at Stage 1 and Stage 2, or where there has been insufficient engagement from parents/carers, we will consider making a school attendance enforcement referral to the local authority's Education Welfare Service. If the referral is accepted, it may lead to:*

*A formal warning being issued, leading to an Education Penalty Notice (fine) if there are further unauthorised absences within a specified period (see Section 8 - legal sanctions), or*

*An assessment leading to a formal Parent Contract process led by an Education Welfare Officer from the local authority's Education Welfare Service. This will involve a series of meetings and an agreed action plan relating to attendance concerns. The Parent Contract will be kept under review. If attendance does not improve and/or there is insufficient engagement from parents/carers, the local authority will consider whether to proceed to prosecution (see Section 8 - legal sanctions).*

*Emphasis is placed on trying to understand barriers to attendance and put appropriate support in place, with Stage 3 processes only being used where voluntary support has not been effective and/or has not been engaged with.*

## School attendance and the law

### Parents/carers

The law entitles every child of compulsory school age to an efficient, full-time education suitable to their age, aptitude, and any special educational needs they may have.

Parents/carers have a legal responsibility to make sure their child receives that education either by attendance at a school or by education otherwise than at a school.

For children receiving full time education at a school, parents/carers have an additional legal duty to ensure their child attends that school regularly. Regular attendance means their child must attend every day that they are expected to attend, except in a small number of allowable circumstances.

If a child of compulsory school age fails to attend regularly at the school at which they have been registered the parents/carers may be guilty of an offence and can be prosecuted by the local authority (see Section 8 - legal sanctions).

## Schools

Schools are required by law to:

*Carry out all their functions with a view to safeguarding and promoting the welfare of all students at the school.*

*Maintain and preserve accurate attendance registers as required by regulations (Education (Pupil Registration) (England) Regulations 2006) and make them available for inspection by the local authority.*

*Comply with legal requirements regarding adding or removing students' names to or from the admissions register, ensuring that:*

*Students' names are added to the school roll on the expected date of attendance.*

*Students' names are removed from roll only when one of the legal grounds in the Education (Pupil Registration) England Regulations 2006 is satisfied.*

*All removals from roll are reported to the local authority.*

*Information is shared and enquiries made jointly with the local authority to locate missing students.*

*Report students who fail to attend regularly and students who are continuously absent for 10 days or more without reasonable explanation to the local authority.*

## Legal Sanctions

Regular school attendance is a legal duty on parents/carers. If a parent/carer fails to ensure their child attends school regularly, they are guilty of an offence under section 444(1) or (1A) of the Education Act 1996.

A parent/carer who commits this offence may be liable to prosecution in the Magistrates' Court and, depending on which offence they are convicted of, may be liable to a fine of up to £2500 or a term of imprisonment of up to three months.

Although school will offer support in addressing attendance issues, it will also refer students whose attendance fails to improve, or who take leave of absence from school without agreement, to the Education Welfare Service within Stockport Council. This can take several routes:

## Education Penalty Notice

Education Penalty Notices are fixed penalty notices issued by Stockport Council. Penalty Notices are issued in accordance with Stockport Council's Code of Conduct.

*Per parent, per child. Penalty notices will be issued to each parent/carer, for each child that was absent*

*For the first fine issued for after the start of the 24-25 school year, the fine will increase to £160 per parent per child if paid within 28 days, reduced to £80 per parent per child if paid within 21 days.*

*If a second fine for term time leave or irregular attendance is then issued to the same parent for the same child within three years of the first fine it will be for £160 per parent per child.*

*Subsequent offences - no further fines can then be issued if two have already been issued to the same parent for the same child within the previous three years (starting with the date of the first fine); instead, the parent will be prosecuted by the Local Authority in the Magistrates' Court. Magistrate's fines can be up to £2500 per parent, per child. This will also show on the parents/carers DBS certificate.*

*From 19th August 2024, a fine must be considered if a child misses five consecutive days of school for unauthorised absence (Inset training days can be included where there was intent to be absent from term time leave). A fine will also be considered if a child misses 10 sessions (half days) of unauthorised absence in a rolling period of 10 school weeks. The threshold can be met with "any combination of unauthorised absence". For example, four sessions in term time plus six instances of arriving late and can also span "different terms or school years".*

## Parent Contract

A Parent Contract is an agreement which usually involves the school, parents/carers, members of Stockport Council's Education Welfare Service and, in some cases, the student. The agreement sets out the actions required by all parties to overcome the barriers to improved attendance. Compliance with the contract and the progress of improving attendance are reviewed regularly at Parent Contract Review Meetings. If a parent/carer fails to participate and/or fails to ensure that attendance improves, they may be prosecuted in the Magistrates' Court.

## Education Supervision Order

An Education Supervision Order (ESO) is an order granted in the Family Proceedings Court requiring

a parent and child to follow directions made in the Order and work alongside a Supervising Officer to improve the child's school attendance. The Supervising Officer will be put in place by Stockport Council and may be a Social Worker, Education Welfare Officer or other early help professional. Where parents/carers persistently fail to comply with the directions given under an ESO, they may be prosecuted in the Magistrates' Court. ESOs usually last for a year, but can be extended to up to three years.

## Appendix 1

Breakdown of roles and responsibilities

### **Form Tutor**

- *Communicate attendance with students – Form Tutor to share attendance with students*
- *Liaise with HOY/ SLT link/Attendance Officer where appropriate*
- *Support students by creating positive relationships and developing an ethos of high attendance*
- *Promote and reward positive attendance in form time*
- *Sanction if a student is late and issue detention in line with school behaviour policy*

### **Classroom Teacher**

- *Ensure registers are taken promptly and accurately at the start of the lesson*
- *Support students to engage with their learning once they are back in school*
- *Promote attendance and importance in ensuring opportunities for academic success*
- *Sanction appropriately in line with school policy*
- *Report a student missing from the lesson specifically if the student has been marked present to the previous lesson using the designated email address.*

### **Head of Year**

- *Monitor and analyse own year group's attendance on a daily basis*
- *Communicate with students who are absent to help establish routines*
- *Support students who are absent in returning to school*
- *Liaise with SLT link for attendance*
- *Promote attendance with students in year group through assembly and reminders in form*

*time*

- *Set attendance targets with students and review progress*

### **Attendance Officer**

- *Monitor and analyse whole school attendance*
- *Identify patterns of poor attendance*
- *First response contact for students who have not attended school*
- *Complete home visits where applicable*
- *Liaise with SLT link, HOY, Form Tutors and communicate issues and actions*
- *Meet with parents/carers and students to set attendance targets and review progress.*
- *Submit CMIE/EPNS*
- *Ensure attendance rewards plans are implemented*

### **Attendance Administrator**

- *To support with register amendments*
- *To support with providing attendance reports*
- *Provide attendance information to form tutors*

### **SLT Lead for attendance**

- *To have overall responsibility for improving attendance across the whole school*
  - *Work strategically with HOY and the wider staff to ensure a focus on attendance throughout the school year is maintained*
  - *Hold HOY to account for attendance **for their year groups.***
  - *Communicate regularly with Headteacher, Deputy Headteacher and wider SLT to ensure awareness of attendance*
  - *Support students and their families in removing barriers to attendance*
- Deputy Headteacher for attendance*
- *Work strategically with the SLT link for attendance to ensure attendance improves*

## **Headteacher**

- *To have overall responsibility for attendance across the whole school*
- *Work strategically with the SLT link for attendance to ensure whole school attendance improves*

## **Governing Body**

- *Support and hold to account the leadership team regarding its obligations in relation to attendance.*
  - *Ensure that the legal duties in the Education (Pupil Registration) (England) Regulations 2006 and other attendance related legislation are complied with.*
  - *Ensure that the importance and value of good attendance is promoted to all school staff, students and their parents/carers.*
  - *Monitor the school's attendance through termly reporting at governing body meetings*
  - *Contribute and participate in initiatives to promote good attendance across the school.*
- Parent/carer*
- *To ensure that their child attends school on time each day and to work in partnership with school to remove any barriers to attendance that their child may face*

## **Appendix 2**

Attendance routines

Absent students

Safeguarding note: If after call text there is no response then attendance team will continue to make contact

*Form tutors take register by 8.40am*

*Registers to be checked and reminders sent to Form Tutors who have missing registers. To be checked by*

*Attendance Administrator*

*Absence text 1 sent by 9.30am*

*Absence messages checked and phone calls made to establish contact*

*Phone calls continue to be made with no identified reasons and note on the register – Pastoral Team (Phone calls/messages repeated at regular intervals)*

*Phone call to the students absent for 2 days or more.*

*Identify students who require a home visit/letter*

Visits made by Pastoral Team in agreement with Deputy Headteacher/Pastoral Manager. Home visit logged with any further actions identified

Priorities for first response phone call are as follows:

1 - Disadvantaged students with no known reason for absence or disadvantaged with an attendance below 97% /CLA/Students with a social worker

Identified vulnerable and poor attending students as highlighted by HOY with no known reason for absence

## **Appendix 3**

### **Sixth Form Attendance**

Students are expected to be on site every day and in form for 8.30. They should attend all timetabled lessons including the minimum number of sessions required for completion of Life After Laurus and Electives programmes.

We ask parents/carers to call or text through the MYCAS app if student is not attending

If a student has not attended registration an absence text will be sent to parent/carer

If there is no known reason for absence follow up phone calls will be made

If a student's attendance is identified as a concern, then the following staged attendance procedure will be followed

#### **Stage 1**

Student meeting will take place with Head of Year for Sixth Form

Letter 1 will be sent identifying current attendance, concerns and support that will be offered

Personal tutor will be made aware and can support with monitoring and support

Targets will be set and improvements will be monitored with review meetings set

#### **Stage 2**

Letter 2 will be sent inviting parents/carers into school for an attendance meeting with Head of Year for Sixth Form and Attendance Officer

Student contract will be signed with identified support and measures that will be taken by identified stakeholders

Target will be set and improvements will be monitored with review meetings set

### **Stage 3**

Parent/carer informed via letter and meeting organised student and parent/carer invited into a meeting with Head of Year for Sixth Form and Director of Sixth Form

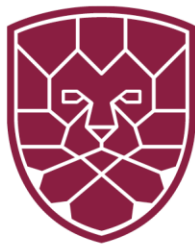
A further student contract will be signed with identified support and measures that will be taken by identified stakeholders

If no improvement, meeting with the Director of Sixth Form, Head of School and/or Governors, resulting in a final formal written warning and repetition of stage 3

If targets are not met student may be asked to leave the Sixth Form

## Equality Impact Assessments

<p>Names and titles of people involved with this assessment</p> <p>Title of Policy – HGHS Attendance</p>	<p>Rachel Robinson</p> <p>Assistant Trust Director of Inclusion</p>
<p>Impact assessment carried out with regard to identified characteristics</p>	<p>Race <input checked="" type="checkbox"/></p> <p>Disability <input checked="" type="checkbox"/></p> <p>Gender <input checked="" type="checkbox"/></p> <p>Age <input checked="" type="checkbox"/></p> <p>Religion &amp; belief <input checked="" type="checkbox"/></p> <p>Sexual orientation <input checked="" type="checkbox"/></p>
<p>Summary of any issues/proposed changes</p>	<p>See Page 2</p>
<p>Date</p>	<p>September 2025</p>
<p>Date of next review</p>	<p>September 2026</p>



**HAZEL  
GROVE**  
HIGH SCHOOL

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