



QA Learner Attendance, Behaviour and Punctuality Policy





Revision History

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1. Introduction

This policy outlines QA's approach to promoting excellent attendance, behaviour, and punctuality for all learners at QA, enabling them to power their full potential during their courses. Learners are expected to maintain punctuality, achieve 100% attendance, and behave positively in all scheduled classes and learning activities.

2. Policy Statement

This policy outlines QA's approach to promoting optimal attendance and punctuality for the comprehensive development of all learners throughout their courses. It is expected that learners consistently maintain excellent punctuality and attendance in all classes and scheduled learning activities. QA holds the expectation that learners/apprentices achieve a 100% attendance record, arriving on time and fully prepared for learning.

Demonstrating good attendance and punctuality signifies the commitment and eagerness of learners to learn and progress. The policy includes continuous monitoring of attendance, punctuality, and behaviour. In cases of concern, support discussions between Digital Learning Consultants (DLC)/Skills Coaches, learners, and their line managers will be scheduled and a record of this logged on the relevant Learner Management System. The overarching goal of this policy is to address any challenges that may arise during the course, cultivate positive attitudes toward learning, and establish a supportive system to ensure individual success.

3. Scope

Applicable to all learners on an Apprenticeship programme delivered directly by QA.

4. Punctuality Expectations

Punctuality is essential for optimal learning and to fulfil guided learning hour requirements. Tutors must address poor punctuality via the DLC or Skills Coach promptly. Learners are expected to attend all sessions, arrive on time, and notify their tutor or DLC/Skills Coach in advance of any anticipated lateness or absence.

5. Behaviour Expectations

To create a positive learning atmosphere, learners must embody specific behaviours to enhance their educational experience. This includes but is not limited to:

- Consistently attending sessions promptly and remaining engaged for the entire duration, exemplifying commitment to the learning process.
- When the session is held virtually, keeping cameras on, to support active participation and establish presence and fostering a more connected and interactive virtual classroom. ** Learners who have an explicit reasonable adjustment to leave cameras off may be excused from turning cameras on.*
- Expectation that learners proactively complete pre-work, ensuring they come prepared for discussions, encouraging a dynamic exchange of thoughts, ideas, and opinions.
- Where applicable, attendance at additional support sessions, such as Office Hours (Degree Apprentices) and Functional Skills support sessions.
- Actively participating in feedback surveys to support continuous improvement.
- Collaborating and working with peers to complete practice and apply activities. This is essential for developing core skills and behaviours and contributes to a more enriching learning environment.
- Regularly logging into the virtual learning environment for notifications to support the management of their educational journey.

6. Attendance Expectations

Learners are expected to attend all scheduled training sessions, meetings, and other related activities as outlined in their apprenticeship programme. Where applicable, attendance is not mandatory for optional support sessions, however active participation is strongly recommended to enhance the overall learning experience.

6.1. Reporting Absences

Learners are required to notify their DLC/Skills Coach/Degree Admin and workplace line manager in advance if they are unable to attend a scheduled session due to genuine reasons, such as illness or personal emergencies. Notification should be made at the earliest possible time.

6.2. Legitimate Absences

Legitimate authorised absences include situations beyond the apprentice's control, such as serious illness, medical appointments, court appearances, or recognised religious holidays. Learners must inform their DLC/Skills Coach/Degree Admin and workplace line manager in advance for authorisation.

7. Attendance Monitoring

The following outlines how attendance for courses is monitored and reported at QA:

- The Tutor must register all learners attending within 30 minutes of starting the class, using the online sign in portal.
- In the event of non-attendance, the tutor should mark the learner as 'No Show' and the following will then happen:
 - A non-attendance email will be triggered, and this is sent to the line manager of the learner, the learner, and the Account Manager.
 - DLCs/Skills Coaches will discuss non-attendance at reviews and agree any support interventions, where applicable.

8. Procedure for Unauthorised Non-Attendance and/or Persistent Non-Attendance

When a learner fails to attend a classroom event or scheduled meeting such as an EPA Readiness check, the DLC/Skills Coach will make 3 attempts to contact the learner and line manager for updates. If there is no contact made the DLC/Skills coach will escalate to the safeguarding team.

The safeguarding team have full visibility of all learners categorised as 'At Risk' due to no interaction with the system for 28 days.

In the event a learner continuously fails to attend scheduled classroom events and EPA readiness checks this will be escalated to the line manager and account manager to manage behaviours and expectations.

9. Support and Assistance

QA is committed to supporting learners in overcoming challenges. Learners are encouraged to seek assistance if they encounter difficulties that affect attendance or behaviour.

10. Review and Updates

This policy will be periodically reviewed and updated as necessary to ensure its effectiveness and alignment with the organisation's goals.

By adhering to this policy, learners contribute to a positive learning environment and enhance their overall apprenticeship experience at QA.

