


# Mercia School

## *Elite Performance Policy*

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*Headteacher*

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| This policy has been approved by the Local Governing Body and has been signed by the Chair of Governors |  |
| Approval date   | <i>September 2024</i>   |
| Date of Review  | <i>October 2025</i>   |



# Mercia School

## *Elite Performance Policy*

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**When reading this policy, please note the Headteacher's decision is final, alongside any staff member with delegated responsibilities. For additional information please refer to your Family Handbook.**

#### **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.



# Mercia School

## *Elite Performance*

### 1. Policy Background:

The *Elite Performance Policy* is a whole school policy and applies to all pupils who are eligible under the guidelines stated below. The school acknowledges its duty to support pupils in fulfilling their individual talent, we believe exceptional individuals should be nurtured to ensure they reach their potential.

Please note that the Headteacher's decision on individual applications is final. Should parents/carers be unhappy with a decision, they can raise concerns through our Complaints Policy.

### 2. Rationale:

The school will consider an exemption from school attendance for pupils participating in *Elite Sports* or *Elite Arts* events for periods determined by the Headteacher on a case-by-case basis. The school is absolutely clear that it must support its pupils in achieving exceptional levels of performance in sport and the arts.

### 3. For the Purposes of this Policy Document:

Eligible *Elite Sports* programs include regional, national and international sports organisations which run coaching for athletes and national sports squads in which pupils have been selected to participate.

Eligible *Elite Arts* is defined as an opportunity for a pupil to participate in an event or program that is beyond the gifted and talented opportunities that Mercia School offers. For example, this might relate to a regional, national or international musical/dramatic/artistic organization.

### 3. Eligibility:

#### Elite Sports

You are considered to be an elite athlete if you are:

1. Regularly competing in national level competition.
2. Performing in accredited coaching programs at regional, national or international level.
3. Recognised as being in the top 10% of your discipline in the region, the country or internationally as identified by the discipline's governing body.

#### Elite Arts

You are considered to be an elite artist if you are:

- Regularly competing in national level competitions.
- Participating in accredited programs at regional, national or international level.
- Performing with a professional theatre company, orchestra or equivalent.

### 4. Applying for Elite Performance Exemption:

The school will only consider attendance exemptions once it has received the following:

- A supporting letter from an accredited individual (e.g. a coach, musical director) or an approved governing body outlining the child's aptitude in the relevant discipline.
- A letter from a parent/carer outlining the duration of absence and any supporting evidence they feel supports their child's application for an attendance exemption.
- All applications must be sent to the Headteacher's PA, Mrs G. Darlow at least one week in advance of any programme/event. The address is [enquiries@merciaschool.com](mailto:enquiries@merciaschool.com)

### 5. Applications will not be approved if:

- A pupil's attendance falls below 99%
- The school believes the pupil is under-performing academically
- A pupil receives a detention
- The Headteacher's decision is final

### 6. If an application is approved:

It is expected that Mercia School will be promoted positively at events by pupils and families.

Successful applicants must contribute to Mercia School Showcase evenings. This may be in terms of performances or speeches about relevant accomplishments.

All successful applications will be reviewed on a half-termly basis and may be terminated if the pupil's performance is deemed to be negatively effected by the exemption.