



Attendance & Commitment Policy

Policy year	2026/27
Reviewed	September 2026
Approved by	Black Ice Academy Directors
Next review	September 2027

1. Purpose

Cheerleading is a team sport in which safe skill progression, choreography and competition preparation depend on consistent attendance. This policy sets clear, fair expectations while recognising that illness, injury, family circumstances, education and safeguarding needs can affect attendance.

2. Core expectations

- Athletes should attend all scheduled team training, choreography sessions and competitions/events identified as compulsory for their team, unless absence has been agreed or is unavoidable.
- Athletes should arrive ready to train at the published start time and remain for the full session unless alternative arrangements have been agreed.
- Parents/carers must notify BIA as early as possible if an athlete will be absent or late, using the Academy's approved communication channel.
- Known clashes, holidays and other commitments should be communicated as early as possible so coaches can plan safely.

3. Illness, injury and wellbeing

- Athletes must not be pressured to train or compete when medically unfit. Relevant illness, injury or restrictions should be reported to the coach before participation.
- Coaches may modify or stop participation where they reasonably consider it unsafe.
- Reasonable adjustments will be considered for disability, health conditions, pregnancy, religion/belief and other relevant circumstances in line with BIA's Inclusion, Equality and Accessibility Policy.

4. Competition teams and choreography

Repeated or prolonged absence can affect stunt groups, formations, routine safety and the opportunities of other athletes. Where attendance materially affects safe preparation or routine readiness, coaches may make proportionate sporting decisions such as modifying an athlete's role, using an alternate, or withholding a skill/routine element until it can be performed safely.

Attendance decisions must not be used as punishment for protected or safeguarding-related absence. Decisions will consider the athlete's circumstances, the needs of the team, safety, fairness and the time available to prepare.

5. Persistent attendance concerns

1. The coach will raise the concern with the athlete and/or parent/carer and clarify the impact on the team.
2. Where appropriate, an attendance improvement plan or agreed support/adjustment may be put in place.
3. If attendance remains incompatible with the commitments of the team, the Directors may review team placement for the remainder of the season or the next appropriate point.
4. Any safeguarding concern arising from unexplained or concerning absence will be handled under BIA's safeguarding procedures rather than as a disciplinary attendance issue.

6. School and education

BIA supports athletes' education. Families remain responsible for school attendance and for ensuring participation in cheerleading does not conflict with legal education obligations. Requests relating to school-time absence must be managed with the relevant school; BIA cannot authorise school absence.

7. Communication and records

Attendance may be recorded for coaching, safeguarding, emergency and membership administration. Attendance information will be handled in accordance with BIA's privacy and data-protection policies.

Key references

This policy should be read alongside Black Ice Academy's other safeguarding, conduct, first aid, inclusion and complaints policies. It has been prepared with reference to:

- Black Ice Academy Codes of Conduct, Safeguarding Policy and Inclusion, Equality and Accessibility Policy.
- SportCheer England rules and guidance relevant to safe participation and athlete welfare.
- Equality Act 2010.

Legislation and guidance can change. Black Ice Academy will review this policy at least annually and sooner where law, statutory guidance, governing-body requirements or Academy practice changes.