



# **Rainbow Education Multi Academy Trust**

## **Suspension and Exclusion Policy**

It is the policy of The Rainbow Education Multi-Academy Trust to try to deal with all behavioural issues in an active, positive way, employing a wide range of strategies, including those specifically designed to avoid such issues reaching the point of exclusion (see Behaviour Policy).

### **PURPOSE OF THIS POLICY**

This policy is designed to briefly outline the Trust's approach to exclusions within the statutory framework as defined in the *The School Discipline (Pupil Exclusions and Reviews) (England) Regulations 2012*. It outlines only where the Trust applies its own additional guidance and policies, which complement and reinforce the statutory guidance, for purposes of clarity in the day-to-day operation of the school.

### **PRINCIPLES**

1. Exclusion is a sanction used by the school only in cases deemed as serious breaches of the Trust Behaviour Policy. A pupil may be at risk of exclusion from school for:
  - verbal or physical assault of a student or adult;
  - persistent and repetitive disruption of lessons and other students' learning;
  - extreme misbehaviour which is deemed outside the remit of the normal range of sanctions.
2. A suspension from the school can be authorised by the Executive Headteacher or Headteacher/Head of School or one of the Senior Leaders acting on their behalf and under their direction. If none are available to authorise the exclusion, a decision should be deferred until the opportunity for authorisation is available.
3. In the case of a Permanent Exclusion this can only be authorised by the Executive Headteacher or Headteacher/Head of School and must only be done after consulting the Chair of Governors of the intention to impose this sanction, although the final decision rests with the Executive Headteacher or Headteacher/Head of school.
4. The Rainbow Education Multi-Academy Trust seeks to reduce the number of incidents leading to exclusions by promoting a positive atmosphere of mutual respect and discipline within the school.
5. The Trust regularly monitors the number of suspensions (suspensions) to ensure that no group of students is unfairly disadvantaged through their use and that any underlying needs of individuals are being fully met.

### **NOTIFICATION OF AN EXCLUSION**

1. Parents will be notified as soon as possible of the decision to exclude a student and the reason for the exclusion. This will be done on the day of the exclusion being authorised by either direct phone contact or a face-to-face meeting. A written confirmation of the reason(s) for the exclusion will be sent to parents the same day.
2. In the case of a Permanent Exclusion, parents will be notified by the Executive Headteacher or Headteacher/Head of School in a face-to-face meeting.
3. A student who has been excluded will have the reason for his/her exclusion explained to them by a member of staff so that they understand the nature of their misbehaviour.
4. The Trust will also work to put in place a programme for the pupil on his/her return. This will include input from staff at the school, parents (if appropriate) and any other appropriate bodies e.g. School Home Support Practitioner, Attendance Service or the Local Authority. Should it be decided for whatever reason that the matter needs to be put in the hands of another agency (i.e. the incident leads to the discovery that there is a child protection issue) the school will continue to monitor the

situation and work closely with that agency. It is hoped that in most cases following an exclusion, the child will be able to return to school and that further input will promote in him/her a more positive attitude and a subsequent improvement in behaviour.

5. The Chair of Governors, LA Inclusion Officer and relevant school staff will be notified of all suspensions on the same day as the production of the exclusion letter, which they will receive a copy of; it will clearly outline the reasons for the exclusion.

### **STUDENTS RETURNING FROM A SUSPENSION**

All students returning from a suspension are required to attend a reintegration meeting, accompanied by a parent. This meeting will seek to establish practical ways in which further exclusion can be avoided and behaviour modified to acceptable standards in partnership between student, parent and school.

### **PERMANENT EXCLUSIONS**

A school will usually only permanently exclude a child as a last resort, after trying to improve the child's behaviour through other means. However, there are exceptional circumstances in which the Executive Headteacher or Headteacher/Head of School may decide to permanently exclude a pupil because of ongoing issues or even for a 'one-off' incident.

If your child has been permanently excluded, be aware that:

- the school's Governing body is required to review the decision to exclude, and you may meet with them to explain your views on the exclusion
- if the Governing body confirms the exclusion, you can appeal to an independent appeal panel organised by the local authority
- the school must explain in a letter how to lodge an appeal
- the local authority must provide full-time education from the sixth day of a permanent exclusion

### **APPEALS**

All correspondence regarding an exclusion from the school will inform parents of their right to appeal to the Governing Body against the decision to exclude. This procedure is clearly set out in the statutory guidance. The person who should be contacted to initiate an appeal is the Clerk to the Governors.

### **RELATIONSHIP TO OTHER TRUST POLICIES**

The Exclusion Policy should be read in tandem with the Trust's Behaviour Policy as well as other relevant Trust policies, particularly the Inclusion Policy, Special Educational Needs Policy and the Equality & Diversity Policy. It also has a close inter-relationship with the Anti-Bullying Policy and Attendance Policy.

### **MONITORING AND REVIEW**

1. The impact of this policy will be reviewed by the governors bi-annually.
2. The Headteacher/Head of School will provide the Governing Body with regular monitoring reports which will help it to evaluate the effectiveness of the policy and procedures.
3. The policy and procedures will be reviewed and amended in the light of such evaluation and in consultation with representatives of all key stakeholders.