



Exclusion Policy

Written by: S Mackintosh	
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Reviewed & updated	April 2021
Due for Review	April 2024

AIMS: The aims of this policy are:

- To support the School's Behaviour Policy.
- To ensure procedural fairness and natural justice.
- To promote co-operation between the School and parents when it is necessary for the School that a pupil leave earlier than expected.

The Headteacher has a duty to ensure good order and discipline is maintained in the school. We clearly outline our expectations for good behaviour, by displaying our Superstar Behaviour posters.

SCHOOL RULES

We frame our school rules positively and constantly refer to them during the school day by praising children who follow them and reminding others of what we expect at Roxeth. Our STAR behaviours are:

- Self-Control
- Take responsibility for your actions
- Always follow instructions
- Respect

(See Behaviour Policy)



WHY WE MIGHT CONSIDER EXCLUSION

In the most serious cases, where all interventions have failed or where behaviour is dangerous or a threat to another child or member of staff, we may use an exclusion. The school will engage proactively with parents/carers in supporting the behaviour of individual children. Fixed period exclusions will be for the shortest time necessary.

Exclusion may be triggered by:

- Physical assault against a pupil or adult
- Verbal abuse/threatening behaviour against a pupil or adults
- Bullying
- Racist abuse
- Sexual misconduct
- Homophobic/transgender abuse
- Deliberate damage to property or theft
- Persistent disruptive behaviour
- Possession of any item which is illegal or banned from school
- *Other Circumstances:* A pupil may be required to leave if, after all appropriate consultation, the Head is satisfied that it is not in the best interests of the pupil, or of the School, that he/she remains at the School.

Exclusion can come from a one off very serious incident or a build-up of persistent less serious incidents.

If a child is excluded for a fixed period, the school will provide work to do at home. In the event of a permanent exclusion the Local Authority will be contacted so that alternative education can be organised.

INVESTIGATION PROCEDURE & OUTCOME

Complaints: Investigation of a complaint or rumour about serious misconduct will be conducted by the Headteacher. Parents will be informed as soon as reasonably practicable if a complaint under investigation is of a nature that could result in the pupil being required to leave. The Head will consider the complaint/s and the evidence, including statements made by and/or on behalf of the pupil. The standard of proof shall normally be the civil standard, ie. the *balance of probabilities*.

Search: We may decide to search a pupil's space and belongings, and ask him/her to turn out the contents of pockets or a bag, if we consider there is reasonable cause to do so.

Ethos: An investigation and any subsequent meeting will be conducted fairly and in a way which is appropriate to a school, without formal legal procedures.

Fixed term Exclusion: A pupil may be excluded for a fixed term from the School. If a child is excluded for a fixed term, a meeting will be held by the Headteacher with the parent / carer to explain why we feel the behaviour warrants an exclusion. Details of the reason and length of the exclusion will be given at that meeting. A formal letter will follow the meeting. Following the fixed term exclusion a reintegration meeting will follow. Reintegration interviews are considered to be a vital part of the reintegration process and provide parents/carers, the pupil and key school staff with the opportunity to reflect on what has happened and plan any additional support which may be needed to ensure a pupil's successful readmission.

Permanent Exclusion: The Headteacher may feel that the incident is serious enough, that the pupil cannot return as all. If this is the case, a meeting will be held by the Headteacher with the parent / carer to explain why we feel the behaviour warrants a permanent exclusion. In this case the Head will inform the Local Education Authority so that the child is recorded as "Missing in Education" and is thus safeguarded.

Permanent Exclusion is only used as a last resort, when all other strategies have been tried and failed and the school feels we can do not more for the pupil.