

## Exclusion Policy 2022

Highweek Primary & Nursery school is committed to valuing diversity and to equality of opportunity. We aim to create and promote an environment in which pupils, parents and staff are treated fairly and with respect, and feel able to contribute to the best of their abilities.

The Governing Board recognise that it is unlawful to take into account anyone's gender, marital status, colour, race, nationality, ethnic or national origin, disability, religious beliefs, age, or sexual orientation. Full consideration has been given to this during the formulation of the above policy as it is the Governors' aim that no-one at Highweek should suffer discrimination, either directly or indirectly, or harassment on any of these grounds.

We aim to include, not exclude, and we approach all challenging behaviour in a supportive and positive way. We recognise that such behaviour can sometimes be symptomatic of a real deeper need for our support and understanding. All children can go through times of inappropriate behaviour, and we strive to never 'give up' on a child. We recognise that each person has a unique contribution to make to school life and we want to support them to achieve this.

A decision to exclude a pupil, either for a fixed period or permanently is seen as a last resort by the school. The physical and emotional health of our children and staff is our primary concern, and we, therefore, accept, that in some rare situations, exclusion may be necessary, if all other strategies have been exhausted.

The school is responsible for communicating to pupils, parents and staff its expectations of standards of conduct. A range of policies and procedures are in place to promote good behaviour and appropriate conduct. These are:

- Relational Behaviour Policy
- Anti-Bullying Policy

No exclusion will be initiated without first exhausting other strategies or, in the case of a serious single incident, a thorough investigation.

Reasons for exclusion:

- "Serious breach or persistent breaches of the school's behaviour policy; and
- Where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school."

(Exclusion from maintained schools, academies and pupil referral units in England- DFE-2017, reviewed September 2021)

Any exclusion will be at the Headteacher's discretion, in consultation with the Governing Board, as appropriate.

### Temporary Exclusion

A temporary exclusion should be for the shortest time necessary. This may be for part of a day, a full day or a number of days.

### **Persistent or cumulative problems**

Exclusion for a period of time from half a day to 5 days for persistent or cumulative problems would be imposed only when the school had already offered and implemented a range of support and management strategies. These strategies are outlined in the Relational Behaviour Policy.

### **Single Incident**

Temporary exclusion may be used in response to a serious breach of school rules and policies or a disciplinary offence. In such cases, the Headteacher will investigate the incident thoroughly and consider all evidence to support the allegation, taking account of the school's policies. The pupil will be encouraged to give his/her version of events and the Headteacher will check whether the incident may have been provoked, for example by bullying or racial harassment.

If necessary, the Headteacher will consult with senior leaders and the Chair of the Governing Board.

### **Permanent exclusion**

A permanent exclusion is a very serious decision and the Headteacher will consult with the senior leadership team and the Chair of the Governing Board before enforcing it.

As with a temporary exclusion, it will follow a range of strategies and be seen as a last resort, or it will be in response to a very serious breach of school rules and policies or a disciplinary offence such as:

- serious actual or threatened violence against another pupil or a member of staff
- possession or use of an illegal drug on school premises
- persistent bullying
- persistent racial harassment
- offensive weapons/knives

### **The decision to exclude**

If the Headteacher decides to exclude a pupil he/she will:

- ensure that there is sufficient recorded evidence to support the decision
- explain the decision to the pupil
- contact the parents/carers, explain the decision and ask that the child is collected
- send a letter to the parents confirming the reasons for the exclusion, whether it is a permanent or temporary exclusion
- the length of the exclusion and for the pupil's return.

- in cases of more than a days exclusion, ensure that appropriate work is set and that arrangements are in place for it to be marked.
- plan how to address the pupil's needs and integration back into their class on his/her return
- plan a meeting with parents and pupil on his/her return.

## **Safeguarding**

An exclusion will not be enforced if doing so may put the safety of the pupil at risk. In cases where parents will not comply by, for example, refusing to collect the child, the child's welfare is the priority. In this situation, depending on the reason for exclusion, the school may consider an internal exclusion until the end of the day, implementing the original exclusion decision from the time the child is collected from school, or, in more severe circumstances, the school may contact Social Services and/or the Police to safely take the pupil off site.

## **Behaviour outside school**

Pupils behaviour outside school on school business e.g. on school trips or at sports fixtures, is subject to the School Relational Behaviour Policy. Unacceptable behaviour in such circumstances will be dealt with as if it had taken place in school.

## **Pupils with special educational needs and disabled pupils**

The school must take account of any special educational needs when considering whether or not to exclude a pupil.

We have a legal duty under the Equality Act 2010, as amended, not to discriminate against disabled pupils by excluding them from school for behaviour related to their disability. The Headteacher should ensure that reasonable steps have been taken by the school to respond to a pupil's disability so the pupil is not treated less favourably for reasons related to the disability. See details in the Behaviour and Discipline Policy.

## **Marking attendance registers following exclusion**

When a pupil is excluded temporarily, he/she should be marked as absent using Code E.

## **Managed move**

There are occasions when a managed move to another school benefits both the pupil concerned, and his or her school. If this is deemed appropriate and the parents are in agreement with this, the Devon agreed protocol for managed moves would be followed via this link <https://www.devon.gov.uk/supportforschools/services-and-contacts/education-inclusion-service>

## **Removal from the school for other reasons**

The Headteacher may send a pupil home, after consultation with the pupil's parents/carers and a health professional as appropriate, if the pupil poses an immediate and serious risk to the health

and safety of other pupils and staff, for example because of a diagnosed illness such as a notifiable disease. This is not exclusion and should be for the shortest possible time.

### **Procedure for appeal**

If parents wish to appeal the decision to exclude, the matter will be referred to the Governing Board and handled through LA appeal procedure.

### **Equality Statement**

This policy is compliant with the Equality Policy. This Policy is based on best practice to ensure a consistent and effective approach. The Governing Board and the Headteacher (Chair of Governors) have a particular responsibility to ensure that the processes are managed fairly, equitably, objectively and must not discriminate either directly or indirectly on the grounds of a person's race, sex, gender reassignment, sexual orientation, marriage or civil partnership, disability, age, pregnancy and maternity or religion or belief.

Signed:.....Chair of Committee

Date of review and adoption by Governing Board: 5<sup>th</sup> April 2022

Date for next review: April 2026