



Bicker Preparatory School and Early Years

Exclusion of Pupils Policy

Exclusion of Pupils Policy Background

This policy deals with the policy and practice which informs the School's use of exclusion. It is underpinned by the shared commitment of all members of the school community to achieve two important aims:

1. The first is to ensure the safety and well-being of all members of the school community, and to maintain an appropriate education environment in which all can learn and succeed;
2. The second is to realise the aim of reducing the need to use exclusion as a sanction.

Introduction

The decision to exclude a pupil will be taken in the following circumstances:

- (a) In response to a serious breach of the school's Behaviour Policy
- (b) If allowing the pupil to remain in school would seriously harm the education or welfare of other persons or the pupil him/herself in the school.
- (c) If parents fail to work with, or actively work against, the Parent Partnership Approach of the school.

Exclusion is an extreme sanction and is only administered by the Headteacher in agreement with the Principal and the Management Team.

Exclusion, whether for a fixed term or permanent may be used for any of the following, all of which constitute examples of unacceptable conduct, and may or may not be infringements of the school's Behaviour Policy:

- Unacceptable behaviour which has previously been reported to parents and which, despite appropriate support, school sanctions and other interventions, has not been successful in modifying the pupil's behaviour.
- Behaviour which directly or indirectly impacts upon other children in the group, class or school.
- Situations where complaints have been received from other parents/children and it is felt that these complaints, having been investigated, are justified.
- Situations where it is felt that the child is failing to thrive in the school environment and it is felt that other, more appropriate educational establishments may be available.
- Non-payment, or continual late payment of fees (if you feel this may be an issue please come and talk to a member of the Management Team).

This is not an exhaustive list and there may be other situations where the Headteacher, Principal and Management Team makes the judgement that exclusion is an appropriate sanction.

At times the Headteacher, together with the Principal and Management Team, will decide not to use the extreme sanction of an exclusion but will decide that the lesser sanction of 'Requested Withdrawal' is implemented instead. In this case the school will work with the family to find a more suitable educational establishment.

In certain circumstances a Pastoral Support Plan should be drawn up to try to avoid the sanction of an exclusion in the future. This might be accompanied by an internal exclusion.

During the course of a fixed term exclusion where the pupil is to be at home, parents are advised that the pupil is not allowed on the school premises, and that daytime supervision is their responsibility as parents/guardians. Records relating to exclusions will be stored confidentially.

Permanent Exclusion

The decision to exclude a pupil permanently is a serious one. There are two main types of situation in which permanent exclusion may be considered:

1. The first is a final, formal step in a concerted process for dealing with disciplinary offences following the use of a wide range of other strategies, which have been used without success. It is an acknowledgement that all available strategies have been exhausted and is used as a last resort. This would include persistent and defiant misbehaviour including bullying (which would include racist or homophobic bullying).
2. The second is where there are exceptional circumstances and it is not appropriate to implement other strategies and where it could be appropriate to permanently exclude a pupil for a first or 'one off' offence.

These might include:

- Serious actual or threatened violence against another pupil or a member of staff has occurred.
- Behaviour which poses a significant risk to the child's own safety, or that of other children on school premises has occurred. This includes serious incidents occurring on the Sports Field or during school trips.
- Behaviour which has adversely affected the education of other children on school premises.
- Where the school has been working with a family to meet the best interests of the child and it is felt that all channels have been exhausted and the parents' actions are directly in conflict with the actions and ethos of the school.
(Requested Withdrawal may be an option in the last two cases)

These instances are not exhaustive but indicate the severity of such offences and the fact that such behaviour seriously affects the discipline and well-being of the school.

General factors the school considers before making a decision to exclude Exclusion will not be imposed instantly unless there is an immediate threat to the safety of others in the school or the pupil concerned. Before deciding whether to exclude a pupil either permanently or for a fixed period the Headteacher, together with the Principal and Management Team will:

- Explore a placement at another school to avoid exclusion.

- Ensure appropriate investigations have been carried out
- Consider all the evidence available to support the allegations taking into account the Behaviour Policy, Equal Opportunity and Race Equality Policies
- Allow the pupil and family to give their version of events
- Explore the wider context, taking into consideration whether the situation might be rectified.

If the Headteacher, together with the Principal and Management Team, is satisfied that on the balance of probabilities that the situation is unable to be satisfactorily resolved, then the options of exclusion or 'Requested Withdrawal' will be explored. Exclusion will, in all circumstances, be the last resort.

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Next Review September 2020