



The Chalfonts Community College

Suspension and Permanent Exclusion Policy

Approved by: SLA Committee

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1. Aims

Our school aims to ensure that:

- The suspension and permanent exclusion process is applied fairly and consistently
- The suspension and permanent exclusion process is understood by governors, staff, parents and pupils
- Pupils in school are safe and happy
- Pupils do not become NEET (not in education, employment or training)

2. Legislation and statutory guidance

This policy is based on statutory guidance from the Department for Education: [Exclusion from maintained schools, academies and pupil referral units \(PRUs\) in England – September 2017](#).

It is based on the following legislation, which outline schools' powers to exclude pupils:

- Section 52 of the [Education Act 2002](#), as amended by the [Education Act 2011](#)
- [The School Discipline \(Pupil Exclusions and Reviews\) \(England\) Regulations 2012](#)
- [Sections 64-68 of the School Standards and Framework Act 1998](#)

In addition, the policy is based on:

- Part 7, chapter 2 of the [Education and Inspections Act 2006](#), which looks at parental responsibility for excluded pupils
- Section 579 of the [Education Act 1996](#), which defines 'school day'
- The [Education \(Provision of Full-Time Education for Excluded Pupils\) \(England\) Regulations 2007](#), as amended by [The Education \(Provision of Full-Time Education for Excluded Pupils\) \(England\) \(Amendment\) Regulations 2014](#)

The law does not allow for extending a suspension or 'converting' a suspension into a permanent exclusion. In exceptional cases, usually where further evidence has come to light, a further suspension may be issued immediately after the first suspension ends; or a permanent exclusion may be issued to begin immediately after the end of the suspension.

This policy complies with our funding agreement and articles of association.

3. The decision to suspend or permanently exclude

Only the Principal, or acting Principal, can suspend or permanently exclude a pupil from school. A permanent exclusion will be taken as a last resort.

A decision to suspend or permanently exclude a pupil will be taken only:

- In response to serious or persistent breaches of the school's behaviour policy, and
- If allowing the pupil to remain in school would seriously harm the education or welfare of others

Before deciding whether to suspend or exclude a pupil permanently, The Principal will:

- Consider all the relevant facts and evidence, including whether the incident(s) leading to the suspension or permanent exclusion were provoked

- Allow the pupil to give their version of events
- Consider if the pupil has special educational needs (SEN)

3.1 Suspension: Examples of behaviour which has led to a suspension include:

- threatening behaviour
- bullying
- repeated disruption to the learning process (disrespect to other students/staff)
- behaviour deemed to undermine the good order of the school (putting the school into disrepute)
- vandalism
- violence
- deliberate disobedience (defiance or insolence)
- any misbehaviour when the student is:
 - (a) taking part in any school-organised or school-related activity or
 - (b) travelling to or from school or
 - (c) in some other way identifiable as a student at the school
 - (d) misbehaviour at any time, whether or not the conditions above apply, that:
 - (i) could have repercussions for the orderly running of the school or
 - (ii) poses a threat to another student or member of the public or
 - (iii) could adversely affect the reputation of the school

3.2 Permanent Exclusion: The Principal may decide that permanent exclusion is necessary. This may include, but is not limited to, the following:

- All other steps to encourage the student to obey the school rules have failed.
- Allowing the student to remain in school would be seriously detrimental to the education or welfare of others in the school.
 - Extreme/deliberate vandalism
- Persistent and defiant behaviour. This would encompass intimidation, racism, discriminative or homophobic behaviour)
- Serious actual or threatened violence against a student or member of staff
- Sexual misconduct.
- Being in possession of/supply of an illegal drug, or severe misuse of an illegal drug (Please see the Substance Abuse Policy for further guidance)
- Being in possession of an offensive weapon.
- Maliciously activating the fire alarm

4. Definition

For the purposes of suspensions and permanent exclusions, school day is defined as any day on which there is a school session. Therefore, INSET or staff training days do not count as a school day.

5. Roles and Responsibilities

5.1 The Principal

Informing parents

The Principal will immediately provide the following information, in writing, to the parents of a suspended or an excluded pupil:

- The reason(s) for the suspension or a permanent exclusion
- The length of a suspension or if it is a permanent exclusion, the fact that it is permanent
- Information about parents' right to make representations about the suspension or a permanent exclusion to the governing board and how the pupil may be involved in this
- Where there is a legal requirement for the governing board to meet to consider the reinstatement of a pupil, and that parents have a right to attend a meeting, be represented at a meeting (at their own expense) and to bring a friend

The Principal, or delegated member of staff, will notify parents by the end of the afternoon session on the day their child is suspended the length of the exclusion or if a child is permanently excluded. Where an suspended or permanently excluded pupil is of compulsory school age the Principal, or delegated member of staff, must also notify the pupil's parents of the days on which they must ensure that the pupil is not present in a public place at any time during school hours. Any parent who fails to comply with this duty without reasonable justification commits an offence and may be given a fixed penalty notice or be prosecuted. If a pupil's suspension is more than 5 days the school must provide suitable education for the 6th day. The sending of work home does not qualify as suitable education.

If alternative provision is being arranged, the following information will be included when notifying parents of suspension or permanent exclusion:

- The start date for any provision of full-time education that has been arranged
- The start and finish times of any such provision, including the times for morning and afternoon sessions, where relevant
- The address at which the provision will take place
- Any information required by the pupil to identify the person they should report to on the first day

Where this information on alternative provision is not reasonably ascertainable by the end of the afternoon session, it may be provided in a subsequent notice, but it will be provided no later than 48 hours before the provision is due to start. The only exception to this is where alternative provision is to be provided before the sixth day of a suspension or permanent exclusion, in which case the information can be provided with less than 48 hours' notice with parents' consent.

If a pupil receives multiple suspensions, alternative strategies should be considered. If a pupil receives 45 suspensions in one school year, no further suspensions can be issued. A permanent exclusion is not an automatic next step. A decision to issue a permanent exclusion, following 45 days of suspensions, needs to have the same consideration and level of evidence as any other permanent exclusion.

Informing the governing board and local authority

The Principal will immediately notify the governing board and the local authority (LA) of:

- A permanent exclusion, including when a suspension is made permanent
- Suspensions which would result in the pupil being suspended for more than 5 school days (or more than 10 lunchtimes) in a term
- Suspensions or permanent exclusions which would result in the pupil missing a public examination

In the case of a which does not bring the pupil's total number of days of suspension to more than five in a term, the governing board must consider any representations made by parents, but it cannot direct reinstatement and is not required to arrange a meeting with parents.

For a permanent exclusion, if the pupil lives outside the LA in which the school is located, the Principal will also immediately inform the pupil's 'home authority' of the exclusion and the reason(s) for it without delay.

For all other suspensions, the Principal will notify the governing board and LA once a term.

The governing board

Responsibilities regarding suspensions and permanent exclusions is delegated to The Chalfonts Community College Governing Board Disciplinary Sub-Committee

The Chalfonts Community College Governing Board Disciplinary Sub-Committee has a duty to consider the reinstatement of a permanently excluded pupil (see section 6).

Provision does not have to be arranged for pupils in the final year of compulsory education who do not have any further public examinations to sit.

5.2 The LA

For permanent exclusions, the LA is responsible for arranging suitable full-time education to begin no later than the sixth day of the exclusion.

6. Considering the reinstatement of a pupil

The Chalfonts Community College Governing Board Disciplinary Sub-Committee will consider the reinstatement of a permanently excluded pupil within 15 school days of receiving the notice of the exclusion if:

- The exclusion is permanent
- It is a suspension which would bring the pupil's total number of school days of suspension to more than 15 in a term
- It would result in a pupil missing a public examination

The requirements are different for the suspension where a pupil would be suspended for more than 5 but less than 15 school days in one term. In this case, if the parents make representations, The Chalfonts Community College Governing Board Disciplinary Sub-Committee must consider, within 50 school days of receiving the notice of permanent exclusion, whether the permanently excluded pupil should be reinstated. In the absence of any representations from the parents, The Chalfonts Community College Governing Board Disciplinary Sub-Committee is not required to meet and cannot direct the reinstatement of the pupil.

Where a permanent exclusion would result in a pupil missing a public examination or National Curriculum test there is a further requirement for a Governing Board. It must, as far as is reasonably practicable, consider the permanent exclusion before the date of the examination or test. If it is not practicable for a sufficient number of Governors to consider the decision before the examination or test, the Chair of Governors, in the case of a maintained school, may consider the permanent exclusion alone and decide whether or not to reinstate the pupil. Where the Chair is unable to make this decision, the Vice Chair may do so instead.

The Chalfonts Community College Governing Board Disciplinary Sub-Committee can either:

- Decline to reinstate the pupil, or
- Direct the reinstatement of the pupil immediately, or on a particular date

In reaching a decision, The Chalfonts Community College Governing Board Disciplinary Sub-Committee will consider whether the permanent exclusion was lawful, reasonable and procedurally fair and whether the Principal followed their legal duties. They will decide whether or not a fact is true 'on the balance of probabilities', which differs from the criminal standard of 'beyond reasonable doubt', as well as any evidence that was presented in relation to the decision to exclude.

Minutes will be taken of the meeting, and a record of evidence considered kept. The outcome will also be recorded on the pupil's educational record.

The Chalfonts Community College Governing Board Disciplinary Sub-Committee parents and the LA of its decision, along with reasons for its decision, without delay.

Where an exclusion is permanent, The Chalfonts Community College Governing Board Disciplinary Sub-Committee decision will also include the following:

- The fact that it is permanent
- Notice of parents' right to ask for the decision to be reviewed by an independent review panel, and:
 - The date by which an application for an independent review must be made
 - The name and address to whom an application for a review should be submitted
 - That any application should set out the grounds on which it is being made and that, where appropriate, reference to how the pupil's SEN are considered to be relevant to the exclusion
 - That, regardless of whether the permanently excluded pupil has recognised SEN, parents have a right to require the LA to appoint an SEN expert to attend the review
 - Details of the role of the SEN expert and that there would be no cost to parents for this appointment
- That parents must make clear if they wish for an SEN expert to be appointed in any application for a review
- That parents may, at their own expense, appoint someone to make written and/or oral representations to the panel, and parents may also bring a friend to the review
- That if parents believe that the permanent exclusion has occurred as a result of discrimination, they may make a claim under the Equality Act 2010 to the first-tier tribunal (special educational needs and disability), in the case of disability discrimination, or the county court, in the case of other forms of discrimination. A claim of discrimination made under these routes should be lodged within 6 months of the date on which the discrimination is alleged to have taken place

7. An independent review

If parents apply for an independent review, the LA will arrange for an independent panel to review the decision of the governing board not to reinstate a permanently excluded pupil.

Applications for an independent review must be made within 15 school days of notice being given to the parents by The Chalfonts Community College Governing Board Disciplinary Sub-Committee of its decision not to reinstate a permanently excluded pupil; or where an application has been made within this time frame, within 15 school days of the final determination of a claim of discrimination under the Equality Act 2010 in relation to the exclusion.

A panel of 3 or 5 members will be constituted with representatives from each of the categories below. Where a 5-member panel is constituted, 2 members will come from the school governor's category and 2 members will come from the Principal category.

- A lay member to chair the panel who has not worked in any school in a paid capacity, disregarding any experience as a school governor or volunteer

- School governors who have served as a governor for at least 12 consecutive months in the last 5 years, provided they have not been teachers or Principals during this time
- Principals or individuals who have been a Principal within the last 5 years

person may not serve as a member of a review panel if they:

- Are a member of the LA or governing board of the excluding school
- Are the Principal of the excluding school, or have held this position in the last 5 years
- Are an employee of the LA, or the governing board, of the excluding school (unless they are employed as a Principal at another school)
- Have, or at any time have had, any connection with the LA, school, governing board, parents or pupil, or the incident leading to the exclusion, which might reasonably be taken to raise doubts about their impartiality
- Have not had the required training within the last 2 years (see appendix 1 for what training must cover)

A clerk will be appointed to the panel.

The independent panel will decide one of the following:

- Uphold the governing board's decision
- Recommend that the governing board reconsiders reinstatement
- Quash the governing board's decision and direct that they reconsider reinstatement (only when the decision is judged to be flawed)

The panel's decision can be decided by a majority vote. In the case of a tied decision, the chair has the casting vote.

8. School registers

A pupil's name will be removed from the school admissions register if:

- 15 school days have passed since the parents were notified of the exclusion panel's decision to not reinstate the pupil and no application has been made for an independent review panel, or
- The parents have stated in writing that they will not be applying for an independent review panel

Where an application for an independent review has been made, the governing board will wait until that review has concluded before removing a pupil's name from the register.

Where alternative provision has been made for an excluded pupil and they attend it, code B (education off-site) or code D (dual registration) will be used on the attendance register.

Where permanently excluded pupils are not attending alternative provision, code E (absent) will be used.

9. Returning from a suspension

Following a suspension, a re-integration meeting will be held involving the pupil, parents, the Vice Principal, Student Behaviour and Welfare Manager and, where possible, the Year Leader, before the pupil is allowed back into class.

Following a suspension, a pupil may be placed on report for a specified number of weeks to either the Year Leader/Student Behaviour or Welfare Manager or member of the Senior Leadership Team to support their reintegration and monitor progress and behaviour.

10. Monitoring arrangements

Vice Principal Inclusion and the Student Behaviour and Welfare Manager will monitor the number of suspensions every term and report back to the Principal and Governing Body Safe Learning for All Committee. They also liaise with the local authority to ensure suitable full-time education for excluded pupils.

This policy will be reviewed by Vice Principal annually. At every review, the policy will be shared with the governing board.

11. Links with other policies

This exclusions policy is linked to our:

- a. Behaviour for Learning Policy
- b. SEN policy and information report
- c. Substance Misuse Policy

Appendix 1: independent review panel training

The LA must ensure that all members of an independent review panel and clerks have received training within the 2 years prior to the date of the review.

Training must have covered:

- The requirements of the primary legislation, regulations and statutory guidance governing exclusions, which would include an understanding of how the principles applicable in an application for judicial review relate to the panel's decision making
- The need for the panel to observe procedural fairness and the rules of natural justice
- The role of the chair and the clerk of a review panel
- The duties of Principals, governing boards and the panel under the Equality Act 2010
- The effect of section 6 of the Human Rights Act 1998 (acts of public authorities unlawful if not compatible with certain human rights) and the need to act in a manner compatible with human rights protected by that Act