



EXCLUSION POLICY

GENERAL PRINCIPLES

The school will use exclusion as its final sanction to ensure good order and behaviour for learning.

Exclusion will be used in response to serious breaches or persistent breaches of the school behaviour policy. This policy will be used in conjunction with the School Behaviour Policy, Safeguarding Policy, Sixth Form Policy, Anti-bullying Policy, Health & Safety Policy and Detention Guidelines.

Permanent exclusion will be used as a last resort and when allowing the student to remain in school would seriously harm the education and/or welfare of the student in question or others in the school.

On rare occasions, permanent exclusion may be the only reasonable response to a single incident of extreme misconduct.

In applying this policy, the school will adhere to current legislation, including the Equality Act 2010. The school is obliged to have regard to the Department for Education guidance on exclusions (Exclusion from maintained schools, Academies, and pupil referral units in England), and this policy is set out on that basis.

Once a decision to exclude a student has been made, parents will be contacted at the earliest opportunity, by telephone if possible. The exclusion will always be confirmed by a letter which will set out the period of the exclusion (whether fixed term or permanent), the reasons for the exclusion and the parents' right to make representations to the Governing Body. The Clerk to the Local Governing Body is Mrs Oskis and she can be contacted via email l.oskis@hasmonean.co.uk and by telephone on ext: 210.

Each exclusion will be recorded in a standard format. This will give:

- the name of the student
- the tutor group
- the gender of the student
- if a student belongs to a disadvantaged group and if so which one
- the type of exclusion
- in the case of fixed term exclusions (suspensions), the number of days for which the student will be suspended
- the reasons for the exclusion

The Clerk to the Local Governing Body will be informed of each exclusion, and will be sent a copy of the exclusion letter.

PROCEDURES FOR FIXED TERM EXCLUSION (SUSPENSION)

Only the Headteacher (or person acting as such) of a school will decide if a student is to be suspended. Suspension may be used for a single occurrence of serious misconduct or for persistent misbehaviour. A student can be suspended for up to 45 days in 1 school year.

The length of the suspension will normally be 1-3 school days. Longer periods may be used for a more serious offence or for a re-occurrence of misbehaviour following an earlier suspension. The school will take reasonable steps to set and mark work for the first 5 days of a suspension..

Each case will be judged on the facts and the context. The degree of severity of the offence, the likelihood of re-occurrence and the student's previous record will be taken into account. The Headteacher will also take into account any contributing factors such as recent bereavement, mental health issues or that the student has recently been subject to bullying.

Suspension will be considered when:

- verbal abuse is used by a student towards a member of staff
- violence has been used towards another student or member of staff
- it is deemed that a student has partaken in bullying of another student or member of staff, including cyberbullying that may take place outside of school hours
- dangerous objects or illegal substances have been brought on to the school premises
- serious misbehaviour has occurred on the way to or from school
- selling items on or near the school premises
- behaviour is considered incompatible with the orthodox Jewish ethos of the school
- students are involved in sexting or sexual abuse

This list is not exhaustive and depending on the severity of the above offences, permanent exclusion may also be considered.

When the Headteacher has decided that there are adequate grounds for suspending a student, the parents will be informed as soon as possible, by phone if this is available. A letter will be sent to parents on the day of the suspension. This letter will set out:

- the reasons for the suspension
- the length of the suspension
- the right to make representations to the Local Governing Body, how those representations may be made and how the student may be involved in this
- where there is a legal requirement for the Local Governing Body to meet to consider the suspension, that parents have a right to attend a meeting, to be represented at that meeting (at their own expense) and to bring a friend
- the days on which the parents are legally required to ensure that their child (if of compulsory school age) is not present in a public place during school hours without justification and that parents may be given a fixed penalty or prosecuted if they fail to do so
- If the suspension is for more than 5 days and the information is available, details of the alternative education provision to be made for the student. If this is not yet available it will follow as soon as reasonably practicable and no later than 48 hours before the alternative provision is due to start
- Relevant sources of free and impartial information will be included in the letter

The Local Governing Body will always meet to consider the reinstatement of an suspended child if the suspension will take the total days of exclusion for the student concerned above 15 for the term or the suspension will result in the student missing a public examination or national curriculum test. For suspensions taking the total to more than 5 but fewer than 15 days for the term the Local Governing Body will only meet to review the suspension decision if the parent requests it and makes representations. Parents will not be entitled to a meeting with the Local Governing Body where the suspension is for 5 days or fewer but they may still make representations to the Local Governing Body in writing which the Local Governing Body will consider although they will be unable to direct reinstatement. If the Local Governors decide that the suspension was issued unfairly, a note will be placed on the student's file to this effect.

Representations to the Local Governing Body concerning suspensions will be made to a sub-committee of the Local Governing Body consisting of at least three Governors. If the suspension would result in the student missing a public examination or national curriculum test and it is not reasonably practicable for the Local Governing Body to consider the decision before then, the matter may be considered by the Chair of Governors or (in the Chair's absence) Vice Chair who will decide whether or not to reinstate the student. It should be noted that this is the only circumstance under which the matter can be considered by the Chair or Vice Chair of Governors.

If the suspension is for 6 days or more the school will:

- Ensure that work is set and sent home for completion for the first 5 days.
- Arrange suitable full-time, offsite, educational provision from day 6 of the suspension for any student of compulsory school age (except if they are in their final year of compulsory education and have no further public examinations to sit).
- Notify parents of their responsibility to ensure that their child, for the first 5 school days of suspension, is not found in a public place during school hours.
- Inform the Chair of Governors of the details of the suspension and the provision made for the individual.

For the purposes of reintegration after expiry of a fixed term exclusion, the school will normally arrange to meet with the parents and the student to discuss the student's return to school and the school's expectations. This may include drafting a Pastoral Support Plan which will have clear targets for the student or the appointment of a staff mentor.

PERMANENT EXCLUSION (EXPULSION)

The Headteacher may decide to exclude a student permanently.

Permanent exclusion will only be used as a last resort. It will be applied only after all other support and sanctions, including suspension, have failed to produce the desired response from the student. It may, however, also be an appropriate sanction for a single incident of extreme misconduct.

On making the decision to expell a student, the Headteacher will inform the parents of the decision by phone, followed by a letter. The letter will state:

- that the student has been expelled
- the reasons for the expulsion
- if the expulsion is for persistent breaches of the school's behaviour policy, details of any previous disciplinary measures leading up to the expulsion
- the right of the parents to make representations about the expulsion to the Local Governing Body (or a delegated committee thereof) by writing to the Clerk to the Local

Governing Body l.oskis@hasmonean.co.uk and the right of the student to either provide a written statement and/or attend the hearing

- the date by which the hearing must be convened
- the purpose of the hearing
- information about the hearing including the right of the student to attend with the parents, and the right to be accompanied by a friend
- the days on which the parents are legally required to ensure that their child (if of compulsory school age) is not present in a public place during school hours without justification and that parents may be given a fixed penalty or prosecuted if they fail to do so
- details of the alternative education provision to be made for the student if available and what arrangements have been made to enable the student to continue their education prior to the start of any alternative provision
- that a claim may be issued under the Equality Act 2010 where the parent (or student, as appropriate) believes that unlawful discrimination has occurred and that such a claim must be made within 6 months of the exclusion date.

- relevant sources of free and impartial information.

A copy of this letter will be sent to the Chair of Governors.

The procedure followed at the hearing will be as follows:

- a. The Local Governors will meet the Headteacher and the parents if they choose to attend (together with the student if felt appropriate by the parents and an accompanying friend or representative if required by the parents.)
- b. The parents will explain their case as to why they believe an expulsion is inappropriate. The school and panel can question the parents. The Headteacher will explain their case for the expulsion. The parents and panel can question the school.
- d. Each party will sum up their case. All parties, save for the Clerk (if there is one) will withdraw from the meeting to allow the Local Governors to consider the case and to either confirm the exclusion or immediately reinstate the student.

The Local Governors' decision will be communicated to the parents, Headteacher and Local Authority by letter without delay.

If the Local Governors have decided to confirm the expulsion, the letter will inform parents and give reasons for their decision. Local Governors will also give notice of the parents' right to ask for the decision to be reviewed by an independent review panel together with the following information:

- a) the date by which an application for a review must be made (i.e. 15 school days from the date on which notice in writing of the governing body's decision was given to parents): **Please note that this is an absolute deadline and will not be extended;**
- b) the name and address to whom an application for a review (and any written evidence) should be submitted;
- c) that any application should set out the grounds on which it is being made and that, where appropriate, this should include a reference to how the student's special educational needs are considered to be relevant to the exclusion;

- d) that, regardless of whether the excluded student has recognised special educational needs, parents have a right to require the school to appoint an SEN expert to attend the review;
- e) details of the role of the SEN expert and that there would be no cost to parents for this appointment;
- f) that parents must make clear if they wish for a SEN expert to be appointed in any application for a review; and
- g) that parents may, at their own expense, appoint someone to make written and/or oral representations to the panel and that parents may also bring a friend to the review.
- h) that, in addition to the right to apply for an independent review panel, if parents believe that the expulsion has occurred as a result of discrimination then 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.

That a claim of discrimination under the Equality Act 2010 made under these routes should be lodged within six months of the date on which the discrimination is alleged to have taken place (e.g. the day on which the student was excluded).

Local Governors will also draw the attention of parents to relevant sources of free and impartial information that will allow them to make an informed decision on whether and, if so, how to seek a review of the decision.

THE INDEPENDENT REVIEW PANEL PROCEDURE

The Independent Review Panel (“IRP”) only applies in the case of an expulsion that has been reviewed and upheld by the Local Governing Body.

The set up and process of the IRP is set out in the Department for Education guidance (Exclusion from maintained schools, academies, and pupil referral units in England). It is important to be aware of the following:

- If (and only if) requested by the parents within time the academy trust will convene an IRP to review the case and reach a decision. Members of the school and the school’s Local Governing Body are not allowed to sit on this panel.
- The IRP will consist of either 3 or 5 members.
- The IRP must meet within 15 school days of the parents application for a review.
- Parents may make written and/or oral submissions and attend the hearing. The excluded student may also attend.
- The IRP may uphold the decision to exclude, or quash the decision of the Local Governing Body and direct that it reconsiders its decision, or recommend that the Local Governing Body reconsiders its decision. The IRP **cannot** order the reinstatement of a student.
- The decision of the IRP is binding on all parties.

SCHOOL’S DUTIES FOR NOTIFICATION OF EXCLUSIONS

The Headteacher must without delay notify the Local Governing Body and Local Authority of

- An expulsion
- Suspensions which result in the student being excluded for more than 5 days or more than 10 lunchtimes in a term

- Suspensions which would result in the student missing a public examination or national curriculum test

For all other exclusions the Headteacher will notify the Local Governing Body and the Local Authority on a termly basis.

Reviewed by Stone King Dec 2021

Reviewed by Maxine Zeltser

Ratified by Governors Standards Committee Dec 2021

Next Review: Dec 2022