



ALMOND HILL JUNIOR SCHOOL  
GOVERNING BODY

EXCLUSIONS POLICY

FULL GOVERNING BODY	JULY 2019
DATE FOR REVIEW	JULY 2020

## **ALMOND HILL JUNIOR SCHOOL EXCLUSION POLICY FOR EMPLOYEES IN SCHOOLS**

Exclusion is a disciplinary sanction that the Head teacher will use only in response to serious breaches of the school's behaviour policy and expected Code of Conduct. When a pupil fails to comply with the expected Code of Conduct there is need to intervene promptly and effectively in order to keep the pupil within school wherever possible and to avoid the ultimate sanction of permanent exclusion. Recognition of pupils' difficulties will be supported by an Individual Education Plan, Pastoral Support Plan or Risk Reduction Plan which will be drawn up in consultation with parents and the pupil concerned. In the interests of fairness, the pupil will have opportunity to express his/her view or versions of events.

Arrangements will be made for the school to provide and mark work during periods of exclusion.

### **Internal Exclusion**

If a child is finding meeting behaviour expectations difficult the school will follow the STEPs approach to support the pupil. A short period of internal exclusion to work in another class, or with a member of the senior leadership team may be used. At this point, parents will be informed.

### **Fixed Period Exclusion**

A fixed period of between one and a maximum of forty-five school days in any one school year may be imposed. It is likely to be recommended as a sanction for a breach of the school's Behaviour Policy and expected Code of Conduct or for repeated unacceptable behaviour for which a pupil will have already received a warning and about which parents or carers have been informed.

Behaviour that may lead to a fixed period of exclusion includes:

- Physical assault against another pupil or adult including fighting
- Verbal abuse and/or threatening behaviour against another pupil or adult including swearing
- Bullying, including verbal, physical and racial bullying
- Damaging school or personal property belonging to another member of the school community
- Theft including stealing school property or personal property belonging to a member of the school community
- Persistent disruptive behaviour including challenging staff decisions, disobedience and persistent violation of school rules.

**This list is not exhaustive and other behaviour may result in fixed term exclusion.**

### **Permanent Exclusion**

Permanent exclusion is the final sanction open to the school. Before the Head teacher, in consultation with the chair of governors, decides that permanent exclusion is to be used, she/he will need to demonstrate:

- That all reasonable alternative strategies have been considered
- That to allow the pupil to remain in school would be detrimental to the education or welfare of other pupils or other members of the school community

The head teacher will discuss any move to permanent exclusion with the Chair of Governors. It is expected that in most cases parents or carers will have already been widely consulted with regards their child's behaviour and they will have received an indication that permanent exclusion is a real possibility.

Behaviour that will lead to a permanent exclusion may include

- Extreme physical violence towards another pupil or member of the school community
- Extreme, persistent, threatening or bullying behaviour
- Repeated incidents of contravening the school's Code of Conduct.

**This list is not exclusive and permanent exclusion may be used by the Head teacher for a one-off incident if she/her considers it to be of an extreme nature.**

Any exclusion will follow procedures outlined in the Herts Exclusion Guidance Supplement.

Linked Policy – Behaviour Policy

**March 2019**