



Suspensions and Permanent Exclusion Policy

This policy is in line with:

- DFE guidance on 'Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement' September 2023
- MRA's Positive Behaviour Policy
- Anti Bullying Policy

Policy

Mossbourne Riverside Academy is committed to inclusion. However, the Governing Body recognises that from time to time situations may arise when the Principal may feel that suspension or permanent exclusion is an appropriate response to a situation, or action, on the part of the pupil.

The decision to exclude any pupil will always be lawful, reasonable and fair.

Scope

This Policy covers all pupils of Mossbourne Riverside Academy.

Key Principles

The decision to suspend or permanently exclude a pupil may be taken in the following circumstances:

- In response to a serious or persistent breaches of the Academy Behaviour Policy
- If allowing the pupil to remain in the academy would prejudice the education or welfare of the pupil, fellow pupils, or staff in the academy

Suspensions and permanent exclusions are extreme sanctions and are only available to be administered by The Principal (or in his/her absence, the Vice Principal). Suspensions and permanent exclusions are not appropriate sanctions for minor incidents but may be used for:-

- Verbal abuse to staff and others;
- Verbal abuse to pupil;
- Physical abuse to, or attacks on, staff;
- Physical abuse to, or attacks on, a fellow pupil;
- Indecent behaviour;
- Damage to property;
- Misuse/trading of illegal drugs;
- Misuse/trading of other substances;
- Theft;
- Unacceptable behaviour which has previously been reported, and for which sanctions and other interventions have not been successful in modifying the pupil's behaviour;
- Behaviour which threatens the smooth running of the academy;
- A refusal to follow the instruction of a member of staff;

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- Being in possession of illegal substances in academy uniform or on the academy site;
- Bringing weapons (or an item for which the intended purpose is that of a weapon) of any description into the academy.

The list above is neither exhaustive nor is it prescriptive. Each pupil's behaviour will be judged individually and the context will always be taken into account.

Most suspensions are for a fixed term and of short duration (usually between one and five days).

Procedures

Fixed term suspensions

- The Governors have established arrangements to review fixed term suspensions, for pupils on roll, which would lead to a pupil being excluded for over five days but not over 15 days in a term where a parent has expressed a wish to make representations.
- Following suspension, parents are contacted immediately, where possible.
- A letter is sent with the pupil, where possible, and by PAMparent giving details of the suspension and the date the suspension ends.
- Parents have a right to make representations to the Governing Body, as directed in the letter.
- A reinstatement meeting will be held following the expiry of the fixed term suspension.
- It is the academy's practice to remove the pupil from their class upon return from suspension in order that reintegration is closely monitored.
- A Behaviour Support Plan, Pastoral Support Plan or Child Centred Review may be considered as a support strategy to help pupils modify the behaviour which had led to suspension and the targets will be agreed with the academy, pupil and parents.

Permanent Exclusion

- The decision to exclude a pupil permanently is a serious one. It will usually be the formal step in a process for dealing with disciplinary offences subsequent to a wide range of other strategies, which have been used without success. It is an acknowledgement that the incident is a single episode whereby a serious breach of the Behaviour Policy has occurred, and/or all available strategies have been exhausted and/or the permanent exclusion is a last resort.
- Permanent Exclusion might follow (for example) persistent and defiant misbehaviour including harassment (which would include bullying).
- Permanent Exclusion is the probable result of the possession and/or use of an illegal drugs or a weapon on Academy premises, in line with the behaviour Policy.
- There are exceptional circumstances where it is 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;
- Sexual abuse or assault;
- Possessing or supplying an illegal drug either in uniform or on the academy site;
- Carrying an offensive weapon or item which could be construed as a weapon and is carried for such a purpose;

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- Using an item as a weapon;
- Arson

The Academy may consider police involvement for any of the above offences, this can only be authorised by the Principal.

These instances are not exhaustive but indicate the severity of such offences and the fact that such behaviour seriously affects the discipline, well-being and the health and safety of all staff and fellow pupils.

Factors to be considered before Suspensions or Permanent Exclusion

Suspensions or permanent exclusion will not be imposed in the heat of the moment unless there is an immediate threat to the safety of others in the academy or the pupil concerned. Before deciding whether to suspend or exclude a pupil either permanently or for a fixed period the Principal will:-

- Ensure appropriate investigations have been carried out;
- Consider all the evidence available to support the allegations taking into account the Behaviour and Equal Opportunity policies and plans;
- If appropriate, allow the pupil to give his / her version of events – though the academy recognises that it may not always be appropriate;
- Consult with others, if necessary.

If the Principal is satisfied that *on the balance of probabilities* that the pupil did what he or she is alleged to have done, suspensions or permanent exclusion will be the outcome.

Alternatives to Suspensions or Permanent Exclusion

The Academy does use alternative strategies and these are included in the Behaviour Policy.

Behaviour outside the academy

Examples of when the academy has the same expectations of pupil behaviour as when they are on the premises include:

- Academy trips;
- Academy sports fixtures;
- When a pupil is wearing the uniform;

The above list is not exhaustive.

For behaviour outside the academy, when the pupil is not on academy business or in uniform, the Principal may suspend or permanent exclude a pupil if there is a clear link between behaviour and the maintenance of good behaviour and discipline among the pupil body as a whole. If the pupil's behaviour in the immediate vicinity of the academy or on a journey to and from the academy is poor and meets the criteria for suspensions or permanent exclusion then the Principal may decide to suspend or exclude, especially where it brings the academy's reputation into disrepute.

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