

Behaviour, Suspensions and Permanent Exclusions Policy



St Benedict
CATHOLIC ACADEMY TRUST

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ST BENEDICT CATHOLIC ACADEMY TRUST

Behaviour, Suspensions and Permanent Exclusions policy 2025-2026

Our mission is inspired by our Patron St Benedict, to live, learn, pray and celebrate together. Our community of Catholic schools are committed to ensuring that each child realises their God given gifts. Our strong sense of community promotes Gospel values which inspire students to make a positive contribution to society. We provide the best possible opportunities for every child's education, with an overarching mission focused on delivering a strong Catholic education, firmly rooted in the belief that Christ should be at the core of all our endeavour.

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SECTION 1

1. Aims

1.1 The St Benedict Catholic Academy Trust ('the Trust') aims to:

- Ensure that all St Benedict Catholic Academy Trust schools provide a consistent approach to **behaviour management** through a school specific behaviour policy and associated policies such as an anti-bullying policy
- Ensure that the **roles and responsibilities** with regards to behaviour management and the suspensions and permanent exclusions process is understood by Governance Committee members, staff, parents and pupils
- Ensure that where **suspensions and permanent exclusions** are used that the process is applied fairly and consistently
- Ensure all **suspensions and permanent exclusions** are carried out lawfully
- Ensure that pupils in our schools are safe and happy
- Ensure that pupils do not become NEET (not in education, employment or training).

SECTION 2

2. Off-rolling

2.1 The Trust is aware that off-rolling is unlawful. Ofsted defines off-rolling as:

"The practice of removing a pupil from the school roll without a formal, permanent exclusion or by encouraging a parent to remove their child from the school roll, when the removal is primarily in the interests of the school rather than in the best interests of the pupil."

2.2 We will not suspend or exclude pupils unlawfully by directing them off-site, or not allowing pupils to attend school:

- Without following the statutory procedure or formally recording the event, e.g. sending them home to 'cool off'
- Because they have special educational needs and/or a disability (SEND) that the school feels unable to support
- Due to poor academic performance
- Because they haven't met a specific condition, such as attending a reintegration meeting
- By exerting undue influence on a parent to encourage them to remove their child from the school.

SECTION 3

3. Legislation and Statutory Guidance

3.1 This policy, and the requirements it refers to, is based on statutory guidance and advice from the Department for Education as follows.

Behaviour Management

3.2 Advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Special educational needs and disability \(SEND\) code of practice.](#)
- Teaching and support staff union guidance on behaviour and discipline.

3.3 In addition, this statement is based on:

- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school's duty to safeguard and promote the welfare of children; paragraph 9 requires the school to have a written behaviour policy and paragraph 10 requires the school to have an anti-bullying strategy
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy online

Suspensions and Permanent Exclusions

[Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement.](#)

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

- Section 51a of the Education Act 2002, as amended by the Education Act 2011
- The School Discipline (Pupil Exclusions and Reviews) (England) Regulations 2012

3.5 In addition:

- 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 Equality Act 2010](#)
- [Children and Families Act 2014](#)

SECTION 4 – BEHAVIOUR MANAGEMENT

4. Behaviour Management

4.1 The term 'Headteacher' will apply also to 'Principal'.

4.2 The Headteacher must develop, approve, implement and review a behaviour policy that is compliant with the DfE guidance and advice set out in Section 2 and that:

- Provides a consistent approach to behaviour management
- Defines what the school considers to be unacceptable behaviour, including bullying in the school as well as online
- Outlines how pupils are expected to behave in general, as well as promoting their good behaviour for learning
- Summarises the roles and responsibilities of different people in the school community with regards to behaviour management
- Outlines the school's system of rewards and sanctions.

4.3 The Local Governing Board will monitor the effectiveness of the school's behaviour policy and hold the Principal to account for its consistent implementation.

SECTION 5 – EXCLUSIONS DEFINITIONS

5. Exclusions Definitions

Suspension – when a pupil is removed from the school for a fixed period. This was previously referred to as a 'fixed-term exclusion'.

Permanent exclusion – when a pupil is removed from the school permanently and taken off the school roll. This is sometimes referred to as an ‘exclusion’.

Off-site direction – when a school requires a pupil to attend another education setting temporarily, to improve their behavior.

Parent – any person who has parental responsibility and any person who has care of the child.

Managed move – when a pupil is transferred to another school permanently. All parties, including parents and the admission authority for the new school, should consent before a managed move occurs.

SECTION 6 – ROLES AND RESPONSIBILITIES

6. Roles and Responsibilities

Headteacher

Deciding whether to suspend or exclude

- 6.1 Only the Headteacher can permanently exclude a pupil from the school on disciplinary grounds. The decision can be made in respect of behaviour both inside or outside of school. Every effort will be made to avoid suspensions, and permanent exclusion will only be used as a last resort.
- 6.2 A suspension is where a pupil is temporarily removed from school. A pupil may be suspended for one or more fixed periods (up to a maximum of 45 days in a single academic year). A suspension does not have to be for a continuous period.
- 6.3 A permanent exclusion is when a pupil is no longer allowed to attend a school (unless the pupil is reinstated).
- 6.4 A decision to exclude a pupil **permanently** will be taken only:
 - In response to serious or persistent breaches of the school’s behaviour policy; **and**
 - Where allowing the pupil to remain in the school would seriously harm the education or welfare of the pupil or others such as staff or pupils in the school.
- 6.5 Before deciding whether to suspend or permanently exclude a pupil the Headteacher will:
 - Consider all the relevant facts and evidence, including whether the incident(s) leading to the suspension or exclusion were provoked
 - Enable the pupil to give their version of events
 - Consider whether the pupil has special educational needs (SEN) or a disability and, in the case of permanent exclusion, whether the school has done all it can and is unable to meet the pupil's needs
 - Consider whether the pupil is especially vulnerable (e.g. the pupil has a social worker, or is a looked after child (CLA))
 - Consider whether all alternative solutions have been explored, such as off-site direction or managed moves
 - Consult with the Chief Executive Officer (CEO) and the LA Inclusion Team on any cases of doubt and **always before any permanent exclusion**.
- 6.6 When establishing the facts in relation to a suspension or permanent exclusion decision, the Headteacher must apply the civil standard of proof i.e. ‘on the balance of probabilities’ it is more likely than not that a fact is true, rather than the criminal standard of ‘beyond reasonable

doubt’.

- 6.7 The Headteacher will consider the views of the pupil, in light of their age and understanding, before deciding to suspend or exclude, unless it would not be appropriate to do so.
- 6.8 Pupils who need support to express their views will be allowed to have their views expressed through an advocate, such as a parent or social worker.
- 6.9 The Headteacher will not reach their decision until they have heard from the pupil and will inform the pupil of how their views were taken into account when making the decision.

The decision to suspend or exclude

1. Decision to permanently exclude can only be made by the Headteacher and is a last resort
2. In a PEX HTs must ensure that the 2 key tests are met: serious or persistent breach AND harm to the education or welfare of the pupil or others
3. In suspensions and PEX the HT must undertake their considerations in line with the guidance in the policy including:
 - All the relevant facts and evidence including any provocation.
 - Whether there are SEN needs or a disability, and in the case of a PEX what steps
 - Whether the pupil is vulnerable
 - Whether all alternatives have been explored including off-site direction or managed moves
4. The pupil must be enabled to give their version of events before a decision is made and it must be explained how these have been taken into account
5. The facts are to be considered on the balance of probabilities
6. The HT must consult the CEO and LA Inclusion Team in any cases of doubt and always before a PEX.

Informing parents/carers (or the pupil if aged 18 or over)

- 6.10 If a pupil is at risk of suspension or permanent exclusion, the Headteacher will inform the parents as early as possible, in order to work together to consider what factors may be affecting the pupil's behaviour, and what further support can be put in place to improve the behaviour.
- 6.11 If the Headteacher decides to suspend or permanently exclude, the parents will be informed of the period of suspension or exclusion and the reason(s) for it, without delay.
- 6.12 The parents will be provided with the following information, in writing, without delay:
- The reason(s) for the suspension or permanent exclusion
 - The length of a suspension or, for an exclusion, the fact that it is permanent
 - Information about parents' right to make representations about the suspension or permanent exclusion to the Local Governing Board and how the pupil may be involved in this

- That it is the parent/carers' right to make a request for the meeting with the Local Governing Board to be held remotely. Section 11 of the '[Suspension and Permanent Exclusion](#)' guidance sets out full requirements for remote meetings.
 - How any representations should be made
 - Where there is a legal requirement for the Local Governing Board to meet to consider the reinstatement of a pupil, and that parents (or the pupil if they are 18 years old) have a right to attend a meeting, be represented at a meeting (at their own expense) and to bring a friend.
- 6.13 The Headteacher will also notify parents without delay and by the end of the afternoon session on the day their child is suspended or excluded that:
- for the first 5 school days of a suspension or exclusion (or until the start date of any alternative provision where this is earlier), the parents are legally required to ensure that their child is not present in a public place during school hours without a good reason. This will include specifying on which days this duty applies and that parents may be given a fixed penalty notice or prosecuted if they fail to do this.
- 6.14 If an alternative provision is being arranged, the following information will be included when notifying parents of a suspension or exclusion, if possible:
- 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.
- 6.15 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 exclusion, in which case the information can be provided with less than 48 hours' notice with parents' consent.

Informing the Local Authority (LA)

- 6.16 The Headteacher will notify the LA of all suspensions and permanent exclusions without delay, regardless of the length of a suspension.
- 6.17 The notification will include:
- The reason(s) for the suspension or permanent exclusion
 - The length of a suspension or, for a permanent exclusion, the fact that it is permanent
- 6.18 For a permanent exclusion, if the pupil lives outside the LA in which the school is located, the Headteacher will also, without delay, inform the pupil's 'home authority' of the exclusion and the reason(s) for it.

Informing the CEO, the Trust Board and the Local Governing Board

- 6.19 The Headteacher will, without delay, notify the CEO (who will notify the Trust Board) and the Local Governing Board of:
- A permanent exclusion, including when a suspension is followed by a decision to permanently exclude a pupil
 - Suspensions which would result in the pupil being suspended for more than 5 school days (or more than 10 lunchtimes) in a term
 - Suspensions which would result in the pupil missing a public examination.
 - For suspensions, the Headteacher will notify the Local Governing Board and the CEO team

- once a term, who will notify the Trust Board.
- The Headteacher will have already consulted with the CEO in the case of any permanent exclusion before the final decision is made.

Informing the pupil's social worker and/or virtual school head (VSH)

- 6.20 If a:
- **Pupil with a social worker** is at risk of suspension or permanent exclusion, the Headteacher will inform **the social worker** as early as possible
 - **Pupil who is a looked-after child (CLA)** is at risk of suspension or exclusion, the Headteacher will inform **the VSH** as early as possible
- 6.21 This is in order to work together to consider what factors may be affecting the pupil's behaviour, and what further support can be put in place to improve the behaviour.
- 6.22 If the Headteacher decides to suspend or permanently exclude a pupil with a social worker / a pupil who is looked after, they will inform the pupil's social worker / the VSH, as appropriate, without delay, that:
- They have decided to suspend or permanently exclude the pupil
 - The reason(s) for the decision
 - The length of the suspension or, for a permanent exclusion, the fact that it is permanent
 - The suspension or permanent exclusion affects the pupil's ability to sit a National Curriculum test or public exam (where relevant)
- 6.23 The social worker / VSH will be invited to any meeting of the Local Governing Board about the suspension or permanent exclusion. This is so they can provide advice on how the pupil's background and/or circumstances may have influenced the circumstances of their suspension or permanent exclusion. The social worker should also help ensure safeguarding needs and risks, and the pupil's welfare are taken into account.

Informing the relevant parties about a suspension or exclusion

1. HT to advise the LA, without delay, of all suspensions and PEXs, including the reason and the length of the suspension or confirmation of a PEX
2. If a pupil lives outside the LA of the school their 'home' LA must also be notified in the case of a PEX
3. The CEO and LGB (Chair) must be notified of any PEX
4. The CEO and LGB (Chair) must be notified of any suspension over 5 days in a term
5. The CEO and LGB (Chair) must be notified of any suspension resulting in a pupil missing a public exam
6. This information to be reported to the Trust Board and LGB on a termly basis
7. If a pupil has a social worker and are at risk of suspension or PEX the HT will advise the social worker as soon as possible
8. If a pupil is a CLA and is at risk of suspension or PEX the HT will advise the VSH as soon as possible
9. If a pupil has a social worker or if a CLA and has a suspension or PEX the HT must advise the social worker or VSH

Cancelling suspensions and permanent exclusions

- 6.24 The Headteacher may cancel a suspension or permanent exclusion, but this will only be done where it has not yet been reviewed by the Local Governing Board. Where there is a cancellation, the Headteacher must provide the reason for the cancellation and notify without delay:
- The parents (or the pupil if they're 18 or older), Local Governing Board, CEO and LA
 - Where relevant, any social worker and VSH
- 6.25 Parents will be offered the opportunity to meet with the Headteacher to discuss the circumstances that led to the cancellation and the pupil reintegrated without delay. As referred to above, the Headteacher will report to the Local Governing Board once per term on the number of cancellations.
- 6.26 A permanent exclusion **cannot** be cancelled if a pupil has already been suspended for more than 45 days in a school year.

Cancelling a suspension or exclusion

1. The HT can cancel a suspension or PEX if the LGB have not reviewed it
2. The parent, LGB, CEO and LA must be advised without delay
3. The social worker or VSH must also be advised where appropriate
4. Parents to be offered a meeting to discuss the cancellation
5. Pupil to be reintegrated without delay
6. The LGB to be notified termly of any cancellations
7. A PEX cannot be cancelled if the pupil has already been suspended for more than 45 days in a school year

Providing education during the first 5 days of a suspension or permanent exclusion

- 6.27 During the first 5 days of a suspension, if the pupil is not attending alternative (AP) provision, the Headteacher will take steps to ensure that achievable and accessible work is set and marked for the pupil. Depending on whether the pupil is in Primary or Secondary education, online pathways such as Google Classroom or Microsoft Teams may be used for this. At Primary stage the school will provide appropriate learning materials for the pupil. These may include activity sheets, resources for Oak National Academy, or similar educational tools tailored to the pupil's age and ability. If the pupil has a special educational need or disability, the Headteacher will make sure that reasonable adjustments are made to the provision where necessary.
- 6.28 If the pupil is looked after or if they have a social worker, the school will work with the LA to arrange AP from the first day following the suspension or permanent exclusion. Where this isn't possible, the school will take reasonable steps to set and mark work for the pupil, including the use of online pathways.

Providing education for suspensions of more than 5 school days

- 6.29 For a suspension of more than 5 school days, the Headteacher will arrange suitable full-time education for the pupil. This provision will begin no later than the sixth day of the suspension.
- 6.30 The Headteacher does not have to arrange such provision for pupils in their final year of compulsory education who do not have any further public exams to sit.

The Local Governing Board

Considering suspensions and permanent exclusions

- 6.31 Responsibilities regarding suspensions and exclusions are delegated by the Trust Board of Directors to the Local Governing Board of each school.
- 6.32 The Local Governing Board has a duty to consider parents' representations about a suspension

or permanent exclusion. It has a duty to consider the reinstatement of a suspended or permanently excluded pupil (see sections 6 and 7) in certain circumstances.

- 6.33 For a suspension of more than 5 school days, the Local Governing Board will ensure that the Headteacher has arranged suitable full-time education for the pupil. This provision will begin no later than the sixth day of the suspension.

Monitoring and analysing suspensions and exclusions data

- 6.34 The Local Governing Board will challenge and evaluate the data on the school's use of suspension, exclusion, off-site direction to alternative provision and managed moves.
- 6.35 The Local Governing Board will consider:
- How effectively and consistently the school's behaviour policy is being implemented
 - The school register and absence codes
 - Instances where pupils receive repeat suspensions
 - Interventions in place to support pupils at risk of suspension or permanent exclusion
 - Any variations in the rolling average of permanent exclusions, to understand why this is happening, and to make sure they are only used when necessary
 - Timing of moves and permanent exclusions, and whether there are any patterns, including any indications which may highlight where policies or support are not working
 - The characteristics of suspended and permanently excluded pupils, and why this is taking place
 - Whether the placements of pupils directed off-site into alternative provision are reviewed at sufficient intervals to assure that the education is achieving its objectives and that pupils are benefiting from it
 - The cost implications of directing pupils off-site.

The Trust Board

- 6.36 The Trust Board will challenge and evaluate the data on the use of suspension, exclusion, off-site direction to alternative provision and managed moves across Trust schools.
- 6.37 The Trust Board will consider:
- Interventions in place to support pupils at risk of suspension or permanent exclusion
 - Any variations in the rolling average of permanent exclusions, to understand why this is happening, and to make sure they are only used when necessary
 - Timing of moves and permanent exclusions, and whether there are any patterns, including any indications which may highlight where policies or support are not working
 - The characteristics of suspended and permanently excluded pupils, and why this is taking place
 - Whether the placements of pupils directed off-site into alternative provision are reviewed at sufficient intervals to assure that the education is achieving its objectives and that pupils are benefiting from it
 - The cost implications of directing pupils off-site.
 - Within 14 days of receiving a request, the Trust will provide the Secretary of State with information about any suspensions or exclusions within the last 12 months.

The Local Authority (LA)

- 6.38 For permanent exclusions, the LA is responsible for arranging suitable full-time education to begin no later than the sixth day of the exclusion.
- 6.39 For pupils who are LAC or have social workers, the LA and the school will work together to arrange suitable full-time education to begin from the first day of exclusion.

SECTION 7 – CONSIDERING THE REINSTATEMENT OF A PUPIL

7. Considering the Reinstatement of a Pupil

Permanent exclusions and suspensions over 15 days in a term

7.1 A panel of three Local Governing Board members will consider and decide on the reinstatement of a suspended or 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; or
- It would result in a pupil missing a public examination or National Curriculum test.

Suspensions of 5 days or less in a term

7.2 Where the pupil has been suspended, and the suspension does not bring the pupil's total number of days of suspension to more than 5 in a term, the Local Governing Board must consider any representations made by parents. However, it is not required to arrange a meeting with parents and cannot direct the Headteacher to reinstate the pupil. This consideration can be undertaken by the Chair of the Local Governing Board, or suitably skilled Local Governing Board member.

Suspensions of more than 5 days and less than 16 days in a term

7.3 The requirements are different for suspensions where a pupil would be suspended for more than 5 days but less than 16 days in a term. In this case, if the parents make representations, the Local Governing Board panel must consider and decide within 50 school days of receiving notice of the suspension whether the suspended pupil should be reinstated. If no representations are received from parents, the Local Governing Board panel is not required to meet and cannot direct the reinstatement of the pupil.

Local Governing Board considerations of a suspension over 15 days in a term and permanent exclusions

- 7.4 The Local Governing Board panel **must** meet where an exclusion is permanent, or a suspension brings the pupil's total number of school days out of school due to suspensions to more than 15 in a term.
- 7.5 Where a suspension or permanent exclusion would result in a pupil missing a public examination or National Curriculum test, the Local Governing Board will, as far as reasonably practicable consider and decide on the reinstatement of the pupil before the date of the examination or test.
- 7.6 The following parties will be invited to a meeting with a panel of three members of the Local Governing Board (which can include Local Governing Board members of another Trust school) and be allowed to make representations or share information:
- Parents, or the pupil if they are 18 or over (and, where requested, a representative or friend)
 - The pupil, if they are aged 17 or younger and it would be appropriate to their age and understanding (and, where requested, a representative or friend)
 - The Headteacher
 - The pupil's social worker, if they have one
 - The VSH, if the pupil is looked after

- The Local Authority Inclusion team
 - Any other relevant party such as the school's SENCO.
- 7.7 The Clerk/Governance Professional to the Local Governing Board will try to arrange the meeting within the statutory time limits set out above and must try to have it at a time that suits all relevant parties. However, its decision will not be invalid simply on the grounds that it was not made within these time limits.
- 7.8 The Local Governing Board Panel can either:
- Decline to reinstate the pupil, or
 - Direct the reinstatement of the pupil immediately, or on a particular date (except in cases where the board cannot do this – see earlier in this section)
- 7.9 In reaching a decision, the Local Governing Board panel will consider:
- Whether the decision to suspend or permanently exclude was lawful, reasonable, and procedurally fair
 - Whether the Headteacher followed their legal duties
 - The welfare and safeguarding of the pupil and their peers
 - Any evidence that was presented to the panel.
- 7.10 They will decide whether or not a fact is true 'on the balance of probabilities'.
- 7.11 Minutes will be taken of the meeting which will state clearly how decisions have been reached, and a record kept of the evidence that was considered. The outcome will also be recorded on the pupil's educational record, and copies of relevant papers will be kept with this record.
- 7.12 The Local Governing Board panel will notify, in writing, the following stakeholders of its decision, along with reasons for its decision, without delay:
- The parents, or the pupil, if they are 18 or older
 - The Principal
 - The pupil's social worker, if they have one
 - The VSH, if the pupil is looked after
 - The local authority
 - The pupil's home authority, if it differs from the schools.
- 7.13 Where an exclusion is permanent and the Local Governing Board panel has decided not to reinstate the pupil; the notification of decision will also include the following:
- The fact that it is a permanent exclusion
 - Notice of parents' right to ask for the decision to be reviewed by an independent review panel
 - The date by which an application for an independent review must be made (15 school days from the date on which notice in writing of the local governing board's decision is given to parents)
 - The name and address to which an application for a review and any written evidence should be submitted
 - That any application should set out the grounds on which it is being made and that, where appropriate, it should include reference to how the pupil's special educational needs (SEN) are considered to be relevant to the permanent exclusion
 - That, regardless of whether the excluded pupil has recognised SEN, parents have a right to require the Trust to appoint an SEN expert to advise the review panel
 - 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 unlawful 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. Also, that any 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.

FLOW CHART – CONSIDERING SUSPENSIONS/PERMANENT EXCLUSIONS (use the DfE model)

SECTION 8 – INDEPENDENT REVIEW PANEL (IRP)

8. An Independent Review Panel (IRP)

- 8.1 If parents apply for an independent review within the legal timeframe, the Clerk to the Local Governing Board will notify the Trust Company Secretary and arrange with the LA Appeals Team/appropriate external provider for an independent panel to review the decision of the Local Governing Board Panel not to reinstate a permanently excluded pupil.
- 8.2 Applications for an independent review must be made within 15 school days of notice being given to the parents by the Local Governing Board Panel of its decision not to reinstate a pupil **or** if after this time, within 15 school days of the final determination of a claim of discrimination under the Equality Act 2010 regarding the permanent exclusion.
- 8.3 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 category, and 2 members will come from the Headteacher category. At all times during the review process, there must be the required representation on the panel.
 - 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 Headteachers during this time
 - Headteachers or individuals who have been a Headteacher within the last 5 years. A person may not serve as a member of a review panel if they:
 - Are a member or Director of the Trust or are a Local Governing Board Member of any Trust school
 - Are the Headteacher of the excluding school, or have held this position in the last 5 years
 - Are an employee of the Trust
 - Have, or at any time have had, any connection with the Trust, school, local governing body, 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
- 8.4 The panel must consider the interests and circumstances of the pupil, including the circumstances in which the pupil was permanently excluded, and have regard to the interests of other pupils and people working at the school.
- 8.5 Taking into account the pupil's age and understanding, the pupil or their parents will be made aware of their right to attend and participate in the review meeting and the pupil should be enabled to make representations on their own behalf, should they desire to.
- 8.6 Where a SEN expert is present, the panel must seek and have regard to the SEN expert's view of how SEN may be relevant to the pupil's permanent exclusion.
- 8.7 Where a social worker is present, the panel must have regard to any representation made by the

social worker of how the pupil's experiences, needs, safeguarding risks and/or welfare may be relevant to the pupil's permanent exclusion.

- 8.8 Where a VSH is present, the panel must have regard to any representation made by the social worker of how any of the child's background, education and safeguarding needs were considered by the Headteacher in the lead up to the permanent exclusion or are relevant to the pupil's permanent exclusion.
- 8.9 Following its review, the independent panel will decide to do 1 of the following:
- Uphold the Local Governing Board panel's decision
 - Recommend that the Local Governing Board panel reconsiders reinstatement
 - Quash the Local Governing Board panel's decision and direct that they reconsider reinstatement (only if it judges that the decision was flawed).
- 8.10 New evidence may be presented, though the school cannot introduce new reasons for the permanent exclusion or the decision not to reinstate. The panel must disregard any new reasons that are introduced.
- 8.11 In deciding whether the decision was flawed, and therefore whether to quash the decision not to reinstate, the panel must only take account of the evidence that was available to the Local Governing Board panel at the time of making its decision. This includes any evidence that the panel considers would, or should, have been available to the Local Governing Board panel and that it ought to have considered if it had been acting reasonably.
- 8.12 If evidence is presented that the independent review panel considers it is unreasonable to expect the Local Governing Board panel to have been aware of at the time of its decision, the panel can take account of the evidence when deciding whether to recommend that the Local Governing Board panel reconsider reinstatement.
- 8.13 The independent review panel's decision can be decided by a majority vote. In the case of a tied decision, the chair has the casting vote.
- 8.14 Once the panel has reached its decision, the panel will notify all parties in writing without delay. This notification will include:
- The panel's decision and the reasons for it
 - Where relevant, details of any financial readjustment or payment to be made if the Local Governing Board panel does not subsequently decide to offer to reinstate the pupil within 10 school days
 - Any information that the panel has directed the Local Governing Board panel to place on the pupil's educational record.

SECTION 9 – SCHOOL REGISTERS

9. School Registers

- 9.1 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 Local Governing Board 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.
- 9.2 Where an application for an independent review has been made within 15 school days, the Headteacher will wait until that review has concluded before removing a pupil's name from the

register.

- 9.3 Where alternative provision has been made for a suspended or excluded pupil and they attend it, code B (education off-site) or code D (dual registration) will be used on the attendance register.
- 9.4 Where suspended or excluded pupils are not attending alternative provision, code E (absent) will be used.

Making a return to the LA

- 9.5 Where a pupil's name is to be removed from the school admissions register because of a permanent exclusion, the school will make a return to the LA. The return will include:
- The pupil's full name
 - The full name and address of any parent with whom the pupil normally resides
 - At least 1 telephone number at which any parent with whom the pupil normally resides can be contacted in an emergency
 - The grounds upon which their name is to be deleted from the admissions register (i.e., permanent exclusion)
 - Details of the new school the pupil will attend, including the name of that school and the first date when the pupil attended or is due to attend there, if the parents have told the school the pupil is moving to another school
 - Details of the pupil's new address, including the new address, the name of the parent(s) the pupil is going to live there with, and the date when the pupil is going to start living there, if the parents have informed the school that the pupil is moving house.
- 9.6 This return must be made as soon as the grounds for removal are met and no later than the removal of the pupil's name.

SECTION 10 – RETURNING FROM A SUSPENSION

10. Returning from a Suspension

Reintegration strategy

- 10.1 Following a suspension, the school will put in place a strategy to help the pupil reintegrate successfully into school life and full-time education.
- 10.2 Where necessary, the school will work with third party organisations to identify whether the pupil has unmet special educational needs and/or health needs.
- 10.3 The following measures may be implemented, as part of the strategy, to ensure a successful reintegration into school life. They can include:
- Maintaining regular contact during the suspension or off-site direction and welcoming the pupil back to school
 - Daily contact in school with a designated pastoral professional
 - Mentoring by a trusted adult or a local mentoring charity
 - Regular reviews with the pupil and parents to praise progress being made and raise and address any concerns at an early stage
 - Informing the pupil, parents, and staff of potential external support.
- 10.4 Part-time timetables will not be used as a tool to manage behaviour and, if used, will be put in place for the minimum time necessary. Any pastoral support programme or other agreement should have a time limit by which point the pupil is expected to attend full-time education, either

at school or alternative provision. There should also be formal arrangements in place for regularly reviewing a part-time timetable with the pupil and their parents. In agreeing to a part-time timetable, a school has agreed to a pupil being absent from school for part of the week or day and must take the appropriate steps for a leave of absence.

- 10.5 The strategy will be regularly reviewed and adapted where necessary throughout the reintegration process in collaboration with the pupil, parents, and other relevant parties.

Reintegration meetings

- 10.6 The school will explain the reintegration strategy to the pupil in a reintegration meeting before or on the pupil's return to school. During the meeting the school will communicate with the pupil that they are getting a fresh start and that they are a valued member of the school community.
- 10.7 The pupil, parents, a member of senior staff, and any other relevant staff will be invited to attend the meeting.
- 10.8 The reintegration meeting can proceed without the parents in the event that they cannot or do not attend. The school expects all returning pupils and their parents to attend their reintegration meeting, but pupils who do not attend will not be prevented from returning to the classroom.

SECTION 11 – MONITORING ARRANGEMENTS

Monitoring Arrangements

- 11.1 The Headteacher will collect data on the following:
- Attendance, permanent exclusions and suspensions
 - Use of pupil referral units, off-site directions and managed moves
 - Anonymous surveys of staff, pupils, Local Governing Board members and other stakeholders on their perceptions and experiences.
- 11.2 The data will be analysed every term by the Headteacher, and this will be reported to the Local Governing Board and the Trust Executive team.
- 11.3 The data will be analysed from a variety of perspectives including:
- At school level
 - By age group
 - By time of day/week/term
 - By protected characteristic
- 11.4 The Headteacher will use the results of this analysis to make sure it is meeting its duties under the Equality Act 2010. If any patterns or disparities between groups of pupils are identified by this analysis, the Headteacher will inform the CEO, and the school policies will be reviewed in order to tackle it.
- 11.5 The Trust will work with its schools to consider this data, and to analyse whether there are patterns across the Trust, recognising that numbers in any 1 school may be too low to allow for meaningful statistical analysis.

SECTION 12 – LINKS WITH OTHER POLICIES

Links with Other Policies

- 12.1 This policy is linked to each Trust schools:

- Behaviour policy
- SEN policy and information report.