



Exclusions Policy

Policy Review

The responsibility of reviewing and maintaining this policy is Craig Dembicki (Managing Director). This policy will be reviewed annually.

Start date of policy: **1st April 2015**

Last review date: **22nd July 2018**

Date of next review: **22nd July 2019**

Signed

Date: 22nd July 2018

A handwritten signature in black ink, appearing to be "C. Dembicki", written in a cursive style.

Craig Dembicki
Managing Director
Education 1st

This Exclusions Policy is underpinned by Education 1st's Attitude to Learning Policy and is based on the latest DfE guidance related to exclusions: *'Exclusions from Maintained Schools, Academies and Pupil Referral Units in England (Sept.2012)'*.

Purpose:

- To maintain an environment where young people can develop academically, Spiritually, morally, socially and culturally.
- To maintain the highest standards of behaviour
- To maintain a positive atmosphere based on a sense of community and shared values

Related Policies:

- Attitudes to Learning (Behaviour) Policy
- Child Protection and Safeguarding Policy
- Positive Handling Policy
- Inclusion and SEND Policy
- Anti- bullying Policy
- Equality and Diversity Policy
- Children in Care Policy

Guidelines:

1. Students demonstrating anti- social behaviour should move through processes for support outlined in the Education 1st's Attitudes to Learning Policy. Exclusion will be considered in the case of students involved in frequent violent behaviour or behaviour that compromises the health and safety or good order of Education 1st.
2. Education 1st is committed to using interventions e.g. intensive mentoring, provision away from The Centre and internal exclusions to support students who are at risk of exclusion
3. Restorative solutions and approaches will always be attempted prior to exclusion. Where the process of restoration is perceived to be abused or not genuine then exclusion will be considered
4. The Managing Director, Primary and Secondary leads may sanction external exclusions. In their absence, the decision can be taken by the Operations Manager. Internal sanctions can be sanctioned by teaching staff and senior leaders
5. Students will be given a chance to express their views and give their account of an incident before a decision is made about exclusion
6. All exclusions must be formally notified in writing to parents/carers with brief details of the offence, the period of exclusion, the right to appeal, details of work set and the date for re- admission
7. Education 1st will keep a record of all exclusions – date, name of student, length of exclusion and agreed interventions for future support. This data will be evaluated termly by the Senior Leadership Team (SLT).
8. Details of all exclusions will be communicated to the commissioning body.
9. Education 1st will arrange a re- admission meeting with parents/carers using a restorative approach and enabling the young person to take responsibility for negative actions and their impact on the organisation. The aim is to promote improved behaviour.

The meeting provides an opportunity to:

- Work in partnership with parents/carers and commissioning bodies, to take joint responsibility for their child's behaviour
- To discuss how harm caused can be repaired and how negative behaviours can be addressed
- Explore wider issues that may be influencing the child's behaviour

- Reach agreement on how to prevent further negative behaviour
10. Support will be provided for excluded students during exclusion (e.g. by provision of work) and at re-entry to Education 1st. For students with Special Educational and Mental Health Needs, this will be matched to their EHCP
 11. Permanent Exclusion will be used in only the most extreme circumstances and in line with the Education 1st's Attitude to Learning Policy