

# 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: **1<sup>st</sup> April 2015**

Updated: **24<sup>th</sup> June 2024**

Date of next review: **31<sup>st</sup> August 2025**

Signed



Craig Dembicki  
Managing Director  
Education 1st

This Exclusions Policy is underpinned by Education 1st's Attitude to Learning (Behaviour) Policy and is based on the latest DfE guidance related to exclusions: '*Exclusions from Maintained Schools, Academies and Pupil Referral Units in England (September 2023)*'.

**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:**

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Positive Handling Policy
- SEND & Inclusion 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 Behaviour Policy. Fixed term exclusions (known as suspensions) 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 any exclusion. Where the process of restoration is declined, is perceived to be abused or not genuine then an exclusion will be considered.
4. The Managing Director may sanction external exclusion, the decision can also be taken by the Operations Director. Internal sanctions can be approved by the senior leadership team including Operations Managers.
5. Students will be given a chance to express their views and give their account of an incident before a decision is made about a suspension or exclusion.
6. All exclusions must be formally notified in writing to parents/ carers and social workers 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 Behaviour Policy