



**St Ralph
Sherwin**
Catholic Multi Academy Trust



Suspension and Permanent Exclusion Policy

Version 2
Sept 2024



One of three Catholic
Multi Academy Trusts in
the Diocese of Nottingham



Document Provenance

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| 1 | March 2024 | This is a new Trust-wide policy for all CMAT schools aligning with national guidance and best practice in regard to suspension and permanent exclusion of a pupil. |
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‘This is what God asks of you: only this, to act justly, to love and to walk humbly with God.’ Micah 6:8

St Ralph Sherwin Catholic Multi Academy Trust Vision

Schools within the St Ralph Sherwin Catholic Multi Academy Trust ensure that each child is treated individually and with respect. We lead by the example of our namesake, Saint Ralph Sherwin, a martyr who risked all for his faith, seeking to do the Lord’s will “today rather than tomorrow”. All schools within the St Ralph Sherwin Catholic Multi Academy Trust share the same collective vision:

Vision

We are a Catholic family of schools, working as one. We aim to ensure:

- The best possible education for every child.
- To provide Catholic formation which inspires all of us to live a life of service modelled on the Gospels.
- To continue to build sustainable and caring communities in which the most vulnerable can flourish.
- To recognise that every member of our community has a vital role to play.

Our Mission

‘Growing in faith, serving with love, transforming our world; together in Christ’.

Our Core Virtues

All schools within the St Ralph Sherwin Catholic Multi Academy Trust, and members of our Central Team are guided by three core virtues which underpin everything that we do:

- Trust
- Togetherness
- Kindness

The Trust’s Suspension and Permanent Exclusion Policy has its foundations in the teachings of Jesus Christ and the Trust’s core mission of growing in faith and serving with love. To that end every school is committed to a culture of celebrating behaviours that foster respect, kindness, community and achieving our full potential. Pupils being in school full time is the most effective way of pupils to learn and develop their God given gifts as individuals. There are occasions however, on an exception basis, where pupils must be suspended or permanently excluded to safeguard other pupils and staff, or the pupil



themselves, and where all other courses of action have been exhausted. This policy sets out the consistent and objective means by which such decisions will be made.

This policy should be read in conjunction with the Trust's Behaviour Policy.



1. Introduction and Purpose

- 1.1. This policy sets out our Trust-wide approach to the suspension or permanent exclusion of a pupil. Such a course of action will only be taken as an action of last resort after all other routes have been exhausted. The St Ralph Sherwin CMAT recognises the impact that a suspension or permanent exclusion may have upon a pupil and their learning. It remains essential however that Headteachers' can make such decisions to maintain the school's culture and ethos and to safeguard the learning of other pupils and the safety and wellbeing of staff, pupils and the wider school community.
- 1.2. The policy sets out some consistent principles through which the decision to suspend/ permanently exclude will be made. Whilst the policy sets out guidance regarding a suspension or permanent exclusion each incident must be considered on the basis of the evidence in that case. Whilst advice may be given, it is always the case that the Headteacher (or their Head of School/ Deputy in their absence) will have the final say regarding the sanction issued based on the individual circumstances of that case.

2. Legislation and Regulations

- 2.1. This policy is based on legislation and advice from the Department for Education (DfE) including:
https://assets.publishing.service.gov.uk/media/66be0d92c32366481ca4918a/Suspensions_and_permanent_exclusions_guidance.pdf
- 2.2. Other legislation on which this policy is based includes:
 - Section 51a of the [Education Act 2002](#), as amended by the [Education Act 2011](#)
 - [The School Discipline \(Pupil Exclusions and Reviews\) \(England\) Regulations 2012](#)
 - Part 7, chapter 2 of the [Education and Inspections Act 2006](#), which sets out 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](#)
 - The [School Inspection Handbook](#), which defines 'off-rolling'
- 2.3. This policy is compliant with the CMAT's funding agreement and articles of association.



3. Definition of Suspension and Permanent Exclusion

- 3.1. A **suspension** is when a pupil is removed from the school for a fixed period. A pupil may be suspended for one or more fixed periods up to a maximum of 45 school days in any one academic year. If a suspension, either on its own, or cumulatively, takes the number of days suspension over 15 days in a term then a Governors' Review Panel will need to be called to consider reinstatement.
- 3.2 **Permanent exclusion** is when a pupil is removed from the school permanently and taken off the school roll.
- 3.3 A **managed move** is when a pupil is transferred to another school offering a new start for the pupil. There may be occasions when the pupil is initially dual registered as part of the transition. All parties, including parents and the admission authority for the new school, should consent before a managed move occurs.
- 3.4 Suspension or permanent exclusion is a last resort when other forms of intervention have failed and the pupil still poses a risk to the learning of other pupils and risks the safeguarding and wellbeing of other pupils, staff, the wider school community, or themselves.
- 3.5 Alternatives to suspension or permanent exclusion must usually have been tried prior to reaching this point (such as restorative conversations, the loss of rewards, temporary isolation, detention etc.). Suspension or permanent exclusion will only be considered in regard to significant or persistent breaches of the Trust's Behaviour Policy.

4. The Use of Suspension

- 4.1. Suspension will be used as a tool to break patterns of serious disruptive behaviour that is impacting upon the learning of other pupils or the pupil themselves and risks impacting upon the safeguarding and wellbeing of others or the pupil themselves.
- 4.2. Suspension is used as a means of:
- Giving a pupil time away from school to reflect upon their actions and understand the significance their actions have had on others.
 - Providing time for the school to put in place additional support or interventions to support the pupil on return to school.
 - Directly engaging the parents/ carers in the remedying of serious misbehaviour and encouraging collaboration with the school to address the root causes of the misbehaviour.
 - Sending a clear message that serious breaches of school rules will not be accepted and that there are consequences to actions.



5. Permanent Exclusion

- 5.1. The decision to exclude a pupil permanently should only be taken:
- in response to a serious breach or persistent breaches of the school's behaviour policy; and
 - where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others such as staff or pupils in the school.

The Headteacher must be able to evidence both parts of the above when presenting evidence to the Governor Panel

Additionally, the Headteacher must also be able to evidence that all other strategies have been exhausted to support the pupil to change/ improve their behaviour (except in the case of a one-off serious incident).

- 5.2. Before deciding whether to permanently exclude a pupil, the Headteacher will complete the risk assessment as set out in appendix 2. Where there is time, the Headteacher should seek advice from their Director for Performance and Standards or the Chief Executive. Whilst the Director for Performance and Standards or Chief Executive may offer advice, the Headteacher has absolute authority to take a decision that they consider to be in the best interests of their school community.
- 5.3. In determining whether a permanent exclusion is the means of last resort the Headteacher should:
- a) Consider all the relevant facts and evidence on the balance of probabilities, including whether the incident(s) leading to the exclusion were provoked.
 - b) Allow the pupil to give their version of events.
 - c) Consider whether the pupil has special educational needs (SEN).
 - d) Consider whether the pupil is especially vulnerable (e.g. the pupil has a social worker or is a looked-after child (LAC)).
 - e) Consider whether all alternative solutions have been explored, such as a managed move.
- 5.4. The Headteacher will consider the views of the pupil, in light of their age and understanding, before deciding to permanently exclude, unless it would not be appropriate to do so.



6. Pupils that are Looked After, have a Social Worker or are SEN

- 6.1 The Headteacher should reflect on the specific needs of a pupil before suspending or permanently excluding them.
- 6.2 If the pupil is Looked After or Previously Looked After, then there should be dialogue with the Virtual Head before a suspension/ permanent exclusion takes place to determine if there is any additional support or pathway that could be utilised as an alternative to suspension or permanent exclusion.
- 6.3 If the pupil has a Social Worker, then there should be dialogue with them before a suspension/ permanent exclusion takes place to determine if there is any additional support or pathway that could be utilised as an alternative to suspension or permanent exclusion.
- 6.4 If the pupil has SEND, then consideration must be given to whether there are any mitigating circumstances to the pupil's actions due to their SEN and whether any sanction needs to be adjusted to reflect this.
- 6.5 Whilst the Headteacher has a responsibility to consult with the Virtual Head or Social Worker before suspending or permanently excluding a pupil it remains the case that the Headteacher can still make the decision based on the evidence before them to safeguard other pupils and staff in the school.

7. Informing Parents/Carers

- 7.1. If a pupil is at risk of suspension or permanent exclusion the Headteacher will inform the parents/ carers and pupil as soon 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.
- 7.2. If the Headteacher decides to suspend or permanently exclude a pupil, the parents/ carers will be informed, in person or by telephone, of the period of the suspension or exclusion and the reason(s) for it, without delay. This would normally be on the day that the suspension occurs, or if not then within 24 hours. If the notification is by telephone, then this must be followed up with a letter.
- 7.3. The parents/ carers and pupil will also be provided with the following information in writing, without delay:
 - The reason(s) for the suspension or permanent exclusion.
 - The length of the suspension or, for a permanent exclusion, the fact that it is permanent.



- Information about the parents'/pupil's right to make representations about the suspension or permanent exclusion to a panel of the Local Governing Body and, where the pupil is attending alongside parents, how they may be involved in this.
- How any representations should be made.
- Where there is a legal requirement for the LGB to hold a meeting to consider the reinstatement of a pupil, and that parents/ carers have a right to attend the meeting, be represented at the meeting (at their own expense) and bring a friend.
- That parents/carers /the pupil have the right to request that the meetings be held remotely, and how and to whom they should make this request.

7.4 It would normally be the case that if a decision is being made to either suspend or permanently exclude then that decision will be communicated from the outset. It is **not possible** to convert a suspension to a permanent exclusion at a later date. The only exception to this is where a Headteacher is awaiting the outcome of further investigations before taking the decision to permanently exclude. In this circumstance the parents, carers and pupil must be made aware in writing that should additional evidence come to light that the suspension may be converted to a permanent exclusion.

8. Inform the Trust and the LA

- 8.1 The Headteacher will notify the local authority and the Trust's Governance Team of all suspensions and permanent exclusions without delay, regardless of the length of a suspension.
- 8.2. 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.
 - 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.
 - The Headteacher must notify the LA without delay of any cancelled exclusions, including the reason the exclusion was cancelled.
- 8.3. The Trust can be notified by forwarding the same paperwork as is requested by the LA.
- 8.4. 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.



- 8.5. If a pupil who is a Looked-After child (LAC) is at risk of suspension or exclusion, the Headteacher will inform Virtual Head as early as possible.
- 8.6. This is 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.
- 8.7. If the Headteacher still 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 or Virtual Head, 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.
 - Whether suspension or permanent exclusion affects the pupil's ability to sit a National Curriculum test or public exam (where relevant).
 - They have decided to cancel a suspension or permanent exclusion, and why (where relevant)
- 8.8. The Social Worker or Virtual Head will be invited to any meeting of the LGB about the suspension or permanent exclusion. This is so they can provide advice on how the pupil's background and/or circumstances that may have influenced the circumstances of their suspension or permanent exclusion. The Local Authority's Inclusion Team will also receive an invite to an LGB meeting that considers a pupil's suspension or permanent exclusion.

9. Informing the LGB

- 9.1. The Headteacher will notify the Chair of the LGB of:
- Any permanent exclusion, including when a suspension is followed by a decision to permanently exclude a pupil.
 - Any suspension or permanent exclusion which would result in the pupil being suspended or permanently excluded for a total of more than 5 school days (or more than 10 lunchtimes) in a term.
 - Any suspension or permanent exclusion which would result in the pupil missing a National Curriculum test or public exam.
 - Any suspension or permanent exclusion that has been cancelled, including the reason for the cancellation.
- 9.2. The role of the LGB would be to review decisions that fall into the following categories:



| Number of days | Review Process | Definition |
|---|--|---|
| 1-5 days | Consider written representations of the parents/carers. | Cannot direct reinstatement or to remove the suspension from the pupil's record. |
| 6-15 days in a term | Meeting to be held within 50 calendar days of the notice of suspension, if requested by the parents/carers. Panel can consider whether the length of suspension was justified. | Ability to re-instate the child/young person and add a note to the pupil's file of their decision. |
| 15 days+ in a term | Governors' Review Panel to meet within 15 school days to review the suspension which took the number about 15 in that term. Panel can review whether the length of the suspension was justified. | Can re-instate the pupil immediately or on a particular date and add a note to the pupil's file of their decision. |
| Where a pupil would miss a public examination or national curriculum test | Where reasonably practical, consider the suspension /exclusion prior to the test. The Chair could review this decision by themselves given urgency. | Can re-instate the pupil immediately or before the examination/test. Governors' Review Panel can exercise discretion to enable pupil to take appropriate tests. |
| Permanent Exclusion | Governors' Review Panel to meet within 15 school days to review the exclusion | Can re-instate the pupil immediately or on a particular date and add a note to the pupil's file of their decision |

10. Considering Reinstatement

- 10.1. A Governors' Review Panel will consider and decide on the reinstatement of a suspended or permanently excluded pupil within 15 school days of receiving the notice of the suspension or exclusion if:
- **The exclusion is permanent.**
 - It is a suspension which would bring the **pupil's total number of days out of school to more than 15 in a term**; or
 - It would **result in a pupil missing a public exam or National Curriculum test.**



- 10.2. Where a 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 LGB must consider any representations made by parents, carers or pupil (if they are 18 or older). Any representations can be made in writing, and it is for the LGB to decide if they call a meeting with the parents/ carers. The LGB cannot, in this circumstance, direct the Headteacher to reinstate the pupil.
- 10.3. Where the pupil has **been suspended for more than 5, but not more than 15 school days**, in a single term, and the parents/ carers make representations to the LGB, the LGB will consider and decide on the reinstatement of a suspended pupil within 50 school days of receiving notice of the suspension. If the parents or carers do not make representations, the LGB is not required to meet and it cannot direct the Headteacher to reinstate the pupil.
- 10.4. Where a suspension or permanent exclusion would result in a pupil missing a public exam or National Curriculum test, the LGB will, as far as reasonably practicable, consider and decide on the reinstatement of the pupil before the date of the exam or test. If this is not practicable, the LGB may consider the suspension or permanent exclusion and decide whether or not to reinstate the pupil.
- 10.5. The Governor's Review Panel 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. The meeting must be scheduled so that all parties have at least 5 working days to review any paperwork submitted as part of the review of the suspension/ exclusion. The only occasion where this can be reduced is if the parents/ carers give express consent for the timescale to be reduced.
- 10.6. In reaching a decision, the Governors' Review Panel have a legal duty to consider whether the decision to suspend or permanently exclude was **lawful, reasonable, and procedurally fair**.
- 10.7. In reaching a decision governors will apply the civil rather than criminal 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').
- 10.8. The panel's remit is to decide whether to:
- **Uphold the Headteacher's decision** to exclude the pupil and decline to reinstate
 - **Direct the reinstatement of the pupil** immediately, or on a particular date.
- 10.9. Where reinstatement is not practical, for example, if the parents do not want the pupil to return to the school or if it is after the fixed-term period of an



exclusion, governors must still consider whether the Headteacher's decision to exclude was justified based on the evidence.

11. Independent Review

- 11.1. If parents or carers apply for an independent review within the legal timeframe, the Governance Team will, arrange for an independent panel to review the decision of the Governors' Review Panel not to reinstate a permanently excluded pupil.
- 11.2. The request for an independent review must be made within 15 school days of notice being given to the parents or carers of the decision to not reinstate the pupil. Any applications made outside of this timeframe will be rejected.
- 11.3. A panel of 3 or 5 members will be constituted with representatives from each of the following categories: 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. A lay member will chair the panel who has not worked in any school in a paid capacity.
- 11.4. 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. The panel will explicitly consider whether it is in the best interest of the pupil for them to return to the school.
- 11.5. Following its review, the independent panel can decide to:
 - Uphold the Governors' Review Panel's decision.
 - Recommend that the LGB reconsiders reinstatement.
 - Quash the decision and direct that they reconsider reinstatement (but only if it judges that the decision was flawed).

12. Reintegration following suspension

- 12.1 Following suspension, or cancelled suspension or exclusion, the school will put in place a strategy to help the pupil reintegrate successfully into school life and full-time education. As part of this consideration will be given as to whether the pupil has any unmet special educational and/or health needs.
- 12.2 A re-integration meeting will be held on the pupil's return to school to which the pupil's parents/ carers will be expected to attend. This is to build a collaborative home-school approach to prevent such events from reoccurring. During the meeting the school will communicate to the pupil that they are getting a fresh start and that they are a valued member of the school community.



13. Part-time Timetables

- 13.1 A part time timetable should last no more than 6 weeks, unless there are exceptional circumstances, with increased attendance during that period. The use of part time timetables should be discussed with the relevant Director for Performance and Standards prior to being implemented. The Headteacher has ultimate authority to issue a part time timetable when other means of engaging a pupil in full time education have failed.

14. Parental Responsibilities

- 14.1 Parents/ carers have a responsibility for collecting their child should they be subject to a suspension or permanent exclusion and taking them home, so they are no longer on the school site.
- 14.2 Parents/ carers are expected to engage in any re-integration activities so as to maximise the potential for any re-integration to be successful.
- 14.3 Parents/ carers are responsible for ensuring that an excluded pupil is not in a public place during school hours without reasonable justification, or a fixed penalty could be imposed.
- 14.4 Parents/ carers are responsible for working with the school to ensure effective re-integration following suspension and reducing the likelihood of repeat offences.
- 14.5 Parents/ carers are responsible for supporting the school's ethos and behaviour policy and working with the school to uphold those expectations.

15. Off Rolling

- 15.1 St Ralph Sherwin CMAT will not tolerate any form of off rolling. 'Off-rolling' is where a school makes the decision, in the interests of the school and not the pupil, to:
- Remove a pupil from the school roll without a formal, permanent exclusion, or
 - Encourage a parent to remove their child from the school roll, or
 - Retains a pupil on the school roll but does not allow them to attend the school in the same way as other pupils but hasn't followed the correct procedure in issuing a formal permanent exclusion or suspension.

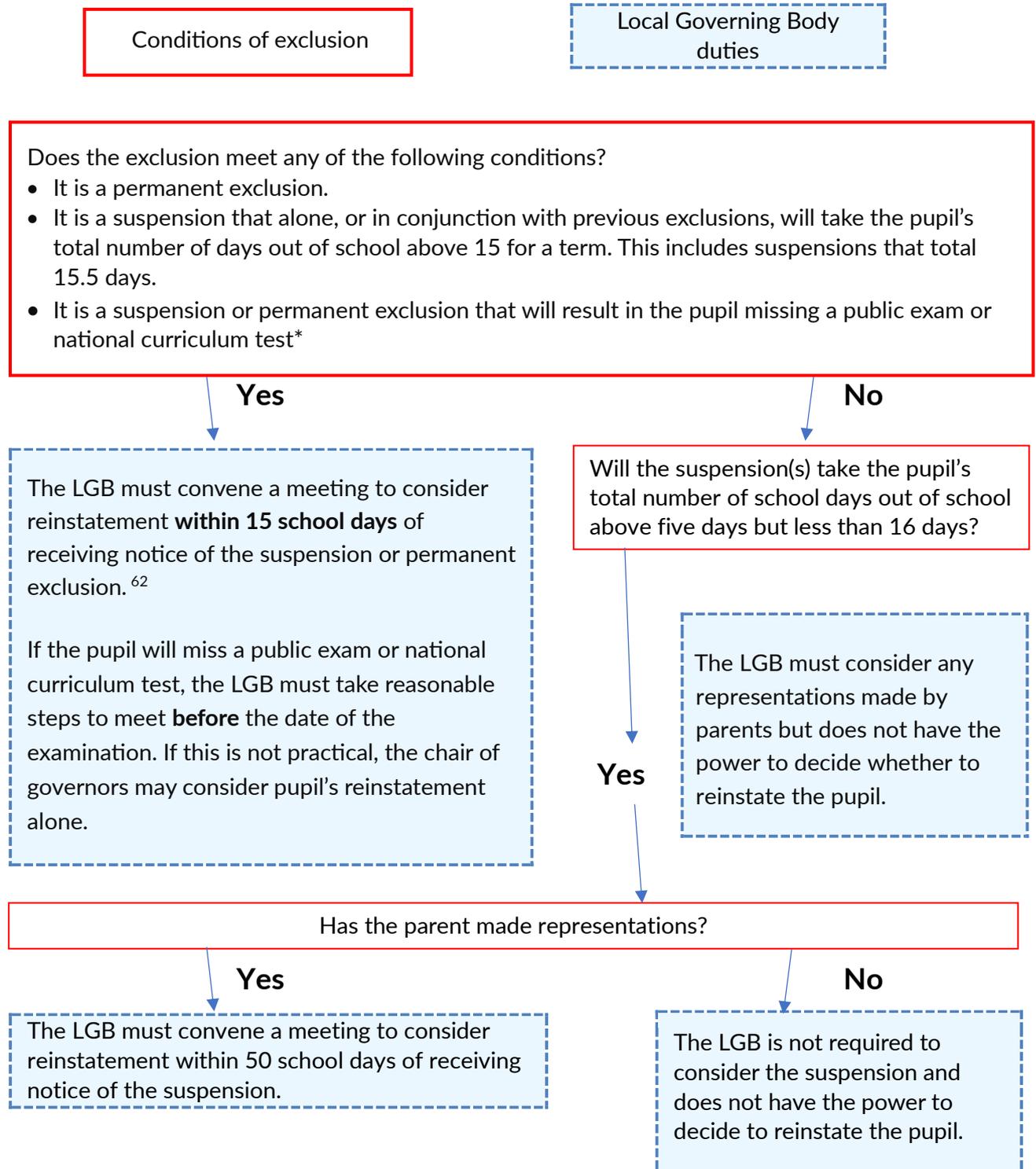


16. Remote Access to Meetings

- 16.1 Parents/ carers can request that a Governors' Review Panel, or independent review panel be held remotely.
- 16.2 Remotely accessed meetings are subject to the same procedural requirements as in-person meetings.



Appendix 1: Department for Education Suspension and Permanent Exclusion Flowchart





Appendix 2: Headteacher Pre Permanent Exclusion Checklist

| | Yes | No |
|--|-----|----|
| Is it a serious one of incident that breaches the school's Behaviour Policy and that has harmed, or could have harmed, another pupil, member of staff, member of the school community or the pupil themselves? If not: | | |
| Does it follow on from a pattern of breaches of the school's Behaviour Policy? | | |
| Do we have evidence of targeted support and intervention with this pupil to enable them to engage in school and abide by school expectations and rules? | | |
| Have we evidence of engagement with the pupil's parents/ carers to pro-actively manage their behaviour up to this point? | | |
| Have we ruled out undiagnosed SEN as a potential trigger to their behaviour? | | |
| Have we ruled out bullying or factors external to school as triggers for their behaviour? | | |
| If the pupil is Looked After or Previously Looked After have, we had dialogue with the Virtual Head prior to taking the decision to suspend or permanently exclude? | | |
| If the pupil has a Social Worker have we had a dialogue with them prior to taking the decision to suspend or permanently exclude? | | |
| Have we exhausted all reasonable alternatives other than suspension or permanent exclusion? | | |