



THE TOWERS

FIXED TERM AND PERMANENT EXCLUSION POLICY

Date Approved:	March 2016
Ownership:	Headmistress
Last Review:	March 2016
Next Review:	September 2019

Principle This policy intends to support the school's aims as outlined in the Mission Statement.

"As a Gospel centred community, we aim to:

- ✓ build a loving environment where pupils will be enabled to grow in the knowledge and love of God and of each other; value each individual equally;
- ✓ enable all to flourish and develop their own talents; and teach
- ✓ individuals to value the unique gifts of those around them."
- ✓

SEMPER FIDELIS - Always Faithful.

Related Documents

This policy should be read in conjunction with:

- ✓ Complaints Policy

Policy Statement

These are measures considered only when all other rewards and sanctions have failed to change unacceptable behaviour, or in instances of serious misconduct. Any decisions or processes will always be based on legal and/or professional advice.

Fixed Term Exclusions – also known as Suspension – [between one session and up to a maximum of 45 days in any school year, or 15 days in any one term]. This sanction can be necessary if other forms of discipline and guidance have failed:

More than two or three instances of smoking, disruption to class, rudeness, repeated detentions, failure to comply with the rules or codes of conduct as specified after a final warning. It may be necessary to an investigation into serious allegations to ask a pupil not to attend school.

Work will be provided to ensure that learning is not affected.

- Instances of serious offences for which we would consider permanent exclusion might include:
- ✓ Unsupervised and excessive consumption of alcohol on the school site
 - ✓ Possession of illegal substances
 - ✓ Violence to another person
 - ✓ Sexual abuse, assault
 - ✓ Carrying an offensive weapon
 - ✓ Repeated or persistent bullying
- Aggression or threat to a member of staff

If a situation arises in which the risk of serious disruption, influence or damage to the school community becomes imminent, then we must always protect and support the majority rather than the individual. Only in circumstances where we are forced to make this choice, would we move to exclude a girl permanently from the school. We work to change behaviour, to encourage and strengthen self-esteem. Very few, if any, children are beyond 'redemption'.

We will not automatically exclude a pupil for taking or possessing illegal drugs – although a fixed period exclusion (up to a working week, depending upon family circumstances) would be appropriate. These principles also apply to any other dangerous substances (including alcohol) whereby a pupil or pupils risk harming themselves or others. The 'suspension' would always be coupled with measures that will support an individual or individuals to receive appropriate treatment and continue their studies under strict supervision. Any consideration of fixed term or permanent exclusion would be thoroughly investigated and parents and guardians will be contacted at the earliest possible time.

We may use partial exclusion in the form of internal exclusion from specific classes or activities. Every parent, pupil or guardian has the right to appeal against the School's decision. The School must be responsible for providing and marking work for the duration of the fixed term period. The Headmistress has a duty to inform the governing body of all permanent exclusions.