

Bishop Young C of E Academy **Policies & Procedures**

Suspensions and Exclusions Policy

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Approved by

BYA Local Governing Board

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1. Aims

Bishop Young Academy aims to ensure that:

- The suspensions process is applied fairly and consistently.
- The suspensions process is understood by governors, staff, parents and pupils.
- Pupils in school are safe and happy.
- Pupils do not become NEET (not in education, employment or training).

2. Legislation and statutory guidance

This policy is based on statutory guidance from the Department for Education: [Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement](#).

It is based on the following legislation, which outline schools' powers to suspend pupils:

- Section 52 of the Education Act 2002, as amended by the Education Act 2011;
- The School Discipline (Pupil Exclusions and Reviews) (England) Regulations 2012;
- Sections 64-68 of the School Standards and Framework Act 1998.

In addition, the policy is based on:

- 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](#).

3. The decision to suspend or exclude

Only the Principal, or acting Head of School, can suspend or permanently exclude a pupil from school. A permanent exclusion will only be made as a last resort. A pupil may be suspended for one or more fixed periods (up to a maximum of 45 school days in a single academic year) or permanently excluded. We are committed to following all statutory exclusions procedures to ensure that every child receives an education in a safe and caring environment.

A pupil's behaviour outside school can be considered grounds for a suspension or permanent exclusion.

A decision to exclude a pupil will be taken only:

- In response to serious or persistent breaches of the school's Behaviour for Learning policy, and
- If allowing the pupil to remain in school would seriously harm the education or welfare of others.

Before deciding whether to suspend a pupil, either to permanently exclude or for a fixed period, the Principal will:

- Consider all the relevant facts and evidence, including whether the incident(s) leading to the exclusion were provoked.
- Allow the pupil to give their version of events.
- Consider if the pupil has special educational needs (SEN).

Fixed Term Suspensions

If a student is involved in unacceptably poor behaviour, the student will be suspended from lessons. Each suspension must be judged on the specific context of the particular event. When a student is suspended, they will be expected to work at home, with work being provided by the school. A suspension may be used to provide a clear signal of what is unacceptable behaviour as part of the school's behaviour policy and show a pupil that their current behaviour is putting them at risk of permanent exclusion.

The following list includes some examples, although not exhaustive, of unacceptable behaviour warranting suspension from the Academy:

- Carrying or using an offensive weapon.
- Any assault against a member of staff.
- A deliberate assault on another student.
- Sexual assault.
- Persistent racial abuse.
- Persistent abuse/bullying including physical abuse.
- Verbal threatening and intimidation of staff.
- Bullying committed via social networking media / electronic means.
- Deliberately setting off the fire alarm.
- A pupil who is suspected of being under the influence of an illegal substance / alcohol / drugs during the school day.
- Possession of alcohol or illegal drugs or related paraphernalia by an individual on school premises.
- Persistent and entrenched refusal to comply with expectations.

Every student that returns from suspension will need to be carefully reintegrated back into the Academy. A meeting with parents / carers will always take place to agree the reintegration plan and the level of support that the student will require

to avoid future exclusions. If appropriate, the pastoral team will also discuss and support the family with wider issues and circumstances that may be affecting the child's behaviour and include these in the reintegration plan.

Permanent Exclusion

We aim to avoid permanent exclusion, and this will only take place when a wide range of other strategies have been exhausted without the desired success. This will be because of persistent disruptive and defiant behaviour, where despite the school's efforts, a student persistently breaches the school's Behaviour for Learning Policy.

In exceptional circumstances it may be appropriate to permanently exclude a student for a first or single serious incident. This could include:

- Serious actual or threatened violence against a student or member of staff including on-line threats)
 - Unprovoked assault on a student / member of staff
 - Sexual abuse or assault
 - Carrying an offensive weapon (any article made or adapted for causing injury)
 - Supplying and / or use of an illegal drug or alcohol on school premises
 - Serious one off incidents including Hate incidents / crime or on-line bullying
- The Academy is responsible for the education of a student whilst a permanent exclusion is being considered. Work will be set and marked until the expiry of the appeal period (up to seven weeks after the date of exclusion).

4. Roles and responsibilities

4.1 The Principal (or Head of School)

Informing parents and professionals

The Principal will immediately provide the following information, in writing, to the parents of a suspended pupil, their social workers if applicable and/or VSH for looked-after children:

- The reason(s) for the suspension
- The length of a fixed-term suspension or, for a permanent exclusion, the fact that it is permanent.
- Information about parents' right to make representations about the suspension to the governing board and how the pupil may be involved in this.

- Where there is a legal requirement for the governing board to meet to consider the reinstatement of a pupil, and that parents have a right to attend a meeting, be represented at a meeting (at their own expense) and to be accompanied.

The Principal will also notify parents by the end of the afternoon session on the day their child is suspended that for the first 5 school days of a suspension, or until the start date of any alternative provision where this is earlier, parents are legally required to ensure that their child is not present in a public place during school hours without a good reason. Parents may be given a fixed penalty notice or prosecuted if they fail to do this.

If alternative provision is being arranged, the following information will be included when notifying parents of an exclusion:

- 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.
- 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 an exclusion, in which case the information can be provided with less than 48 hours' notice with parental consent.

Informing the Governing Board and Local Authority

The Principal will immediately notify the governing board and the local authority (LA) of:

- A permanent exclusion, including when a fixed-period suspension is made permanent.
- All suspensions, regardless of their length.
- Suspensions which would result in the pupil missing a public examination.
- For a permanent exclusion, if the pupil lives outside the LA in which the school is located, the Head of School will also immediately inform the pupil's 'home authority' of the exclusion and the reason(s) for it without delay.
- For all other suspensions, the Head of School will notify the Governing Board and LA once a term.

4.2 The Governing Board

Responsibilities regarding permanent exclusions is delegated to the governing board consisting of at least 3 governors:

- The governing board has a duty to consider the reinstatement of an excluded pupil (see section 5).
- Within 14 days of receipt of a request, the governing board will provide the Secretary of State with information about any exclusions in the last 12 months.
- For a fixed-period exclusion of more than 5 school days, the governing board will arrange suitable full-time education for the pupil. This provision will begin no later than the sixth day of the exclusion.
- Provision does not have to be arranged for pupils in the final year of compulsory education who do not have any further public examinations to sit.

4.3 The Local Authority (LA)

For permanent exclusions, the LA is responsible for arranging suitable full-time education to begin no later than the sixth day of the exclusion.

4.4 Cancelling exclusions

The Principal can cancel any exclusion that has already begun (or one that has not yet begun), but this can only happen when the governing body has not yet met to consider whether the pupil should be reinstated. This practice is known as withdrawing or rescinding an exclusion. If this occurs, the parents, governing body and the local authority must be notified, and social workers and VSH if relevant.

5. Considering the reinstatement of a pupil

The governing body will consider the reinstatement of an excluded pupil within 15 school days of receiving the notice of the exclusion if:

- The exclusion is permanent
- It is a fixed-term suspension which would bring the pupil's total number of school days of suspension to more than 15 in a term
- It would result in a pupil missing a public examination
- If requested to do so by parents, the governing body will consider the reinstatement of a suspended pupil within 50 school days of receiving notice of the suspension if the pupil would be suspended from school for more than 5 school days, but less than 15, in a single term.
- Where a suspension would result in a pupil missing a public examination, the governing body will consider the reinstatement of the pupil before the date of the examination. If this is not practicable, the governing body will consider the suspension and decide whether to reinstate the pupil.

The governing body can either:

- Decline to reinstate the pupil, or
- Direct the reinstatement of the pupil immediately, or on a particular date.

In reaching a decision, the governing body will consider whether the suspension was lawful, reasonable and procedurally fair and whether the Head of School followed their legal duties. They will decide whether a fact is true 'on the balance of probabilities', which differs from the criminal standard of 'beyond reasonable doubt', as well as any evidence that was presented in relation to the decision to exclude.

Minutes will be taken of the meeting, and a record of evidence considered kept. The outcome will also be recorded on the pupil's educational record. Meetings can be held via the use or remote access (for example, live video link) for suspension and permanent exclusions if requested by the parents or carers. Face to face meetings should always be encouraged.

The governing body will notify, in writing, the Principal, parents and the LA of its decision, along with reasons for its decision, without delay.

Where an exclusion is permanent, the governing body decision will also include the following:

- The fact that it is permanent.
- 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.
- The name and address to whom an application for a review should be submitted.
- That any application should set out the grounds on which it is being made and that, where appropriate, reference to how the pupil's SEND is relevant to the exclusion.
- That, regardless of whether the excluded pupil has recognised SEND, parents have a right to require the Academy Trust to appoint a SEND expert to attend the review.
- Details of the role of the SEND expert and that there would be no cost to parents for this appointment.
- That parents must make clear if they wish for a SEND 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 exclusion has occurred because of 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. A 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.

6. An independent review

If parents apply for an independent review, the Academy Trust will arrange for an independent panel to review the decision of the governing board not to reinstate a permanently excluded pupil.

Applications for an independent review must be made within 15 school days of notice being given to the parents by the governing body of its decision to not reinstate a pupil.

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 governors' category, and 2 members will come from the Principal category.
- 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 Principal during this time
- Head of Schools or individuals who have been a Head of School within the last 5 years

A person may not serve as a member of a review panel if they:

- Are a member of the Academy Trust or governing board of the excluding school.
- Are the Principal of the excluding school or have held this position in the last 5 years.
- Are an employee of the Academy Trust or the governing board, of the excluding school (unless they are employed as a Head of School at another school).
- Have, or at any time have had, any connection with the Academy Trust school, governing board, 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 (see appendix 1 for what training must cover).
- A clerk will be appointed to the panel.

The independent panel will decide one of the following:

- Uphold the governing board's decision.
- Recommend that the governing board reconsiders reinstatement.
- Quash the governing board's decision and direct that they reconsider reinstatement (only when the decision is judged to be flawed).
- The panel's decision can be decided by a majority vote. In the case of a tied decision, the chair has the casting vote.

7. School registers

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 exclusion 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.

Where an application for an independent review has been made, the governing board will wait until that review has concluded before removing a pupil's name from the register.

Where alternative provision has been made for an excluded pupil and they attend it, code B (education off-site) or code D (dual registration) will be used on the attendance register.

Where excluded pupils are not attending alternative provision, code E (absent) will be used.

8. Returning from a fixed-term suspension

Following a fixed-term suspension, a re-integration meeting will be held involving the pupil, parents, a member of senior staff and other staff, where appropriate. The following measures may be implemented when a pupil returns from a fixed-term suspension:

- Agreeing a behaviour contract.
- Putting a pupil 'on report'.
- Internal isolation.
- Providing external support.

9. Monitoring arrangements

A senior member of staff monitors the number of suspensions every term and reports back to the Head of School. They also liaise with the local authority to ensure suitable full-time education for suspended pupils.

This policy will be reviewed by the Head of School every 3 years. At every review, the policy will be shared with the governing board.

10. Links with other policies

This exclusions policy is linked to our:

- Behaviour for Learning policy
- SEND policy

Appendix 1: Independent review panel training

The Abbey Trust must ensure that all members of an independent review panel and clerks have received training within the 2 years prior to the date of the review. Training must have covered:

- The requirements of the primary legislation, regulations, and statutory guidance governing exclusions, which would include an understanding of how the principles applicable in an application for judicial review relate to the panel's decision making.
- The need for the panel to observe procedural fairness and the rules of natural justice.
- The role of the chair and the clerk of a review panel.
- The duties of Head of Schools, governing boards and the panel under the Equality Act 2010.
- The effect of section 6 of the Human Rights Act 1998 (acts of public authorities unlawful if not compatible with certain human rights) and the need to act in a manner compatible with human rights protected by that Act.