



## HACKNEY NEW PRIMARY SCHOOL

### EXCLUSIONS POLICY

Person(s) responsible	Headteacher
Approval requirements	Governors informed of changes
Review frequency	Every two years

Date approved	November 2018
Next review due	November 2020

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## 1 AIMS

- 1.1 Hackney New Primary School (HNPS) is committed to the full inclusion of every child. Where a child may be at risk of exclusion the Inclusion Manager and Headteacher will work very closely with the teaching team to explore any reasonable adjustments that can be made to support individuals. These may include:
- personalised reward programmes;
  - Behaviour Support Plans;
  - linking strategies between home and school;
  - language support from the SALT team;
  - support such as Lego Therapy, Nurture Groups, Circle of Friends etc.
- 1.2 HNPS will always strive to carry out an intervention for a child in close collaboration with parents and carers.
- 1.3 Where in school intervention does not have the required impact the school will explore how outside agencies may be able to help. These may include therapeutic services such as CAMHS and Play Therapy, Family Support Services and work with Hackney Learning Trust's Re-Engagement Unit.
- 1.4 Sadly, sometimes exclusions are necessary and for these cases Hackney New Primary School aims to ensure that the exclusions process is applied fairly and consistently, and is understood by governors, staff, parents and pupils. We aim for pupils in school to be safe and happy, and that pupils do not become NEET (not in education, employment or training).

## 2 LEGISLATION AND STATUTORY GUIDANCE

- 2.1 This policy is based on statutory guidance from the Department for Education: [Exclusion from maintained schools, academies and pupil referral units \(PRUs\) in England](#).
- 2.2 It is based on the following legislation, which outline schools' powers to exclude 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](#).
- 2.3 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](#).

2.4 This policy complies with our funding agreement and articles of association.

### **3 THE DECISION TO EXCLUDE**

3.1 Only the headteacher, or acting headteacher, can exclude a pupil from school. A permanent exclusion will be taken as a last resort.

3.2 A decision to exclude a pupil will be taken only:

- in response to serious or persistent breaches of the school's behaviour policy, and
- if allowing the pupil to remain in school would seriously harm the education or welfare of others.

3.3 Before deciding whether to exclude a pupil, either permanently or for a fixed period, the headteacher 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, and consider if the pupil has special educational needs (SEN).

### **4 DEFINITION**

4.1 For the purpose of exclusions, school day is defined as any day on which there is a school session. Therefore, INSET or staff training days do not count as a school day.

### **5 ROLES AND RESPONSIBILITIES**

5.1 The headteacher will immediately provide the following information, in writing, to the parents of an excluded pupil.

- The reason(s) for the exclusion.
- The length of a fixed-term exclusion or, for a permanent exclusion, the fact that it is permanent.

- Information about parents' right to make representations about the exclusion 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 bring a friend.
- The headteacher will also notify parents by the end of the afternoon session on the day their child is excluded that for the first five school days of an exclusion, 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.

5.2 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.

5.3 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 parents' consent.

5.4 The headteacher will immediately notify the governing board and the local authority (LA) of the following situations.

- A permanent exclusion, including when a fixed-period exclusion is made permanent.
- Exclusions which would result in the pupil being excluded for more than 5 school days (or more than 10 lunchtimes) in a term.
- Exclusions which would result in the pupil missing a public examination.

- 5.5 For a permanent exclusion, if the pupil lives outside the LA in which the school is located, the headteacher will also immediately inform the pupil's 'home authority' of the exclusion and the reason(s) for it without delay. For all other exclusions, the headteacher will notify the governing board and LA once a term.
- 5.6 Responsibilities regarding exclusions are delegated to a group of board members, consisting of at least three governors. The group has a duty to consider the reinstatement of an excluded pupil (see section 6).
- 5.7 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.
- 5.8 For a fixed-period exclusion of more than five 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.
- 5.9 For permanent exclusions, the LA is responsible for arranging suitable full-time education to begin no later than the sixth day of the exclusion.

## **6 CONSIDERING THE REINSTATEMENT OF A PUPIL**

- 6.1 The Governing Board will consider the reinstatement of an excluded pupil within 15 school days of receiving the notice of the exclusion if any of the following circumstances apply.
- The exclusion is permanent.
  - It is a fixed-term exclusion which would bring the pupil's total number of school days of exclusion 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 board will consider the reinstatement of an excluded pupil within 50 school days of receiving notice of the exclusion if the pupil would be excluded from school for more than 5 school days, but less than 15, in a single term.
- 6.2 Where an exclusion would result in a pupil missing a public examination, the governing board will consider the reinstatement of the pupil before the date of the examination. If this is not practicable, the governing board will consider the exclusion and decide whether or not to reinstate the pupil.
- 6.3 The governing board can either:
- decline to reinstate the pupil, or

- direct the reinstatement of the pupil immediately, or on a particular date.
- 6.4 In reaching a decision, the governing board will consider whether the exclusion was lawful, reasonable and procedurally fair and whether the headteacher followed their legal duties. They will decide whether or not 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.
- 6.5 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.
- 6.6 The governing board will notify, in writing, the headteacher, parents and the LA of its decision, along with reasons for its decision, without delay.
- 6.7 Where an exclusion is permanent, the governing board's decision will also include the following information.
- 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 SEN are considered to be relevant to the exclusion.
  - That, regardless of whether the excluded pupil has recognised SEN, parents have a right to require Hackney New School Trust to appoint an SEN expert to attend the review.
  - Details of the role of the SEN expert and that there would be no cost to parents for this appointment.
  - That parents must make clear if they wish for an SEN 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 as a result 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.

## **7 AN INDEPENDENT REVIEW**

- 7.1 If parents apply for an independent review, Hackney New School Trust will arrange for an independent panel to review the decision of the governing board not to reinstate a permanently excluded pupil.
- 7.2 Applications for an independent review must be made within 15 school days of notice being given to the parents by the Governing Board of its decision to not reinstate a pupil.
- 7.3 A panel of three or five members will be constituted with representatives from each of the categories below. Where a five member panel is constituted, two members will come from the school governors category and two members will come from the headteacher 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 five years, provided they have not been teachers or headteachers during this time.
  - Headteachers or individuals who have been a headteacher within the last five years.
- 7.4 A person may not serve as a member of a review panel if any of the following criteria apply.
- Are a member/director of Hackney New School Trust, or governing board of Hackney New School Trust.
  - Are the headteacher of Hackney New Primary School, or have held this position in the last five years.
  - Are an employee of the Hackney New School Trust, or the governing board, of the excluding school (unless they are employed as a headteacher at another school).
  - Have, or at any time have had, any connection with the Hackney New School 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 two years (see Appendix 1 for what training must cover).

- 7.5 A clerk will be appointed to the panel.
- 7.6 The independent panel will choose one of the following outcomes.
- 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).
- 7.7 The panel's decision can be decided by a majority vote. In the case of a tied decision, the chair has the casting vote.

## **8 SCHOOL REGISTERS**

- 8.1 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.
- 8.2 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.
- 8.3 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.
- 8.4 Where excluded pupils are not attending alternative provision, code E (absent) will be used.

## **9 RETURNING FROM A FIXED-TERM EXCLUSION**

- 9.1 Following a fixed-term exclusion, a reintegration meeting will be held involving the pupil, parents, a member of senior staff and other staff, where appropriate.
- 9.2 The following measures may be implemented when a pupil returns from a fixed-term exclusion.
- Personalised timetable
  - Additional adult support

- Personalised system of rewards and sanctions that is consistent between home and school

## **10 MONITORING ARRANGEMENTS**

- 10.1 The headteacher of HNPS monitors the number of exclusions every term and reports to the governors. They also liaise with the local authority to ensure suitable full-time education for excluded pupils.

## **11 LINKS WITH OTHER POLICIES**

- 11.1 This exclusions policy is linked to the following school policies.
- Promoting Positive Behaviour policy
  - SEN policy and information report
  - Preventing Bullying

## **Appendix 1: Independent Review Panel training**

Hackney New School Trust must ensure that all members of an independent review panel and clerks have received training within the two years prior to the date of the review.

Training must have covered the following content.

- 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 headteachers, 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.