


PADGATE ACADEMY

Insall Road, Warrington WA2 0LN

Telephone: 01925 822 632

info@padgateacademy.co.uk

www.padgateacademy.co.uk

  padgateacademy

Principal: Mr A McMillan Bsc (Hons)

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SUSPENSIONS AND EXCLUSIONS POLICY

Date approved by the Governing Body	Nov 2022
Signature of Chair of Padgate Academy Governing Body	Carole Owen
Signature of Academy Principal	Adam McMillan
Date of next review	Nov 2024





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1. Aims.

Our school aims to ensure that:

- The suspensions process is applied fairly and consistently
- The suspensions process is understood by governors, staff, parents and students
- Students in school are safe and happy
- Students do not become NEET (not in education, employment or training)
- All students are supported regardless of their background and circumstances

2. Legislation and statutory guidance.

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

It is based on the following legislation, which outline schools' powers to exclude students:

- Section 52 of the Education Act 2002, as amended by the Education Act 2011
- The School Discipline (Student Suspensions 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 students
- Section 579 of the [Education Act 1996](#), which defines 'school day'
- The [Education \(Provision of Full-Time Education for Excluded Students\) \(England\) Regulations 2007](#), as amended by [The Education \(Provision of Full-Time Education for Excluded Students\) \(England\) \(Amendment\) Regulations 2014](#)

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

3. The decision to suspend or permanently exclude.

Only the Principal, or acting Principal, can suspend or exclude a student from school. A permanent exclusion will be taken as a last resort.

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Our school is aware that off-rolling is unlawful. Ofsted defines off-rolling as:

"...the practice of removing a student from the school roll without a formal, permanent suspension or by encouraging a parent to remove their child from the school roll, when the removal is primarily in the interests of the school rather than in the best interests of the student."

We are committed to following all statutory suspensions procedures to ensure that every child receives an education in a safe and caring environment.

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A decision to permanently exclude a student will be taken only:

- In response to a serious one off incident that breaches the Academy behaviour policy
- In response to persistent breaches of the Academy behaviour policy, and
- If allowing the student to remain in school would seriously harm the education or welfare of others

Before deciding whether to suspend or permanently exclude a student, the Principal will:

- Consider all the relevant facts and evidence, including whether the incident(s) leading to the suspension were provoked
- Allow the student to give their version of events
- Consider if the student has special educational needs (SEN)
- Consider any safeguarding concerns that may impact on the students being excluded

4. Definition

For the purposes of suspensions, 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 Principal

Informing parents

The Principal will immediately provide the following information, in writing, to the parents of an excluded student:

- The reason(s) for the suspension
- The length of a fixed-term suspension or, for a permanent, the fact that it is permanent.
- Information about parents' right to make representations about the suspension to the governing board and how the student may be involved in this.
- Where there is a legal requirement for the governing board to meet to consider the reinstatement of a student, 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 Principal will also notify parents by the end of the afternoon session on the day their child is excluded that for the first 5 school days of an 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 suspension:

- 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 student 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 suspension, in which case the information can be provided with less than 48 hours' notice with parents' consent.

Informing the governing board and local authority

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

- A permanent ~~exclusion~~, including when a fixed-period suspension is made permanent.
- Suspensions which would result in the student being excluded for more than 5 school days (or more than 10 lunchtimes) in a term and day 6 provision is required from the LA.
- Suspensions which would result in the student missing a public examination.

For a permanent suspension, if the student lives outside the LA in which the school is located, the Principal will also immediately inform the student's 'home authority' of the suspension and the reason(s) for it without delay.

For all other suspensions, the Principal will notify the governing board and LA once a term.

5.2 The Governing Board

Responsibilities regarding suspensions is delegated to the local governing body Special Purposes Committee.



The Governing Body has a duty to consider the reinstatement of an excluded student (see section 6).

Within 14 days of receipt of a request, the governing board will provide the secretary of state with information about any suspensions in the last 12 months.

For a fixed-period suspension of more than 5 school days, the governing board will arrange suitable full-time education for the student. This provision will begin no later than the sixth day of the suspension.

Provision does not have to be arranged for students in the final year of compulsory education who do not have any further public examinations to sit.

5.3 The LA

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

6. Considering the reinstatement of a student

Governing Body will consider the reinstatement of an excluded student within 15 school days of receiving the notice of the suspension if:

- The suspension is permanent.
- It is a fixed-term suspension which would bring the student's total number of school days of suspension to more than 15 in a term.
- It would result in a student missing a public examination.

If requested to do so by parents, Governing Body will consider the reinstatement of an excluded student within 50 school days of receiving notice of the suspension if the student would be excluded from school for more than 5 school days, but less than 15, in a single term.

Where an suspension would result in a student missing a public examination, Governing Body will consider the reinstatement of the student before the date of the examination. If this is not practicable, the Governing Body will consider the suspension and decide whether or not to reinstate the student.

The Governing Body can either:

- Decline to reinstate the student, or
- Direct the reinstatement of the student 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 Principal 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.

Minutes will be taken of the meeting, and a record of evidence considered kept. The outcome will also be recorded on the student's educational record.

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 suspension is permanent, the Governing Body's 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, and:
- 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 student's SEN are considered to be relevant to the suspension.
- That, regardless of whether the excluded student has recognised SEN, parents have a right to require the LA to appoint a 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 a 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 suspension 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. Right to appeal

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



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 student.

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 Principals during this time.
- Principals or individuals who have been a Principal 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 Principal at another school).
- Have, or at any time have had, any connection with the Academy Trust school, governing board, parents or student, or the incident leading to the suspension, 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.



8. School registers

A student's name will be removed from the school admissions register if:

- 15 school days have passed since the parents were notified of the suspension panel's decision to not reinstate the student and no application has been made for an independent review panel, or
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- 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 student's name from the register.

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

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

9. Returning from a fixed-term suspension

Following a fixed-term suspension, a re-integration meeting will be held involving the student, parents, a member of senior staff and other staff, where appropriate.

The following measures may be implemented when a student returns from a fixed-term suspension:

- Agreeing a behaviour contract
- Putting a student 'on report'
- Internal isolation
- Mentoring and support within individual lessons

10. Monitoring arrangements

The Assistant Principal (Behaviour) monitors the number of suspensions every term and reports back to the Principal. They also liaise with the local authority to ensure suitable full-time education for excluded students.

This policy will be reviewed by the Principal every two years. At every review, the policy will be shared with the governing board.



11. Links with other policies

This suspensions policy is linked to our

- Positive behaviour for learning policy
- SEN policy and information report
- Safeguarding Policy



Appendix 1: Independent review panel training

The Local Authority (LA) 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 suspensions, 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 Principals, 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.