

Elworth C of E Primary School



“Love God, Love Learning, Love One Another”
Matthew 22 v 36-39

Suspensions and Permanent Exclusions Policy

Date:	July 26
Review Cycle:	2 Yearly
Reviewed By:	Mrs S Roberts/ Mr N Garratt/ Mrs S Buckley
Approved By:	Mr N Garratt / Full Governors
Next review date:	July 2027
Nominated Governor:	Ciara Duggan

'Love God, Love Learning, Love One Another.' Matt 22:36-39

At Elworth we embrace The Church of England's vision for education which is 'Deeply Christian, Serving the Common Good.' When Jesus was asked which was the greatest commandment, he responded with '*Love the Lord your God with all your heart, all your soul and all your mind*' and '*Love your neighbour as yourself*' (Matt 22:36-39). These timeless words are at the heart of our vision, nurturing our community and shaping the ethos of our flourishing school.

School's theologically rooted Christian mission

At Elworth we create a stimulating and caring environment, grounded in Christian belief and practice, so that all members of our school community can flourish. We therefore aim to provide an education that provides pupils with opportunities to explore and develop their own values and beliefs, spiritual awareness, high standards of personal behaviour, a positive caring attitude towards other people, an understanding of their social and cultural traditions and an appreciation of diversity within modern Britain. We maintain that learning should be a rewarding experience for everyone; it should be enjoyable. Through our teaching we equip children with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their lives. Our six Christian values underpin all that we teach : Courage, Community, Perseverance, Generosity, Compassion, Friendship. Our school rules are: To be Ready, To be Responsible and To be Respectful. These are embedded in each child's mind so that they are fully prepared for living each day successfully. We aspire that all our children are a blessing beyond the school walls, beyond their families, beyond their local community, as global citizens. To achieve this the children and adults at Elworth embark on an exciting and adventurous journey together joining in with God's redemptive work in our lives and throughout the world and learn to be advocates for change.

1. Background

This policy reflects the Department for Education's statutory guidance: **Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement (July 2026)**.

It is underpinned by the following legislation:

- 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
- Section 579 of the Education Act 1996
- The Education (Provision of Full-Time Education for Excluded Pupils) Regulations 2007 (as amended 2014)
- The Equality Act 2010
- Children and Families Act 2014

The school also follows updated 2026 requirements relating to early intervention, cancellation of exclusions, strengthened SEND duties, and mandatory multi-agency involvement where appropriate.

2. Rationale

Elworth C of E Primary School is committed to ensuring that all pupils learn in a safe, caring and inclusive environment. The school aims to:

- Apply the exclusions process fairly, consistently and lawfully.
- Ensure pupils, parents, staff and governors understand the process.
- Maintain a safe environment where all pupils can succeed.
- Prevent pupils from becoming NEET.
- Reduce the need for suspension or permanent exclusion through early intervention and evidence-based support.

The school will not engage in off-rolling or any practice that removes a pupil from roll outside statutory processes.

3. Introduction

A suspension or permanent exclusion may be issued only:

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

The headteacher will always consider whether behaviour may be linked to unmet SEND, safeguarding concerns, or external factors. Reasonable adjustments and interventions must be evidenced.

4. Definitions

Suspension: Removal from school for a fixed period.

Permanent Exclusion: Removal from roll.

Off-Site Direction: Temporary placement at another setting to improve behaviour. Must be reviewed every four weeks.

Managed Move: Permanent transfer to another school with consent from all parties.

Cancellation: Withdrawal of a suspension or exclusion. A cancelled exclusion is treated as if it never occurred.

5. Headteacher Responsibilities

Only the headteacher may suspend or permanently exclude a pupil.

Before making a decision, the headteacher will:

- Consider all evidence on the balance of probabilities.
- Allow the pupil to give their account.
- Consider SEND needs and reasonable adjustments.
- Consider whether the pupil is vulnerable (e.g., has a social worker or is looked-after).

- Consider whether a multi-agency meeting is required.
- Ensure early intervention has been attempted.
- Consider alternatives such as off-site direction or a managed move.

Informing Parents

Parents will be informed without delay of:

- The reason(s) for the suspension or exclusion.
- The length of suspension or permanence of exclusion.
- Their right to make representations to the governing board.
- Their legal duty to ensure the child is not in a public place during the first 5 days.
- The start date and details of any alternative provision.

Parents will also be informed of their right to request SEND assessment, Early Help or pastoral support.

Informing the Governing Board

The headteacher will notify governors without delay of:

- Any permanent exclusion.
- Any suspension exceeding 5 days in a term.
- Any suspension resulting in missed tests or exams.
- Any **cancelled** suspensions or exclusions.

Informing the Local Authority

The LA will be notified of all suspensions and permanent exclusions, including cancellations.

Informing Social Worker / VSH

Where a pupil has a social worker or is looked-after, the headteacher will notify the relevant professional without delay and consider contextual safeguarding factors.

6. Cancelling Suspensions and Permanent Exclusions

The headteacher may cancel any suspension or permanent exclusion **at any point before the governing board meets** to consider reinstatement.

Where cancelled:

- Parents, governors, LA, social worker and VSH (where relevant) will be notified.
 - The exclusion will be removed from the pupil's record.
 - The pupil will return to school immediately.
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7. Education During the First 5 Days

The school will ensure accessible, achievable work is set and marked. For pupils with SEND, reasonable adjustments must be made.

Where a pupil has a social worker or is looked-after, the school and LA will work together to arrange provision from day one.

8. Governing Board Responsibilities

A committee of at least three governors will consider reinstatement where required.

The governing board will evaluate:

- Whether the exclusion was lawful, reasonable and procedurally fair.
- Whether reasonable adjustments were made under the Equality Act.
- Whether early intervention was sufficient.
- Safeguarding and welfare considerations.
- Evidence presented.

The board may:

- Decline reinstatement.
- Direct reinstatement immediately or on a set date.

Minutes will be taken and records retained.

9. Independent Review Panel (IRP)

Where parents request an IRP, the LA will convene a panel.

The IRP may:

- Uphold the governing board's decision.
- Recommend reconsideration.
- Direct reconsideration where the decision was flawed.

The IRP must consider:

- SEND relevance and reasonable adjustments.
- Social worker or VSH representations.
- Equality Act compliance.

New evidence may be presented, but schools cannot introduce new reasons for exclusion.

10. School Register

A pupil's name will be removed from roll only:

- After 15 school days if no IRP request is made.
- After the IRP process concludes.

Where an exclusion is cancelled, the pupil's name must **not** be removed from roll.

Attendance codes will be used in line with DfE requirements.

11. Return to the LA

Where a pupil is permanently excluded, the school will provide the LA with required details including parent contact information and destination school.

12. Reintegration

A reintegration meeting will take place within **48 hours** of the pupil's return unless exceptional circumstances apply.

Reintegration plans will include:

- Pastoral support.
 - SEND review.
 - External agency involvement where appropriate.
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13. Monitoring and Analysis

The governing board will monitor:

- Suspension and exclusion patterns.
- Repeat suspensions.
- SEND, social worker involvement and protected characteristics.
- Effectiveness of interventions.
- Off-site direction reviews.

Data will be analysed termly and actions identified to reduce suspensions.

14. Equality and Inclusion

The school will ensure compliance with the Equality Act 2010, including:

- Non-discrimination.
 - Reasonable adjustments for pupils with SEND.
 - Consideration of unmet needs.
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15. Review of Policy

This policy will be reviewed annually or earlier if statutory guidance changes.