



Exclusion Policy

MISSION

Eversfield offers an outstanding, broad education within a safe, caring, happy, family atmosphere where the talents of every child are valued and nurtured. We achieve excellent results in a school where the Christian principles of mutual care, respect and encouragement underpin everything that we do.

AIMS

- To promote high moral standards through clear and relevant Christian teaching.
- To provide a wide breadth of experiences and opportunities for all our children to discover and develop their individual talents.
- To support our children in becoming valued members of society so that they may develop self-confidence, ask questions, seek new experiences, not be afraid to make mistakes, express themselves confidently and modestly and develop team and leadership skills.
- To provide a safe, supportive, healthy educational environment, with buildings, facilities and staff that enable our children to learn and develop.
- To ensure that our children receive excellent pastoral care.

AIMS OF THE POLICY

This policy aims to:

- Comply with the School's Behaviour and Anti-bullying Policies.
- Comply with the Terms and Conditions as laid out in the Parent/School Contract.
- Outline the reasons when exclusion may be an appropriate course of action (fixed term and permanent).
- Outline the procedures for exclusion (fixed term and permanent) within Eversfield Preparatory School.

POLICY STATEMENT

Eversfield Preparatory School seeks to avoid exclusions. These take place only for very serious incidents or when other strategies, that have been tried and tested, have failed over time.

In most cases, exclusion will be the last resort after a range of measures have been tried to improve a pupil's behaviour and after a range of strategies have been put in place to address the inappropriate behaviour which may lead to exclusion.

The Headmaster and staff will identify pupils whose behaviour places them at risk of exclusion and seek additional provision to meet their individual needs; this may include support from the Inclusion Manager or external agencies as appropriate.

REASONS FOR EXCLUSION

The continued presence of any pupil in the School is solely at the discretion of the Headmaster and depends upon the pupil's application, progress, conduct attendance and behaviour (including outside of school) being in accordance with such standards as the School deems necessary and appropriate. Exclusion may be



considered in response to a serious breach of the school's behaviour policy; once other options have been exhausted; if allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.

A decision to exclude will never be based on a child's race, sex, disability, sexual orientation or religious belief.

The Headmaster may also, at his sole discretion, require parents to remove or may exclude a child if the behaviour of either parent is, in the opinion of the Headmaster, unreasonable and affects, or is likely to affect, adversely any pupil's progress at the School or the well-being of the School staff or to bring the School into disrepute.

AUTHORITY TO EXCLUDE

Only the Headmaster has the absolute discretion to remove a pupil from the school. The Headmaster is obliged to keep the Governing Body informed of any exclusion, with the exception of any members of the Governing Body who may be required to sit on an appeals committee.

EXCLUSION PROCEDURE

The Headmaster is responsible for ensuring the Exclusion Policy is implemented and for reporting to the Governors.

The Headmaster will:

1. Inform the pupil's parents of the possibility of exclusion or a permanent exclusion.
2. Hold a meeting with the pupil, parents and a note-taker to discuss the issues leading up to the possible decision of exclusion.
3. Inform the parents of the final decision following the meeting.
4. Advise the parents how representation can be made if they wish to appeal against the decision.
5. Notify the Governing Body of the details and reasons for the exclusion in the case of:
 - a) a permanent exclusion or a fixed term exclusion converted to a permanent one;
 - b) a fixed-term exclusion of more than five days or which brings the total days the pupil has been excluded in one term to more than five;
 - c) an exclusion that would result in the pupil losing the opportunity to take a public exam.

PUPIL DISCIPLINE APPEAL

1. In the event of an appeal from the parent/s, the governors will establish a Pupil Discipline Committee. The Headmaster will not be a member.
2. The Committee will aim to meet no later than the fifteenth school day after receiving notice of the appeal to exclude.
3. The matter will then be referred to the Panel for consideration. The Panel will consist of at least three persons, forming a Pupil Discipline Committee, one of whom shall be independent of the management and running of the School. Each of the Panel members shall be appointed by the Governing Body. The Clerk to the Governors, on behalf of the Panel, will then acknowledge the appeal and arrange a hearing as soon as is practical, normally within fourteen days. The Panel will seek all relevant information and evidence from both parties.
4. If the Panel deems it necessary, it may require that further particulars or any related matter be supplied in advance of the hearing. Copies of such particulars shall be supplied to all parties not later than ten working days prior to the hearing.
5. The parents may be accompanied to the hearing by one other person. This may be a relative, teacher or friend. Legal representation will not normally be appropriate.
6. If possible the Panel will resolve the parents' appeal immediately without the need for further investigation.



7. Where further investigation is required, the Panel will decide how it should be carried out. After due consideration of all facts they consider to be relevant, the Panel will reach a decision and may make recommendations, which it shall complete within ten working days of the hearing. The Panel will write to the parents informing them of its decision and the reasons for it. The decision of the Panel will be final. The Panel's findings and recommendations, if any, will be sent in writing to the parents, Headmaster and the Governors.

Decision

If the Committee decide that a pupil should be reinstated they will give the appropriate direction to the Headmaster and inform the parent of their decision.

If they decide that a pupil should not be reinstated they will inform the parents and Headmaster of their decision. In the case of a permanent exclusion, they will notify the parent in writing of their decision and the reasons for it.

Parents can be assured that the appeal will be treated seriously and confidentially. All correspondence, statements and records will be kept confidential except in so far as is required of the School.

EQUAL OPPORTUNITIES

We are committed to the principle of equal opportunity for all pupils irrespective of race, religion, gender, language, disability or family background, and to the active support of initiatives designed to further this principle.

We believe that equal opportunity is at the heart of good educational practice. All pupils are of equal value and deserve equal access to every aspect of school life. They have an equal opportunity to learn and work towards their highest possible levels of achievement. The 'Vision and Values' which we uphold as a school help to emphasize equal opportunities for all staff and pupils at all times. All personnel are responsible for ensuring that we implement this policy.

MONITORING AND REVIEW

This Policy is monitored by the Governing Body and will be reviewed every two years or earlier, if deemed appropriate.

R A Yates, Headmaster, reviewed/updated November 2019