



The Parks School

Motivate • Challenge • Support

Suspension and Permanent Exclusion Policy

“Our mission is to **inspire** growth, **nurture** potential and **support** one another with **passion**, upholding **integrity** and fostering **respect** whilst promoting **empowerment** with everything we do”

SUSPENSION AND PERMANENT EXCLUSION POLICY

Policy Version: September 2026

Review Date: September 2027

Policy Lead: Headteacher

Approved By: Proprietor

1. Statement of Intent

The Parks School is committed to creating a safe, nurturing and inclusive learning environment where all pupils can achieve success.

As a specialist SEMH provision, we recognise that behaviour is often a form of communication and that many pupils have experienced trauma, adverse childhood experiences, disrupted education and unmet needs.

The school seeks to prevent suspensions and permanent exclusions wherever possible through early intervention, restorative approaches, adaptive support and positive relationships.

Suspension and permanent exclusion will only be used where all reasonable alternatives have been considered, or where a serious incident makes such action necessary to protect the safety, welfare and education of others.

2. Our Behaviour Philosophy

MOTIVATE

We inspire pupils to make positive choices and recognise their potential.

We will:

- Build positive relationships.
- Celebrate progress and achievement.
- Promote engagement and belonging.
- Encourage responsibility.

CHALLENGE

We maintain high expectations and clear boundaries.

We will:

- Challenge unacceptable behaviour.
- Promote accountability.
- Encourage reflection and learning.
- Develop resilience and self-regulation.

SUPPORT

We provide personalised support to help pupils succeed.

We will:

- Understand underlying needs.
- Implement adaptive approaches.
- Provide pastoral and therapeutic support.
- Work closely with families and professionals.

3. Legal Framework

This policy is informed by:

- Suspension and Permanent Exclusion from Schools Guidance (DfE)
 - Education Act 2002
 - Equality Act 2010
 - Children and Families Act 2014
 - SEND Code of Practice
 - Keeping Children Safe in Education (Current Edition)
 - Independent School Standards Regulations
 - Human Rights Act 1998
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4. Definitions

Suspension

A suspension is a temporary exclusion from school for a fixed period.

Permanent Exclusion

A permanent exclusion occurs when a pupil is removed from the school roll and will not return to the school.

Permanent exclusion is the most serious sanction available and will only be used in exceptional circumstances.

5. Prevention and Early Intervention

Before considering suspension, the school will seek to implement appropriate support measures wherever possible.

These may include:

- Behaviour support plans.
- Risk assessments.
- Pastoral interventions.
- Therapeutic support.
- Restorative meetings.
- Family engagement.
- Multi-agency support.
- Curriculum adjustments.
- Managed internal reflection or time-out arrangements.

The school recognises that proactive support is more effective than punitive responses.

6. SEND, Disability and Reasonable Adjustments

Before any decision regarding suspension or permanent exclusion, the school will consider:

- SEND needs.
- EHCP outcomes.
- SEMH needs.
- Disability-related behaviours.
- Reasonable adjustments.
- Individual risk assessments.

The school will ensure compliance with the Equality Act 2010 and SEND Code of Practice.

7. Circumstances That May Lead to Suspension or Permanent Exclusion

Examples may include:

Serious Violence

- Physical assault.
- Serious threats.
- Dangerous behaviour.

Sexual Misconduct

- Sexual harassment.
- Sexual assault.
- Harmful sexual behaviour.

Drug and Alcohol Related Incidents

- Possession.
- Supply.
- Use on school premises.

Criminal Behaviour

- Theft.
- Vandalism.
- Possession of offensive weapons.

Serious Safeguarding Concerns

- Behaviour placing others at significant risk.

Persistent and Serious Disruption

Where extensive support and interventions have not been successful.

Each case will be considered individually.

8. Decision Making

The Headteacher (or authorised Deputy in their absence) is the only person who may authorise a suspension or permanent exclusion.

The decision will consider:

- Evidence available.
- Seriousness of the incident.
- Pupil circumstances.
- Previous interventions.
- Safeguarding implications.
- Impact on others.
- Equality and SEND considerations.

The decision will always be lawful, reasonable, proportionate and fair.

9. Safeguarding Considerations

The school recognises that safeguarding issues may underpin behaviour.

Before exclusion decisions are made, consideration will be given to:

- Child protection concerns.
- Mental health needs.
- Exploitation risks.
- Online harms.
- Family circumstances.
- Adverse childhood experiences.

The welfare of the child remains paramount.

10. Notification to Parents and Carers

Parents/carers will be informed immediately.

Written notification will include:

- Reason for the suspension or exclusion.
- Duration (where applicable).
- Arrangements for education.
- Reintegration arrangements.
- Rights of appeal.

Communication will be clear and respectful.

11. Educational Provision During Suspension

The school will provide appropriate work and support to minimise disruption to learning.

This may include:

- Online learning.
- Independent work.
- Alternative arrangements.
- Curriculum support.

The school remains committed to educational continuity.

12. Reintegration Following Suspension

A reintegration meeting will normally take place before a pupil returns to school.

The meeting will consider:

- Reflection and restoration.
- Support needs.
- Behaviour expectations.
- Risk management.
- Additional interventions.

A reintegration plan will be developed where appropriate.

13. Appeals

Parents/carers may appeal a suspension or permanent exclusion decision.

Appeals must:

- Be submitted in writing.
- Be addressed to the Proprietor.

An Appeal Panel will be convened to review the decision.

The panel may:

- Uphold the decision.
- Overturn the decision.
- Recommend alternative action.

The Proprietor's decision will be final.

14. Recording and Monitoring

The school will maintain records of:

- Suspensions.
- Permanent exclusions.
- Reintegration meetings.
- Support plans.
- Appeals.
- Outcomes.

Data will be reviewed to identify trends and ensure fairness.

15. Staff Training

Staff will receive training regarding:

- Behaviour and SEMH.
- Trauma-informed practice.
- De-escalation.
- Restorative approaches.
- SEND responsibilities.
- Safeguarding.

The focus will remain on prevention wherever possible.

16. Monitoring and Review

The Headteacher and Proprietor will monitor:

- Suspension rates.
- Exclusion rates.
- Reintegration outcomes.
- SEND and vulnerable group data.

- Behaviour trends.
- Equality considerations.

The policy will be reviewed annually.

Related Policies

- Behaviour, Relationships & Positive Development Policy
 - Safeguarding & Child Protection Policy
 - SEND Policy
 - Accessibility & Disability Policy
 - Anti-Bullying Policy
 - Teaching & Learning Policy
 - Complaints Policy
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