



Countesthorpe Academy

SUSPENSIONS POLICY 2023 - 2024

Policy Reviewed and Adopted by the Governing Board on:

September 2023

Signed (Chair of Local Governing Board):

Mr J Taylor

Date of Next Review:

September 2024

Responsible Officer:

Mr D Thurston

Purpose

Countesthorpe Academy recognises that good behaviour and discipline are essential for every student to be the best they can and to enable safe and effective teaching and learning to take place. The Academy's Behaviour Policy outlines the expectations on all students and the consequences which may result from not following the rules of behaviour. The Suspensions Policy outlines the way in which incidents of unacceptable behaviour which are not satisfactorily resolved through the Behaviour Policy are managed.

This Policy relates to

- the Education Act 2002, as amended by the Education Act 2011;
- the School Discipline (Pupil Suspensions and Reviews) (England) Regulations 2012;
- the Education and Inspections Act 2006;
- the Education Act 1996; and
- 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

Suspensions

The Headteacher only can make the decision to exclude a student. This must be on disciplinary grounds and will be taken will be taken in the following circumstances:

- In response to a serious breach of the Academy's Behaviour Policy
- If allowing the student to remain in Academy would seriously harm the education or welfare of the students or others in Academy

Suspensions, or permanent suspensions, may be used in response to any of the following, all of which are examples of unacceptable conduct and breach the Behaviour Policy:

- Physical assault against a student
- Physical assault against an adult
- Verbal abuse/threatening behaviour against a student
- Verbal abuse/threatening behaviour against an adult
- Bullying
- Racial abuse
- Sexual misconduct
- Drug and alcohol related behaviour
- Damage to property
- Theft
- Persistent disruptive behaviour
- Weapons related behaviour
- Posing a health and safety threat

This list is not exhaustive and there may be other situations where the Headteacher judges that suspension is an appropriate sanction.

Students who breach the Academy's Behaviour Policy whilst out of Academy, on Academy 'business' such as trips, sports fixtures or work experience will be dealt with as if the incident had taken place at Academy. This includes behaviour in the immediate vicinity of the Academy or on journeys to and from Academy.

Monitoring, intervention and support

The Academy is committed to using suspension as a last resort. A range of strategies are in place to address bad behaviour which may lead to Suspension. Students identified as being at risk of

Suspension will be offered alternative or additional provision to meet their individual needs. These additional measures may include:

- Engaging with parents/carers
- Placement on a daily 'Leadership Report' for 1 week
- Detention
- A managed move in line with the South Leicestershire Behaviour Partnership protocol
- A panel of governors may be convened as a Behaviour Panel to address specific breaches of the Behaviour Policy. This may be in addition to the Headteacher's decision to exclude the student. The parents/carers and student will be invited to the meeting and the student will be expected to attend
- If parents/carers and / or student do not attend the Governors' Behaviour Panel meeting, the meeting will go ahead in their absence.

Suspension may be for one or more fixed periods, up to a maximum of 45 school days in a single academic year, or permanently.

Before making the decision to exclude a student, the Headteacher will

- Ensure that an appropriate investigation has been carried out
- Consider all the evidence available to support the allegations, taking into account the Behaviour Policy and Equality Policy
- Enable all the students to give their version of events.

The Headteacher has to be satisfied on the **balance of probabilities** that the student was responsible for the behaviour in question.

The Headteacher will always look at the circumstances of each case in considering whether permanent Suspension is the most appropriate sanction. He /she will consider:

- The gravity of the incident, or series of incidents, and whether it constitutes a serious breach of the Academy's Behaviour Policy
- The effect that the student remaining in Academy would have on the education and welfare of other students and members of the Academy community.

SEND (Special Educational Needs and Disabilities) students and Suspensions

The Academy will consider what additional support or alternative placement may be required should it have concerns about the behaviour, or risk of Suspension, of a student with additional needs or with an EHCP or a Looked After Child.

Roles and Responsibilities

The Headteacher is responsible for ensuring the fair and consistent implementation of the Suspensions Policy and for all decisions on whether or not to exclude a student. The Headteacher may delegate to other senior leaders the arrangements for the support for students in danger of Suspension and for the reintegration of students returning to Academy after fixed-term Suspension.

There will always be a reintegration meeting with parents/carers and the excluded student with a written record of action points agreed and strategies and issues discussed. The Academy will comply with the statutory requirement to provide education for any student from day six of a fixed term Suspension. The Governing Board is responsible for deciding whether or not to confirm the Headteacher's decision to exclude a student.

Summary of the Governing Board's duties to review the Headteacher's Suspension decision. The GB may delegate its function to consider an Suspension to a designated sub-committee. Reference to 'days' mean 'school days'.

