
Creating Excellence Together,
through a culture of care

EXCLUSIONS POLICY

September 2025



BRIGANTIA
LEARNING TRUST

Creating Excellence Together,
through a culture of care

Document Control

| | |
|--------------------------|---------------------------------|
| Title: | Exclusions |
| Policy Lead: | CEO |
| Category: | Inclusion and Pastoral Care |
| Date Approved: | 24 th September 2025 |
| Approved by: | Trust Executive |
| Review Date: | September 2026 |
| Review Period: | Annual |
| Status: | Statutory |
| Website: | Yes/No |
| Annual Agreement: | Yes/No |

Review

| Date: | Version: | Author: | Revisions: |
|------------|----------|---------|---|
| 06/09/23 | 1 | MW | Changes to IRP Addition- Cancelling a Suspension or exclusion. Remote Meetings |
| 13/09/24 | 1 | SWI | Role of Executive Principal added |
| 01/09/2025 | 1 | SCOO | Updated reference to DfE guidance 9.3 Updated Paragraph 12.1 Minor revision to language 14 Minor revision to language 15 Minor revision to language |
| 15/01/2025 | 1 | DoE | 4.2 Revision to the makeup of the governing board panel |
| | | | |



Contents

| | |
|---|---|
| 1. Introduction | 4 |
| 2. Application of policy | 4 |
| 3. Types of exclusion | 4 |
| 4. Roles and responsibilities..... | 4 |
| 5. CCTV, witness evidence and pupil views | 5 |
| 6. Reintegration strategy meetings following suspension or off-site direction | 6 |
| 7. Cancelling a suspension or exclusion | 6 |
| 8. Suspensions before a permanent exclusion | 7 |
| 9. Directing off-site and managed moves | 7 |
| 10. Independent review panels (IRPs) | 7 |
| 11. Reconsideration by the governing board | 7 |
| 12. Remote Meetings..... | 7 |
| 13. Complaints | 8 |
| 14. Equality impact | 8 |
| 15. Monitoring arrangements..... | 8 |



1. Introduction

1.1 Brigantia Learning Trust's exclusion policy aims to set out the process that will be followed and the additional considerations around suspensions and exclusions that the Trust will apply. Good behaviour and self-discipline lead to effective learning and help prepare children and young people for life beyond the school gate.

1.2 Where the Trust's approaches towards behaviour management have been exhausted, then suspensions and permanent exclusions will sometimes be necessary as a last resort. This is to ensure that other pupils and teaching staff are protected from disruption and can learn in safe, calm, and supportive environments.

1.3 The Trust will always have regard to the Statutory Guidance on Suspensions and Exclusions (August 2024) when making decisions on suspensions and exclusions and will follow the law, as set out in the relevant School Discipline (Pupil Exclusions and Reviews) (England) Regulation 2012 (as amended).

1.4 This policy should be read in conjunction with the behaviour policy and the SEND policy for each Academy and the Trust.

2. Application of policy

2.1 This policy applies to all members of the Trust community. Each academy within the Trust will apply suspensions and exclusions in accordance with this policy and ensure that its contents are relayed to all staff, parents and pupils.

3. Types of exclusion

3.1 Suspensions and permanent exclusions are different:

3.2 Suspensions (previously called fixed-term exclusions) are where a pupil is prevented from attending the school for a fixed period. At the end of the period, they are expected to return to school following a reintegration meeting. A pupil may receive a maximum of 45 days of suspension in an academic year before being permanently excluded.

3.3 Permanent exclusions are where, subject to a decision of the governing board panel to reinstate the pupil to the academy, the pupil is prevented from attending the academy again. A decision to permanently exclude will only be taken in response to a serious breach or persistent breaches of the academy's behaviour policy, and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others, such as staff or pupils, in the academy.

4. Roles and responsibilities

All members of the Trust community are expected to follow this policy. Roles, responsibilities and expectations of each section of the Trust community are set out in detail below.

4.1 The Executive Principal/Principal



All decisions to suspend or permanently exclude a pupil will be taken by the principal after considering all the circumstances. Every decision made will be proportionate to the seriousness of the behaviour with reference to the Academy's behaviour policy.

4.2 The governing board panel

The Board of Trustees is responsible for convening a panel to review exclusions and suspensions when required, when requested by parents, or when it considers it appropriate to review a specific decision.

Each panel should ideally consist of three trustees. If this is not possible, the panel will be formed in the following order of priority:

1. Two trustees and one member of the Trust Executive Team
2. One trustee (excluding the CEO) and two members of the Trust Executive Team
3. One trustee and a combination of members from the Trust Executive Team, an Academy Advisory Council Chair, or a suitably trained member of the Academy Advisory Council

In all cases, the panel formed by the Board of Trustees will determine whether to uphold the exclusion or suspension, or to reinstate the pupil to the academy.

4.3 Parents/carers

Parents/carers will be informed without delay of any suspension or exclusion and there is an ability to make representations in regard to any suspension or exclusion decision. Details will be provided on the rights parents/carers have with every letter that is sent from the Executive Principal/Principal.

4.4 Pupils/students

All pupils/students of the academies in the Trust are expected to follow the expectations regarding their behaviour to ensure that all pupils can learn and participate in academy life effectively. Where those expectations are breached, the behaviour policy will apply.

5. CCTV, witness evidence and pupil views

5.1 The Trust uses Close Circuit Television (CCTV) within its premises. This is to provide a safe and secure environment for pupils, staff and visitors. If behavioural incidents are recorded on CCTV, the footage may be viewed as part of the investigation and the content considered before imposing a sanction. If CCTV is relied upon for a decision on a suspension or exclusion, then it will be shown in some format (redacted as necessary) at any governing panel review meeting. Please see the Trust's CCTV policy and privacy notices for more information.

5.2 Where witness evidence is relied upon, whether that be from a pupil or a staff member, the statement(s) will be provided at any Trustee panel review meeting. All statements will be signed and dated unless the Executive Principal/Principal has good reason to protect the anonymity of the relevant witness. Reasons may include threats of reprisals.

5.3 Before taking a decision to suspend or exclude and where appropriate, the Executive Principal/Principal will take the pupil's views into account, considering these in light of their age and understanding, and inform the pupil about how their views have been factored into any decision made. Where relevant and appropriate, the pupil will be given support to express their view. The



Executive Principal/Principal will also take account of any contributing factors identified after an incident of misbehaviour has occurred.

6. Reintegration strategy meetings following suspension or off-site direction

6.1 Where a pupil is suspended or is directed to be educated off-site, upon return to the school both the pupil and parents will be invited to a reintegration strategy meeting. The purpose of the meeting is to:

- offer the pupil a fresh start;
- help them understand the impact of their behaviour on themselves and others;
- teach them to how meet the high expectations of behaviour in line with the school culture;
- foster a renewed sense of belonging within the academy community; and
- build engagement with learning,

so that further suspensions are not needed. Academy staff will work with the pupil to understand what led to the behaviour and to establish if any changes can be made or further support implemented from a pastoral or practical perspective that might reduce the chance of repeat behaviours. Previous behaviour is not seen as an obstacle to future success.

6.2 The academy uses various measures to support a pupil's successful reintegration including:

- daily contact with a designated pastoral professional in-school;
- use of a report card with personalised targets leading to personalised rewards;
- ensuring the pupil receives academic support upon return to catch up on any lost progress;
- planned pastoral interventions;
- mentoring by a trusted adult or a local mentoring charity;
- regular reviews with the pupil and parents to praise progress being made and raise and address any concerns at an early stage; and
- informing the pupil, parents and staff of potential external support.

6.3 Whilst reintegration meetings are highly recommended and encouraged by the Trust, pupils will not be prevented from being admitted to the Academy because a meeting has not taken place.

7. Cancelling a suspension or exclusion

7.1 A suspension or exclusion can be cancelled by the Executive Principal/Principal as long as the suspension or exclusion has not been considered by the trustees. In relation to an exclusion, it cannot be cancelled if the total time the pupil was excluded or suspended that academic year would be over 45 days at the point of the decision to cancel the exclusion.

7.2 Where a suspension or exclusion is cancelled, the relevant parties will be informed by the Executive Principal/Principal in accordance with the Statutory Guidance on Suspensions and Exclusions.



8. Suspensions before a permanent exclusion

8.1 In exceptional circumstances, pupils may receive a suspension prior to a permanent exclusion. For each decision, the Executive Principal/Principal will send the relevant letter setting out the rights of parents. A suspension cannot be converted into a permanent exclusion and so any subsequent permanent exclusion would be a fresh decision due to commence immediately after the suspension had ended. Exceptional circumstances may include where further evidence has come to light, or where the incident was serious, and time is required to fully investigate the circumstances and consider alternatives.

9. Directing off-site and managed moves

9.1 Before taking any decision to permanently exclude a pupil, the Executive Principal/Principal will consider whether a direction to attend alternative provision and/or a managed move as part of a planned intervention would be a reasonable alternative that should be considered.

9.2 In the case of directing a pupil off-site to alternative provision, the aim of any direction is for it to be used as a short-term measure as part of the school's behaviour management strategy to improve a pupil's behaviour where in-school interventions and/or outreach have been unsuccessful or are deemed inappropriate. While parental consent is not needed, discussions will take place with parents to feed in their views about the options.

9.3 For a managed move to take place, there needs to be agreement between the school, the parents and the new school that a managed move should occur. Before a managed move is agreed to, the pupil will often attend the new school as part of a direction off site. We will share relevant information with the new school and check that they have an integration strategy. At the end of this off-site direction period, the relevant parties (including the parents) will review how it has gone before a decision is taken about whether it becomes a permanent managed move.

10 Independent review panels (IRPs)

10.1 The Trust arranges its own IRPs (which may include the Local Authority), and requests for an IRP where a permanent exclusion has been upheld should be made to Clerk to the Trustees within 15 school days.

10.2 Further details on the role and powers of IRPs can be found in Part Ten of the Statutory Guidance on Exclusions.

11 Reconsideration by the governing board

11.1 Where an IRP either recommends reconsideration or quashes the initial decision of the governing panel, the decision will be considered within 10 school days. This may involve a rehearing with oral evidence given by the Academy and parents/carers or may be a reconsideration with only the governing board members and the clerk present.

12 Remote Meetings

12.1 Any [trustee/governor] and/or an IRP meeting may be conducted remotely where the parents request it be conducted remotely and the meeting can be fairly held remotely, with all participants



having access and are able to make representations. A meeting may also take place remotely where there is an extraordinary event or unforeseen circumstance that means it is not reasonably practicable to hold the meeting in person. Such events can include, but are not limited to, floods, fire, and an outbreak of an infectious disease.

12.2 In addition, where a child's social worker or the virtual school head are due to attend a meeting, they may join an in-person meeting remotely as long as it can be fairly accessed, the technology is available, and everyone would be able to make representations.

13 Complaints

13.1 If parents/carers have any concerns or complaints over the application or implementation of this policy or feels that they are being pressured into a managed move, they should raise their concerns with the Executive Principal/Principal, Executive Principal/Principal, Trust Executive member in accordance with the Trust's complaints policy. If the concern relates to an exclusion, the statutory procedure set out in the exclusions statutory guidance will be followed.

14 Equality impact

14.1 The Trust does all it can to ensure that its policies do not discriminate against pupils or others, either directly or indirectly, in line with any Equality Act 2010 protected characteristics. These include race, religion, disability, sexual orientation, and sex.

15 Monitoring arrangements

15.1 The trustees and trust executive review data on suspensions and exclusions to ensure that the use of suspensions and exclusions is appropriate. The following are monitored by the trust executive to ensure the processes and support for pupils are appropriate:

- the interventions put in place for pupils at risk of suspension and permanent exclusion;
- the processes in place for determining and reviewing directions to alternative provision and such placements being reviewed at sufficient intervals to assure that the education is achieving its objectives and that pupils are benefitting from it;
- the full-time educational provision for pupils of compulsory school age from the sixth consecutive school day of a suspension, in particular checking the provision is suitable and quality-assured to ensure that:
 - any previous placements have been evaluated, including support for any applicable SEND;
 - there is a process in place to monitor the pupil's attendance and behaviour at the provision;
 - the correct attendance code is being used;
 - the pupil's child protection file and any other information relevant to the pupil's safeguarding and welfare has been securely transferred to their new setting as early as possible;
- whether there is any variation within the year on suspensions and permanent exclusions and the characteristics of pupils;
- the cost implications of directing children to be educated off-site in alternative provision and whether there are any patterns to the reasons or timing of moves;



- whether the school register and absence codes have been recorded correctly
- how the behaviour policy is applied and specifically its consistency;
- the circumstances in which pupils receive repeat suspensions;
- whether Personal Education Plans for looked after children have been reviewed on a termly basis.

