

## Brompton Academy Exclusions Policy

Exclusion is a final strategy which is adopted in order to ensure a sound learning environment for students in the Academy. The decision to exclude a child is a very serious one and not one that the Academy takes lightly. Brompton Academy has policies, procedures and staff training in place to promote good behaviour and minimise poor behaviour. The Behaviour Policy is widely publicised so that students, staff, trustees and parents are aware of our expected standards of behaviour. The Academy will apply the behaviour policy in a consistent, rigorous and non-discriminatory way and all areas of its application will be monitored routinely to satisfy legal requirements under race, disability and gender discrimination law.

Our Exclusion Policy is an extension of the Academy's Behaviour Policy. The steps outlined in that policy are those to be taken under "normal circumstances". However, when there are either continuous contraventions of the Academy's Behaviour Policy, persistent disruptions to teaching and learning or where there are extreme and exceptional behaviours; the Academy may make the decision to exclude for a fixed number of days (Fixed Term Exclusion / FTE) or recommend Permanent Exclusion (Permanent Exclusion/PE).

The Academy's policy is that we will strictly adhere to the DFE Guidance for "Exclusions from maintained schools, Academies and Pupil referral units in England, September 2017". This document is available to parents/carers via the DFE website.

In some circumstances where students' behaviour is in breach of the Academy's Behaviour Policy a Fixed Term Exclusions will be used;

- In response to serious or persistent breaches of the Academy's Behaviour Policy.
- Where allowing the student to remain in school would seriously harm or place at risk the education or welfare of the student or others.

In exceptional circumstances a Permanent Exclusion may be sought by the academy. The decision to exclude rests with the Principal or a Vice Principal in her absence.

The decision to exclude a student permanently is a serious one and will only be taken where the basic facts have been clearly established on the balance of probabilities. It will usually be the final step in a process for dealing with disciplinary offences following a wide range of other strategies which have been tried without success. It is an acknowledgement by this Academy that it has exhausted all available strategies for dealing with the child and will be used as a last resort." DFE Guidance for "Exclusions from maintained schools, Academies and Pupil referral units in England, September 2017".

There will, however, be exceptional circumstances where, in the Principal's judgment;

- It is appropriate to permanently exclude a child for a first or 'one off' offence.
- In response to a serious breach or persistent breaches of the schools' behaviour policies
- Where allowing the pupil to remain in the school would seriously harm the education or welfare of the pupil or others in the school.

Before making a decision to permanently exclude a student the following will be

considered:

- The effect of any violence on the Brompton Academy learning environment.
- The level of remorse shown by the student especially in regards to violent incidents.
- Any injuries caused.
- Special Educational Needs.
- Wellbeing of student and staff.
- Health and Safety of the academy community.
- Damage to the academy's reputation.
- Whether the behaviour constitutes a continued and complete breakdown of the Academy Code of Conduct and Behaviour Policy.
- A complete disregard for authority to the point that it Affects the behaviour of other students and their learning.

A REACH Centre exclusion or Fixed Term Exclusions will be used where appropriate. On return from an exclusion a re-admittance interview will take place and interventions and support in place if required.

Procedure:

1. Incident is investigated by Pastoral Team or AP for Behaviour
2. AP (Inclusions) presents case to the Principal explaining any mitigating or aggravating circumstances.
3. Principal takes the decision whether to exclude and the duration of that exclusion.
4. Parent/carer informed of the decision
5. Staff advised of the exclusion by Inclusions Admin
6. Inclusions Admin requests work to be set on Edmodo from teachers and APs copied in.
7. If exclusion is beyond 5 days, then a 6+ day provision placement is provided.
8. Re-admittance interview takes place with either Learning Coach or AP (Inclusions) present.
9. Targets recorded on the re-admittance form and support package discussed if necessary.
10. Consideration is given by the Learning Coach or AP (Inc) as to whether any further action is required (e.g. apology, RJ etc) in order to reduce the likelihood of a second similar offence.
11. Either the Learning Coach or AP will then take action and record actions on the re-admittance form.
12. Consideration given to implementation of an Individual Behaviour Plan if not already in place.

In general we would seek to use a hierarchy of sanctions to improve a student's behaviour and to alert parent/carer to the existence of a problem.

Please note that some incidents may not warrant the stepped guidance, some offences are so serious as to warrant an immediate permanent exclusion and a final decision rests with the Principal and each case will be judged on its merits.

<b>BROMPTON ACADEMY BEHAVIOUR AND EXCLUSIONS GUIDANCE</b>			
<p>The following are guidelines <u>only</u> for exclusions Some offences may result in an immediate permanent exclusion at the discretion of the Principal of the Academy.</p> <p><b>The mitigating and aggravating circumstances will be considered carefully and sanctions adjusted and imposed accordingly:</b></p> <ul style="list-style-type: none"> <li>Mitigating – lower end of range e.g. remorse for behaviour demonstrated, learning difficulties / SEND considerations, difficult personal circumstances/life events</li> <li>Aggravating – higher end of range e.g. lack of remorse, previous poor behaviour concerns or warnings given, Persistent defiance, persistent disruption, continued pattern of behaviour</li> </ul>			
Exclusion Room	REACH Centre 1 – 15 days	Fixed Term Exclusion 1 – 44 days	Permanent Exclusion
Verbal abuse / threatening behaviour against adult	Physical assault against a student	Physical assault against a student	Physical assault against a student
Verbal abuse / threatening behaviour against student	Physical assault against adult	Physical assault against adult	Physical assault against adult
One-off minor bullying and racist abuse	Verbal abuse / threatening behaviour against student	Verbal abuse / threatening behaviour against student	Verbal abuse / threatening behaviour against student
Drug and alcohol related refers to: Smoking on site	Verbal abuse / threatening behaviour against adult	Verbal abuse / threatening behaviour against adult	Verbal abuse / threatening behaviour against adult
Damage	Bullying	Bullying	Bullying
Theft	Racist abuse	Bullying	Racist abuse
Persistent disruptive behaviour	Sexual misconduct	Racist abuse	Sexual misconduct
Bringing the Academy into disrepute	Drug and alcohol related	Sexual misconduct	Drug and alcohol related
Inappropriate use of ICT or involvement in social network sites	Damage	Drug and alcohol related	Damage
Other: Level 3 behaviour	Theft	Damage	Theft
	Persistent disruptive behaviour	Theft	Persistent disruptive behaviour
	Bringing the Academy into disrepute	Persistent disruptive behaviour	Bringing the Academy into disrepute
	Inappropriate use of ICT / involvement in social network sites	Bringing the Academy into disrepute	Inappropriate use of ICT /involvement in social network sites
	Inappropriate use of ICT /involvement in social network sites	Inappropriate use of ICT /involvement in social network sites	Other: only to be used in exceptional circumstances at the discretion of the Principal. <u>Includes:</u> continued defiance despite documented formal warning of a permanent exclusion.
	Other: only to be used in exceptional circumstances at the discretion of the Principal.	Other: only to be used in exceptional circumstances at the discretion of the Principal.	

Appendix 1

	Includes
<b>Physical assault against a student</b>	Fighting, violent behaviour, wounding, obstruction and jostling
<b>Physical assault against adult</b>	Violent behaviour, wounding, obstruction and jostling
<b>Verbal abuse / threatening behaviour against student</b>	Threatening violence, aggressive behaviour, swearing, homophobic abuse and harassment, verbal intimidation, carrying an offensive weapon
<b>Verbal abuse / threatening behaviour against adult</b>	Threatening violence, aggressive behaviour, swearing, homophobic abuse and harassment, verbal intimidation, carrying an offensive weapon
<b>Bullying</b>	Verbal, physical, homophobic bullying, racist bullying, cyber bullying
<b>Racist abuse</b>	Racist taunting and harassment, derogatory and racist statements, swearing that can be attributed to racist characteristics, racist bullying, racist graffiti
<b>Sexual misconduct</b>	Sexual abuse, sexual assault, sexual harassment, lewd behaviour, sexual bullying, sexual graffiti, sexting
<b>Drug and alcohol related</b>	Possession of illegal drugs, inappropriate use of prescribed drugs, drug dealing, smoking, alcohol abuse, substance abuse
<b>Damage</b>	Vandalism, arson, graffiti
<b>Theft</b>	Stealing school property, stealing personal property (student or adult), stealing from local shops (on school outing or outside of school), selling and dealing in stolen property
<b>Persistent disruptive behaviour</b>	Challenging behaviour, disobedience, persistent violation of school rules, a complete breakdown and defiance of the Academy Code of Conduct over an extended period of time.
<b>Other:</b>	<b>Other:</b> Can be used in exceptional circumstances at the discretion of the Principal. <b>Includes:</b> Continued defiance despite documented formal warning of permanent exclusion. Bringing the Academy into disrepute.

### Cyber Bullying

There are different types of cyber bullying which are becoming increasingly common across the country. Cyber bullying utilises modern communication methods to bully.

1. Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
2. Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
3. Sending offensive, rude and insulting messages. Nasty or humiliating comments on posts, photos and in chatrooms.
4. Repeatedly sending messages that include threats of harm, harassment, intimidating messages or engaging online activities that makes a person afraid for his or her safety.
5. Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.

6. Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
7. Chat room bullying involves sending menacing or upsetting responses to young people when they are in a web-based chat room.
8. Bullying through instant messaging is an Internet form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.
9. Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites.
10. Using sexting text/images as a form of retaliation or as a means to publicly humiliate and cause extreme embarrassment by the use of social media platforms.

There is not a specific law which makes cyber bullying illegal but it can be considered a criminal offence under several different acts including Protection from Harassment Act (1997), Malicious Communications Act (1988), Communications Acts (2003), Obscene Publications Act (1959) and Computer Misuse Act (1990)

### **Social Media Platforms and Academy's Responsibility**

**Parents/Carers** - are responsible ensuring that their son/daughter adheres to the age restrictions for Social Media Platforms. Any incidents resulting in underage use of Social Media Platforms will not be investigated by the Academy.

**Brompton Academy** - where a clear link can be established that Cyber bullying has impacted on the learning and well-being of students at the Academy then we will follow the usual Anti-Bullying Policy and Behaviour and Exclusions Guidance to determine the appropriate sanction.

**Police** - If the cyber bullying or bullying is extreme and potential criminal offence, the Police will be contacted. For example; sharing explicit image

DfE website and guidance documents:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/641418/20170831\\_Exclusion\\_Stat\\_guidance\\_Web\\_version.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/641418/20170831_Exclusion_Stat_guidance_Web_version.pdf)

Updated by L Ansell-Burford May 2018

Reviewed on a three year cycle or as legislation changes.