BATH & WELLS
Multi Academy Trust

Bath and Wells Diocesan Academies Trust

Suspension and Permanent Exclusion Policy

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Approved by	**Board of Trustees**
Policy Owner	**ADE SEND**
Policy Location	**Trust website**
Target Audience	**All schools and parents/carers**
Document History	
Changes from last version	

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Context

The Bath & Wells Diocesan Academies Trust (the Trust) is a dynamic learning community. In order to ensure that the Trust is a safe, supportive environment where pupils and staff can learn and thrive, there needs to be clear procedures, structures, and expectations in place. Trust policies are a formal way of documenting the approach and values of the Trust and are designed to provide an instant picture of the principles of the Trust. They form an important framework that will ensure consistency in applying the agreed values and principles across all elements the Trust.

The Suspension and Permanent Exclusion Policy is a policy required by the DfE.

Purpose

Trustees believe that good behaviour in schools is central to a good education. Schools need to manage behaviour well so they can provide calm, safe and supportive environments which children and young people want to attend and where they can learn and thrive. Being taught how to behave well and appropriately within the context they're in is vital for all pupils to succeed personally.

Many schools successfully create environments in which behaviour is good and pupils can learn and feel safe. Where behaviour is poor, pupils can suffer from issues as diverse as lost learning time, child-on-child abuse, anxiety, bullying, violence, and distress. It can cause some children to stay away from school, missing vital learning time. Well-managed schools create cultures where pupils and staff flourish in safety and dignity.

In some cases, particularly when a pupil is persistently disruptive and support or sanctions are not deterring misbehaviour, further action may be needed. In serious instances, a pupil may need to be suspended or excluded. A pupil's behaviour outside of school can also be considered grounds for suspension or permanent exclusion.

The decision to suspend a pupil for a fixed period of time or to permanently exclude a pupil, will only be taken as a last resort from the headteacher/executive headteacher and:

- In response to serious or persistent breaches of the school's Behaviour Policy
- If allowing the pupil to remain in the school would seriously harm the education or welfare of another pupil or pupils in the school.

Before reaching a decision to suspend or permanently exclude, Trustees require the headteacher to consider all relevant facts and such evidence as may be available to support the allegations made, taking into account the school's Behaviour Policy and the Trust's Equality Policy. Trustees expect that the voice of the child will be heard during this process and the headteacher is expected to take account of any contributing factors that are identified after an incident.

Headteachers will be expected to consider the impact of exclusion on vulnerable groups of pupils and consider what external support has been sought and this could include any additional provision that could prevent exclusion and any outside agency involvement.
Headteachers must ensure that the decision to exclude is:

- Lawful
- Rational;
- Reasonable;
- Fair; and
- Proportionate

Trustees will not condone schools using 'informal' or 'unofficial' suspensions where pupils are sent home, even with the agreement of their parents/carers, for a 'cooling off' period. Any suspension of a pupil must follow the formal process in order to be lawful.

Trustees see the use of suspensions and exclusions as a last resort. Trustees request that headteachers always consider alternative options before deciding to suspend or exclude.

Scope

This policy relates to the suspensions and permanent exclusions of pupils across all schools in the Bath and Wells Diocesan Academies Trust.

Trust Alignment

This policy is linked to Pledge 1 of the Trust's Strategic Plan and the strategic priority: *High quality and inclusive education that ensures excellent outcomes for all children.*

Other Related Policies

This policy reflects the following policy areas and guidance

- A guide for parents on school exclusion and behaviour (DfE 2023)
- Trust's Equalities Policy and Equality Objective Plan
- Suspension and Permanent Exclusion guidance (DfE 2024)
- Behaviour in schools (DfE 2024)
- Education Act 2011
- School Discipline (Pupil Exclusions and Reviews) (England) Regulations 2012
- Provision of Full-Time Education for Excluded Pupils Regulations (2007 & 2014)

Monitoring

This policy is owned by the Assistant Director of Education for SEND and will be subject to annual review and approval by the Board of Trustees. As part of this annual review, the Assistant Director of Education for SEND will provide a report to Trustees on the impact of the policy over the previous twelve months.

Please note the specific guidance for headteachers in the procedure document attached

Suspension and Exclusion procedure for school leaders 2025.docx