

Suspension and Permanent Exclusions Policy



Policy Revised: March 2026
Next Review: Annually
Date Ratified by LGB: March 2027

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1. Purpose and Principles

At Barnes Infant Academy, we are committed to creating a safe, inclusive and nurturing environment where all children feel a strong sense of belonging. This policy sets out the circumstances under which a suspension or permanent exclusion may be considered and the procedures that will be followed to ensure decisions are lawful, fair, proportionate and in the best interests of pupils and the wider school community.

Suspension and permanent exclusion are last-resort measures and are used only where all other reasonable strategies have been exhausted or where a serious incident requires immediate action. This policy operates alongside the Belonging at Barnes Behaviour Policy, which sets out our preventative, relational approach to behaviour, grounded in the expectations We are Safe, We are Kind and We are Ready to Learn.

Decisions relating to suspension and exclusion are safeguarding decisions and are made with careful consideration of the child's age, needs and circumstances; any special educational needs or disabilities; the school's duties under the Equality Act 2010; and the impact on the child, other pupils and staff.

2. Statutory Framework

This policy is informed by and complies with the following statutory guidance and legislation:

- Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England (DfE, September 2023)
- Education Act 2002
- Education and Inspections Act 2006
- Equality Act 2010
- Children and Families Act 2014
- Keeping Children Safe in Education (September 2025)

3. Prevention, Early Intervention and Belonging

Barnes Infant Academy is committed to preventing suspension and exclusion wherever possible. Our approach to behaviour is proactive and supportive, rooted in the belief that behaviour is learned and can be taught.

Before suspension or exclusion is considered, the school will have taken reasonable steps to provide consistent adult responses, implement graduated behaviour support, make reasonable adjustments for pupils with SEND, seek advice from external professionals where appropriate, and work in partnership with parents and carers.

4. Definitions and Terminology

Suspension: a temporary removal of a pupil from the school for a fixed number of school days.

Permanent Exclusion: the permanent removal of a pupil from the school roll.

The term 'suspension' is used in line with current statutory guidance and replaces the term 'fixed term temporary suspension'.

5. Reasons for Suspension or Permanent Exclusion

A suspension or permanent exclusion will only be used where the pupil has seriously breached the school's behaviour policy and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others.

6. Decision-Making and Equality Considerations

When considering suspension or permanent exclusion, the Headteacher will take account of the child's age and developmental stage, SEND, safeguarding concerns, reasonable adjustments, and whether alternative responses could be effective.

A pupil will not be excluded for unmet special educational needs, poor attendance, or behaviour related to a disability without consideration of reasonable adjustments. The school does not practice off-rolling.

7. Procedures Following a Suspension

Where a suspension is imposed, the school will inform parents without delay, provide work for the first five school days, arrange suitable education from day six where required, and notify the governing board and local authority as appropriate.

Parents will be informed of their right to make representations to the governing board and, where applicable, to request an independent review panel.

8. Permanent Exclusion Procedures

In the case of permanent exclusion, the school will inform parents immediately, notify the governing board and local authority, arrange suitable alternative provision from day six, and support transition where required.

9. Governing Board Review and Independent Review Panel

The governing board will review the decision in line with statutory timescales. Parents have the right to request an independent review panel.

10. Reintegration Following Suspension

Following a suspension, the school will support reintegration through a reintegration meeting with parents, clear expectations and support strategies, restorative conversations where appropriate, and consistency with the Belonging at Barnes Behaviour Policy. The school will arrange a reintegration meeting with parents before or on the pupil's return.

11. Monitoring, Recording and Review

The school monitors suspension and exclusion data to ensure fairness, consistency and proportionality. This policy is reviewed regularly and ratified by the governing board.

12. Linked Policies

- Belonging at Barnes Behaviour Policy
- Child Protection and Safeguarding Policy
- Attendance Policy
- SEND Policy and Information Report

