



Behaviour Policy

Including Exclusions and Uniform

Approval and review:

This policy is the responsibility of: Headteacher

This policy was approved by the Local Governing Body on: May 2019

This policy is due for review by: May 2021

Appendix A was updated on 24th August 2020, in response to the COVID-19 pandemic.

1. Aims

“No student has the right to intentionally disrupt the learning of others. All classrooms will be disruption free allowing teachers to teach and students to learn.”

This policy has been designed to ensure that all students are given the upmost opportunity to achieve their potential. Lessons will be disruption free 100% of the time allowing teachers to teach and students to learn.

2. Conduct in lessons

On a lesson by lesson basis, students will have one simple choice, to either be in class working hard and progressing with their learning or be placed in OSP away from their peers for a period of one working day so that the learning of others is not disrupted.

- Arrive to lessons on time
- Line up quietly outside the classroom prior to the start of the lesson with learning equipment already in hand
- Enter, stand silently behind their desks and be seated when invited to by the member of staff leading the lesson
- Sit/work silently whilst the register is taken
- Listen in silence when the member of staff leading the lesson speaks
- Raise their hand to ask a question without calling out
- Treat each other with respect at all times
- Follow all instructions the first time asked
- Work exceptionally hard to the best of their ability without disrupting any other students learning
- Students will not be given permission to access toilet facilities during any lesson (dispensations on medical grounds will be made on an individual needs basis)

If a student fails to meet any of these simple expectations their name will be written on the whiteboard by way of a formal warning and the member of staff leading the lesson will briefly explain to the student why their name has been written on the board. The second time during a lesson that a student fails to meet these expectations they will be sent to On Site Provision (OSP) for a period of one working day. Failure to arrive within 5 minutes of being sanctioned or refusal to go to OSP will result in a one day fixed term exclusion with the day in OSP completed upon their re-admittance to the school.

If a student is sent to OSP, the member of staff who sent the student out will meet with the student at the end of the day for a ‘Restorative Conversation’ where they will be made aware of what they did wrong, why it disrupted learning and what needs to be done differently next lesson. To allow this to take place students sent to OSP will be required to remain in school until 3:15pm that day.

3. Conduct in School Generally

All pupils are expected to take responsibility for their actions and their choices at all times. For a serious breach of our code of conduct a pupil will always be fixed term excluded if they:

- Swear at a member of staff (even under their breath)

- Defy a member of staff by walking off when being spoken to/reprimanded
- Refuse to follow instruction first time
- Physically attack another student
- Smoke on school premises

3.1 Mobile Communication Devices (Phones/Tablets/Headphones)

Mobile phone usage is banned from the School premises at all times. Students are permitted to keep them in their possession, but they must be switched off and kept out of sight at all times. Any mobile phone seen and/or heard at any time on the Academy site will be confiscated and parents/carers informed. The same rule applies for headphones.

- Responsibility for the safekeeping of the phone belongs to the student
- At all times, student mobile phones must be switched off during the Academy day (8am – 4:00pm)
- If a student refuses to hand their mobile phone or other device over when asked, they will be sent to OSP for a period of one working day. Continued refusal to submit their phone whilst in OSP will result in the student being excluded for a fixed period of time until parents/carers are met with by the relevant member of staff
- Refusal to go to OSP will result in a one day fixed term exclusion with the day in OSP completed upon their re-admittance to the school

3.2 Concentration aids

Please note that “Fidget Spinners” and other similar items are not allowed on the school premises and will be confiscated on sight. Alternative concentration support methods must be discussed with our dedicated SEN team.

3.3 Smoking

No student will smoke on the Holmleigh Park High School grounds or when dressed in the uniform of our school. If a student smokes or chooses to associate with smokers the consequences will be as outlined below:

- Smoking/associating with smokers will lead to a one day fixed term exclusion
- Refusal to hand over smoking paraphernalia when asked by the Headteacher will lead to a five day fixed term exclusion
- All tobacco and related paraphernalia will be destroyed [*Note: ‘Smoking’ is defined to include any tobacco based products and also e-cigarettes and vaping products*]

If it is suspected that a student has smoking paraphernalia in their possession two members of staff will conduct a search. When available this will include the Headteacher and/or a member of the SLT. The gender of the searchers will support that of the student being searched. If no consent to search is given the police may be called depending on the suspicion. Parents will be called to collect students immediately and a FTE of a duration will be given. The FTE length will be pending further investigation

3.4 “Lines in the Sand”

There are some lines that we will not tolerate any students crossing. If they do, it is highly likely that they will be permanently excluded from our school. An indicative but non exhaustive list would include:

- Swearing at the Headteacher
- Bringing recreational drugs into school
- A weapon of any sort including pen knives and BB guns
- Persistent bullying
- Persistent disruption of lessons
- Persistent defiance
- A physical assault on a member of staff

3.5 Behaviour in corridors and around the site.

During transitions between lessons (going from one lesson to another) students will act appropriately. Students will not run through the corridors or loiter in corridors. To avoid congestion, we say to all students ***‘Keep Left, Keep Going, Get There’***

It is essential that all students are aware of the time and the need to arrive promptly to every lesson to avoid any consequence.

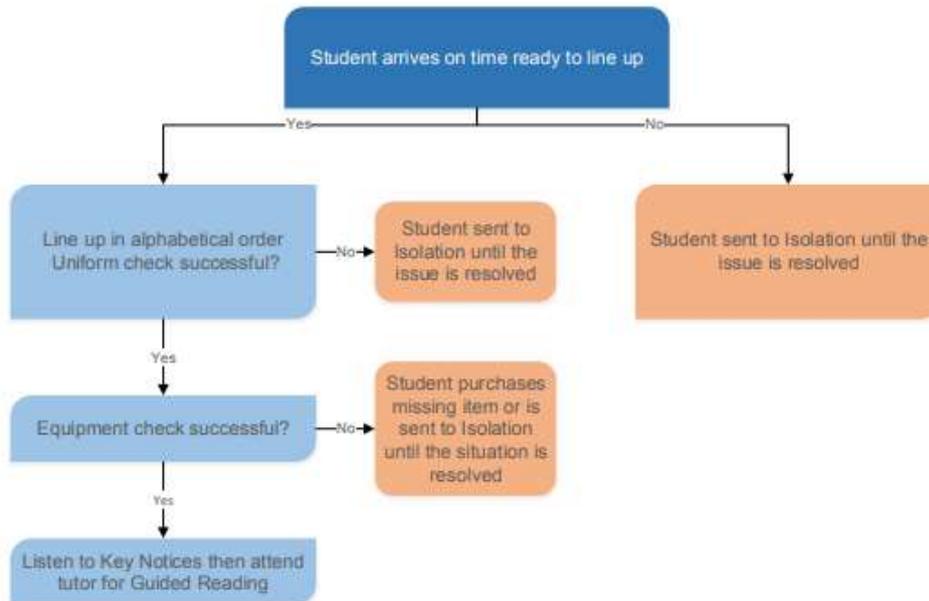
During social times students are expected to do the following:

- To sit/stand with their friends before school, break, lunch and after school in the designated duty areas of the school. (The front and rear playgrounds, the H block, the canteen, the blue social area, the Library for quiet study and the MUGA)
- Food is to be eaten in the designated areas only; the canteen, H block, blue social area and outside.
- Students are not permitted to be inside the buildings at any other places during break times – arrangements will be made for wet weather.

3.6 Morning Line Up

To start each school day well is essential. Students are expected to be in school by 08:20 each morning so that they are ready to begin the day. The first morning bell will sound at 08:25 which allows all students to get to their line up stations by **08:30**.

The Line Up gives tutors a chance to check uniform and equipment and students will not be allowed into lessons until any situation is resolved. Equipment missing or uniform incorrect will be recorded by the tutor and students will receive a detention. On the third occasion the tutor will arrange a day in OSP. Please see the flow chart below for the sequence of events:



3.6 The Journey to and from Home:

Students are expected to demonstrate a high standard of conduct on the journey to and from school as each person is an ambassador for our school in the community. Students are expected:

- To arrive at school and leave school in full uniform (students are not permitted to wear hooded sweatshirts at any time on the premises – such items will be confiscated on sight)
- To use the traffic lights crossings where possible to cross the road safely
- To use the cycle lanes/pedestrian zones safely (following the highway code of conduct at all times)
- To take any litter home and dispose of it properly
- To respect our neighbors and all local residents

Our exclusion and behaviour policy covers behaviour not only within school but outside of school. We will sanction students, up to and including Permanent Exclusion, for any behaviour which contravenes our policies when a student is:

- Taking part in any school-organised or school-related activity, or travelling to or from school and wearing our school uniform, or in some other way identifiable as a Holmleigh Park Student

Or when their behaviour:

- Could have repercussions for the orderly running of the school, or
- Poses a threat to another student or member of the public, or could adversely affect the reputation of the school.

3.7 Students with Additional Needs

Students who have an Educational Health Care Plan or an identified additional need(s) will also be expected to follow the behaviour policy however, reasonable adjustments will be made for some individuals.

Students who have an Educational Health Care Plan (EHCP) or an identified additional need(s) will also be expected to follow the behaviour policy. However, reasonable adjustments will be made for some individuals. Advice from the schools Special Educational Needs department and from external agencies when appropriate will be taken and communicated to all staff. Alternative strategies will be employed as agreed with all stakeholders at regular SEND review meetings of the Myplans.

Staff can refer to the SEND register and Myplans for further information. Some students may need a differentiated approach in order to break down their individual barrier to learning and understanding. Further guidance is available from the Myplan, SEND Team or SENDCo.

3.8 Further Examples of disruptive and defiant behaviour

Disruptive behaviour is anything that stops or slows the momentum of the learning experience for students. Defiant behaviour is any time the student refuses, directly or indirectly, to follow your instructions.

Behaviours may include, but are not limited to:

Calling out	Lack of work	Using a mobile phone
Off task chatter	Refusal to cooperate	Non completion of work
Talking over teacher	Lateness	Damaging equipment
Distracting others	Poor choice of language	Name calling
Bickering	Chewing/eating in class	Headphones in or on display

4. Uniform and Equipment

4.1 Uniform for Year 7-11

For all Year 7-11 students, the uniform is:

- A school blazer and school tie
- A plain sky blue work-style shirt or blouse. This can be short or long sleeved and must be tucked in at all times.
- Either tailored black trousers or the school kilt
- Trousers should sit comfortably over the laces; kilts must reach 2 inches above the knee or lower
- Formal and professional plain black shoes – these should be of a material that can be polished. No canvas shoes i.e. ‘dolly shoes’, suede shoes, trainers or military style / doctor martin boots
- A v-necked jumper can be purchased from our uniform suppliers. This is optional and can be worn under the blazer, but not instead of a blazer
- Socks must be plain black

- Tights (no leggings) should be plain black and not patterned. White socks over tights are not permitted
- During cold/wet weather, students are encouraged to wear an outside, waterproof coat for the journey to and from school and during break time and lunchtime if outside the school buildings. Please note that denim / leather jackets and hoodies are NOT permitted and such items will be confiscated if worn on site.

Further information, along with examples of acceptable shoes and trousers can be found on our website.

In cases where medical reasons require a modification to the uniform policy, notice in the form of letter on headed paper from a medical professional must be addressed to the Headteacher detailing the reason. Notes from parents will not be accepted for missing/forgotten items of uniform or medical dispensations

4.2 Jewellery:

The only jewellery which is acceptable is a wrist watch and one pair of small plain gold or silver stud earrings. Any other form of jewellery is not allowed. Holmleigh Park does not allow facial piercings of any kind, including transparent piercing retainers. Students will be asked to remove any other piercings if they are visible. Failure to do so will result in the student spending the day in OSP where they will remain until any prohibited piercings are removed.

4.3 Hair:

No extreme hairstyle or dyed hair is allowed, including dip-dyed. Hair is to be of natural colour and only one colour. This includes tramlines and other shaved patterns, Mohican or skinhead-type styles. Hair must be no shorter than grade 2. Students arriving in school with an unacceptable hairstyle (including lines shaved into eyebrows) will be sent to OSP. Male and female students with long hair must tie it back for PE, Technology and Science lessons. Students will remain in OSP until any prohibited hair styles are returned to acceptable styles. Please note: please make informed decisions with your children with respect to piercings and hair styles that may be changed during school breaks – If a student's arrives on their first day back with prohibited styles or piercings they will be placed in OSP immediately until the situation is resolved.

4.4 Make-up

No make-up of any kind is to be worn by students. This includes foundation, lipstick, lip-gloss, mascara, blusher, eye shadow, eyeliner, brow liner and nail varnish (including false nails and false eyelashes). Students arriving in school wearing makeup, nail varnish or false nails will be asked to remove it. Failure to do so will result in the student being sent to OSP.

4.5 Sixth Form Dress Code

The Sixth Form operates a separate dress code. Students must wear:

- A blazer
- A shirt, blouse, or dress
- Formal, tailored trousers or a skirt
- An HP Sixth Form Tie or lapel pin

Further information can be found on our website.

4.6 Equipment

All students are expected to carry their everyday equipment (PE kit, pencil case, books, etc.) in a bag of suitable size. Small handbags and boot bags are not suitable for everyday use.

Every student is expected to bring with him/her the following basic items of equipment for every lesson, every day:

- School bag
- Timetable
- 30cm ruler
- Pencil
- Pen (black or blue)
- Green pen
- Eraser
- Sharpener
- 360 protractor
- Compass
- Casio Fx-83-Gt- Scientific calculator
- Student Planner
- **All kept in a clear pencil case for easy inspection**

Tippex/liquid paper is not permitted in school and must not be used in any school work.

Text books and specialised equipment will be issued on loan to students and students will be required to pay for any loss or damage to school property.

Students should always carry a reading book for use in DEAR sessions. **Failure to have a reading book will result in a one hour after school detention.**

4.7 Aerosols

For health and safety reasons, aerosols (including but not limited to deodorants, hairsprays, body sprays and aftershaves) are not to be used in school.

4.8 Energy Drinks

For health and concentration reasons, fizzy, sports and energy drinks are prohibited within the Academy. If they are seen, they will be confiscated. Failure to hand over an item when requested will result in one day in OSP. Once in OSP, if the student still refuses to hand over the prohibited item, it will result in a FTE and the day in OSP completed on their return from the FTE.

5. In-school Sanctions

5.1 Detentions

As a school, we run a system of whole school after school detentions from 3:00 – 4:00 Monday – Friday. This will be centrally supervised by a rota of staff and the Leadership team. Detentions will be issued for either missed or insufficient homework, poor behaviour outside of lessons, for being late to school in the mornings or arriving late to lessons, for failing to have the necessary equipment for learning which includes a book to read each day and incorrect uniform. Where a teacher needs to set a detention they must log it on Quick Contacts.

Where possible, parents / guardians will be given at least 2 hours' notice of an after school detention so that transport arrangements can be made.

Students who fail to attend their after school detention will be referred to OSP for 24 hours. Please note that detentions are NOT negotiable. Any after school detentions must be completed before a student is able to return to lessons. Any students who miss a detention and is placed in OSP will sit the detention at the end of their OSP day, therefore remaining at school until **4pm**. Whilst in detention students can either read their reading book or complete outstanding homework.

Repeated refusal to attend detention will result in a period of FTE and return at Level 1 on the intervention pathway.

5.2 On Site Provision (OSP)

Students who disrupt a lesson will be given a written warning on the board. If the disruptive behaviour continues, they will be referred to our On Site Provision unit (OSP).

Students may also be referred, without warning, for particularly disruptive or defiant behaviour in class, failure to attend a detention, or inappropriate behaviour outside of lessons. Students may temporarily be referred to OSP while an incident is investigated.

5.2.1 Arrival at OSP

On arrival at OSP, the following will occur:

- The student hands over their mobile phone.
- The student completes a reflection sheet.
- Once the reflection sheet is completed the student is then given additional work to complete.
- At the end of the day the student is expected to engage in a restorative conversation with the teacher.
- The student remains in OSP the next day until the time they were sent out of lessons (e.g. sent out lesson 3, they remain in OSP until the end of lesson 3 the following day).
- OSP finishes at 3:15pm
- Students will rejoin mainstream lessons when they have successfully completed their time in OSP.

5.2.2 Parental Contact

We will endeavour to keep you informed if your child has been placed in OSP. You will receive an automated text message if your child is sent to OSP. In addition:

- A member of the Behaviour Support Team will email the teacher concerned to remind them to attend the restorative conversation and contact home
- The teacher will have a restorative conversation with the student.
- The teacher will then contact home to explain/discuss the incident.

5.2.3 Refusal or Failure to Complete OSP

Refusal or failure to complete OSP will result in a FTE. Where a student repeatedly refuses to attend OSP, this FTE will be escalated first to a 3-day exclusion, and then to a 5-day exclusion.

6 Exclusions

At Holmleigh Park we believe that learning is the most important reason for being in school and that opportunity to learn must be protected at all times. An exclusion from school may therefore be necessary in order to protect the learning opportunity of others. Any decision to exclude for either a fixed-term or in rare cases, permanently, is not taken lightly.

Reasonable adjustments are considered before a Child In Care or a child with an EHCP receives an exclusion. The DSL / Designated Teacher is consulted and their advice sought before a decision is taken.

6.1 Guidance Framework

The Holmleigh Park policy is written in line with the DFE Guidance on Exclusions.

6.2 Related Policies

This policy for exclusions should be considered within the context of this Behaviour Policy. Other Policies to be considered: Anti-Bullying, Safeguarding, SEND.

6.3 Principles

The School is a learning institution which aims to provide life chances for all of its students. We view exclusion as a last resort when all other possible methods of managing student behaviour have been exhausted. The decision to exclude is never taken lightly and careful consideration is taken of the facts and the surrounding circumstances before reaching a decision to exclude.

We recognise the detrimental impact of exclusion on both the education and well-being of students and their families. We also recognise the impact of social exclusion, which can result from the permanent exclusion of a student and will try hard to avoid it.

Permanent exclusion is an extremely serious step to take and has a significant impact on the ability of a student to access education in the future. It is only used where it is unavoidable and where every possible appropriate alternative has been considered. We are committed to using alternatives to permanent exclusion such as managed moves and alternative provision where appropriate.

We take account of the Equality Act and of our duty not to discriminate against students for any reason.

We also take account of our statutory duties in relation to SEND / CIC

We aim to involve parents as early as possible in any process.

6.4 The decision to exclude

The decision to exclude is made solely by the Headteacher, Deputy Headteachers or Assistant Headteachers in his absence.

There are five circumstances where a student may be required to leave the School site with the authorisation of the Headteacher:

1. Where a decision has been made to exclude
2. Where a student has committed a serious criminal offence outside the jurisdiction of the School and it is determined by the Headteacher that it is in the interests of the community for the student to be educated offsite. This is not an exclusion.

3. Where, for medical reasons, the presence of a student represents a serious risk to the health or safety of other students or staff. This is not an exclusion but an authorised absence.
4. If a student is given permission by the Headteacher to leave the premises briefly to remedy a breach of the School rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach and is not an exclusion but an authorised absence.
5. Where there is good reason to believe that a student is carrying an item which is not allowed onto the site such as an illegal substance or an offensive weapon and they refuse to be screened. In this circumstance the student can be refused entry. This is not an exclusion but an unauthorised absence in the first instance but could lead to exclusion following a full investigation.

The decision to exclude a student is not taken lightly and the Headteacher will:

- Ensure that a thorough investigation has been carried out
- Consider all the evidence available to support the allegations
- Allow and encourage the student to give their version of events
- Keep a written record of the actions taken including the signed statements of witnesses
- Be confident that the procedures detailed later in this policy have been carried out
- Ensure SEN. expert advice has been taken into account where appropriate.
- Ensure that parents have been kept informed throughout the process and consulted where appropriate.

The burden of proof applied when deciding to exclude is done on the 'balance of probabilities'. This is where the evidence goes 'beyond reasonable doubt' that something happened. The more serious the allegation, the more convincing the evidence substantiating the allegation needs to be.

Exclusion will not be used as a consequence for the following:

- Minor incidents such as a failure to complete homework
- Poor academic performance
- Lateness or truancy
- Breaches of school rules on uniform or appearance except where these are persistent or in open defiance of such rules
- Pregnancy
- As a punishment for the behaviour of a student's parent / carer

Once the decision has been made to exclude, a student will only be sent home once contact has been made with parents/carers and where it is clear that the student will be returning to a place of safety. Work will be provided and either sent with the student or arrangements made for collection.

6.5 Fixed-term Exclusion (Level 1)

The decision to exclude a student for a fixed-term may be taken in response to breaches of the school's behaviour for learning policy

Examples of behaviour that **may** lead to a fixed-term exclusion include the following:

- Verbal abuse of staff or students
- Physical abuse of staff or students
- Indecent behaviour
- Damage to property
- Misuse of illegal drugs or other substances

- Theft
- Serious actual or threatened violence against another student or a member of staff
- Sexual abuse or assault
- Carrying and / or supplying an illegal substance
- Carrying an offensive weapon* or a banned item (* a weapon is defined as any item made or adapted for causing injury)
- Arson
- Persistent poor behaviour contrary to acceptable behaviour outlined in the School's expectations in 2.
- Bullying, including cyber-bullying

This is not an exhaustive list and there may be other examples of behaviour where the Headteacher judges that exclusion is an appropriate sanction. Where a student is suspected of carrying an offensive weapon or misusing / carrying / supplying an illegal substance or being part of a group involved in such activity but the evidence is not sufficient they will be given the benefit of the doubt on the first occasion. If there is a repeat of such concern they will run the risk of exclusion.

The Headteacher may exclude a student for one or more fixed periods which do not exceed a total of 45 school days in any one school year.

During a fixed term exclusion of 5 or fewer days, work will be set by the School for the student to complete at home. This will include online work such as Tassomai or Hegarty Maths.

For an exclusion of longer than 5 days, the School will arrange fulltime educational provision from the sixth day of exclusion.

Before the end of any fixed-term exclusion, parents / carers will be invited to attend a reintegration/re-admittance meeting at the school with their son/daughter in full school uniform. The purpose of the meeting is to ensure that the student understands the reason for the exclusion and is committed to preventing the behaviour that led to the exclusion from being repeated. The School will consider all further support needed to help the student, including referral to external agencies if appropriate. The student will also spend a period of time on report to support their reintegration.

During the first five days of any exclusion, the parents of an excluded student must ensure that they are not present in a public place during normal school hours without reasonable justification, whether with or without a parent / carer. Failure to comply with this is an offence for which a fixed penalty notice can be issued.

Whilst each exclusion is treated on its own merit we do operate a tariff for exclusions in most cases. A first exclusion is likely to be for a period of 1 or 2 days. The number of days will increase if a student receives further exclusions. Once a student has received four exclusions the length of the exclusion is likely to be for 4 days and the re-instatement meeting will be with the Assistant Head. Such a student is deemed to be in serious danger of permanent exclusion. A fifth exclusion would normally be for a period of 5 days and would bring with it a final warning from the Headteacher who will lead the reintegration meeting. This means that a further exclusion would be permanent. There are of course exceptions to this process depending on the nature and seriousness of the incident for which the student is being excluded.

6.5.1 Fixed Term Exclusions of more than 15 days (Level 2 Exclusion)

Exceptionally, the Headteacher may issue a Fixed Term Exclusion that lasts more than 15 days. These are classified as Level 2 Exclusions, and are reviewed in a different way (see below)

6.6 Permanent Exclusion (Level 3 Exclusion)

Permanent exclusion is an extremely rare sanction at the School and always avoided wherever possible. The decision to permanently exclude is taken only:

- (1) in response to serious breaches of the School's behaviour policy and
- (2) if allowing the student to remain would seriously harm the education or welfare of that student or others at the School.

A student may be permanently excluded where there have been repeated breaches of the behaviour for learning policy for which a range of consequences and strategies have been applied without success. It is an acknowledgement that the Academy has exhausted all available strategies for dealing with the student and is a last resort.

There may be exceptional circumstances where, in the judgement of the Headteacher it is appropriate to permanently exclude a student for a first or 'one off' offence. These might include:

- a) Serious actual or threatened violence against another student or member of staff
- b) Sexual abuse or assault
- c) Serious bullying including cyber-bullying
- d) Being in possession of an illegal substance and / or supplying an illegal substance
- e) Carrying an offensive weapon

Again this is not an exhaustive list and there may be other examples of behaviour where the Headteacher judges that a permanent exclusion is an appropriate sanction for a first or 'one off' offence.

The School operates a 'zero tolerance' approach to the carrying of offensive weapons and the carrying and supplying of illegal substances. This is communicated clearly to students in assemblies and the Student Planner.

Any student who brings an offensive weapon or a banned item onto site, or who brings and/or supplies an illegal substance on site will be permanently excluded. A student who is found in possession of these items on site also runs the risk of permanent exclusion.

The Headteacher will meet with the parents and student before reaching a decision to permanently exclude a student. Under normal circumstances, a student will be excluded for a fixed-term before the decision is made to permanently exclude.

6.7 Governors Exclusions Committee

The Governors have the responsibility for reviewing decisions made in relation to exclusions. Level two or Level three exclusions will involve governors as part of the process. Level 1 exclusions will be monitored and reviewed throughout the year.

The Exclusions Committee of the Governing Body will automatically review any exclusion which results in a student being excluded for more than 15 school days in any one term, or any permanent exclusion.

Parents / carers have the right to appeal the decision to exclude their son / daughter. Full details of how these meetings operate can be found in the GLT Exclusions Procedure and also within the DfE Guidance (2012)

6.7.1 Review of Level 1 Exclusions (fewer than 15 days)

A parent / carer may request that the Exclusions Committee review the process within 50 school days of receiving notice of the exclusion. The request should be made in writing and should set out the question(s) which they wish the Exclusions Committee to consider. The committee will respond in writing within 15 school days.

6.7.2 Review of Level 2 Exclusions (greater than 15 days)

Headteacher meets with parents to discuss exclusion.

Exclusions Committee meets to review the exclusion within 15 days of receiving notice of the exclusion.

6.7.1 Review of Level 3 Exclusions (permanent)

Student is given initial fixed term exclusion and a full investigation is carried out by an investigating officer. The student and their parents will be given an opportunity to meet with the investigating officer to give their version of events and to hear any evidence against them.

The investigating officer presents their findings to the Headteacher. The Headteacher meets with parents/carers to discuss his decision having completed the process fully and having consulted with others including an S.E.N. expert if appropriate. If the decision is to re-instate then the student will return immediately. If the decision is made to permanently exclude the student, parents / carers will be informed by the Headteacher both verbally and in writing.

Following the Headteacher's decision to permanently exclude, the Exclusions Committee meets to review the decision within 15 school days of receiving notice of the exclusion. If the Exclusions Committee upholds the Headteacher's decision to permanently exclude, parents / carers may appeal to an Independent Review Panel. In addition, the Headteacher must consult with the Managing Director of The Greenshaw trust (or his/her nominated Deputy as delegated) before the decision is implemented.

An Independent Review Panel will consist of 3 people and will be chaired by a lay member and two other independent members, one with governance experience; the other with Headship experience. This panel will decide whether to uphold the decision to exclude a student.

The Independent Review Panel can either uphold the decision to exclude the student or recommend that the Academy reconsiders the matter. They cannot, however, direct the reinstatement of the student.

6.8 Informing Parents / Carers

Following any decision to exclude, the Headteacher must inform parents / carers putting the decision to exclude in writing and stating the date the exclusion takes effect.

The letter must explain:

- The circumstances leading up to the decision to exclude;
- Why the Headteacher decided to exclude the student and if relevant, what steps were taken to try and avoid the exclusion; details of any relevant previous warnings, fixed period exclusions or other disciplinary measures taken before the present incident;
- The arrangements for enabling the student to continue his/her education, including setting and marking the student's work;
- The parents' right to see and have a copy of their child's record;
- The parents' responsibilities to ensure their child is not in a public place in school hours during the first five days of an exclusion.
- If the exclusion is for a fixed period, the letter will also state the length of the exclusion and the date and time the student should return to the school and the arrangements for the re-admission interview at the end of the process so as to reintegrate the student.
- For Level 2 and Level 3 exclusions, the letter will also state the parents' right to appeal to the Independent Appeals Panel and the appropriate mechanism for that to happen as well as the fact that governors will meet to review the decision.
- For Level 1 exclusions, the letter will also state that if parents are concerned about the way in which the exclusion was managed, they may write to the Exclusions Committee to ask it to review the process. This may be done by just one member of the Committee. The Committee cannot overturn the decision to exclude but may put a note on file.
- The involvement, if appropriate, of S.E.N. expert advice.

7. Interventions

For a student to require a behaviour intervention programme, they will have:

1. Had 3 OSPs within a term, or
2. Had 3 Fixed Term Exclusions.

The following table summarises our intervention programme:

Level	Support	Staff involved
Level One: Three occasions in OSP	One day FTE and return to Head of Year (HOY) report for four to six weeks.	HoY OSP staff Inclusion Manager Deputy Head
Level 2: Six occasions in OSP or three FTE or No improvements from level 1.	SLT Report Governors/Headteachers warning, Parents and student to sign the engagement agreement upon receipt of the warning from a member of Senior Leadership Team	OSP staff Inclusion Manager Deputy Head Headteacher
Level 3: No improvement from level 2	Pastoral Support Plan Alternative Learning Provision (ALP) Managed Move Permanent Exclusion is discussed	Inclusion Manager Deputy Head SENCO Headteacher
Level 4:	Student/parents are offered the option to move school	SLT Inclusion Manager

No improvement from level 3 and persistent disruption continue.	under the fair access protocol or a Permanent Exclusion is actioned and a Governor Exclusion Committee is convened	SENCO Headteacher Governor Exclusions Committee
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Appendix A: Additions to Behaviour Policy during COVID-19 Pandemic

1 Scope of existing rules

All normal rules will continue to apply. In particular, disruptive behaviour will still result in a student being removed from a lesson, and detentions will continue to run. The following provisions are therefore additions, and not replacements:

2 Rules relating to infection control

The school will expect students to follow additional rules which are intended to prevent any risk of infection transmission. If students do not follow these rules, they will be sent home immediately.

Examples of unsafe behaviour include, but are not limited to, the following:

- Refusing to sit in designated seat
- Refusing to follow any instructions relating to social distancing from either staff or students
- Refusing to wash hands when directed to do so
- Leaving a designated zone / entering another year group's zone without permission

3 Online Learning

In the event that the school reverts to online learning, students will still be expected to follow the school rules. In rare cases, the school may decide to withdraw students from online learning for a fixed period of time. Alternative work will be provided.

This may be appropriate, for example, where a student uses foul language when communicating to staff and students online.