



Rugeley School

Exclusion

Local Procedures

Adopted: June 2015

Reviewed: January 2021

Next Review: January 2023

Equal opportunities lie at the heart of all that we do at Rugeley. We are committed to ensuring that every member of the school community, whatever their disability, gender, sexual orientation, age, colour, ethnic origin, culture or religious belief is given the same chance as any other to access the services and support of our school.

Procedure for	Local Procedure		
Associated Priory policy	Exclusions	Number	ECS 37 V02
Setting: Rugeley School	Head Teacher Lisa Price	Signature	
Quality Assured by :	K Bridon Operations Director	Signature	
Issue date	01/2021	Review date	01/2023

1. Rationale

Rugeley School believes in the concept of lifelong learning and the notion that learning should be a rewarding and enjoyable experience for all students. Through effective teaching we aspire to equip our young people with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their lives. We believe that appropriate teaching and learning experiences help students to lead happy and rewarding lives. Our mission statement aspires:

‘Making every second count!’

‘Through a personalised curriculum delivered in a structured learning environment underpinned by physical exercise and a multisensory approach, Rugeley School respects young people with autism and prepares them to be as happy and independent as possible’

Rugeley School aims to provide a caring, supportive and stimulating environment where high quality teaching leads to excellent outcomes for all our young people. Teachers at Rugeley School are expected to conform to the standards set within national government Teachers Standards.

We expect all our staff to deliver high quality, stimulating and dynamic lessons, where all our young people are supported and challenged to make good progress in their learning.

We aspire to collaborative work with the two Children’s Homes associated with our site, Mayfield and The Crescent. Teachers and care staff work closely together to promote a seamless approach to agreeing, implementing and reviewing our young people’s individual outcomes. This helps each young person to apply what they learn in lessons to their everyday lives.

2. Aims

The aims of this policy are underpinned by reference to a set of basic principles:

- To advance the education of all our young people through a personalised structured learning environment underpinned by physical exercise and incorporating a multisensory approach.
- To ensure that the curriculum is student centred, inclusive, informed, structured and relevant to meet the needs of all our young people.
- Learning will be incrementally structured in ways that enable all young people to have the opportunity to build on what they already know and to generalise this, and what they need to make progress in, in order to overcome barriers to their learning and to take ownership of it.
- To promote a personalised, differentiated curriculum for all which is responsive to the particular (and changing) needs of our individual young people.
- To meet individual's needs through a range of Specialist Therapy Services.
- To create an inclusive curriculum with links to external accreditation which recognises our young people's, participation and achievements.
- To recognise the individual needs and talents of each young person and to facilitate development of their intellectual, moral, physical, social, spiritual and creative capacities.
- To develop within each young person a respect for British Values at a level appropriate to their needs.
- To oppose racism, bias, stereotyping and all other forms of discrimination by challenging discrimination wherever it is found in line with the Equality Act 2010.
- To promote a caring and stimulating environment that gives positive encouragement to all, and which recognises and values the contributions of all its members equally.
- To ensure IEP's are infused into all aspects of provision as appropriate to the needs of our young people.
- To use formative and summative assessment criteria to ensure all young people achieve their outcomes.
- To set achievable but challenging targets that promote an ethos of continual improvement.
- To measure, assess and record the progress of each student in a systematic way, enabling us to ensure that each young person achieves his or her highest possible outcome for the future.
- To encourage confidence, high self-esteem, independence and mutual respect.
- To foster an environment that values the voice and views of all our young people through establishment of our school council meetings.
- To value the voice and views of all parents and carers, staff and other professionals attached to the school.

3. Context

This local procedure is drawn up in consideration of the Equality Act 2010 which protects individuals from discrimination and harassment based upon 'protected characteristics' the protected characteristics in respect of the young people, staff, parents & carers, visitors, placement students are:

- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Sex
- Sexual orientation
- Age

- Cultural and religious beliefs

Equality of opportunity at Rugeley School means providing equality and excellence for all in order to promote the highest possible standards. Equality of opportunity applies to all members of the school community; pupils, staff, governors, parents and carers and community members.

The school applies the following principles:

- Commitment to equality of opportunity for all.
- Recognition that every young person should be equipped with the knowledge and skills they need to participate in a diverse society and world.
- To meet the diverse needs of our young people.
- To ensure that an inclusive ethos is established and maintained.
- To respect and value linguistic, cultural and religious diversity in the community.
- To ensure that equality is an integral part of planning and decision making within the school.

4. Leadership, Management and Governance

- All Rugeley school policies reflect our commitment to equal opportunities.
- The Governors and Senior Leadership Team set a clear ethos, which reflects commitment to equality for all members of our school community.
- Rugeley School promotes positive and proactive approaches to valuing and respecting diversity.
- Our Senior Leadership team work in partnership with others to promote equality of opportunity, oppose all forms of oppressive behaviour, prejudice and discrimination.
- The teaching and curriculum development are monitored to ensure high expectations of pupils and appropriate breadth of content in relation to school and the wider community.
- At Rugeley School, a three year accessibility plan is maintained to ensure all reasonable adjustments have been made to the building, resources and the curriculum to meet individual needs and enable equal access to our education provision.

5. Exclusions

Exclusions may only be agreed by the Headteacher, and must in every case be given approval by the Regional Operations Director, and in case of permanent exclusion the Regional Managing Director.

The decision to exclude is based on the outcome of a Meeting of an Exclusions Panel which consists of the Headteacher, Operations Director and the Senior Leadership team.

A young person may be excluded from Rugeley School for a *fixed term* or *permanently*

Exclusion from Rugeley School may be for the following reasons:

- Child Protection concerns
- Health and Safety concerns, where the behaviour of the young person has deteriorated or changed and is now likely to be a serious threat to other young people or staff
- The school can no longer guarantee the Health & Safety of the young person,

6. Notification of Exclusion

When excluding a young person either for a *fixed term* or *permanently*, Rugeley School will inform the following parties without delay and in writing of the exclusion and the reason for it; Parent(s), Carer(s), Funding Authority, Social Worker, Ofsted.

7. Fixed period exclusion – refer to Priory policy ECS 37 for time lines and expectations.

A fixed period exclusion of a young person from Rugeley School can be applied where the circumstances are serious enough to warrant a Permanent Exclusion, but the *Panel* feel that there are strategies or resources that could be put in place in order for the young person's placement to resume. In effect the fixed term exclusion gives all parties time to agree a strategy and/or resources, and put them in place.

In this instance a meeting will be convened between all parties within 2 weeks of the exclusion, to discuss possible strategies /resources and agree a date for re-admission.

Other School staff may be invited to this meeting, particularly those staff who have a wide and detailed knowledge of the young person and have liaised closely with their parent(s), carer(s) and Social Worker.

The young person may attend this meeting if they are able to understand its purpose.

The minutes of this meeting will be circulated to all parties.

8. Permanent Exclusions

A permanent exclusion of a young person from Rugeley School can be applied when the circumstances were serious enough that the *Panel* felt that it would not be tenable for that young person to continue their placement at Rugeley School.

Serious circumstances are considered to be when there is a serious risk to the health and safety of others or the young person themselves.

The school does not discriminate and exclude on the grounds of cultural diversity, ethnicity, religion, gender, ability, disability or age.

9. Appeals

In accordance with national guidance, appeals may be made in writing against decisions to exclude. The Regional Operations Director and Headteacher will consider such appeals.

There would be opportunity for the placing authority to appeal against the panel's decision at an *Appeals Meeting*. The parent(s), carer(s) and representative(s) should be present at this meeting. The young person may attend this meeting if they are able to understand its purpose.

This meeting should be held within 15 days of receiving an appeal for reinstatement. It should be chaired by the Independent Operations Director and attended by at least one other member of the *Exclusions Panel*. Other School staff may attend the meeting, particularly those staff, who have a wide

and detailed knowledge of the young person and have liaised closely with their parent(s), carer(s) and Social Worker.

10. Procedures for an Appeals Meeting

- i) An Independent Operations Director will act as the chairperson.
- ii) The secretary or representative for Rugeley School will be responsible for taking minutes of the meeting and for providing the subsequent written decision to parent(s), carer(s), Social Worker and the placing authority.
- iii) At the start of the meeting the chairperson should introduce all parties to each other, explaining to them that the purpose of the meeting.
- iv) The Headteacher should introduce the report of the circumstances leading to the decision to exclude.
- v) The parent(s) carer(s) and representative(s) may ask the Headteacher or Chairperson about the report or what has been said.
- vi) The Chairperson may ask questions of the parent(s), carer(s) and representative(s).
- vii) Summing up by the Headteacher.
- ix) Summing up by the parent(s), carer(s) and representatives.
- x) All parties other than members of the *Exclusions Panel* withdraw to enable the panel to determine, with reasons, whether to uphold the decision to permanently exclude the young person, or reinstate the young person.

NB At any stage the Chairperson may adjourn the meeting, either for a brief period or until a later date, provided that the same *Panel* members are present when the meeting is reconvened. The date for this meeting should, where possible, be held within 2 weeks of the initial exclusion meeting.

11. Considerations

Permanent and fixed term exclusions are serious decisions and the *Exclusions Panel* has to be satisfied that all other possibilities whereby the young person could remain at the school have been considered. e.g.:

- the feasibility of putting in extra support and the placing authority's ability to fund it
- seeking psychiatric input and the placing authority's ability to fund it
- seeking a medical assessment / medication and the placing authority's ability to fund it
- changing the staff working with the young person
- adapting the young person's curriculum and /or timetable

It is the overriding aim of Rugeley School to explore every possibility to support each young person to be able to maintain their placement, in order for them to benefit from the School's unique educational approach.

Safeguarding

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff, pupils, parents/carers, visitors and volunteers to share this commitment. A safer setting starts with safe individuals.