Suspension Policy			
Date	Review Date	Owner	Nominated Governor
October 2025	October 2027	Chris Baldry	Daniel Childerhouse (Chair)

SUSPENSION POLICY

This policy, which should be read in conjunction with the Relationships and Behaviour Policy, and deals with the policy and practice which informs the school's use of suspension.
Sometimes student behaviour may be so severe that fixed term suspension may be required. In these instances, the school will take all reasonable steps to avoid having to suspend and suspension will only be used as a last resort or where the student, staff or others may be at risk.

Policy aims:

- To realise the aim of reducing the need to use suspension as a sanction
- To ensure the safety and well-being of all members of the school community, and to maintain an appropriate educational environment in which all can learn and succeed
- To clarify the circumstances under which suspension may be used
- To clarify the procedure for excluding students

Introduction

The decision to suspend a student will be taken in the following circumstances:

(a) In response to a serious breach of the school's Relationship and Behaviour Policy;

(b) If allowing the student to remain in school would seriously harm the education or welfare of the student or others in the school.

Suspension is an extreme consequence and is only administered by a Senior Leader within the school.
Suspension may be used for any of the following, all of which constitute examples of unacceptable conduct, and are infringements of the school's Relationship and Behaviour Policy:

- Physical abuse to/attack Staff
- Physical abuse to/attack other students
- Indecent behaviour
- Serious damage to property
- Misuse of illegal drugs
- Misuse of other substances
- Theft
- Serious actual or threatened violence against another student or a member of staff
- Sexual abuse or assault
- Supplying an illegal drug
- Carrying an offensive weapon
- Arson
- Unacceptable behaviour which has previously been reported and for which School consequences and other interventions have not been successful in modifying the student's behaviour
- Misuse of technology i.e. mobile phones, cyberbullying etc.

This is not an exhaustive list and there may other situations where the Headteacher judges that a suspension is an appropriate sanction.

Suspension procedure

All suspensions are of a fixed term nature and are of short duration (usually between one and three days).
Following a decision to suspend a student parents are contacted immediately where possible. A letter will be sent by post giving details of the suspension and the date the suspension ends.
A return to school meeting (reintegration meeting) will be held following the expiry of the fixed term suspension and this will involve a member of the Senior Leadership Team.
During the course of a fixed term suspension where the student is to be at home, parents are advised that the student is not allowed on the school premises, and that daytime supervision is their responsibility, as parents/carers. The school will provide appropriate remote learning during this time to not disadvantage access to learning.

General factors the School considers before deciding to suspend

Before deciding whether to suspend a student for a fixed period Senior Leaders will:

- Ensure appropriate investigations have been carried out
- Consider all the evidence available to support the allegations, taking into account the Relationships and Behaviour Policy, Equality, Diversity and Inclusion Policy
- Allow the student to give her/his version of events
- Check whether the incident may have been provoked for example by bullying or by racial or sexual harassment
- Check that the student will not be disadvantaged directly by missing exams

If the Head Teacher is satisfied that evidence is sufficient to conclude that the student did what he or she is alleged to have done, a fixed term suspension will be the outcome unless the Headteacher determines that a more appropriate course of action is in the best interests of the student, school and other parties to any incidents.

Exercise of discretion

In reaching a decision, Senior Leaders will always look at each case on its own merits. In considering the length of a fixed term suspension Senior Leaders will consider;

1. The gravity of the incident, or series of incidents, and whether it constitutes a serious breach of the school's Relationship and Behaviour Policy.
2. The effect of the student remaining in the school would have on the education and welfare of other students and staff.

Monitoring

Future Education will monitor all suspensions to ensure that

- They are used as an appropriate last resort where all other consequences have been ineffective
- The policy is not having a disproportionate effect on vulnerable groups (ethnic minorities, travellers etc.)
- To safeguard all staff and students at the school

Safeguarding

Where a student is suspended from school for a fixed term period, the school will undertake daily welfare phone calls home.
Future Education is dedicated to safeguarding the students and staff at the school. All staff follow the guidance of 'Keeping Children Safe in Education' and Future Education safeguarding policy.

Cessation

Cessation of placement is not a consequence of behaviour. However, where the school, having consulted with the Local Authority, parents/carers and other relevant external agencies, feels that it is not able to meet the complex needs of a student, cessation of placement will be considered in order that more appropriate provision for the student is sought.

Linked Policies

- Relationships and Behaviour
- Safeguarding
- Attendance

Headteacher:	Debbie Edwards	Date:	October 2025
Chari of Governing Body:	Daniel Childerhouse	Date:	October 2025