



Behaviour and Exclusions Policy

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1. Introduction

Educational excellence, discipline, mutual care and respect and community service are the foundations for our approaches to leading and managing learning and behaviour at the Academy.

We value and promote an inclusive culture where all students are rewarded and praised regularly, consistently and fairly and where staff take account of any barriers to learning which individual students need to overcome to achieve progress.

The Academy operates a firm but fair and just approach, applied rigorously, robustly and consistently; ensuring that disruptive behaviour by the few does not damage the achievements of the many. This creates a supportive environment which allows students to flourish.

The expectations we have of our young people are set out in our student pledge, which was written by our young people and is agreed by them with their parents/carers.

The Academy will do everything possible to ensure every student succeeds; we will take tough decisions where these are needed to safeguard the learning and wellbeing of our students and in keeping with the clear expectations set out in our policies and procedures.

2. Aims

1. To recognise, reward and celebrate good behaviour.
2. To marginalise poor behaviour by promoting good behaviour.
3. To be seen to be fair and consistent in behaviour management by students, parents/carers and staff.
4. To support students who struggle to manage their own behaviour.
5. To identify any undiagnosed or underlying needs for students who struggle to self-regulate.
6. To provide targeted support for the most vulnerable students within the school and, where required, referring them to additional support.
7. To involve students, parents/carers, staff and governors in the creation and implementation of a consistent approach to the management and improvement of behaviour.

3. Roles and responsibilities

Promoting positive behaviour is the responsibility of the Academy community as a whole. We will hold all individuals, students and staff to account for their behaviour and their contribution to the areas for which they are responsible.

Specific roles and responsibilities include:

- **The Local Governing Body and Principal** define the principles that underly the behaviour policy and are responsible for the operation of the policy and establishing procedures that encourage positive behaviour, discourage bullying and promote respect, diversity and equality;
- **The Senior Leader** with responsibility for behaviour monitoring all aspects of the school's behaviour policy and its application, to promote equality for all students;
- **The Senior Leadership Team** ensuring they are visible around school and known to students across school; actively seeking out students for praise and recognition, demonstrating a genuine care and respect for students;
- **The Special Educational Needs and Disabilities Co-ordinator (SENDCO)** ensuring that students are screened for special educational needs and/or disabilities and signposted to support where referrals meet thresholds;
- **The Heads of Year, Assistant Heads of Year and team of Form Tutors** creating a year team where each student feels a sense of responsibility for helping and supporting others and promoting excellent performance;

All staff ensuring:

- that they treat students with unconditional positive regard, compassionate consistency and a de-escalation mindset;
- that the policy is consistently and fairly applied to all;
- that students are taught and retaught the behaviours expected of them;
- that high standards of behaviour are modelled and actively promoted at all times;
- that good behaviour is recognised and praised;
- that poor behaviour is challenged and appropriate sanctions implemented.

All students in demonstrating outstanding behaviour which exemplifies the Student Pledge.

Parents/carers taking responsibility for their child's behaviour inside and outside school, working in partnership with the school to maintain high standards of behaviour.

3.1 Staff Induction, development and support

Senior Leaders have the responsibility to provide all staff with the appropriate and timely continued professional development on behaviour. This includes sharing key information from the behaviour policy, key updates on behaviour procedures and practical classroom behaviour management strategies.

4. Managing behaviour through rewards

4.1 Praise

At Farnborough Spencer Academy the most effective reward is that which is immediate and delivered by a person who has a good relationship with the young person. For example, a simple 'well done' can have a huge impact.

When developing relationships with young people, good practice is to have positive interactions and ensure rewards outweigh the negative.

The simplest and most effective reward that our students can have is praise. In order for praise to be most effective it needs to be:

- specific and linked to an achievement or action of merit;
- sincere and genuinely expressed with appropriate language and tone;
- personalised through the use of the student's name;
- consistently used in all lessons as a part of our teaching;
- discreet and private at times when appropriate.

Within the established positive learning environment, students should expect to receive regular praise from the adults in school for notably good behaviour.

Strategies used include:

- regular verbal praise and encouragement, specifically focusing on personal gains by individuals;
- non-verbal praise - e.g. thumbs up, positive facial expressions;
- acknowledgement of good work and instant recognition for good homework produced;
- encouraging staff to praise identified individuals and sharing their work
- displaying students' work around the learning environment as positive exemplars.

Praise should also be addressed to parents/carers through a telephone call or a postcard home, which in turn will promote a positive working relationship with the family.

4.2 Achievement and Behaviour Points

Students will be rewarded with achievement points each time they demonstrate outstanding behaviour that exemplifies the Student Pledge. Students will be sanctioned with behaviour points each time they fail to meet the Academy Expectations through poor behaviour.

4.3 Rewards

Daily rewards

- Each teacher will praise students for following the Student Pledge. Achievement points will be awarded to students for demonstrating these behaviours throughout the day.

Weekly rewards

- Positive postcards will be sent home by the Head of Year acknowledging when a student has reached the following Achievement Point thresholds: 50, 100, 150, 200 etc.
- The top 10 students with the highest number of achievement points in each year group will receive a positive text message home at the end of the week.

- The top 5 students with the most achievement points in each year group will receive a lunch pass which enables them (and a friend) to skip the lunch queue on a chosen day the next week.

Half-termly rewards

- All faculties will identify one student for outstanding work ethic per year group for the half term. The student will be presented with an outstanding achievement certificate in a special half termly assembly. A letter to the student's parents/carers will also be sent home congratulating their child for the achievement.
- All subject teachers will identify one student for outstanding achievement per year group for the half term. The student will be presented with an outstanding achievement certificate in a special half termly assembly. A letter to the student's parents/carers will also be sent home congratulating their child for the achievement.
- Students with 100% attendance each half term will be awarded with a certificate in a special assembly. A letter to the student's parents/carers will also be sent home congratulating their child for the achievement.

Students who meet the Academy attendance target over the course of a term will be awarded with a certificate in a rewards assembly. A letter to the student's parents/carers will also be sent home congratulating their child for the achievement.

Tutor group rewards

- At the end of each term, HOY will run tutor group rewards. This will include an attendance prize for the top attending tutor group for the term.
- Throughout the term, HOY way also run competitions between tutor groups to recognise achievement or tutor group improvement.

5. Classroom expectations

5.1 Rationale

1. Every student has the right to learn without disruption.
2. Teachers have the right to teach without disruption.
3. Students are either in lessons learning or they are not.
4. Students who require additional support to self-regulate receive support quickly.

5.2 Creating a positive climate of learning

- Teachers and support staff will circulate around the room as often as is practical to assertively monitor students' work and be in proximity to higher needs students at key points during the lesson.

- The highest expectations are plainly communicated through positive “What to Do” directions and corrections that are specific, concrete, observable and sequential. There is no ambiguity. Classroom routines are rigorous, well-rehearsed and habitual for all.
- Staff must make eye contact, use privately understood signals – a shake of the head, finger to mouth and other “Least Invasive Corrections” to avoid disruption. Staff will let the student know that the behaviour has been observed and narrate the expectations.
- Directive questions should be used regularly to involve as many students as possible. For example, sometimes simply directing a question at a particular student is enough to get them back on task. Activity or pace of the lesson should be regularly changed.
- Off-task behaviour is corrected swiftly and privately to reduce the disruption to the learning environment. As a guiding principle, teachers should aim to ‘Praise in Public’ and ‘Reprimand in Private’.

5.3 Expectations of teachers

- Teachers check that equipment ready at the start of the lesson. Precious learning time should not be lost organising basic equipment.
- Teachers are outside classrooms, on time greeting students as they enter the classroom.
- Good order must be established straightaway. There are clear routines for putting bags, coats etc. away, having books out ready to start. There is an established routine where there is a retrieval task for the students to complete in silence on entry.
- Teachers embed routines and procedures to secure an excellent classroom culture by spending time teaching the routines explicitly.
- There are class seating plans to maximise student progress during the lesson.
- All teachers take pride in their classroom. They ensure the environment is litter free, tidy and organised.
- Teachers are expected to display and model behaviour and achievement expectations every lesson.
- Teachers ensure students’ work is presented in line with the “Proud” system.
- Students are praised and commended through the rewards system.
- At the end of the lesson, teachers ensure students place their chairs under their desks. They dismiss the class in an orderly fashion.

6. Disruptive behaviours

Students who display disruptive behaviours are to be given a C1 first chance to rectify their behaviour. If they fail a second time they are issued with a C2 final chance. If they persist and disrupt learning on a 3rd occasion. They are given a C3 sanction and “On Call” will remove the student from the lesson. If a student exhibits more serious behaviour that means the lesson is not able to continue, then the member of staff should issue an immediate “On Call”. (see Section 8 – sanctions).

Examples of disruptive / unacceptable classroom behaviours requiring teacher intervention. Please note that this list is not exhaustive and colleagues will use their professional judgement if required

- Talking over a member staff
- Failing to get on with work promptly
- Talking during a knowledge retrieval
- Calling out
- Disrespectful language towards student or staff
- Disrupting learning
- Moving around the classroom without reason
- Poor attitude or effort towards work

6.1 Dealing with disruptive behaviours

- Non-verbal signals are used that do not interrupt the flow of the lesson.
- A strategy of private, rather than public, reprimands are used. It is less disruptive to the lesson and less likely to provoke an aggressive response.
- The teacher uses statements to correct misbehaviour: 'We don't talk when other members of the class are speaking'
- Threats of reprimands are followed through. The inevitability of a sanction is crucial.
- Whole-class punishment is not used for the misdemeanours of individuals.
- Reprimands are clear and firm in a neutral tone. Teachers avoid bargaining with students.
- Teachers and leaders make reasonable adjustments, where necessary, to support learners to meet our expectations.
- Staff will guide and support students to enable them to meet the high standards of behaviour.

7. Additional behaviour guidance

7.1 Mobile Phones

In line with all other academies in the Spencer Academies Trust, Farnborough Spencer Academy does not permit mobile phones. Mobile phones can be used to seriously undermine school standards and the safety and welfare interests of our students. As a result of this the school has a responsibility to regulate the use of phones on the school site.

Mobile phones can be brought into school, but must remain turned off in student's bag for the duration of the school day, including break time, lunch time and after school until off the school site.

If phones are seen the school will take the following action:

- The member of staff will ask the student to hand over the phone immediately.

- The phone will be taken to main reception, placed in an envelope and logged.
- The phone will be returned to the student at the end of the day, if the student has not had their phone confiscated on a 3rd occasion.
- On the 3rd occasion that term. Reception will contact home and arrange for the phone to be collected by a parent.
- Any student refusing to hand over a phone will be taken to withdrawal and parents contacted.

7.2 Out of classroom behaviour

If a student displays any disruptive behaviour in and around the Academy at social times, the member of staff on duty will report the behaviour to the students HOY. The HOY will then issue a C3 sanction with an associated same day 60-minute detention. If the behaviour is of a serious nature they will be removed from social time and placed into seclusion whilst the incident is investigated by their HOY.

7.3 Behaviour on the corridors

Students are expected to remain quiet and behave calmly as they move around the Academy. Students walk on the left-hand side of the corridor following the one-way system. Students will make their way without delay to their next lesson or social time. Any student not meeting these expectations will be issued a C3 corridor sanction with an associated same day 60-minute detention.

Staff will support behaviour on corridors by being a visible presence during lesson changeover moving out of their classroom. Staff not teaching will be on the corridor during changeover.

8. Recording rewards and sanctions

- All achievement points must be recorded on Synergy.
- The member of staff who awards the achievement point, is responsible for recording it on Synergy.
- The reason for the achievement point should be shown, selecting the appropriate category from the list on Synergy.
- All behaviour points must be recorded on Synergy by 3.30pm.
- The member of staff who issues a C2 or C3 to the student will be responsible for writing the appropriate description of the disruptive behaviour.

9. Sanctions

9.1 C3 on call – lesson support

- When a student has been issued a C3 they will be withdrawn and taken to their HOY office.
- Students will be issued with a same day 60-minute detention.

- Staff will use Lesson Support on Synergy to alert on call staff that a C3 has been issued, even if this happens at the end of a lesson. The member of staff must record this immediately, to alert the member of staff on call that a student requires collecting.
- On call staff will collect the student and take them to the relevant HOY office. HOY will facilitate the next steps for the student being withdrawn and support the student to reintegrate them back into mainstream lessons where this is appropriate.
- HOY and pastoral staff will play a proactive role in “resetting” the student for the remainder of the day and help them to reflect on their behaviours, helping to prevent any repeat of poor conduct.
- Depending on the nature of the incident a student’s behaviour may not be deemed appropriate to return to lessons. The student will remain in withdrawal for the rest of the day and further escalation along the behaviour pathway will be agreed by their HOY and SLT.

9.2 The inclusion Centre

If a student demonstrates poor behaviour choices then they will spend time in the Inclusion Centre. Bespoke support will be provided for students presenting with Social, Emotional and Mental Health needs (SEMH), alongside other barriers to learning through a clear graduated response. While students attend the Inclusion Centre, they will complete tailored reintegration packages alongside their normal curriculum in one of the following settings:

9.2.1 Seclusion

- Seclusion will be issued for students who have displayed behaviours that breach the Academy's behaviour policy where, in the judgement of the Academy, this behaviour cannot be dealt with through the issuing of a C3.
- Seclusion can be issued for 1 day. Where the severity of the incident is deemed to be “serious” after a thorough investigation, it may be more appropriate to use a Suspension or Permanent Exclusion. We may also use the Student Development Centre.
- Students will attend the Seclusion Room from 8.30am until 3pm with parents informed of the sanction.
- Students who turn up after 8.30am but before 9am (late) will be issued a C3 detention and must stay until 4pm.
- Students who receive 3 ‘chances’ (C1, C2, C3) throughout the day will be issued a C3 detention and must stay until 4pm.
- Students whose behaviour doesn’t improve after 3 ‘chances’ will be removed from seclusion, suspended and must resit the full day of seclusion following a reintegration meeting.

9.2.2 The Student Development Centre (SDC)

A short term intervention of 1 to 5 days, used as an alternative to suspension or an opportunity for a young person to have a reset. The provision will aim to allow the students to reflect

on what went wrong and provide them with a toolkit of strategies to avoid similar scenarios in the future through

- Supported reflection.
- Emotion Coaching.
- Identify and understand their own feelings.
- The development of self-regulation.

9.2.3 The Student Learning Centre (SLC)

A six week intervention which aims to support students, for whom behaviour presents as extremely challenging or disruptive, to be able to emotionally regulate through providing them the skills to:

- Identify and understand their own feelings.
- Accurately read and comprehend emotional states in others.
- Manage strong emotions and their expression in a constructive manner.
- Regulate their own behaviour.
- Establish and sustain relationships.

If a student's behaviour doesn't improve, following use of these interventions then the following options may be considered based on individual assessment:

- Suspensions
- Permanent Exclusion
- Managed Move
- External Alternative Provision.

9.3 Managed Move

- A Managed Move will be considered for a student at risk of Suspension, where appropriate.
- A Managed Move involves the transfer of a student who may be at risk of exclusion or Suspension to another school.
- This is voluntary and can only be triggered if there is agreement from both schools and the parent/carer. This is usually arranged via the Fair Access Protocol.

9.4 External Alternative Provision

- In exceptional circumstances, leaders, in consultation with parents/carers, may decide it is in the best interests of the student to access alternative provision. Often, this may be seen as the final preventative measure to avoid a Permanent Exclusion. The Academy is able to direct a child to Alternative Provision.
- Leaders will ensure students receive a positive experience when accessing Alternative Provision. They will:
 - check the external provider is registered;

- check safeguarding arrangements to ensure students are safe and feel safe;
- monitor students' attendance each day;
- speak with staff and students regularly to check the provision is making a positive difference pastorally and academically. Leaders will intervene swiftly when this is not the case;
- monitor students' academic performance and immediate action if a student is falling behind;
- consider if reintegration back into the mainstream is appropriate. If so, leaders will put in place a robust reintegration package.
- If a student fails their placement at alternative provision as a result of poor behaviour, they will attend a meeting with the Principal to discuss the next steps. This is organised by the senior leader responsible for inclusion. In this instance, the next steps may include:
 - an alternative placement;
 - Permanent Exclusion.

9.5 Assessing the severity of behaviour in determining sanctions

Examples of types of behaviour that might result in Seclusion, Inclusion Centre support, or, depending on severity, a Suspension or Permanent Exclusion (see below for more)

- Failure to attend a detention
- Walking away from a member of staff
- Rude or defiant behaviour
- 2x C3 in a day
- Persistent lateness
- Breach of uniform policy
- Banned item
- Failing 1-day seclusion
- Swearing at staff
- Physical altercation with a student
- Misuse of social media
- Smoking/vaping on site
- Bringing the school into disrepute
- Bullying
- Truancy

Following investigation, the Academy may judge that an incident is more severe. In making judgements about the severity of an offence, the School will consider incidents which:

- Bring danger, threat or intimidation to self or others.
- Are judged to seriously undermine the standards upon which the school ethos is based or to bring the reputation of the school into disrepute.
- Involve repeated disruption, defiance or rudeness.

- Cause serious deliberate damage.

Where an incident is judged to be more severe or serious, the Academy will apply a Fixed Term or, as a last resort, Permanent Exclusion.

Before issuing any serious sanction, the academy will determine whether reasonable adjustments need to be made to the type, severity and length of the sanction depending on the individual needs of the student.

10. Permanent Exclusions and Suspensions

All exclusions and Suspensions will be made in line with government guidance. Farnborough Spencer Academy has due regard for the implications of the following when making these decisions:

- DfE – Exclusion from maintained schools, academies and student referral units;
- DfE – Behaviour and Discipline in Schools;
- The Disability and Discrimination Act;
- Equality Act 2010;
- Keeping Children Safe in Education;
- Code of Practice for Special Educational Needs;
- The Children’s Act (with particular reference to children in the Care of the Local Authority).

The decision to exclude or suspend will be:

- lawful;
- rational;
- reasonable;
- fair;
- proportionate.

The Principal will exclude or suspend from school only on disciplinary grounds. In their absence, the Vice Principal or Assistant Principal will carry out this function.

It is unlawful to exclude or suspend on non-disciplinary grounds such as:

- academic attainment/ability;
- actions of a parent/carer;
- failure of a student/parent to meet specific conditions, such as, non-attendance at a reintegration meeting following an exclusion.

A full and detailed investigation will be undertaken prior to a decision to exclude or suspend. A record of all written statements, including physical evidence, where appropriate will be retained for disclosure in the event that it is required.

In deciding whether to exclude or suspend, the Principal will consider contributing factors resulting in poor behaviour, for example, bereavement, mental health issues, special educational needs or bullying.

In accordance with the DfE Guidance, where a student is at risk of exclusion or Suspension, the school will explore early intervention to address the underlying causes of student behaviour. This may include:

- an assessment of whether appropriate support is in place to support any special educational needs or disability that a student may have;
- the use of a multi - agency assessment for students who demonstrate persistent disruptive behaviour;
- an assessment and possible placement within an ISIC.

Prior to a decision to permanently exclude a student, the Principal should seek advice and guidance from the Spencer Academies Trust.

10.1 Serious breaches of the Academy's behaviour policy

Examples of behaviours that might be considered serious breaches of the Academy's behaviour policy and may result in a Permanent Exclusion or Suspension. This is because allowing the student to remain in school may seriously harm the education or welfare of the student or others in school. This list is not exhaustive.

- Physical aggression or assault.
- Possession of illegal substances or offensive weapons.
- Persistent bullying or sexual/racial/homophobic harassment.
- Use of extremely obscene or defiant language.
- Bringing dangerous (including inflammable or explosive) materials on the site.
- Bringing any banned or prohibited item onto the school site.
- Pre-meditated vandalism.
- Persistent and serious misdemeanours which continue in a defiant manner despite warnings and support.
- Causing local residents to object to the behaviour of our students.
- Bringing the Academy into disrepute.
- Malicious allegations against staff.
- Misuse of social media.

10.2 Suspension

A Suspension is for a specific period of time. A student may be suspended for one or more fixed periods, up to a maximum of 45 school days in one academic year. A Suspension does not have to be for a continuous period.

The law does not allow for extending a Suspension or converting into a Permanent Exclusion. Where further evidence comes to light, it is possible to issue a further Suspension or a Permanent Exclusion.

A Suspension can be issued for children whose behaviour is disruptive during lunch - time. Such a Suspension is counted as a half day Suspension.

The behaviour of a student outside the Academy premises can be considered grounds for a Suspension.

The following will be informed about the decision:

- the Local Authority in which the child resides and Nottingham City Council.
- the Local Governing Body immediately where a meeting is required or each term where a meeting is not required.

10.3 Permanent Exclusion

Permanent Exclusion is a sanction of last resort and will be used sparingly. Prior to a decision to permanently exclude a student, the Principal will seek advice and guidance from Spencer Academies Trust.

A decision to permanently exclude should only be taken "In response to a serious breach or persistent breaches of the school's behaviour policy, and where allowing the student to remain in school would seriously harm the education or welfare of the student or others in school."

The following will immediately be informed about the decision:

- the Local Authority in which the child resides and the Local Authority in which the school is located if different;
- the Local Governing Body; and
- the Trust's Admissions and Exclusions Team.

10.4 Education for excluded students

For Suspensions of more than 5 school days, the School will arrange suitable full-time education from the sixth day of the Suspension.

For permanent exclusions, the home Local Authority will arrange suitable full-time education from the sixth day of the exclusion.

10.5 Procedures for excluding a student

The school will notify parents/carers immediately by telephone or face to face, if possible, of the decision to exclude. The decision will be communicated in writing without delay.

The exclusion letter will note the following:

- whether the sanction is a Suspension or Permanent Exclusion;

- the duration of the Suspension if it is for a fixed period;
- reasons for the Suspension or Permanent Exclusion;
- the right to make representation to the Local Governing Body and how the student may be involved with this;
- contact details for making representations to the Local Governing Body and where there is a legal requirement for the Local Governing Body to meet, that parents/carers have a right to attend the meeting, to be represented at the meeting and to bring a friend;
- arrangements made by the school for the student's education for first 5 days of the exclusion including setting and marking of work with parents/carers having responsibility for ensuring work sent home is completed by student and returned to school;
- where alternative provision is arranged, information about this provision will be included in this letter or in a follow up correspondence but no later than 48 hours before the start of the provision;
- dates the excluded student must not be present in a public place during school hours; and sources for free and impartial advice.

10.6 Local Governing Body

The Local Governing Body will review the following exclusions and Suspensions for reinstatement within 15 school days of receiving notification of the exclusion:

- Permanent Exclusion;
- Suspension resulting in bringing the total number of Suspensions to more than 15 school days in a term;
- Suspension that will result in the student missing a public exam or national test.

Where parental representations are received for a child who is Suspended for more than 5 school days but less than 15 school days in a term, the Local Governing Body will consider reinstatement within 50 school days, even though it may not affect the actual Suspension, as the child will already have served the Suspension. Where a decision to reinstate is made, the child's records can be amended.

Where parents/carers have a right to attend the meeting, arrangements will be made to ensure that at least 5 school days prior to the meeting, all the documents that the Principal will present at the Local Governing Body meeting are provided to all parties.

The meeting of the Local Governing Body will be clerked by the Trust's Governance Team. In accordance with the policy of the Trust, staff governors will not sit in on the Local Governing Body meeting to consider the exclusion.

The clerk will inform parents/carers, Principal and Local Authority of the outcome of the meeting.

10.7 Independent review panel

For Permanent Exclusions, where the Local Governing Body decides not to reinstate the student, parents/carers will be advised of their right to request the independent review panel to review the decision.

The letter from the clerk will note the following information:

- date by which the application for review must be made (25 school days from receiving notification of the decision not to reinstate);
- where and to whom the application for a review including any written evidence must be submitted;
- the grounds upon which a review is made. Where appropriate, this should include a reference to how a student's special educational needs are considered relevant to the exclusion;
- a statement that, regardless of whether the excluded student has recognised SEN, parents/carers have a right to request the attendance of a SEN expert to advise the independent review panel;
- details of the role of the SEN expert;
- a statement that parents/carers can bring a friend or representative at the meeting;
- sources of free and impartial advice.

Following receipt of an application for review, the relevant authority will arrange for the independent review panel to be constituted in accordance with DfE guidance. The meeting will take place within 25 school days of receipt of an application requesting a review. All parties will receive 5 school days' notice of the hearing and be sent all the necessary documents.

The role of the independent review panel is to review the Local Governing Body's decision not to reinstate a permanently excluded student. In reviewing the decision, the panel will consider the interests and circumstances of the excluded student, including the circumstances of the exclusion, and have regard to the interests of others at the school.

The independent review panel can decide the following:

- uphold the exclusion;
- recommend that the local governing body reconsiders the decision; or
- quash the decision and direct that local governing body considers the exclusion again.

The independent review panel clerk will immediately notify the decision of the panel to the Local Authority, parents/carers and the Local Governing Body.

11. Use of reasonable force

Members of staff have the power to use reasonable force to prevent students committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom.

The Principal and authorised staff may also use such force as is reasonable given the circumstances when conducting a search without consent for knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images or articles that have been or could be used to commit an offence or cause harm.

12. Powers of search and confiscation

The general power to discipline enables a member of staff to confiscate, retain or dispose of a student's property as a punishment, so long as it is reasonable in the circumstances. 204. The school also holds the power to search without consent for "prohibited items" including:

- knives and weapons;
- alcohol;
- illegal drugs;
- stolen items;
- tobacco and cigarette papers;
- fireworks;
- pornographic images;
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property;
- any item banned by the school rules which has been identified in the rules as an item which may be searched for.
- weapons and knives and extreme pornography or child pornography will be handed over to the police, otherwise it is for the SLT to decide if and when to return a confiscated item. Full guidance can be found in the Trust's Powers of Search Policy.

13. Use of CCTV

CCTV is in operation in School for purposes of safeguarding. It may be used as evidence during investigations and other processes to ensure that all those who can give evidence of a particular issue can be identified and to consider the allegations made before the application of an appropriate sanction.

14. Linked policies

This policy should be read in conjunction with;

- Alternative Provision Policy
- Anti-Bullying Policy
- Attendance and Punctuality Policy
- Peer on Peer Abuse Policy
- Positive handling guidance
- Safeguarding and Child Protection Policy