

# Exclusion Policy

Teach Major is committed to maintaining a safe and inclusive environment for all children, and staff. This Exclusion Policy outlines our approach to managing situations where the exclusion of a child from our activities is deemed necessary. It is designed to be transparent, fair, and consistent, aligning with our overarching commitment to safeguarding and promoting positive learning experiences.

## **Purpose and Scope:**

**The primary objectives of this Exclusion Policy are:**

- To establish a clear framework for managing situations that may warrant the temporary exclusion of a child from Teach Major activities.
- To ensure the safety and well-being of all children and staff members.
- To maintain an environment conducive to learning and positive social interactions.

## **Vision and Commitment:**

Teach Major is committed to maintaining an inclusive and supportive environment that fosters positive learning experiences for all children. Exclusion is viewed as a last resort, implemented in exceptional circumstances to ensure the safety and well-being of the entire learning community.

## **Aims and Objectives:**

**Teach Major's objectives regarding exclusions are as follows:**

- To prioritise the safety and well-being of all children and staff members.
- To promote positive behaviour and social interactions among children.
- To provide clear guidance to staff, parents, and children regarding the circumstances under which exclusions may occur.
- To ensure that the process of exclusion is fair, transparent, and consistent.
- To work collaboratively with parents and carers to address behavioural concerns and support the child's positive development.

## **Types of Exclusion:**

**Teach Major recognises two types of exclusion:**

**Temporary Exclusion:** A short-term exclusion from Teach Major activities due to behavioural concerns. This exclusion aims to address immediate safety concerns and provide an opportunity for reflection and resolution.

**Permanent Exclusion:** A more severe measure considered only in exceptional circumstances where the continued presence of a child poses significant risks to the safety and well-being of others, and all alternative interventions have been exhausted.

## **Process of Exclusion:**

### **Temporary Exclusion:**

- **Incident Report:** When a behavioural incident occurs, the staff member involved will promptly complete an incident report, documenting relevant details.
- **Review by Senior Staff:** The incident report will be reviewed by senior staff members, including the Designated Safeguarding Lead (DSL), to assess the severity and determine the appropriate response.
- **Communication with Parents/Carers:** Parents or carers will be informed about the incident, the decision to temporarily exclude, and the expected duration of the exclusion.
- **Return Meeting:** A return meeting will be scheduled with parents, carers, and the child to discuss the incident, address concerns, and outline expectations for the child's return.

### **Permanent Exclusion:**

- **Thorough Investigation:** In cases where permanent exclusion is being considered, a thorough investigation will be conducted by senior staff members, involving discussions with relevant parties.
- **Review by Management:** The findings of the investigation will be reviewed by the management team, considering all relevant factors, including the child's history, the severity of the incident, and any mitigating circumstances.
- **Decision and Communication:** The decision to permanently exclude will be communicated to parents or carers in writing, outlining the reasons for the decision and the right to appeal.
- **Appeals Process:** Parents or carers have the right to appeal the decision. The appeals process will be conducted in accordance with Teach Major's Complaints Policy.
- **Support and Interventions:**

### **Continuous Review and Improvement:**

This Exclusion Policy will undergo regular reviews to ensure its effectiveness and relevance. Feedback from staff, parents, and other stakeholders will be considered in these reviews to continuously enhance our approach to exclusions.