

Path4

Exclusion Policy



1. Purpose

Path4 is committed to providing a safe, supportive and inclusive environment in which all learners can achieve their potential. This policy sets out the circumstances in which exclusion may be considered, and the procedures that will be followed to ensure that any exclusion is lawful, reasonable and fair.

Exclusion will only be used as a last resort and in response to serious breaches of Path4's behaviour expectations.

2. Scope

This policy applies to all learners enrolled at Path4 and should be read in conjunction with the Behaviour Policy, Safeguarding Policy, Equality Policy and Complaints Policy.

3. Principles

Path4 will ensure that:

- Exclusion is used only where necessary and proportionate.
- Decisions are made fairly, consistently and without discrimination.
- Learners and parents/carers are treated with dignity and respect.
- The Equality Act 2010 is fully considered in all decisions.
- Vulnerable learners, including those with SEND or EHCPs, are given appropriate consideration and support.

4. Types of Exclusion

Path4 may use the following types of exclusion:

4.1 Fixed-Term (Suspension)

A learner may be excluded for a specified period where a serious breach of behaviour has occurred. The length of suspension will reflect the severity of the incident.

4.2 Permanent Exclusion

Permanent exclusion will only be considered where:

- There has been a serious breach or persistent breaches of Path4's Behaviour Policy; and
- Allowing the learner to remain would seriously harm the education, welfare or safety of the learner or others.

Permanent exclusion is a last resort after all reasonable strategies and interventions have been considered.

5. Grounds for Exclusion

Examples of behaviour that may result in exclusion include (but are not limited to):

- Physical assault against a learner or member of staff
- Verbal abuse or threatening behaviour
- Bullying, including online bullying
- Racist, sexist, homophobic, transphobic or discriminatory behaviour
- Serious damage to property
- Possession or use of prohibited items (including drugs, alcohol or weapons)
- Persistent disruptive behaviour
- Behaviour that poses a safeguarding risk

Each case will be considered individually.

6. Procedures

6.1 Investigation

Before a decision is made, Path4 will:

- Conduct a fair and thorough investigation
- Take written statements where appropriate
- Consider the learner's version of events
- Review any relevant evidence

6.2 Decision Making

The decision to exclude will be made by the Head of Provision (or designated senior leader). The decision will take into account:

- The seriousness of the incident
- The learner's previous behaviour record
- Any mitigating factors
- SEND or additional needs
- Safeguarding considerations

7. Notification

Parents/carers (and referring authorities where appropriate) will be informed:

- Without delay, ideally by telephone
- In writing, stating the reason for exclusion
- Of the length of the exclusion
- Of their right to make representations or appeal (where applicable)

For permanent exclusions, details of the review process will be clearly explained.

8. During a Fixed-Term Exclusion

Path4 will:

- Set appropriate work for the learner to complete
- Provide reintegration support where necessary
- Arrange a reintegration meeting prior to return

Parents/carers are responsible for ensuring the learner is not present in a public place during provision hours during the first five days of exclusion unless there is reasonable justification.

9. Reintegration

Following a fixed-term exclusion, a reintegration meeting will be held with the learner and parents/carers to:

- Review the incident
- Agree expectations moving forward
- Identify any additional support required

A behaviour or support plan may be implemented where appropriate.

10. Permanent Exclusion and Next Steps

Where permanent exclusion is confirmed:

- The referring school, local authority or commissioning body will be informed
- Appropriate records will be maintained
- Support will be offered to facilitate transition where possible

11. Equality and Safeguarding

Path4 recognises that certain learners may be disproportionately affected by exclusion. We are committed to:

- Monitoring exclusion data
- Ensuring decisions do not discriminate
- Considering safeguarding risks and underlying needs
- Exploring alternative strategies before exclusion wherever possible

12. Monitoring and Review

This policy will be reviewed annually or sooner if required due to changes in legislation or guidance.

Policy Owner: Path4 Senior Leadership

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Review Date: Annually