



INSPIRE MULTI-ACADEMY TRUST

Exclusion Policy

Version	V2
Approved by:	Board of Trustees
Approval Date:	24/09/2025
Review Frequency:	Annually or as legislation requires

Inclusion – Improving education for everyone.

Integrity – We are consistently open, honest, ethical, and genuine.

Initiative – We have the courage to always seek a better way to a better future.

Involvement – We encourage our community to take ownership and responsibility.

Inspiration – We use our drive and commitment to energise, engage and inspire.

Revision Table

August 2025	Added points 4.1.1 and 4.1.2
	Added specificity to 7.2
	Added clarity about when a managed move can be used at 9.3
	Added point 10.3
	Clarity about when an online panel meeting may be used provided at 12.1

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Introduction

- 1.1 INMAT's exclusion policy aims to set out the process that will be followed and the additional considerations around suspensions and exclusions that INMAT will apply. Good behaviour and self-discipline lead to effective learning and help prepare children and young people for life beyond the school gate.
- 1.2 Where the [Name of School/s] approaches towards behaviour management have been exhausted, then suspensions and permanent exclusions will sometimes be necessary as a last resort. This is to ensure that other pupils and teaching staff are protected from disruption and can learn in safe, calm, and supportive environments.
- 1.3 The [Name of School] will always have regard to the Statutory Guidance on Suspensions and Exclusions (July 2022) when making decisions on suspensions and exclusions and will follow the law, as set out in the relevant School Discipline (Pupil Exclusions and Reviews) (England) Regulation 2012 (as amended).
- 1.4 This policy should be read in conjunction with the behaviour policy and the SEND policy for the [Name of School]

Application of policy

- 2.1 This policy applies to all INMAT schools. Each school within the Trust will apply suspensions and exclusions in accordance with this policy and ensure that its contents are relayed to all staff, parents, and pupils.

Types of exclusion

Suspensions and permanent exclusions are different:

- 3.1 Suspensions (previously called fixed-term exclusions) are where a pupil is prevented from attending the school for a fixed period. At the end of the period, they are expected to return to school following a reintegration meeting. A pupil may receive a maximum 45 days of suspension in an academic year before being permanently excluded.
- 3.2 Permanent exclusions are where, subject to a decision of the trust board to reinstate the pupil to the school, the pupil is prevented from attending the school again. A decision to permanently exclude will only be taken in response to a serious breach or persistent breaches of the school's behaviour policy; and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others such as staff or pupils in the school.

Roles and responsibilities

All INMAT schools are expected to follow this policy. Roles, responsibilities and expectations are set out in detail below.

The headteacher

- 4.1 All decisions to suspend or permanently exclude a pupil will be taken by the headteacher after considering all the circumstances. Every decision made will be proportionate to the seriousness of the behaviour with reference to the school's behaviour policy.
- 4.1.1 Where a suspended or permanently excluded pupil has a social worker or is looked-after, the headteacher must notify the social worker and/or Virtual School Head (VSH) without delay, alongside parental notification.
- 4.1.2 The headteacher must notify the local authority without delay of any suspension or permanent exclusion, regardless of the length or duration of the suspension.

The trustees

- 4.2 The trust board is responsible for forming committees to review exclusions and suspensions when it is required to do so, it is requested by parents, or it is, in its view, prudent to review an individual decision. In each case, the decision of the relevant committee formed by the trust board will be to decide whether to uphold the exclusion or suspension, or instead to reinstate the pupil to the school.

Parents

- 4.3 Parents will be informed without delay of any suspension or exclusion and there is an ability to make representations in regard to any suspension or exclusion decision. Details will be provided on the rights parents have with every letter that is sent from the headteacher.

Pupils

- 4.4 All pupils of INMAT schools are expected to follow the expectations regarding their behaviour to ensure that all pupils can learn and participate in school life effectively. Where those expectations are breached, the behaviour policy will apply.

Witness evidence and pupil views

- 5.1 Where witness evidence is relied upon, whether that be from a pupil or a staff member, the statement(s) will be provided at any trustees' review meeting. All statements will be signed and dated unless the headteacher has good reason to protect the anonymity of the relevant witness. Reasons may include threats of reprisals.
- 5.2 Before taking a decision to suspend or exclude and where appropriate, the headteacher will take the pupil's views into account, considering these in light of their age and understanding, and inform the pupil about how their views have been factored into any decision made. Where relevant, the pupil will be given support to express their view, including through advocates such as parents or, if the pupil has one, a social worker. The headteacher will also take account of any contributing factors identified after an incident of misbehaviour has occurred.

Reintegration strategy meetings following suspension or off-site direction

- 6.1 Where a pupil is suspended or is directed to be educated off-site, upon return to the school both the pupil and parents will be invited to a reintegration strategy meeting. The purpose of the meeting is to:
- offer the pupil a fresh start,
 - help them understand the impact of their behaviour on themselves and others,
 - teach them to how meet the high expectations of behaviour in line with the school culture,
 - foster a renewed sense of belonging within the school community; and build engagement with learning so that further suspensions are not needed.
 - School staff will work with the pupil to understand what led to the behaviour and to establish if any changes can be made or further support implemented from a pastoral of practical perspective that might reduce the chance of repeat behaviours. Previous behaviour is not seen as an obstacle to future successes.
- 6.2 The school used various measures to support a pupil's successful reintegration. This may include:
- daily contact with a designated adult within the school
 - use of a report card with personalised targets leading to personalised rewards;
 - ensuring the pupil receives academic support upon return to catch up on any lost progress;
 - planned pastoral interventions;
 - mentoring by a trusted adult
 - regular reviews with the pupil and parents to praise progress being made and raise and address any concerns at an early stage; and informing the pupil, parents and staff of potential external support.
- 6.3 Whilst reintegration meetings are highly encouraged by the trust, pupils will not be prevented from being admitted to the school or being put in mainstream classes because a meeting has not taken place.

Cancelling a suspension or exclusion

- 7.1 A suspension or exclusion can be cancelled by the headteacher as long as the suspension or exclusion has not been considered by the trustees. In relation to an exclusion, it cannot be cancelled if the total time the pupil was excluded or suspended that academic year would be over 45 days at the point of the decision to cancel the exclusion.
- 7.2 Where a suspension or exclusion is cancelled, the headteacher must notify the parents, governing board, and the local authority without delay. If the pupil has a social worker or is looked-after, the social worker and/or Virtual School Head (VSH) must also be

informed. Further actions following a cancelled exclusion should follow the DfE guidance (2023), paragraph 13.

Suspensions before a permanent exclusion

- 8.1 In exceptional circumstances, pupils may receive a suspension prior to a permanent Exclusion. For each decision, the headteacher will send the relevant letter setting out the rights of parents. A suspension cannot be converted into a permanent exclusion and so, any subsequent permanent exclusion would be a fresh decision due to commence immediately after the suspension has ended. Exceptional circumstances may include where further evidence has come to light or where the incident was serious and time is required to fully investigate the circumstances and consider alternatives.

Directing off-site and managed moves

- 9.1 Before taking any decision to permanently exclude a pupil, the headteacher will consider whether a direction to attend alternative provision and/or a managed move as part of a planned intervention would be a reasonable alternative that should be considered.
- 9.2 In the case of directing a pupil off-site to alternative provision, the aim of any direction is for it to be used as a short-term measure as part of the school's behaviour management strategy to improve a pupil's behaviour where in-school interventions and/or outreach have been unsuccessful or are deemed inappropriate. While parental consent is not needed, discussions would take place with parents to feed in their views about the options.
- 9.3 For a managed move to take place there needs to be agreement between the school, the parents and the new school that a managed move should occur. Before a managed move is agreed to, the pupil attend the new school for a fixed period to ensure that the new school would be suitable for them. We will share relevant information with the new school and check that they have an integration strategy. At the end of this period, the relevant parties (including the parents) will review the placement before a decision is taken about whether the move becomes permanent. A managed move must not be used as an informal or illegal exclusion, and must only occur with the full knowledge and consent of all parties, in line with DfE guidance.

Independent review panels (IRPs)

- 10.1 INMAT arranges its own IRPs, and requests for an IRP where a permanent exclusion has been upheld should be made [to governance@INMAT.org.uk](mailto:governance@INMAT.org.uk) within 15 school days.
- 10.2 Further details on the role and powers of IRPs can be found in Part Ten of the Statutory Guidance on Exclusions.
- 10.3 Where a pupil has a social worker or VSH, they should be invited to attend governing board or IRP meetings. They may also contribute their views during the meeting and may attend remotely if needed.

Reconsideration by the trust board

- 11.1 Where an IRP either recommends reconsideration or quashes the initial decision of the trust board, the decision will be considered within 10 school days. This may involve a rehearing with oral evidence given by the school and parents or may be a reconsideration with only the trust board members and the clerk present.

Remote Meetings

- 12.1 While face-to-face meetings are encouraged as the default and most appropriate format, remote access (e.g., live video link) for governing board and IRP meetings may be permitted only if requested by the parent and the criteria for fairness and accessibility are met. Any trustee meeting and/or IRP meeting may be conducted remotely where the parents request for it to be conducted remotely and the meeting can be fairly held remotely, with all participants having access and are able to make representations. A meeting may also take place remotely where there is an extraordinary event or unforeseen circumstance that means it's not practicable to hold the meeting in person. Such events can include, but are not limited to, floods, fire and an outbreak of an infectious disease.
- 12.2 In addition, where a child's social worker or a virtual school head are due to attend a meeting, they may join an in-person meeting remotely as long as it can be fairly accessed, the technology is available, and everyone would be able to make representations.

Complaints

- 13.1 If parents have any concerns or complaints over the application or implementation of this policy or feels that they are being pressured into a managed move, they should raise their concerns with a staff member or the headteacher in accordance with the INMAT complaints policy. If the concern relates to an exclusion, the statutory procedure set out in the exclusions statutory guidance will be followed.

Equality impact

- 14.1 INMAT does all it can to ensure that its policies do not discriminate against pupils or others, either directly or indirectly, in line with any Equality Act 2010 protected characteristics. This includes race, religion, disability, sexual orientation, and sex

Monitoring arrangements

The trustees review data on suspensions and exclusions to ensure that the use of suspensions and exclusions is appropriate. The following are monitored by the trustees to ensure the processes and support for pupils are appropriate:

- 15.1.1 the interventions put in place for pupils at risk of suspension and permanent exclusion
- 15.1.2 the processes in place for determining and reviewing directions to alternative provision and that such placements are reviewed at sufficient intervals to assure that the education is achieving its objectives and that pupils are benefiting from it

15.1.3 the full-time educational provision for pupils of compulsory school age from the sixth consecutive school day of a suspension, in particular checking the provision is suitable and quality-assured to ensure that:

- any previous placements have been evaluated, including support for any applicable SEND;
- there is a process in place to monitor the pupil's attendance and behaviour at the provision the correct attendance code is being used
- the pupil's child protection file and any other information relevant to the pupil's safeguarding and welfare has been securely transferred to their new setting as early as possible

15.1.4 whether there is any variation within the year on suspensions and permanent exclusions and the characteristics of pupils

15.1.5 the cost implications of directing children to be educated off-site in alternative provision and whether there are any patterns to the reasons or timing of moves

- A) whether the school register and absence codes have been recorded correctly
- B) how the behaviour policy is applied and specifically its consistency
- C) the circumstances in which pupils receive repeat suspensions
- D) whether Personal Education Plans for looked after children have been reviewed on a termly basis.