



## The Archbishop's School Principles of Exclusion Statement

### Context

The Archbishop's School Governing Body is charged with the duty to set the framework of the School's Behaviour for Learning and Exclusions Policies by providing a written statement of general principles relating to behaviour and discipline, taking into account the needs of all staff and students. The purpose of this statement is to give guidance to the Head Teacher in drawing up the Exclusion Policy by stating the principles which the Governors expect to be followed. The policy aims to underpin the Governors' duty of care to students and employees; promote teaching and learning and high standards of attainment and preserve the reputation of the School.

This Statement and the Exclusion Policy will be reviewed every two years, unless changes at national or local level necessitate an exceptional review. The Statement is available upon request from the School and can be found on the School's website.

The distinctive Christian vision is at the heart of every decision and action at The Archbishop's School. Therefore, these Exclusion principles are shaped and driven by its wording and the example Jesus set out in the story of the Good Shepherd.

**I have come to give you everything in abundance, more than you expect – life in its fulness until you overflow. John 10:10**

**Together with God, we enable all to flourish and fulfil their potential. Within our inclusive and aspirational learning community, we nurture creativity and inspire minds to be ready for the next step.**

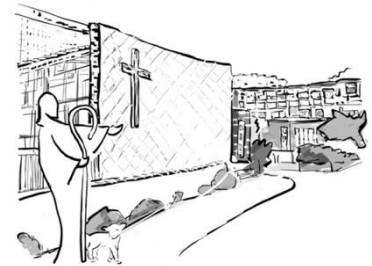
**Following the example of Jesus, we forgive, act wisely and treat all with dignity and respect, preparing our hearts and minds to be generous and compassionate pilgrims in the world.**

### Enter to Learn, Go Forth to Serve

Forgiveness and the desire to see every student and staff member flourish within the community of The Archbishop's School is at the heart of this policy.

At times, the Shepherd would use his crook to rescue sheep. This would have been painful for the sheep and challenging for the shepherd, but a job the shepherd knew he had to do as every sheep was precious to him.

An exclusion of a student can be challenging for all involved, but is always done with a great deal of wisdom, thought and care for the students and staff involved to ensure all are treated with the dignity and respect they deserve.



## Principles – General

- Every member of The Archbishop’s School community understands they have the right to feel safe, valued and respected, to enable all to flourish and fulfil their potential.
- The Archbishop’s School is an inclusive school; all members of the school community should be free from discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- The Behaviour for Learning, Anti-bullying and Exclusion Policies are consistently followed and understood by students and staff.
- The School’s Behaviour for Learning, Anti-Bullying and Exclusion Policies will be applied with consistency and fairness, with regard to each individual situation.

## Principles – Exclusions

- The Exclusions Policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions.
- Communication with families is open and honest throughout the exclusion process, to continue to grow and foster a positive home – school relationship.
- The focus on positive behaviour, forgiveness and reconciliation will significantly reduce the need for exclusion.

However, when making decisions, the Head Teacher must balance the needs of the individual with those of the wider school community and where a student’s behaviour places others at risk, the safety of the student body as a whole is paramount.

- Considering this, the Governing Body support the right of the Head Teacher to exclude for a single offence, permanently if necessary, where it is considered that allowing the student to remain in school would seriously harm the education or welfare of that student or others in the school.
- The overriding need is to keep all students and staff safe. The Head Teacher, or representative(s), will utilise their powers to search or use reasonable force in order to keep individuals from harming, or further harming, themselves or others.
- The Policy will outline the process and discussions students will go through to return to school following an exclusion.

These meetings should include discussion about:

- Why the incident happened and the impact it had on all involved.
- Strategies to avoid the behaviour reoccurring.
- Support for the student to manage their behaviour moving forward.
- Space for those involved to reconcile their differences and restore any broken relationships.

The Governing Body emphasises that violence or threatening behaviour will not be tolerated in any circumstances.

This written statement and the policies that are influenced by it apply to all students when in school, when engaged in extra-curricular activities such as educational trips and visits (residential and non-residential), when travelling to and from school and when being educated as a member of The Archbishop’s School.

This written Statement of Exclusion Principles is reviewed and approved by the Full Governing Body every 2 years.

Signed:

Date:

To be reviewed:

Kim Stoner, Chair of Governors

9<sup>th</sup> February 2021

February 2023