



# The Bishop Konstant Catholic Academy Trust

Learning Communities, Inspired by Faith

## Trust Suspensions & Exclusions Policy



The Bishop Konstant Catholic Academy Trust,  
St Wilfrid's Catholic High School & Sixth Form College,  
Cutsyke Road, Featherstone WF7 6BD

**Telephone:** 01924 802285    **X:** @theBKCAT

**Email:** [admin@bkcat.uk](mailto:admin@bkcat.uk)    **Website:** [www.bkcat.co.uk](http://www.bkcat.co.uk)



<b>POLICY DOCUMENT</b>	Trust Suspensions & Exclusions Policy
<b>Legislation/Category: Academy Schools</b>	<b>Legally Required</b>
<b>Lead Member of Staff:</b>	Trust Head of Governance
<b>Approved by:</b>	Trust Board
<b>Date Approved:</b>	March 2025
<b>Revision Date:</b>	March 2026
<b>Review Frequency:</b>	Annual

## Mission Statement

*All policies are written in line with our Trust Mission statement:*

***“Inspired by faith through love, friendship and joy.”***

We embrace the teachings of Jesus Christ, infusing every aspect of our trust with **love**. Our pupils, families, and staff are encouraged to show compassion, kindness, and respect to one another, creating nurturing environments where everyone feels valued and loved. We foster a deep sense of love for God, self, and others, empowering our pupils to make positive contributions to society.

We recognise the importance of relationships and the power of **friendship** in shaping lives. Our schools foster an atmosphere of genuine fellowship, where pupils form deep connections with their peers, teachers, and the wider community. We promote inclusivity, understanding, and empathy, cultivating an environment where diversity is embraced and friendships are built on mutual respect. Our pupils learn the value of teamwork, cooperation, and service, as they become compassionate leaders who forge lasting friendships rooted in faith.

We believe that **joy** is a reflection of God's presence in our lives. Our schools are places where joy abounds, where pupils are encouraged to find joy in learning, discovering their talents, and building meaningful relationships. Through engaging and innovative teaching, we inspire a lifelong love of learning, instilling in our students a sense of wonder and curiosity about the world around them. We celebrate achievements, milestones, and special moments, ensuring that joy permeates our school communities.



## Contents

<b>Mission Statement .....</b>	<b>1</b>
1. Introduction .....	3
2. Application of policy .....	3
3. Types of exclusion .....	3
4. Roles and responsibilities .....	3
The Headteacher .....	3
The Governors .....	4
Parents .....	4
Pupils .....	4
5. CCTV, witness evidence and pupil views .....	4
6. Reintegration strategy meetings following suspension or off-site direction .....	4
7. Cancelling a suspension or exclusion .....	5
8. Suspensions before a permanent exclusion .....	5
9. Directing off-site and managed moves .....	5
10. Independent review panels (IRPs) .....	6
11. Reconsideration by the governing board .....	6
12. Remote Meetings .....	6
13. Local Authority (LA) attendance at meetings .....	6
14. Complaints .....	7



## 1. Introduction

- 1.1 The Bishop Konstant Catholic Academy Trust's (BKCAT) suspensions and exclusions policy aims to set out the process that will be followed and the additional considerations around suspensions and exclusions that the Trust 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 Trust'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 Trust will always have regard to the Statutory Guidance on Suspensions and Exclusions (May 2023) 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 relevant Trust school.

## 2. Application of policy

- 2.1 This policy applies to all schools within the Trust community. 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.

## 3. 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 governing 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.

## 4. Roles and responsibilities

All members of the Trust community are expected to follow this policy. Roles, responsibilities and expectations of each section of the Trust community 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.



## The Governors

- 4.2 The governing 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 governing 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 the schools in the Trust 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.

## 5. CCTV, witness evidence and pupil views

- 5.1 Some schools in the Trust use Close Circuit Television (CCTV) within its premises. This is to provide a safe and secure environment for pupils, staff and visitors. If behavioural incidents are recorded on CCTV, the footage may be viewed as part of the investigation and the content considered before imposing a sanction. If CCTV is relied upon for a decision on a suspension or exclusion, then it will be shown in some format (redacted as necessary) at any Governor review meeting. Please see the Trust's CCTV policy and privacy notices for more information.
- 5.2 Where witness evidence is relied upon, whether that be from a pupil or a staff member, the statement(s) will be provided at any Governors 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.
- 5.3 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.

## 6. 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.



- 6.2 To reduce the likelihood of further suspensions, 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 success.
- 6.3 The school may use various measures to support a pupil's successful reintegration. The following are examples of measures which may be used:
- daily contact with a designated pastoral professional in-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 or a local mentoring charity;
  - 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.
- 6.4 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. The school will arrange a non-negotiable time for the meeting around the availability of school staff. Minutes of the reintegration meeting will be taken, which will include a list of attendees and absences will also be recorded.

## 7. 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 Governors. 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 relevant parties will be informed by the Headteacher in accordance with the Statutory Guidance on Suspensions and Exclusions.

## 8. 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 had 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.

## 9. 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 will 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.

## 10. Independent review panels (IRPs)

- 10.1 The Trust arranges its own IRPs, and requests for an IRP where a permanent exclusion has been upheld should be made to Claire Thomas, Trust Head of Governance [cthomas@bkcat.uk](mailto:cthomas@bkcat.uk) within 15 school days. Further details on the role and powers of IRPs can be found in Part Ten of the DfE's Statutory Guidance on Exclusions and Suspensions.

## 11. Reconsideration by the governing board

- 11.1 Where an IRP either recommends reconsideration or quashes the initial decision of the governing 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 governing board members and the clerk present.

## 12. Remote Meetings

- 12.1 Any Governor meeting and/or an 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 reasonably 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 the 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.

## 13. Local Authority (LA) attendance at meetings

- 13.1 Parents have the option to request that a representative from the relevant Local Authority (LA) attends Governors' meetings arranged to review suspensions and exclusions. To ensure this process runs smoothly, parents should inform the Clerk in writing or by telephone if they wish the LA to be invited. Once such a request is received, the LA will be sent the meeting documents, along with other relevant parties.
- 13.2 It is important to note that it is not typically expected for the LA to attend unless expressly invited by the parents. When present, the LA representative participates in the capacity of an observer and may only contribute to discussions or provide representations during the meeting with the Governors' consent. For example, the Governors might request the LA observer's input on compliance with legislation pertaining to suspensions and exclusions.
- 13.3 Ensuring that all participants, including LA representatives, stay within their defined roles helps maintain the integrity, legality, and fairness of the process.



## 14. Complaints

- 14.1 If parents have any concerns or complaints over the application or implementation of this policy or feel 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 Trust's complaints policy. If the concern relates to an exclusion, the statutory procedure set out in the Statutory Guidance on Exclusions and Suspensions will be followed.

### **Monitoring and Review of this Policy**

The Trust shall be responsible for reviewing this policy from time to time to ensure that it meets legal requirements and reflects best practice.

The Bishop Konstant Catholic Academy Trust is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales, company number 08253770, whose registered office is at St Wilfrid's Catholic High School & Sixth Form College, Cutsyke Road, Featherstone WF7 6BD