

Aims of the Policy:

This policy is based on our commitment to achieve three aims:

1. To ensure the safety and well-being of all members of the Kairos community at all times
2. To maintain a safe and successful learning environment for all Kairos students
3. By adopting this policy, the Kairos community hopes to prevent any recourse to its use in the future

We shall strive to only ever use exclusions as a last resort if all other sanctions have failed.

Reasons for the policy:

1. Kairos school believes that all students have a right to learn and flourish in a secure and cherished environment
2. Kairos school must safeguard its community against any student who does not demonstrate our expected levels of behaviour and commitment

The policy defined:

Internal Exclusions:

1. Internal exclusion is when a student is excluded from the rest of the school community and must work away from their class for a fixed amount of time. This will be in a different classroom to their peers or in an office, and the student will be supervised by a member of staff. The student will also be separated from peers during break and lunch
2. Work will be provided by staff to the student for the duration of the exclusion period
3. Internal exclusions will be recommended if a student's behaviour is contrary to the safety and learning environment of peers, but is not deemed serious enough to enforce an external exclusion
4. The duration of internal exclusions will range from 1 to 5 days as determined by staff and management
5. Parents/guardians of the student will be informed by e-mail of the exclusion and invited to a meeting to discuss the circumstances for the exclusion and how best to resolve the situation for all concerned

Fixed Term External Exclusions:

1. Fixed term external exclusions are for a specified period of time. A student may be excluded for one or more fixed periods (up to a maximum of 10 days in a single academic year).

2. The specified period of time for an external exclusion may be from 1 to 5 days during which time the student will not be allowed into school but will be supplied with work by staff. The adverse behaviour of the student to the norms of Kairos school will determine the length of the exclusion and will be determined by staff and management of the school.
3. Parents/guardians of the student will be informed by e-mail of the exclusion and invited to a meeting to discuss the circumstances for the exclusion and how best to resolve the situation for all concerned.

Permanent Exclusions:

1. Permanent exclusions are a serious matter and will involve;
 - The student being removed from the school roll.
 - Kairos school accepting that it can no longer meet the needs of the student.
 - Kairos school being compelled to refuse the student back into our community.
2. Unfortunately, in extreme cases of unacceptable behaviour, Kairos school will permanently exclude a student.
3. Such cases of unacceptable behaviour include, but are not limited to, the following list. Moreover, these cases, even if carried out outside school hours or outside school premises, may still constitute grounds for permanent exclusion:
 - The possession, use or sale of illegal drugs
 - The possession, use or sale of alcohol
 - The possession of or sharing of pornographic material or images
 - The possession of a dangerous weapon
 - The possession, use or sale of tobacco
 - Arson
 - Sexual abuse
 - Hateful abuse
 - Physical harm to others
 - Persistent and continued bullying
 - Damage or misuse of school property
4. Parents/guardians of the student will be informed by e-mail of the circumstances necessitating this action and will be invited to a meeting to discuss the school's decision to permanently exclude their child.

Reviewing the policy:

1. Kairos school will monitor this policy as necessary to ensure consistency and commit to reviewing the policy annually.
2. The management team of Kairos will report on a regular basis to the Board of Governors issues around exclusions, including their outcomes.

Date of adoption: 1st September 2023

Review time frame: 1 year