



Hymers
College

DISCIPLINE AND EXCLUSIONS POLICY

This policy applies to Hymers College (7-18 years) and Hymers Hessle Mount (3-7 years). In devising this policy Hymers College incorporating Hymers Hessle Mount (hereafter referred to as 'the School') has paid due regard to *Behaviour in Schools, Advice for Headteachers and School Staff* (September 2022), DfE.

The School publishes a Behaviour and Sanctions Policy that details sanctions for misbehaviour. The following specifically deals with major disciplinary issues. These might include:

- The bringing of alcohol, vaping equipment, tobacco / nicotine products or drugs onto the school site
- Theft
- Physical assault or threatening behaviour of any kind
- Fighting
- Sexual harassment
- Serious verbal abuse of any kind, including use of racist or sexist language, and including on social media
- Bullying
- Sexual misconduct
- Damage to property
- Bringing the school into disrepute

In the event of offences such as these, the Governing Body makes available to the Head four sanctions. These are:

- A Headmaster's Detention, which takes place on a Saturday morning
- Internal Suspension
- Suspension from School (also known as Temporary Exclusion)
- Expulsion (also known as Permanent Exclusion)

In some cases, these sanctions will be invoked sequentially. However a single breach of school discipline of a major kind may justify permanent exclusion without any previous Head's sanction having been invoked.

The Head does not generally award a Headmaster's Detention more than twice, and will nearly always impose a suspension or expulsion on any occasion when a third Head's Detention is merited.

The Head will use his best endeavours to ensure that the School does not interfere with the continuous education of a pupil beyond what is necessary to modify behaviour, and to ensure that exclusion is used appropriately within the framework of the School's Behaviour and Sanctions Policy.

Suspension (Temporary Exclusion)

Only the Head, the Deputy Head (Management), Deputy Head (Pastoral) or Head of the Junior School, can suspend a pupil. Before deciding to suspend a pupil, the Senior Leader will:

- Ensure that an appropriate investigation has been conducted
- Ensure that all the relevant evidence has been considered
- Give the pupil an opportunity to be heard
- Consult other relevant people if necessary

The Head, Deputy Head or Head of the Junior School will inform parents without delay by telephone, followed up by a letter or email stating the length of Suspension, and the reasons.

In situations in which the pupil is unable to be picked up from school or supervised at home, consideration will be given to the use of Internal Suspension. In these cases, the pupil will be isolated from his / her peers and supervised within school for the duration of the Suspension.

For more serious cases, and for older pupils, work will generally be set to be done at home during the period of the Suspension. In addition, consideration will be given to any relevant problems of the suspended pupil and how they might be addressed in the interim, together with the reintegration of the pupil after he / she has served the Suspension.

Suspension should always be regarded as a clear warning about continued membership of the School and this warning should be regarded as final.

Expulsion (Permanent Exclusion)

Since Suspension should always be regarded as a warning that permanent exclusion may follow next, the Head considers that all pupils and their parents should clearly understand the consequences of expulsion. Some parents may prefer, after due consideration, to withdraw their child voluntarily rather than the School imposing expulsion. However, it must be clearly understood that the Head reserves the right to insist on permanent exclusion.

Only the Head can expel a pupil and before doing so the Head will follow the same procedures as for Suspension.

In making decisions about exclusion, the Head will take into account any special educational needs and / or disabilities as well as factors relating to exclusion referred to in the DfE guidance document *Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement* (September 2022).

Appeal

Hymers College offers the right of appeal to the parents of any pupil excluded from the School. Any appeal against exclusion will be dealt with under Stage 3 of the School's Complaints Policy.

If parents wish governors to review the case, they should set out the nature of their complaint in writing to the Clerk of the Governors within 5 working school days of the pupil's exclusion.

Governors who have up to that point had no involvement in the case will carry out any review. This review will follow the standard School's Complaints Procedure. The decision of the Governors will be communicated to the parents and is final.

Reviewed and Revised: January 2020 (by Head and Governors' Pastoral Committee)

Reviewed: October 2020 (by Head)

Reviewed: January 2021 (by Governors' Education Committee)

Reviewed: September 2021 (by Head)

Reviewed: May 2022 (by Governors' Education Committee)

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