

St Joseph's Catholic Primary School



Our Mission Statement

We grow together in God's Love as we Pray, Learn and Play

"Dyn ni'n tyfu gyda'n gilydd mewn cariad Duw wrth i ni weddio, dysgu a chwarae"

EXCLUSIONS POLICY

Article 29:

You have the right to become the best you can be

This Policy was approved by the Governing Body on	February 2025	The first policy was drawn up and ratified by the Governing Body	Signed: 
This policy is due to be reviewed by the Governing Body	February 2026	This Policy was reviewed by the Governing Body and ratified	Signed:
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1. Introduction

St Joseph's Primary School is committed to ensuring a safe, nurturing, and inclusive environment where every pupil has the opportunity to learn and thrive. As a Catholic school, our approach is deeply rooted in the Gospel values of compassion, respect, and justice. We believe in the inherent dignity of every child, and our practices— including the use of exclusions—reflect our commitment to pastoral care and community. This policy has been developed in accordance with Welsh Government Guidance on Pupil Exclusions, ensuring that our methods are fair, consistent, and focused on early intervention.

2. Policy Statement

- **Inclusivity & Safety:** Every pupil has the right to an education in a safe and supportive environment. Our Catholic ethos guides us to treat all pupils with respect and understanding.
- **Last Resort:** Exclusion (whether fixed-term, permanent, or immediate) is a measure of last resort, employed only after all other supportive strategies have been exhausted.
- **Fair Process:** Decisions regarding exclusions are made following clear, documented procedures, and parents/carers are involved appropriately. We are committed to ensuring that our actions align with both Welsh Government Guidance and our Catholic values safety.
 - **Fixed-Term Exclusion:** A temporary exclusion for a specified period, subject to review.
 - **Immediate Exclusion:** An exclusion implemented on the day of the incident when a pupil's behaviour poses an immediate risk to others' safety or well-being.
 - **Permanent Exclusion:** A long-term removal from the school, applied only in exceptional circumstances and following statutory review.

3. Grounds for Exclusion

A pupil may be considered for exclusion if:

- Their behaviour poses a risk to the safety and well-being of other pupils or staff.
- They engage in persistent, disruptive behaviour that significantly interferes with teaching and learning.
- They repeatedly breach school rules despite prior interventions (such as tailored behavioural support plans).
- Their actions compromise the school's values and the rights of other pupils to a positive educational experience, in a manner that challenges both our academic standards and our commitment to Catholic pastoral care.

4. Intervention and Support Prior to Exclusion

Before considering exclusion, the school will implement a range of support measures that reflect both our educational mission and our Catholic ethos:

- **Early Intervention:** Addressing behavioural concerns at the earliest opportunity through supportive and restorative practices.
- **Behaviour Management Strategies:** Developing individualised support plans and, when necessary, involving external agencies to ensure that pupils receive the help they need.
- **Parental Engagement:** Working in close partnership with parents/carers to understand issues and develop strategies for positive change.
- **Documentation:** Keeping comprehensive records of incidents, interventions, and outcomes to guide fair decision-making.

5. Exclusion Process

5.1 Fixed-Term Exclusions

- **Assessment:** A thorough review of the incident(s) and their impact on the school community will be conducted.
- **Decision:** The Headteacher, in consultation with relevant staff, will decide if a fixed-term exclusion is warranted.
- **Notification:** Parents/guardians will be informed in writing, including clear reasons for the exclusion and its duration.
- **Review:** A meeting will be arranged during the exclusion period to discuss progress and reintegration strategies in the spirit of restorative practice.

5.2 Immediate Exclusions

- **Immediate Action:** In cases where a pupil's behaviour poses an immediate threat, an exclusion may be implemented on the day of the incident.
- **Investigation:** A prompt investigation will follow to ensure that the decision is fully justified, with all evidence considered.
- **Communication:** Parents/guardians will be notified as soon as possible, with details of the incident and the subsequent steps.

5.3 Permanent Exclusions

- **Exceptional Circumstances:** Permanent exclusions will only be considered in extreme cases where a pupil's behaviour is persistently harmful or disruptive.
- **Statutory Review:** Decisions regarding permanent exclusion will be subject to statutory review and an internal appeals process, ensuring that the pupil's rights are fully protected.

6. Appeals Process [10 working days] of receiving the exclusion notification.

- **Appeals Panel:** An independent appeals panel, which may include members external to the school, will review the case.
- **Outcome:** A written decision will be provided that details the reasoning behind the final decision and outlines any further steps.

7. Responsibilities

- **Headteacher:** Has overall responsibility for ensuring that the exclusions process is applied fairly, consistently, and in line with both Welsh Government Guidance and our Catholic ethos.
- **Staff:** All staff are expected to apply this policy consistently, support pupils to improve their behaviour, and uphold the values of the school.
- **Parents/Carers:** Are encouraged to engage actively with the school and support their child's educational and behavioural development.

8. Monitoring and Review

- **Record Keeping:** All incidents leading to exclusions, along with interventions and outcomes, will be documented in line with data protection guidelines.
- **Annual Review:** This policy will be reviewed annually to ensure its ongoing effectiveness and alignment with current Welsh Government Guidance and any legislative changes.
- **Feedback:** Input from staff, parents, and pupils will be considered during the review process.

9. Catholic Ethos and Welsh Government Guidance

This policy reflects our identity as a Catholic school, where every decision is made with a commitment to the pastoral care and education of every pupil. Our approach is informed by:

- **Catholic Values:** Emphasising compassion, forgiveness, and restorative justice.
- **Welsh Government Guidance:** Ensuring that our practices are evidence-based, transparent, and consistent with current national standards.
- **Early Intervention & Support:** Focusing on constructive strategies that promote positive behavioural change and community reintegration.

This policy is intended to guide our approach to exclusions, ensuring that decisions are made with care, fairness, and in keeping with both our Catholic tradition and Welsh Government Guidance.