



CONIFERS SCHOOL

Suspension and Exclusion Policy - Behaviour

Conifers is committed to dealing with negative behaviour in a non-confrontational and constructive manner. Wherever possible, disruptive or challenging behaviour will be tackled collectively between staff, children and parents, as outlined in our Positive Behaviour Policy.

However, there may be times when such strategies alone will not alter or prevent negative behaviour. In such cases, further action will be necessary, including reviewing a child's place at the school, on either a temporary or permanent basis.

As a last resort, Conifers reserves the right to temporarily suspend or permanently exclude a child in the event of persistent and irresolvable unacceptable behaviour, where the behaviour is detrimental to:

- children in our care
- staff
- or the school as a whole.

Furthermore, a parent failure to recognise their child's continued undesirable behaviour, or to support the school and their child in dealing with or rectifying this behaviour, may result in termination of the child's place.

Four weeks' written notice will be given in the above circumstances.

In the case of a temporary suspension, when this is over and before the child is allowed to return to the Nursery, there will be a discussion between staff, and the parent/carer, setting out the conditions of their return.

Only in the event of an extremely serious or dangerous incident will a child be suspended from the Early years Department with immediate effect. In such circumstances, the child's parent/carer will be contacted immediately and asked to collect their child.

After an immediate suspension has taken place, the Headmistress and Early Years Lead will arrange a meeting with the parents/carers to discuss the incident and decide if it will be possible for them to return to the Nursery.

Management will ensure that any suspension or exclusion will be seen as consistent, fair and proportionate to the behaviour concerned. In setting such a sanction, consideration will be given to the child's age and maturity. Any other relevant information about the child and their situation will also be considered.

This policy should be read in conjunction with the Behaviour policy

Suspension and Exclusion Policy - non-payment of fees

Please refer to the payment of fees policy.

Approved by: E. Smyth (Head)	
Approved by: D. Hanbury (Chair of Governors)	
Date: March 2020	Next Review: March 2021