



Outcomes
First Group

Suspension & Permanent Exclusion Policy

SUSPENSION & PERMANENT EXCLUSION POLICY

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Terminology: Please note that the terms “our teams” and “team member/s” include everyone working with the people in Outcomes First Group’s services in a paid or unpaid capacity, including employees, volunteers, consultants, agency staff and contractors.

1.0 AIMS

This policy should be read in conjunction with the College’s Behaviour Policy (Person-Centered Neurodivergence Affirming) and outlines the policy and practice which informs the college’s use of suspension and exclusion. Our approach is based on the concept of “unconditional positive regard” which was developed by the psychologist Carl Rogers, in that we believe that a complete and unconditional acceptance of each student in the college, of who they are and what they do as a learner. We take into consideration all additional needs, which in our setting includes clinical diagnoses such as autism and encompasses a wide range of social, emotional, or mental health needs – and this consideration forms the bedrock of our work to support behaviour. Unconditional positive regard means accepting that the student is attempting to deal with situations in their lives as best they can.

We concur with the OFSTED guide for Inspectors [Positive environments where children can flourish](#) which states:

“The foundation of good practice in working with children should be:

- Building relationships of trust and understanding
- Understanding triggers and finding solutions

- If incidents do occur, defusing the situation and/or distracting the child wherever possible.”

This policy is underpinned by the shared commitment of all team members to achieve two main aims:

- To ensure the safety and well-being of all members of the college community, and to maintain an environment which is conducive to learning where all can achieve and succeed
- To ensure that suspension and exclusion is used as a last resort and that behaviour that may challenge is supported through the Person-Centred Neurodivergence Affirming Behaviour Policy.

We are committed to following all statutory suspension and exclusions procedures to ensure that every child receives an education in a safe and caring environment.

Our college aims to:

- Ensure that the suspensions and exclusions process is applied fairly and consistently
- Help governors, team members, parents, and students understand the suspensions and exclusions process
- Ensure that students in college are safe and happy
- Prevent students from becoming NEET (not in education, employment or training)
- Ensure all suspensions and permanent exclusions are carried out lawfully

A note on off-rolling

Our college is aware that off rolling is unlawful. Ofsted defines off-rolling as:

“The practice of removing a student from the college roll without a formal, permanent exclusion or by encouraging a parent to remove their child from the college roll, when the removal is primarily in the interests of the college rather than in the best interests of the student.”

We understand that the following are unlawful suspensions, and will never direct students to not attend college due to any of the following:

- Being sent home or off site without following the statutory procedure or formally recording the event, (e.g., sending them home to 'cool off')
- Because they have special educational needs and/or a disability (SEND) that the college feels unable to support
- Due to poor academic performance
- Because they haven't met a specific condition, such as attending a reintegration meeting
- By exerting undue influence on a parent to encourage them to remove their child from the college

2.0 LEGISLATION AND STATUTORY GUIDANCE

This policy is based on statutory guidance from the Department for Education: [Suspension and permanent exclusion from maintained colleges, academies and student referral units in England, including student movement](#).

It is based on the following legislation, which outlines colleges' powers to exclude students:

- [Section 51a of the Education Act 2002](#), as amended by the [Education Act 2011](#)
- [The College Discipline \(Student Exclusions and Reviews\) \(England\) Regulations 2012](#)

In addition, the policy is based on:

- Part 7, chapter 2 of the [Education and Inspections Act 2006](#), which sets out parental responsibility for excluded students
- Section 579 of the [Education Act 1996](#), which defines 'college day'
- The [Education \(Provision of Full-Time Education for Excluded Students\) \(England\) Regulations 2007](#), as amended by [The Education \(Provision of Full-Time Education for Excluded Students\) \(England\) \(Amendment\) Regulations 2014](#)
- [The Equality Act 2010](#)
- [Children and Families Act 2014](#)

This policy complies with our funding agreement and articles of association, including OFG contractual and IPA agreements.

3.0 DEFINITIONS

Suspension – when a student is removed from the college for a fixed period. This was previously referred to as a 'fixed-term exclusion'.

Permanent exclusion – when a student is removed from the college permanently and taken off the college roll. This is sometimes referred to as an 'exclusion'.

Off-site direction – when a governing board of a college requires a student to attend another education setting temporarily, to improve their behaviour.

Parent – any person who has parental responsibility and any person who has care of the child.

Managed move – when a student is transferred to another college permanently. All parties, including parents and the admission authority for the new college, should consent before a managed move occurs.

4.0 ROLES AND RESPONSIBILITIES

The Headteacher

Deciding whether to suspend or exclude

Only the headteacher, or acting headteacher, can suspend or permanently exclude a student from college on disciplinary grounds. The decision can be made in respect of behaviour inside or outside of college. The headteacher will only use permanent exclusion as an absolute last resort and will do so in liaison with the College's Regional Director / Chair of Governing Body/ Operational Director and only with the approval of the Managing Director or Operational Director.

A decision to suspend or exclude a student will be taken only:

- In response to serious or persistent breaches of the behaviour policy, **and**
- If allowing the student to remain in college would seriously harm the education or welfare of others

Before deciding whether to suspend or exclude a student, the headteacher will:

- Consider all the relevant facts and evidence on the balance of probabilities, including whether the incident(s) leading to the exclusion were provoked
- Allow the student to give their version of events
- Consider the student's specific special educational needs (SEN) profile

- Consider whether the student is especially vulnerable (e.g. the student has a social worker, or is a looked-after child (LAC))
- Consider whether all alternative solutions have been explored, such as off-site direction or managed moves.

Our policy is to avoid permanently excluding any student. We recognise that it is illegal to exclude a student because the college is unable to meet their needs and that excluding a student for behaviour that is due to their special needs as a learner with autism and/or a learning disability may constitute discrimination. Any consideration of the suitability of a student's placement at the college would instead be subject to a formal SEN / EHCP and or LAC Review Meeting with all relevant parties involved.

The headteacher will consider the views of the student, considering their age and understanding, before deciding to suspend or exclude, unless it would not be appropriate to do so. The head may seek advice / support from the Clinical team or associated professionals from part of the wider team supporting the child, as relevant to the situation (e.g. team around the child, those supporting off-site or leading their alternative provision placements).

Students who need support to express their views will be allowed to have their views expressed through an advocate, or someone such as a parent, keyworker, or social worker. They may seek advice / support from the OFG Clinical team to support this being meaningful and effective.

The headteacher will not reach their decision until they have made every effort to meaningfully hear from the student and will inform the student of how their views were taken into account when making the decision in a way that is meaningful to them.

Informing parents

If a student is at risk of suspension or exclusion the headteacher will inform the parents as early as possible, to work together to consider what factors may be affecting the student's behaviour, and what further support can be put in place to improve the behaviour.

If the headteacher decides to suspend or exclude a student, the parents will be informed of the period of the suspension or exclusion and the reason(s) for it, without delay.

The parents will also be provided with the following information in writing, without delay:

- The reason(s) for the suspension or exclusion
- The length of the suspension or, for a permanent exclusion, the fact that it is permanent
- Information about parents' right to make representations about the suspension or permanent exclusion to the governing board and how the student may be involved in this
- How any representations should be made
- Where there is a legal requirement for the governing board to hold a meeting to consider the reinstatement of a student, and that parents (or the student if they are 18 years old) have a right to attend the meeting, be represented at the meeting (at their own expense) and to bring a friend

The headteacher will also notify parents without delay and by the end of the afternoon session on the first day their child is suspended or permanently excluded, that:

- For the first 5 college days of an exclusion (or until the start date of any alternative provision or the end of the suspension, where this is earlier), the parents are legally required to ensure that their child is not present in a public place during college hours without a good reason. This will include specifying on which days this duty applies
- Parents may be given a fixed penalty notice or prosecuted if they fail to do this

If alternative provision is being arranged, the following information will be included, if possible:

- The start date for any provision of full-time education that has been arranged
- The start and finish times of any such provision, including the times for morning and afternoon sessions, where relevant
- The address at which the provision will take place
- Any information the student and / or parent needs to identify the person they should report to on the first day

If the headteacher does not have the all the information about the alternative provision arrangements by the end of the afternoon session on the first day of the suspension or permanent exclusion, they can provide the information later, without delay and no later than 48 hours before the provision is due to start. The only exception to this is where alternative provision is to be provided before the sixth day of a suspension or permanent exclusion, in which case the college reserves the right to provide the information with less than 48 hours' notice, with parents' consent.

Informing governors

The headteacher will, without delay, notify the Regional Director and governors of:

- Any permanent exclusion, including when a suspension is followed by a decision to permanently exclude a student. (A permanent exclusion will include serving notice on the IPA / Contract with the placing Local Authority and must only be made in line with the terms of that contract and approval of an OFG Managing Director).
- Any suspension or permanent exclusion which would result in the student being suspended or permanently excluded for a total of more than 5 college days (or more than 10 lunchtimes) in a term
- Any suspension or permanent exclusion which would result in the student missing a National Curriculum test or public exam

The headteacher will notify the governing board once per term of any other suspensions of which they have not previously been notified, and the number of suspensions and exclusions which have been cancelled, including the circumstances and reasons for the cancellation. All suspensions and exclusions will be recorded and reported in the head teacher's termly report to Governors for their monitoring and review purposes.

Informing the local authority (LA)

The headteacher will notify the student's placing LA of all suspensions and permanent exclusions without delay, regardless of the length of a suspension.

The notification will include:

- The reason(s) for the suspension or permanent exclusion
- The length of a suspension or, for a permanent exclusion, the fact that it is permanent

Informing the student's social worker and/or virtual college head (VSH)

If a:

- **Student with a social worker** is at risk of suspension or permanent exclusion, the headteacher will inform **the social worker** as early as possible
- **Student who is a looked-after child (LAC)** is at risk of suspension or exclusion, the headteacher will inform **the VSH** as early as possible

This is in order to work together to consider what factors may be affecting the student's behaviour, and what further support can be put in place to improve the behaviour.

If the headteacher decides to suspend or permanently exclude a student with a social worker / a student who

is looked after, they will inform the student's social worker / the VSH, as appropriate, without delay, that:

- They have decided to suspend or permanently exclude the student
- The reason(s) for the decision
- The length of the suspension or, for a permanent exclusion, the fact that it is permanent
- The suspension or permanent exclusion affects the student's ability to sit a National Curriculum test or public exam (where relevant)

The social worker / VSH will be invited to any meeting of the governing board about the suspension or permanent exclusion. This is so they can provide advice on how the student's background and/or circumstances may have influenced the circumstances of their suspension or permanent exclusion. The social worker should also help ensure safeguarding needs and risks and the student's welfare are considered.

Cancelling suspensions and permanent exclusions

The headteacher may cancel a suspension or permanent exclusion that has already begun, in liaison with the Regional Director, but this will only be done where it has not yet been reviewed by the governing board. Where there is a cancellation:

- The parents, governing board and LA will be notified without delay
- Where relevant, any social worker and VSH will notified without delay
- Parents will be offered the opportunity to meet with the headteacher to discuss the cancellation
- As referred to above, the headteacher will report to the governing board once per term on the number of cancellations
- The student will be allowed back in college

Providing education during the first 5 days of a suspension or permanent exclusion

During the first 5 days of a suspension, if the student is not attending alternative (AP) provision, the headteacher will take steps to ensure that achievable and accessible work is set and marked for the student. Online pathways such as Acorn Digital Learning (ADL) may be used for this. If the student has a special educational need or disability, the headteacher will make sure that reasonable adjustments are made to the provision where necessary.

If the student is looked after or if they have a social worker, the college will work with the LA to arrange AP from the first day following the suspension or permanent exclusion. Where this isn't possible, the college will take reasonable steps to set and mark work for the student, including the use of online pathways.

Governance

Considering suspensions and permanent exclusions

Governors have a duty to consider parents' representations about a suspension or permanent exclusion. They have a duty to consider the reinstatement of a suspended or permanently excluded student (see sections 5 and 6) in certain circumstances.

Within 14 days of receiving a request, the governors will provide the secretary of state with information about any suspensions or exclusions within the last 12 months.

For any suspension of more than 5 college days, the governors will arrange suitable full-time education for the student. This provision will begin no later than the sixth day of the suspension.

The governing board does not have to arrange such provision for students in their final year of compulsory education who do not have any further public exams to sit.

Monitoring and analysing suspensions and exclusions data

The governing board will challenge and evaluate the data on the college's use of suspension, exclusion, off-site direction to alternative provision and managed moves.

The governing board will consider:

- how effectively and consistently the behaviour policy is being implemented
- The college register and absence codes
- Instances where students receive repeat suspensions
- Interventions in place to support students at risk of suspension or permanent exclusion
- Any variations in the rolling average of permanent exclusions, to understand why this is happening, and to make sure they are only used when necessary
- Timing of moves and permanent exclusions, and whether there are any patterns, including any indications which may highlight where policies or support are not working.
- The characteristics of suspended and permanently excluded students, and why this is taking place
- Whether the placements of students directed off-site into alternative provision are reviewed at sufficient intervals to assure that the education is achieving its objectives and that students are benefiting from it
- The cost implications of directing students off-site

The local authority (LA)

For permanent exclusions, the LA will arrange suitable full-time education to begin no later than the sixth college day after the first day of the exclusion.

For students who are LAC or have social workers, the LA and the college will work together arrange suitable full-time education to begin from the first day of the exclusion.

5.0 CONSIDERING THE REINSTATEMENT OF A STUDENT

The Governing Board will consider and decide on the reinstatement of a suspended or permanently excluded student within 15 college days of receiving the notice of the suspension or exclusion if:

- The exclusion is permanent
- It is a suspension which would bring the student's total number of days out of college to more than 15 in a term; or
- It would result in a student missing a public exam or National Curriculum test

Where the student has been suspended, and the suspension does not bring the student's total number of days of suspension to more than 5 in a term, governors must consider any representations made by parents. However, it is not required to arrange a meeting with parents, and it cannot direct the headteacher to reinstate the student.

Where the student has been suspended for more than 5 days, but less than 16 days, in a single term, and the parents make representations to governors, the governing board will consider and decide on the reinstatement of a suspended student within 5 college days of receiving notice of the suspension. If the parents do not make representations, the board is not required to meet, and it cannot direct the headteacher to reinstate the student.

Where a suspension or permanent exclusion would result in a student missing a public exam or National Curriculum test, the governors will, as far as reasonably practicable, consider and decide on the reinstatement of the student before the date of the exam or test. If this is not practicable, governors may consider the suspension or permanent exclusion and decide whether or not to reinstate the student.

The following parties will be invited to a meeting of the governing board and allowed to make representations or share information:

- Parents, or the student if they are 18 or over (and, where requested, a representative or friend)

- The student, if they are aged 17 or younger and it would be appropriate to their age and understanding (and, where requested, a representative or friend)
- The headteacher
- The student's social worker if they have one
- The VSH, if the student is looked after
- A representative of the placing local authority

The governing board will try to arrange the meeting within the statutory time limits set out above and must try to have it at a time that suits all relevant parties. However, its decision will not be invalid simply on the grounds that it was not made within these time limits.

Governors can either:

- Decline to reinstate the student, or
- Direct the reinstatement of the student immediately, or on a particular date (except in cases where the board cannot do this – see earlier in this section)

In reaching a decision, the Governing Board will consider:

- Whether the decision to suspend or permanently exclude was lawful, reasonable, and procedurally fair
- Whether the headteacher followed their legal duties
- The welfare and safeguarding of the student and their peers
- Any evidence that was presented to the governing board

They will decide whether a fact is true on the balance of probabilities.

Minutes will be taken of the meeting, and a record kept of the evidence that was considered. The outcome will also be recorded on the student's educational record, and copies of relevant papers will be kept with this record.

The Governing Board will notify, in writing, the following stakeholders of its decision, along with reasons for its decision, without delay:

- The parents, or the student, if they are 18 or older
- The headteacher
- The student's social worker if they have one
- The VSH, if the student is looked after
- The placing local authority

Where an exclusion is permanent and the Governing Board has decided not to reinstate the student, the notification of decision will also include the following:

- The fact that it is a permanent exclusion
- Notice of parents' right to ask for the decision to be reviewed by an independent review panel
- The date by which an application for an independent review must be made (15 college days from the date on which notice in writing of the governing board's decision is given to parents)
- The name and address to which an application for a review and any written evidence should be submitted
- That any application should set out the grounds on which it is being made and that, where appropriate, it should include reference to how the student's special educational needs (SEN) are relevant to the permanent exclusion
- That, regardless of whether the excluded student has recognized SEN, parents have a right to require Outcomes First Group to appoint an SEN expert to advise the review panel
- Details of the role of the SEN expert and that there would be no cost to parents for this appointment
- That parents must make clear if they wish for an SEN expert to be appointed in any application for a review
- That parents may, at their own expense, appoint someone to make written and/or oral representations to the panel, and parents may also bring a friend to the review

- That, if parents believe that the permanent exclusion has occurred because of unlawful discrimination, they may make a claim under the Equality Act 2010 to the first-tier tribunal (special educational needs and disability), in the case of disability discrimination, or the county court, in the case of other forms of discrimination. Also, that any claim of discrimination made under these routes should be lodged within 6 months of the date on which the discrimination is alleged to have taken place

6.0 INDEPENDENT REVIEW

If parents apply for an independent review within the legal timeframe, Outcomes First Group will arrange for an independent panel to review the decision of the governing board not to reinstate a permanently excluded student.

Applications for an independent review must be made within 15 college days of notice being given to the parents by the Governing Board of its decision to not reinstate the student **or**, if after this time, within 15 college days of the final determination of a claim of discrimination under the Equality Act 2010 regarding the permanent exclusion.

A panel of 3 or 5 members will be constituted with representatives from each of the categories below. Where a 5-member panel is constituted, 2 members will come from the college governor category and 2 members will come from the headteacher category. At all times during the review process there must be the required representation on the panel.

- A **lay member to chair** the panel who has not worked in any college in a paid capacity, disregarding any experience as a college governor or volunteer
- **Current or former college governors** who have served as a governor for at least 12 consecutive months in the last 5 years, provided they have not been teachers or headteachers during this time
- **Headteachers** or individuals who have been a headteacher within the last 5 years

A person may not serve as a member of a review panel if they:

- Are a Director of Outcomes First Group
- Are the headteacher of the excluding college, or have held this position in the last 5 years
- Are an employee of Acorn if the excluding college is an Acorn brand college, or an Options employee if an Options brand college, or are on the governing board of the excluding college (**unless** they are employed as a headteacher at another college)
- Have, or at any time have had, any connection with the college, governing board, parents or student, or the incident leading to the exclusion, which might reasonably be taken to raise doubts about their impartiality
- Have not had the required training within the last 2 years (see appendix 1 for what training must cover)

The panel must consider the interests and circumstances of the student, including the circumstances in which the student was permanently excluded, and have regard to the interests of other students and people working at the college.

Considering the student's age and understanding, the student or their parents will be made aware of their right to attend and participate in the review meeting and the student should be enabled to make representations on their own behalf, should they desire to.

Where an SEN expert is present, the panel must seek and have regard to the SEN expert's view of how SEN may be relevant to the student's permanent exclusion.

Where a social worker is present, the panel must have regard to any representation made by the social worker of how the student's experiences, needs, safeguarding risks and/or welfare may be relevant to the student's permanent exclusion.

Where a VSH is present, the panel must have regard to any representation made by the social worker of how any of the child's background, education and safeguarding needs were considered by the headteacher in the lead up to the permanent exclusion or are relevant to the student's permanent exclusion.

Following its review, the independent panel will decide to do **one** of the following:

- Uphold the governing board's decision
- Recommend that the governing board reconsiders reinstatement
- Quash the governing board's decision and direct that they reconsider reinstatement (only if it judges that the decision was flawed)

New evidence may be presented, though the college cannot introduce new reasons for the permanent exclusion or the decision not to reinstate. The panel must disregard any new reasons that are introduced.

In deciding whether the decision was flawed, and therefore whether to quash the decision not to reinstate, the panel must only take account of the evidence that was available to the governing board at the time of making its decision. This includes any evidence that the panel considers would, or should, have been available to the governing board and that it ought to have considered if it had been acting reasonably.

If evidence is presented that the panel considers it is unreasonable to expect the governing board to have been aware of at the time of its decision, the panel can take account of the evidence when deciding whether to recommend that the governing board reconsider reinstatement.

The panel's decision can be decided by a majority vote. In the case of a tied decision, the chair has the casting vote.

Once the panel has reached its decision, the panel will notify all parties in writing without delay.

This notification will include:

- The panel's decision and the reasons for it
- Where relevant, details of any financial readjustment or payment to be made if the governing board does not subsequently decide to offer to reinstate the student within 10 college days
- Any information that the panel has directed the governing board to place on the student's educational record

7.0 COLLEGE REGISTERS

A student's name will be removed from the college admission register if:

- 15 college days have passed since the parents were notified of the Governing Board's decision to not reinstate the student and no application has been made for an independent review panel, or
- The parents have stated in writing that they will not be applying for an independent review panel

Where an application for an independent review has been made within 15 college days, the governing board will wait until that review has concluded before removing a student's name from the register.

While the student's name remains on the college's admission register, the student's attendance will still be recorded appropriately. Where alternative provision has been made for an excluded student and they attend it, code B (education off-site) or code D (dual registration) will be used on the attendance register.

Where excluded students are not attending alternative provision, code E (absent) will be used.

Making a return to the LA

Where a student's name is to be removed from the college admissions register because of a permanent exclusion, the college will make a return to the placing LA. The return will include:

- The student's full name
- The full name and address of any parent with whom the student normally resides

- At least 1 telephone number at which any parent with whom the student normally resides can be contacted in an emergency
- The grounds upon which their name is to be deleted from the admissions register (i.e., permanent exclusion)
- Details of the new college the student will attend, including the name of that college and the first date when the student attended or is due to attend there, if the parents have told the college the student is moving to another college
- Details of the student's new address, including the new address, the name of the parent(s) the student is going to live there with, and the date when the student is going to start living there, if the parents have informed the college that the student is moving house.

This return must be made as soon as the ground for removal is met and no later than the removal of the student's name.

8.0 RETURNING FROM A SUSPENSION

Reintegration strategy

Following suspension, the college will put in place a strategy to help the student reintegrate successfully into college life and full-time education.

Where necessary, the college will work with the Clinical Team and / or third-party organisations to identify whether the student has any unmet special educational and/or health needs.

The following measures may be implemented, as part of the strategy, to ensure a successful reintegration into college life:

- Maintaining regular contact during the suspension or off-site direction and welcoming the student back to college
- Daily contact in college with a designated pastoral professional
- Mentoring by a trusted adult
- Regular reviews with the student and parents to praise progress being made and raise and address any concerns at an early stage
- Informing the student, parents and team members of potential additional support from OFG Clinical team and / or external agencies

Part-time timetables will not be used as a tool to manage behaviour and, if used, will be put in place for the minimum time necessary.

The strategy will be regularly reviewed and adapted where necessary throughout the reintegration process in collaboration with the student, parents, and other relevant parties.

Reintegration meetings

The college will explain the reintegration strategy to the student in a reintegration meeting before or on the student's return to college. During the meeting the college will communicate to the student that they are getting a fresh start and that they are a valued member of the college community, in a way that is meaningful to them.

The student, parents, a senior team member, and any other relevant team member will be invited to attend the meeting.

The meeting can proceed without the parents if they cannot or do not attend.

The college expects all returning students and their parents to attend their reintegration meeting, but students who do not attend will not be prevented from returning to the classroom.

9.0 MONITORING ARRANGEMENTS

The college will collect data on the following:

- Attendance, permanent exclusions and suspensions
- Use of student referral units, off-site directions and managed moves
- Anonymous surveys of team members, students, governors and other stakeholders on their perceptions and experiences

The data will be analysed every term by the college's Regional Director who will report back to the head teacher and governors via the termly Governing Board Meeting

The data will be analysed from a variety of perspectives including:

- At college level
- By age group
- By time of day/week/term
- By protected characteristic

The college will use the results of this analysis to make sure it is meeting its duties under the Equality Act 2010. If any patterns or disparities between groups of students are identified by this analysis, the college will review its policies to tackle it.

Outcomes First Group will work with its colleges to consider this data, and to analyse whether there are patterns across our colleges, recognising that numbers in any one college may be too low to allow for meaningful statistical analysis

This policy will be reviewed by the OFG Education Quality Team every two years (or sooner if statutory guidance changes). At every review, the policy will be approved by the OFG Quality and Compliance Director UK.

Permanent exclusion, as stated throughout this policy, is the last resort when it has been deemed that all other routes have been exhausted without success. The college does not anticipate the need to implement this policy except in very rare circumstances due to all protective factors in place related to our Admissions Policy, Behaviour Policy, and the ongoing review with external agencies about our ability to meet our student's complex needs, including their potentially challenging behaviour via the SEN/EHCP and/ or LAC review processes.

However, the Head Teacher does retain the statutory right to permanently exclude where allowing a student to remain in college would seriously harm the education or welfare of the student themselves or others in the college.

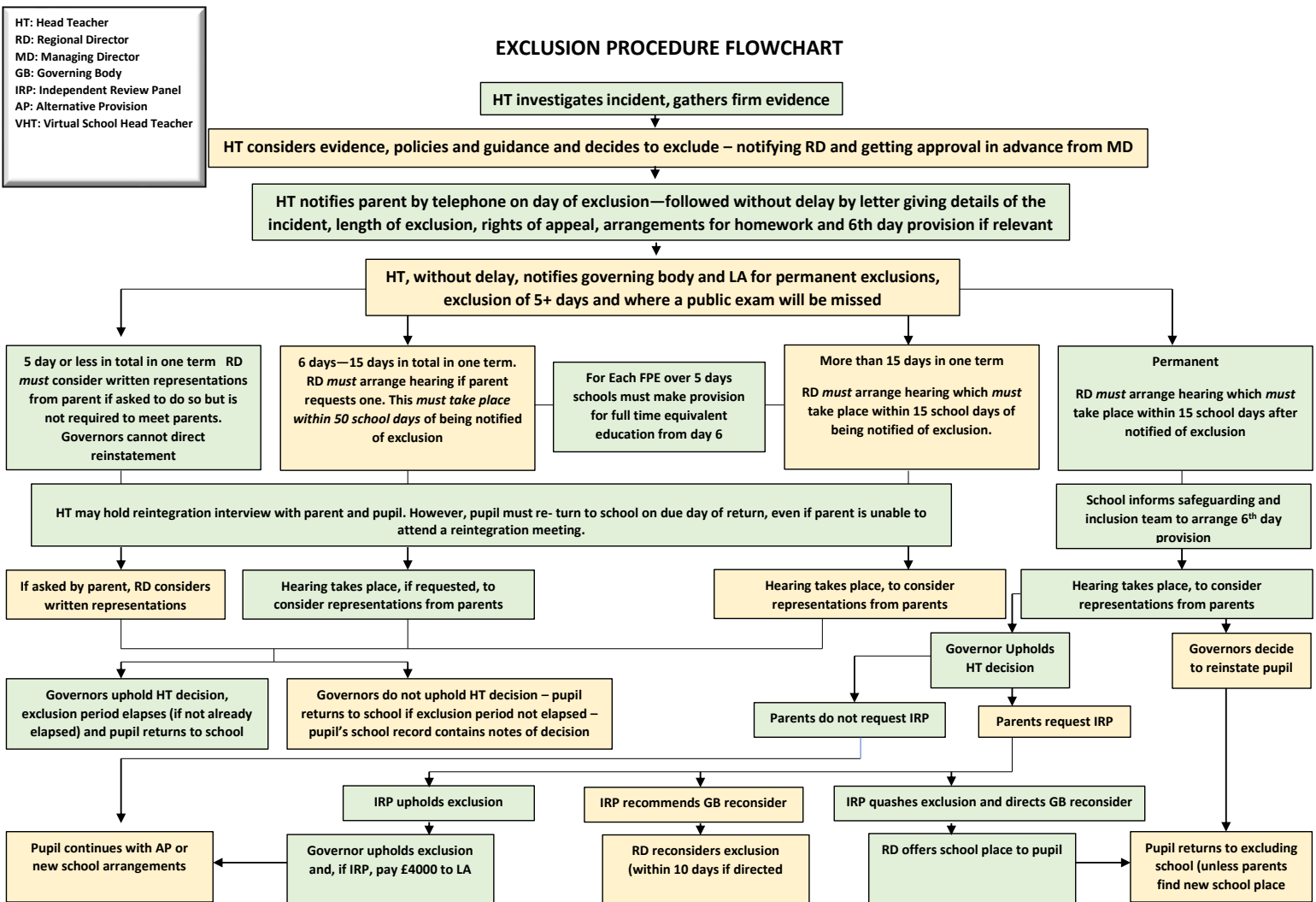
APPENDIX 1: INDEPENDENT REVIEW PANEL TRAINING

Outcomes First Group must make sure that all members of an independent review panel have received training within the 2 years prior to the date of the review.

Training must have covered:

- The requirements of the primary legislation, regulations and statutory guidance governing suspensions and permanent exclusions on disciplinary grounds, which would include an understanding of how the principles applicable in an application for judicial review relate to the panel's decision making
- The need for the panel to observe procedural fairness and the rules of natural justice
- The role of the chair and the clerk of a review panel
- The duties of headteachers, governing boards and the panel under the Equality Act 2010
- The effect of section 6 of the Human Rights Act 1998 (acts of public authorities unlawful if not compatible with certain human rights) and the need to act in a manner compatible with human rights protected by that Act

APPENDIX 2: EXCLUSION PROCEDURE FLOWCHART





Outcomes
First Group

