

Suspensions and Exclusions (Children/Young People)

The Setting 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 and children in the Setting. Such procedures are outlined in the Behaviour Management & Bullying Policy. However, there are occasions 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 Setting, on either a temporary or permanent basis.

1. Persistent unacceptable behaviour from a child will result in them receiving a formal warning from staff about their actions. Staff will explain to the child why their behaviour is unacceptable and the consequences of any further such incidents. Children will be encouraged to discuss their behaviour, to explain their actions, and will then be supported in developing strategies to avoid repeat incidents.
2. Children will only be suspended or excluded as a last resort when there is no alternative action that could be taken, or when it is felt that other children and/or staff are potentially at risk. Whenever possible the Setting will give parents/carers sufficient time to make alternative arrangements for childcare during a period of suspension.
3. Only in the event of an extremely serious or dangerous incident will a child be suspended from the Setting with immediate effect. In such circumstances, the child's parents/carers will be contacted immediately and asked to collect their child.
4. After an immediate suspension has taken place, the Manager will arrange a meeting with the child concerned and their parents/carers to discuss the incident and decide if it will be possible for them to return to the Setting.
5. When a suspension is over and before a child is allowed to return to the Setting, there will be a discussion between staff, the child and their parents/carers setting out the conditions of their return.
6. Details of all warnings, suspensions and exclusions will be recorded and kept on file. Each warning should be discussed with the child concerned and their parents/carers. All staff will be made aware of any warnings given to a child. Staff will record persistent incidents in order to establish a pattern of behaviour which may be relevant if the child is involved with outside agencies.
7. Suspensions and exclusions should be seen as consistent, fair and proportionate to the behaviour concerned. In applying such a sanction, consideration should be given to the child's age and maturity. Any other relevant information about the child and their situation should also be taken into account. More detailed information is contained within our Special Educational Needs Policy.

8. Staff should always keep parents/carers informed about behaviour management issues relating to their child and attempt to work with them to tackle the cause of disruptive or unacceptable behaviour.
9. No member of staff may impose a suspension from the Setting without prior discussion with the Manager. Staff will consult the Manager as early as possible if they believe that a child's behaviour is in danger of warranting suspension or exclusion.

This policy was adopted at a meeting of Nursery/Oosc held on 17 May 2016

Signed on behalf of the Nursery/Oosc