



## **Expulsion Policy**

On rare occasions, an individual student's behaviour may compromise the health, safety and wellbeing of other students and staff at the school. When a behavioural incident(s) is of such magnitude that an expulsion is considered, it is important that a transparent, fair and supportive process is in place, with appropriate checks and balances at each stage.

The Policy has been developed to support and guide directors to meet their obligations when they are considering expelling a student.

Only school Directors have authority to make the decision to expel a student. This authority cannot be delegated. Directors must not expel a student who is aged 17 years or less without the agreement of the Safeguarding Officer and not without prior contact with the Parent or Guardian.

Detailed requirements exist for the expulsion process and it is important that directors refer to the full expulsion process for details.

### **When an expulsion may occur**

A director may expel a student from the school if, whilst attending school, travelling to and from school or engaging in any school related activity away from school (including when travelling to or from that activity) if the student:

- behaves in such a way as to pose a danger, whether actual, perceived or threatened, to the health, safety or wellbeing of any person
- causes significant damage to or destruction of property
- commits or attempts to commit or is knowingly involved in the theft of property
- possesses, uses or sells or deliberately assists another person to possess, use or sell illicit substances or weapons
- fails to comply with any clear and reasonable instruction of a staff member so as to pose a danger, whether actual, perceived or threatened, to the health, safety or wellbeing of any person
- engages in behaviour that insults, defames, degrades or humiliates another person based on age; gender; identity; impairment; marital status; physical features; political belief or activity; race; religious belief or activity; gender; sexual orientation; personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes
- consistently behaves in an unproductive manner that interferes with the wellbeing, safety or educational opportunities of any other student.

The student's behaviour must be of such a serious nature that having considered the need of the student attending/completing a course; to maintain the health, safety and wellbeing of other students and staff at the school; and to maintain the effectiveness of the school's educational programmes, expulsion is considered the only available mechanism.



## **Intervention and support**

It is critical that interventions and supports have been implemented to address behaviours of concern prior to making an expulsion decision. An expulsion can be overturned if this has not happened, or is not documented. Students may only be expelled after an investigation of the incident/s has been conducted.

## **Notification of expulsion**

Directors must notify the student of the decision to expel from the school in writing (letter or email) and where possible, face to face in a meeting attended by the Director, Safeguarding Lead and if relevant, Parent/Guardian and Director of Studies.

## **Expulsion appeals**

In keeping with principles of procedural fairness, a decision to expel a student from ISE Brighton can be appealed by the student or their parent/guardian. An appeal must be submitted in writing within 1 calendar month of notice of expulsion.

An expulsion can be appealed on the following grounds:

- a student has a history of behavioural issues, and there is insufficient evidence of prior interventions designed to address the behaviour and support the student
- the grounds on which the student was expelled are considered unfair
- the expulsion process was not followed by the director
- other extenuating circumstances.

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