

Exclusion Policy (Covid- 19 version)

Bolder Academy

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Registered in England and Wales No: 08932893

Exclusion Policy V1

This policy is called:	Exclusion Policy (Covid-19 version)
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Addendum in light of Covid-19

On 4th March 2021, the Government updated the statutory guidance to schools, entitled 'Changes to the school suspension and expulsion process during the coronavirus (Covid-19) outbreak'.

The guidance can be found here:

<https://www.gov.uk/government/publications/school-exclusion/changes-to-the-school-exclusion-process-during-the-coronavirus-outbreak>

The changes are integrated into the Policy below. These changes are effective immediately and the changes apply to all fixed term exclusions and permanent exclusions until 24th September 2020 inclusive.

The DFE states that expulsions between 25 September 2020 and 24 September 2021 (inclusive) should follow the deadlines in the [suspensions and expulsions from maintained schools, academies and pupil referral units in England statutory guidance](#), other than the deadline for the application of an independent review.

If it is not reasonably practicable to meet by the usual deadline either in person because of coronavirus (COVID-19), or by remote access because of the conditions for a remote access meeting, the meeting must not be delayed any longer than is reasonably necessary because of coronavirus (COVID-19).

NB: Bolder uses the term fixed term exclusion (instead of suspension) and permanent exclusion (instead of expulsion).

Introduction

Bolder Academy is committed to creating a safe environment for all, where learning time can be maximised. Our values: be kind, be strong, be brave are an integral part of how each member of the Academy community interacts with one another.

The Behaviour for Learning Policy provides guidance and a framework which outline possible sanctions and interventions. It is the policy of Bolder Academy to avoid fixed term exclusions or a permanent exclusion, whenever possible.

The decision to issue a fixed term exclusion from the Academy or to permanently exclude a student should be regarded a last resort, and usually only considered after a range of these strategies have been undertaken. This may include: contact with family, work or behaviour reports, restorative justice conversations and meetings, alternative provision/ timetables or internal exclusion. Parents will be informed of such decisions at all times.

The Governors of Bolder Academy however, consider that the use of the Headteacher's power to exclude from the Academy can, at times, be essential for the purposes of establishing and maintaining good order and discipline. They believe that its use should be reasonable and proportionate.

This policy is intended to give a clear indication to staff, parents/carers and students of typical circumstances within which the Headteacher may use the power to exclude and the procedures that will be followed in exercising them.

Governors will rely on this policy in reviewing the actions of the Headteacher in excluding student.

Power to Exclude

The Headteacher is the only member of staff within Bolder Academy who can fix term or permanently exclude a student.

In the absence of the Headteacher, the most senior Deputy Headteacher may take this role.

The Governing Board's role is to review the Headteacher's decision and consider appeals from parents/carers of the excluded student. They may direct the reinstatement of an excluded student, or uphold an exclusion after a review, but they cannot exclude a student themselves.

Types of Exclusion

At Bolder Academy, exclusions may be escalated as follows:

- A student may temporarily be excluded from a lesson. In most cases, this may be after the Academy's behaviour procedure has been followed, and a student still refuses to co-operate. In this instance, the student may be removed from the lesson to a partner classroom, or other supervised removal space around the building.

- Fixed term exclusions from the Academy will usually only be applied once a student has failed to respond to sanctions or for certain incidents considered so serious by the school that a one-day exclusion is automatic (e.g. swearing at a member of staff).
- In the most serious cases, a permanent exclusion from Bolder Academy may be the only option left to the Headteacher once all other support has been exhausted.

Internal Exclusions

Only the Deputy Headteacher and the Headteacher can agree an internal exclusion. Other staff may request an internal exclusion via their line manager / Head of Department.

Staff should not threaten a student with exclusion.

Once the decision to internally exclude the student has been made, the parent should be telephoned as soon as possible and the details of the concern shared. The internal exclusion will take place as soon as possible after the incident.

Students will complete appropriate work provided by their teachers which enables them to continue with their learning.

A student who is completing an internal exclusion will have a different break and lunchtime from the rest of the Academy, which will be supervised.

Hard and fast rules about the type of incident and the number of days exclusion are generally not advisable because each situation and student requires a personalised approach.

Before the student returns to class following an internal exclusion, a parental meeting may take place, in which restorative justice will be organised and future actions agreed.

Fixed Term Exclusions

Exclusions are an extremely serious sanction and should only be considered when other sanctions have been explored.

Only the Headteacher can agree a fixed term exclusion, or the Deputy Headteacher in their absence.

The full details of the incident should be shared with the parent on the telephone and / or an exclusion letter. A copy of the letter will be placed on the student file.

A re-integration interview should be conducted with the parent/carer, student and a member of staff. Ideally, the staff will be those involved in the incident, but there may be situations where this is not appropriate.

Re-integration interviews are typically carried out in the morning after the last day of exclusion, however there may be occasions where this is not possible. In these circumstances, the Headteacher or those staff delegated will decide the best time for the re-integration interview.

The Academy recognises that removing a student from the site for disciplinary reasons without following formal exclusions procedures is illegal even with the consent of the parent. If, whilst investigating an incident, a student needs to be isolated from others they should remain with a Senior Leader.

Fixed term exclusion will normally be issued for one day. However, in certain circumstances, it may be necessary to issue a one-off longer exclusion. Hard and fast rules about the type of incident and the number of day's exclusion are generally not advisable because each situation and student requires a personalised approach.

There is a limit of 45 school days in a school year for suspensions.

Permanent exclusions and fixed term exclusion that result in the student being excluded for more than 15 school days (singularly or cumulatively) in a full academic term, must be reported immediately to the Headteacher who will inform Governors and arrange the required Governor's Disciplinary Panel.

A Governors' Disciplinary Panel must consider reinstatement of the student if a fixed term exclusion takes them over 15 school days in a term and this must be done within 15 school days of being notified of the exclusion.

COVID-19 addendum:

If a student is permanently excluded or fixed term excluded which results in them being out of school for 16 or more school days in a term, the governing board should meet to discuss reinstatement within 15 school days.

The limit will be extended to 25 school days, or as long as reasonably necessary, if:

- the exclusion occurred between 1 June 2020 and 24 September 2020
- it has not been reasonably practicable for the governing board to meet in person within 15 school days for reasons relating to coronavirus (COVID-19)
- it has not been reasonably practicable to meet via remote access for a reason relating to the conditions for a remote access meeting

Meetings relating to permanent exclusion occurring between 25 September 2020 and 24 September 2021 must take place within the normal timescales described in [suspensions and expulsions from maintained schools, academies and pupil referral units in England](#). If the deadlines are missed because of coronavirus (COVID-19), the meeting must be held as soon as it is reasonably practicable to meet in person or via remote access (respecting the conditions for such a meeting).

Any exclusion that would mean the student missing a public exam must also be immediately reported to the Headteacher who will inform governors and arrange the required Governors' Disciplinary Panel.

There are two main reasons for exclusion: a serious breach of Bolder Academy's Behaviour for Learning Policy, or a situation where it is feared that the safety and wellbeing, or education, of other student is at risk.

Whilst having regard to the circumstances of a particular case, the Headteacher may use fixed term exclusions in the following instances:

- Sustained challenge to the authority of a member of staff.
- The use of foul or abusive language directed to a member of staff.
- Bullying, harassment or abuse (including on the grounds of gender, race, ethnicity, age, religion or sexual orientation).
- Persistent defiance of an Academy rule or persistent disruption to the learning of others.
- Acts of vandalism or physical violence.
- Fighting (self-defence and a claim of play fighting will not be accepted as an excuse).
- Using drugs or alcohol and/or smoking within or in close proximity to the Academy site.
- Conduct likely to bring the Academy into disrepute.

This list does not note every offence for which a fixed term exclusion may be used but gives an indication of the behaviour where it will be considered.

- Fixed term exclusions are a very serious punishment. It will usually be of the shortest possible duration to minimise the disruption to learning that extended absence from lessons results in.
- We do not operate a fixed-tariff system and each incident will be considered on an individual basis.
- Occasionally, a longer exclusion will be given if this enables additional support to be secured or to allow a student to complete their schooling.
- During the first five days of an exclusion, the student is the responsibility of the parent/carer, although the Academy will try and set adequate work. It is the parent's/carer's responsibility to ensure that the student does not come onto the Academy site or anywhere in the vicinity of the Academy site, and is not in any public place during school hours without reasonable justification. Failure to comply with this is fineable, with a fixed penalty notice of £60 being issued by the Police, LA or school.
- In exceptional circumstances, for example following a particularly serious incident (that does not merit a permanent exclusion) or for rapidly deteriorating behaviour, a Governors' Discipline Committee meeting will be convened even if five fixed term exclusions have not occurred. This may, for example, be when disruption to learning is becoming more frequent and/or challenge to Academy rules and authority more regular.
- For a fixed term exclusions of more than five school days or separate internal/external exclusions totalling more than 5 school days, the Academy will arrange suitable full-time education (typically at another school, PRU, on-site, or online). This provision must begin no later than the sixth day of the exclusion.
- If an alternative provision is being arranged, then the following information must be given to the parents no later than 48 hours before the provision is due to start:
 - The start date for any provision of full-time education during the exclusion.
 - 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; and
 - Any information required by the student to identify the person he /she should report to on the first day.
- A fixed term exclusions may be extended or converted to an permanent for breaches of the Academy's Behaviour Policy where:
 - It was necessary to exclude the student in order to complete the investigation freely. It is essential that if new evidence has come to light the excluded student is given the opportunity to respond to it

before the exclusion is extended or made permanent. In such a case the Headteacher must write again to the parents explaining the reasons for the change and providing any additional information.

- If the student has also been reported to the police and the result of that investigation provides additional evidence to the Academy.

Longer Exclusions from the Academy

Longer exclusions (6 days or over) will generally be used to enable support to be obtained in assessing, moving, or reintegrating a student with severe problems, where the alternative would be a permanent exclusion. On rare occasions, this type of exclusion may be used when the offence is significant but out of character with the student's record in the Academy.

On the 6th day of an exclusion, the Academy must provide suitable full-time education, either on or off the site. If a student is excluded for longer, the Academy will make arrangements with another school or alternative curriculum provider for education from the 6th day. The provision may also be in the form of online work. However, a decision will be made on a case-by-case basis, with due regard being paid to the safeguarding of the student, particularly those who are vulnerable.

Whilst an exclusion may be an appropriate sanction, the Headteacher should make reasonable adjustments and take account of any contributing factors that are identified after an incident of poor behaviour has occurred. For example, where it comes to light that a student has suffered bereavement, has mental health issues or has been subject to bullying.

COVID-19 addendum:

If a student is excluded which results in them having been suspended for at least 6 school days in a term but not more than 15 school days in that term, and the parent (or pupil, if aged 18 or above) chooses to make representations about the suspension, the governing board should meet to discuss reinstatement within 50 school days.

The limit will be extended to 60 days or as long as reasonably necessary if:

- the suspension occurred between 1 June 2020 and 24 September 2020
- it has not been reasonably practicable for the governing board to meet in person within 50 school days for reasons relating to coronavirus (COVID-19)

- it has not been reasonably practicable to meet via remote access for a reason relating to the conditions for a remote access meeting

Reintegration

To ensure successful reintegration of a student, a meeting will be set up with the member of staff and the parents and child to agree ways of moving forward.

Permanent Exclusion from the Academy

Permanent Exclusions will be reserved for offences that would have a seriously damaging effect on the life of the Academy (not necessarily limited to conduct that has taken place during Academy time or on/near to the Academy), the well-being of other student or of staff, or seriously and persistently interfere with teaching and learning in the Academy.

The following criteria may lead to a student being expelled:

- Serious violence which creates fear and anxiety among staff or student.
- Possession of an offensive weapon (e.g. knife, firearm, BB gun, etc.) on or within close proximity the Academy site.
- Dealing in drugs on or within close proximity the Academy site.
- Persistent defiance of Academy authority or persistent disruption of teaching and learning.
- Persistent bullying, harassment or abuse (as above).
- Serious breach or persistent breaches of the Behaviour Policy.
- Allowing the student to remain in the Academy would seriously harm the education or welfare of the student or others in the Academy.
- Actions which may significantly bring the Academy into disrepute.

A permanent exclusion is the most serious action a school can take and will only be taken when all other alternatives have been explored. However, it is clear that for some students, in some circumstances, that this may be the only available and appropriate option.

In most cases, a permanent exclusion will be the final step in a process of dealing with disciplinary offences following a wider range of strategies which have been tried without success. It is an acknowledgement by the Academy that it has exhausted all available strategies for dealing with the child and should normally be used as a last resort.

There will however, be circumstances where a 'first offence' is so serious that a permanent exclusion has to be considered. The Academy may then also wish to inform the police or other appropriate agency.

The DfE guidance is clear that the Academy has a statutory duty not to discriminate against student on the grounds of protected characteristics such as disability or race and that we should give particular consideration to the fair treatment of student from groups who are vulnerable to exclusion.

A permanent exclusion should be taken as having 'occurred' on the first day of the exclusion.

Alternatives to Permanent Exclusion

The Academy will work actively to avoid expulsions. It is very much a last resort and, where possible, we may pursue the following before a permanent exclusion is confirmed:

- A managed move to another local school.
- A placement at an alternative curriculum provider.
- A highly personalised curriculum programme.
- Securing a statement of Special Educational Need/Education and Health Care Plan and possibly a placement at a special school.

Governors Disciplinary Panel – Permanent Exclusion Hearing

In the case of a permanent exclusion, the Governors' Disciplinary Committee must review the decision that the Headteacher has taken, following representation from the school and parents or carer. The parent/carer may take a representative to the meeting. The child should attend the meeting. An LA representative will attend if invited by the parent.

Parents and the LA will be notified of the decision to permanent exclude in writing, setting out the reasons for the decision. The Governors' notification will also include the notice of parents' rights to ask for the decision to be reviewed by an independent review panel and the date by which an application for a review must be made and to whom (within 15 school days from the date of notice in writing).

COVID-19 addendum:

Governing Boards and arranging authorities for IRPs should take all reasonable steps to meet the normal deadlines for suspensions and expulsions occurring

after 24 September 2020. If the deadlines are missed because of coronavirus (COVID-19), the meeting must be held as soon as it is reasonably practicable to meet in person or via remote access (respecting the conditions for such a meeting).

In the case of an independent review, parents have the right to require Bolder Academy to appoint an SEN expert to attend the review at no cost to parents. Parents may also appoint someone to make written and or oral representations to the panel. Parents may also wish to bring a friend to the review.

If parents believe that the exclusion has occurred as a result of discrimination, they may wish (within 6 months of the date of the alleged discrimination – day of exclusion) to 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.

Independent Review Panel (IRP)

This Panel must meet within 15 days of receiving a request and will include 3-5 members including a Lay (chair), School Governor and Headteacher (within the last 5 years), SEN expert if requested by the parent, Head and Chair of the disciplinary Committee. Additional evidence can be heard.

COVID-19 addendum:

For permanent exclusions between 1st June 2020 and 24th September 2020

The timescale for the meeting will be extended to 25 school days, or as long as reasonably necessary for a reason related to coronavirus (COVID-19) if:

- the permanent exclusion occurred between 1 June 2020 and 24 September 2020
- it has not been reasonably practicable for a review panel to meet in person within the original time limit of 15 school days for reasons related to coronavirus (COVID-19)
- it has not been reasonably practicable to meet via remote access for a reason relating to the conditions for a remote access meeting

To minimise uncertainty for students and their families, the arranging authority should reassess at regular intervals whether it is reasonably practicable to meet. If it is, they should arrange this without delay.

For permanent exclusions between 25th September 2020 and 24th September 2021

The deadline for applications for an independent review in relation to permanently exclude occurring between these dates will be 25 school days from the date on which notice of the governing board's decision is given in writing to parents, or directly to the pupil if they are 18 or above.

Schools must wait for the extended period of 25 school days to pass without an application having been made before deleting the name of an expelled pupil from their admissions register. This is in accordance with the Education (Pupil Registration) (England) Regulations 2006 as amended.

When reviewing the Governors' Disciplinary Panel decision, the IRP must apply the civil standard of proof, i.e. on the balance of probabilities.

The IRP can uphold the decision to permanently exclude or recommend that Governors reconsider or quash the decision and direct that the decision be reconsidered. The IRP does not re-take the decision.

It can only over-turn it on limited grounds, namely if the decision falls foul of judicial review principles i.e. it is illegal, irrational, procedurally improper.

If Governors are directed to reconsider the decision to exclude and do not reinstate the student, the IRP will order the school to make a payment of £4000 to the LA towards the cost of alternative provision.

Remote Access Meetings

For permanent exclusions occurring between 25 September 2020 and 24 September 2021 (inclusive of those dates), meetings of governing boards or IRPs should be held via remote access if:

- it is not reasonably practicable for the meeting to take place in person, within the usual timescales, due to coronavirus (COVID-19)
- the Governing Board, or arranging authority for IRPs, is satisfied that:
- all the participants agree to the use of remote access
- all the participants have access to the technology which will allow them to hear and speak throughout the meeting, and to see and be seen, if a live video link is used
- all the participants will be able to put across their point of view or fulfil their function
- the meeting can be held fairly and transparently via remote access

The Governing Board, or arranging authority for IRPs, is responsible for ensuring that these conditions are met before a meeting takes place. Those who have no intention of taking part in the meeting should not be treated as 'participants' for the purposes of the conditions.

When determining if it's practicable to meet in person, the governing board or arranging authority will attempt to assess:

- the facts of the case
- the circumstances in which a meeting in person could be expected to take place
- the needs of the intended participants, as far as this is possible
- the latest public health guidance, including the [actions for schools during the coronavirus \(COVID-19\) outbreak](#)

Arranging a Remote Access Meeting

The Governing Board or arranging authority will attempt to explain the technology they propose to use to make sure that the participants, particularly students and their families, know that they do not have to agree to a meeting to be held via remote access.

They will attempt to make families aware that if they do not consent to a remote access meeting then the meeting is likely to be delayed.

Where a parent or pupil has given their agreement for a meeting to be held via remote access, the other participants should accommodate that preference except in exceptional circumstances.

Governing Boards, arranging authorities and panel members must:

- comply with relevant equalities legislation
- recognise that some participants may find it difficult to participate in a remote access meeting, for example if they have a disability or if English is not their first language

The Governing Board will take reasonable steps to facilitate a parent, child or young person's access to the technology required.

If a governor, trustee, panel member or other participant requires support to access or use remote access technology, the governing board or arranging authority will try to facilitate this to ensure the meeting can be held promptly.

Fairness and Transparency

The Governing Board or arranging authority must assess whether a meeting can be held fairly and transparently via remote access with reference to the facts of each case. It cannot be decided by following a general policy.

If the Governing Board or arranging authority is not satisfied that a meeting can be held fairly and transparently via remote access, they will consider using reasonable adjustments to overcome this. They will consult with parents and students to take account of their wishes.

In rare cases, a governing board or arranging authority may conclude that a remote meeting would not be fair and transparent, even if the participants have given their consent for a remote access meeting. In such cases, the governing board or arranging authority will explain to the parent and the pupil why they have taken this decision.

Running the Meeting

If a meeting is held via remote access, the chair will make every effort to check the participants understand the proceedings and can engage with them. This is to ensure the meeting is conducted fairly.

If, once the meeting starts, the meeting cannot proceed fairly, for example because a participant cannot access the meeting, the governing board or IRP should adjourn the meeting.

The use of remote access does not alter other procedural requirements that may apply to governing boards, arranging authorities or IRPs. For example:

- if a parent requests the appointment of a special educational needs (SEN) expert to advise a review panel, the arranging authority must appoint one and cover the cost as normal
- parents may be joined by a friend or representative, as normal

Though Governing Board and IRPs must consider written representations if they are made, the law does not allow for solely paper-based 'meetings', conducted in writing.

As long as the conditions for a remote access meeting are met, it is possible for some participants to be present in person and for others to join the meeting via remote access. All the participants must have access to technology which will allow them to hear and be heard by others throughout (and to see and be seen

throughout, if a live video link is used).

To help meetings run smoothly and ensure they are accessible for participants:

- we will provide clear instructions about how to join the meeting virtually, and distribute the relevant papers in a timely manner ahead of the meeting
- we will indicate a named person who participants can contact with any questions they may have beforehand
- we will ensure the chair is prepared to explain the agenda at the start and to provide clear guidance on how the meeting will be run, for example:
 - how participants should indicate they wish to speak
 - how any 'chat' functions should be used
 - whether there will be any breaks in proceedings
 - how participants can access advocacy services during the meeting
- we will consider holding a pre-meeting with attendees to check that the available technology is suitable, and all participants understand how to access the meeting

Work for the Excluded Student

- Members of staff who teach the excluded student will provide work for this student to do at home and make it available as instructed by the Headteacher.
- For fixed term exclusions over 5 days, the student will be educated from the sixth day, off the school site at a place determined by the Headteacher.

PROCESS

Investigation

- The investigation will not be undertaken by the person who will decide on exclusion unless circumstances dictate this.
- Witness statements will be recorded, signed and dated.
- Anonymity cannot be promised to a witness however every effort will be made to maintain it if the witness has concerns regarding their safety. The statement will be signed and dated in the normal way but the name will be withheld.
- The person accused of any offence will be given the opportunity to give his/her own side of the story and respond to statements made by others.

Decision

- The decision to fix term or permanently exclude a student will only be taken by the Headteacher or, in their absence, the next most senior member of the Leadership Team. The power to exclude cannot be delegated.
- The decision will be taken on all the evidence available at the time.
- The decision will be taken on the balance of probability, i.e. 'the civil standard of proof', where on the balance of probabilities, it is more likely than not that a fact is true and that the decision-maker should accept that something happened if it is more likely that it happened than that it did not happen.
- To ensure fairness in the case of an offence that is potentially a criminal act, an additional test will be applied; that it was, 'distinctly more probable than not' that the student committed the offence.

N.B. If an exclusion will prevent a student from taking a public examination, then the Chair of Governors will be informed immediately so that s/he can review the decision or convene a meeting of the Disciplinary Committee before the examination takes place.

Governors Discipline Committee – 5 exclusions, or exclusions of 10 days or more

The Discipline Committee will be convened in accordance with current regulations by the Clerk to Governors.

- This will be communicated without delay by student post; and/or letter and telephone message as appropriate to: the persons having parental responsibility for the student; and the Clerk to Governors.
- It will be clerked and advised by the Clerk to Governors or a person with experience in clerking such meetings.
- The Clerk will ensure that all members of the Committee are reminded of the legal framework for their hearing.
- The conduct of the meeting will be in the hands of the Chair of the Committee, in accordance with the rule of natural justice and having regard to any guidance issued by the Secretary of State.
- The Governors will discuss the case alone with their Clerk after all parties have had the opportunity to state their case and respond to the points put by other parties.

- For hearings related to 5 separate exclusions, if the Discipline Committee agree that there has been a significant and persistent disregard for school discipline then governors will alert the student, and their family, that another similar offence would be likely to lead to a permanent exclusion. In this circumstance, a final warning is given.
- For fixed term exclusions of 10 days or more, the Discipline Committee can uphold the exclusion or overturn it, but not alter the duration.
- If a fixed term exclusion of 10 days or more is upheld, (or there have been 5 exclusions) governors will alert the student, and their family, that another similar offence would be likely to lead to the student being permanently excluded.

Evidence of implementation

The Headteacher will report periodically on the incidence of both fixed term exclusion and permanent exclusions to the Governing Board. This group will also use their power to review the operation of this policy in consultation with the Headteacher and the staff and to recommend any changes to the Governing Board.

This policy should be read in conjunction with the most recent DfE Exclusion Statutory Guidance.

Appendix 1 - National Standard list of reasons for exclusions

Source:

www.teachernet.gov.uk/wholeschool/behaviour/exclusion/datacollection/annexb/

Code	Description	Includes:
BU	Bullying	Verbal bullying
		Physical bullying
		Homophobic bullying
		Racist bullying
		Peer on peer abuse
DA	Drug and alcohol related	Possession of illegal drugs
		Inappropriate use of prescribed drugs
		Drug dealing
		Smoking
		Alcohol abuse
		Substance abuse
DB	Persistent disruptive behaviour	Challenging behaviour
		Disobedience
		Persistent violation of school rules
DM	Damage (includes damage to school or personal property belonging to any member of the school community)	Vandalism
		Arson
		Graffiti
OT	Other	Includes incidents which are not covered
PA	Physical assault against adult	Violent behaviour
		Wounding
		Obstruction and jostling
PP	Physical assault against student	Fighting
		Violent Behaviour
		Wounding
		Obstructing and jostling

RA	Racist abuse	Racist taunting and harassment
		Derogatory racist statements
		Swearing that can be attributed to racist
		Racist bullying
		Racist graffiti
SM	Sexual misconduct	Sexual abuse
		Sexual assault
		Sexual harassment
		Lewd behaviour
		Sexual bullying
		Sexual graffiti
TH	Theft	Stealing school property
		Stealing personal property (student or
		Stealing from local shops on a school
		Selling and dealing in stolen property
VA	Verbal abuse/threat to adult	Threatened violence
		Aggressive behaviour
		Swearing
		Homophobic abuse and harassment
		Verbal intimidation
		Carrying an offensive weapon
VP	Verbal abuse/threat to student	Threatened violence
		Aggressive behaviour
		Swearing
		Homophobic abuse and harassment
		Verbal intimidation
		Carrying an offensive weapon



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