

Icknield High School

Use of Suspension and Permanent Exclusion

September 2026

Principle

Icknield High School is committed to maintaining a calm, safe and respectful environment in which pupils can learn and staff can work effectively. Suspension and permanent exclusion are serious sanctions and will be used lawfully, fairly and proportionately, with safeguarding and the best interests of children considered throughout.

Decision-making and thresholds

Only the Headteacher, or the member of staff formally acting as Headteacher, may suspend or permanently exclude a pupil.

A suspension may be used where a pupil has breached the School Behaviour Policy and the Headteacher considers suspension to be a proportionate response in the circumstances.

Permanent exclusion will only be considered in the most serious circumstances. The Headteacher must be satisfied that there has been a serious breach, or persistent breaches,

of the School Behaviour Policy and that allowing the pupil to remain at the School would seriously harm the education or welfare of the pupil or others.

Each decision will be made on the individual facts of the case. The School will consider relevant contextual information, the pupil's views, safeguarding information, SEND and disability, reasonable adjustments, previous support and interventions, and any other factors relevant to a fair and proportionate decision. The School will act in accordance with the Equality Act 2010 and current Department for Education guidance.

The behaviours listed below are examples of conduct that may result in suspension and, in the most serious cases, permanent exclusion.

The list is not exhaustive and no behaviour listed below will result in an automatic sanction without consideration of the individual circumstances.

Behaviour that may result in suspension or permanent exclusion

Violence, threats and safety

- Acts of violence, attempted violence or incitement to violence, including assaults on pupils, staff or other members of the School community.
- Serious threatening, intimidating, coercive or aggressive behaviour, including threats made in person, in writing or online.
- Possession, use or threatened use of a knife, weapon, replica weapon or any item intended or adapted to cause injury, fear or intimidation.
- Behaviour that is dangerous, reckless or creates a significant risk to the health, safety or wellbeing of any person associated with the School.
- Arson, attempted arson, deliberate fire-setting, possession or misuse of fireworks, or deliberately activating the School fire alarm without good reason.

Abuse, discrimination, harassment and harmful sexual behaviour

- Discriminatory, prejudicial or abusive behaviour, including behaviour related to protected characteristics or other prejudice-based abuse, whether directed at an individual or a group.
- Racist, religious, sexist, misogynistic, homophobic, biphobic, transphobic, disablist or other hate-related abuse, harassment or incitement.
- Harmful sexual behaviour, sexual violence, sexual harassment or sexual misconduct, including unwanted sexual touching, sexualised comments or conduct, and coercive sexual behaviour.
- Creating, requesting, possessing, sharing or threatening to share intimate, nude, seminude or sexually explicit images without consent, including digitally manipulated or AI-generated material.

- Unlawful harassment, stalking, intimidation or behaviour intended to cause another person fear, alarm or distress.
- Bullying, including persistent bullying, cyberbullying, group-based bullying or incitement of others to bully or harass.

Drugs, alcohol, smoking, vaping and prohibited items

- Possession, use, supply, distribution or being under the influence of illegal drugs or other prohibited substances.
- Possession, use, supply or distribution of alcohol, tobacco, cigarettes, nicotine products, vapes/e-cigarettes, solvents or other substances prohibited by School policy.
- Possession, supply or use of stolen goods, offensive material, pornographic material, or any article prohibited by law or by the School where the circumstances make the matter sufficiently serious.
- Possession or misuse of matches, lighters, chemicals or other items where this creates a safety risk or breaches a specific School rule.

Persistent disruption, defiance and breaches of School expectations

- Persistent refusal to follow reasonable staff instructions or persistent refusal to accept the lawful authority of staff.
- Serious or persistent verbal abuse, threatening language, swearing or abusive conduct towards a member of staff or another member of the School community.
- Persistent disruptive behaviour or persistent breaches of the Behaviour Policy where appropriate sanctions, support and interventions have not secured sustained improvement.
- Behaviour that seriously disrupts teaching, prevents others from learning, or significantly interferes with the safe and orderly running of the School.
- Serious or persistent breaches of agreed behaviour plans, reintegration plans or other formal expectations put in place to support successful participation in School.
- Serious or persistent breaches of the School's mobile Phone Policy, particularly where a device is used to record, humiliate, threaten, bully, harass or facilitate other misconduct.

Technology, recording and online behaviour

- Filming, photographing or recording assaults, bullying, harassment, antisocial behaviour or other harmful incidents, particularly where this encourages, humiliates, exploits or causes further harm.
- Sharing, posting, forwarding or otherwise distributing recordings or material connected with bullying, violence, harassment or safeguarding concerns.
- Serious misuse of ICT, social media, messaging, artificial intelligence or electronic communications, including cyberbullying, threats, impersonation, discriminatory abuse, image-based abuse or deliberate creation of harmful false content.
- Online behaviour outside School where there is a clear impact on the welfare of members of the School community, safeguarding, the orderly running of the School or the School's ability to provide education safely.

- Persistent or serious breaches of the School's Acceptable Use or Online Safety requirements.

Theft, damage, extortion and dishonest conduct

- Theft or attempted theft from pupils, staff, visitors or the School, including possession of property known or reasonably believed to be stolen.
- Robbery, extortion, coercion or threatening another person to obtain money, property, goods, services or anything of value.
- Vandalism, deliberate damage to property or serious misuse of School premises, equipment or resources.
- Burglary, attempted burglary or unauthorised entry to School premises for the purpose of committing an offence.
- Forgery, fraud, deliberate falsification of documents or other serious dishonest conduct intended to undermine School systems or procedures.
- Unauthorised selling, trading or supplying of items to other pupils where this breaches School rules, involves prohibited items, exploitation, coercion or creates a safeguarding concern.

Behaviour outside School

- Serious misconduct while travelling to or from School, while wearing School uniform, while identifiable as a pupil of the School, or while taking part in a School-organised or School-related activity.
- Unauthorised attendance at, or congregating around, another school where this results in intimidation, conflict, disruption, safeguarding concerns or serious breaches of expected behaviour.
- Serious behaviour outside School, including online behaviour, where it adversely affects the welfare of members of the School community, the orderly running of the School, safeguarding, or the School's ability to provide a safe education.
- Conduct outside School that would amount to a serious breach of the Behaviour Policy if it occurred on School premises and which has a sufficiently close connection to the School community.

Continued or escalating misconduct

- Continued or escalating misconduct following previous sanctions, formal warnings, targeted interventions or support, where the behaviour remains serious or persistent.
- A pattern of repeated breaches which, taken together, amount to a serious or persistent breach of the Behaviour Policy even where individual incidents may appear less serious in isolation.

Safeguarding, SEND and individual circumstances

Behaviour may be an important indicator of unmet need, harm or vulnerability. Where appropriate, the School will consider whether an incident raises safeguarding concerns and will follow the Child Protection and Safeguarding Policy alongside the disciplinary process.

Where a pupil has SEND, a disability, a medical need or another identified vulnerability, the School will consider the relevance of those needs, whether reasonable adjustments are required, and whether additional support or intervention is appropriate. This does not prevent the School from using suspension or permanent exclusion where the legal threshold is met and the decision is proportionate.

The School's approach remains rooted in CARES and the Respect Agenda: pupils are expected to respect themselves, respect others and respect the School. Decisions will seek to protect the safety, dignity, education and future outcomes of all pupils, supporting them to leave Ickniel kind, happy and successful.

Suspected criminal offences and police involvement

Where behaviour may constitute a criminal offence, create a serious safeguarding risk or require specialist agency involvement, the School may report the matter to the police, local authority or other relevant agencies. Any decision to investigate, arrest, charge or take other criminal justice action is a matter for the police and other statutory agencies.

The School may take disciplinary action in relation to the same underlying behaviour independently of a police investigation, where it is appropriate and fair to do so. The School will consider safeguarding advice, the integrity of any external investigation and the circumstances of the individual case before deciding how to proceed.

Following a suspension

Following a suspension, the School will support a purposeful return to education. Reintegration arrangements will focus on restoring successful participation in School, reviewing relevant support and expectations, reducing the risk of recurrence and promoting positive relationships. Parents/carers and the pupil will be expected to engage constructively with this process. **Relevant framework**

- Department for Education: Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement (effective 26 July 2026).
- Department for Education: Keeping Children Safe in Education 2026 (in force from 1 September 2026).
- Department for Education: Behaviour in Schools – advice for headteachers and school staff.
- Equality Act 2010 and associated duties relating to disability discrimination and reasonable adjustments.