

**NETHER GREEN JUNIOR  
AFTER SCHOOL CLUB**  
**Suspensions and exclusion policy**

**Policy Statement:**

At Nether Green Junior After School Club we aim to deal with negative and confrontational behaviours in a peaceful and constructive manner. The club will work together with each other, the children, parents and the school to resolve any issues that may arise. As a last measure, the committee reserves the right to permanently exclude a child with immediate effect, but only if the incident /behaviour of the child or the child's parent or carer is of such serious nature that it compromises the Health and Safety of another child, member of staff or any other user of NGJASC Club. The committee also reserves the right to exclude a child or children for the non- payment of invoices within the designated payment time and in line with the parents /carers contract.

**Procedure**

- Persistent unacceptable behaviour from a child will result in them receiving a formal warning from staff about their actions. Staff will explain why their behaviour is unacceptable and the consequences of any further incidents.
- Only in the event of a serious and dangerous incident will child be suspended from the club with immediate effect.
- Parent/carer will be contacted and asked to collect their child immediately.
- A meeting will then be arranged with the manager, committee, the child concerned and their parent/carer to discuss the incident and decide if it is possible to return to the club, with a view to setting out conditions.

Suspension is the penultimate sanction. Expulsion can thus result from an accumulation of offences for which suspension is appropriate or from a more serious single incident.

Before deciding whether to exclude a pupil, either permanently or for a fixed period, Nether Green Junior After School Club will consider the following points:

- that an appropriate investigation has been carried out
- all the evidence has considered club policies on Race Relations, Equal Opportunities and Disability and Discrimination.
- that the child has been allowed to give his or her version of events
- whether the incident had been provoked for example bullying, racial or sexual harassment

The manager (after informing the Chair of the committee) will contact the parents before suspending a child. The parent / carer of the child will be informed of:

- the reason for suspension
- the period of suspension
- that the child will be regarded as being in the parents/carers care from the end of the after-school club until such time as the period of suspension expires.

**'Sent home to consider one's actions'**

On some occasions, a period of 'cooling off' or 'contemplation' may be a sensible compromise. This can allow a short period for a family to talk with their child and work with them to overcome the difficulty experienced. This is not considered to be a suspension.

A contract between the child, manager and parent may be drawn up if this is believed to be beneficial in moderating behaviour and should recognise the positive, as opposed to highlighting the negative.

**Withdrawal by the parent**

Through discussion with the parents, a compromise can be agreed that the parents should withdraw their child from the club. The club will provide a reference and, where possible, help with the relocation of a child.

## **NETHER GREEN JUNIOR AFTER SCHOOL CLUB**

**The list of offences for which suspension/expulsion will be considered includes but is not limited to:**

- Violent behaviour – serious actual or threatened violence against another pupil or a member of staff
- Persistent and defiant misbehaviour including bullying, racist or homophobic bullying
- Theft (including access to unauthorised material on computer)
- Open disobedience to reasonable instructions from a member of staff
- Damage to property
- Interfering with any safety equipment (fire safety etc.)
- Carrying an offensive weapon. (This may require the club to inform the police because a criminal act may have taken place)

This policy was adopted at a meeting of	<u>NGJASC</u>	name of setting
Held on	<u>May 2019</u>	(date)
Date to be reviewed	<u>July 2020</u>	(date)
Signed on behalf of the management committee	<hr/>	
Name of signatory	<u>Tammy Nelson</u>	
Role of signatory (e.g. chair/owner)	<u>Manager</u>	