

# Suspensions and Exclusions Policy

Beas Cheerleading will deal with negative and inappropriate behaviour by using constructive behaviour management techniques. We will involve staff, parents and children to tackle disruptive and challenging behaviour collectively.

We acknowledge that some children will require additional support in order to achieve acceptable levels of behaviour. Where we identify a child with these needs, we will work closely with the parents or carers to deal with the inappropriate behaviour in accordance with our **Behaviour Management** policy.

Where a child *persistently* behaves inappropriately, we will implement the following procedure:

1. Give the child a formal warning; staff will explain why the behaviour is unacceptable along with the consequences of further incidents.
2. Staff will encourage the child to discuss their behaviour, to explain their actions and to identify strategies for avoiding such incidents in the future.
3. Details of formal warnings, suspensions and exclusions will be recorded on an incident record kept in the child's records.
4. The formal warning will be discussed with the child's parents and all staff will be notified.
5. Staff will inform the Director if a child's behaviour warrants suspension or exclusion.

We will only suspend or exclude a child from the Club for behavioural reasons as a last resort, when all other behaviour management strategies have failed or if we feel that children or staff are at risk.

Suspensions and exclusions will be fair, consistent and appropriate to the behaviour concerned, and will take account of the child's age and maturity as well as any other factors relevant to the child's situation.

## Temporary suspensions

Temporary suspensions will be applied in the following situations:

- Where formal warnings have failed to improve a child's persistent, challenging and unacceptable behaviour .
- In the event of an extremely serious or dangerous incident we will suspend a child with immediate effect. We will contact the parents and ask that the child be collected immediately. Immediate suspensions require the Directors agreement.
- Poor attendance to training sessions.
- Missing one of the three last training sessions (As stated in the 2018-19 season pack, no excuses warrant the absence of these sessions).

The Club may temporarily suspend the child for a period of up to 15 consecutive days. If the Club takes this step, we will discuss our concerns with the parents/carers in order to work together to promote a more desirable outcome.

At the end of the suspension period the coach will meet with the parents/carers and the child, in order to agree any conditions relating to the child's return to the Club.

### **Permanent exclusion**

In exceptional circumstances, and only when all other attempts at attendance and behaviour management have failed, it may be necessary to permanently exclude a child from the setting. If an exclusion were to happen before a competition, a refund for entry will not be given, nor will a refund be given for monthly fees.

If a child is excluded from the Club, the parents/carers will be given a verbal and written explanation of the issues and subsequent actions. They have the right to appeal to the [Director of Beas Cheerleading](#) against the exclusion within 14 days of receiving written notification of the exclusion.

This policy was adopted by: Beas Cheerleading Date: 30<sup>th</sup> August 2021 To be reviewed: 1<sup>st</sup> September 2022 Signed: B.DSUZA