Luccombe Hub

This document forms part of the policy handbook and is intended for use at Luccombe Hub

Title:	**Exclusion Policy**
Subject Area:	Whole Centre
Applies:	Immediately
Issued:	01/06/2022
Last Reviewed:	23/01/2025
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1. Introduction

1.1 Aims

This policy provides the ethos around Exclusion at the Luccombe Hub. The learners who attend The Luccombe Hub all have Special Educational Needs and therefore this is taken into account when reviewing and deciding on what is appropriate by way of an "exclusion" policy. The welfare and safety of all learners and staff is paramount and positive mental health is promoted within the Luccombe Hub's community. The Luccombe Hub understands the historic experiences of our learners, some, if not all, having experienced 'Exclusion' and 'Isolation' at some point throughout their individual educational journeys. The Luccombe Hub therefore, prides itself on a common-sense approach to daily life and the use of rewards and sanctions is avoided and instead, replaced with discussion, negotiation, conflict resolution and natural consequences.

There is a general principle that all child's behaviour is communication whilst maintaining that any individual's presence at The Luccombe Hub should not detract from or disrupt other people's lives and learning. In particular, a learner's behaviour should not threaten their own or other people's safety or feeling of security. The Luccombe Hub operates a zero tolerance with regards behaviour deemed as bullying or harassment towards other learners and this includes but not limited to:

- Name calling
- Aggressive intimidating behaviour towards other learners or facilitators
- Texting, emailing, image sharing or other forms of messaging.
- Behaviours making a learner unsafe to travel

1.2 Consultation

The Luccombe Hub will communicate this policy to all staff, relevant professionals and learners through inductions, meetings, day to day communications, staff meetings and training. A copy of this policy and all policies will be available on request or via the website.

2. Procedures and practice

The Luccombe Hub utilises principles around restorative practices to empower learners and to develop understanding of how one's behaviour can affect another and learn the skills needed to improve a situation in a positive way.
All staff at The Luccombe Hub appreciate that life can become overwhelming at times and not everyone we meet we will get along with easily, people come with differing ideas on likes/dislikes, religious/political views, differing backgrounds and therefore The Luccombe Hub is to be safe space to all with a prime focus on engagement with life and learning.
We would encourage learners to have a voice and The Luccombe Hub aims to promote an environment of freedom to share thoughts and feelings, opportunities to communicate through written word, expressive art, verbal or play to express wants and needs and so learn to increase self-awareness and promote empathy towards others.
Every effort will be made to avoid exclusion. However, we appreciate that there may be an extreme case or situations that could lead to a short, fixed period of suspension or where appropriate, immediate permanent exclusion.
There is very limited instances but could include, repeated offences of:

- The bringing in of drugs and/or the dealing of drugs at the Luccombe Hub
- The repeated bullying/harassment/aggressive behaviour towards others
- The bringing in of a weapon with the intent to cause harm to self or another person at the Luccombe Hub.
- Stealing

In all situations, alternative solutions would be explored first. With a focus on teaching what is appropriate behaviour via 1:1 mentoring sessions.
In the case of a suspension of between 1-7 days the child/Young person will meet with the Luccombe Hub Lead/Mentor/Social Worker/Facilitator as deemed appropriate for the situation together with parents/carer to discuss the offence and build a plan for re-inclusion back into the Luccombe Hub.
If after returning to the Luccombe Hub the behaviours described above continue despite support, The Luccombe Hub reserves the right to put in place a permanent exclusion.
A record of all suspensions and exclusions and the reasons for them will be maintained.

3. Concluding notes

3.1 Monitoring and review

This policy will be reviewed every 3 years or earlier if required.

3.2 Links to other policies

Fairness & Dignity (Anti-Bullying) Policy, Behaviour Policy, Safeguarding & Child Protection Policy and Admissions Policy