



Venture
Learning

Suspensions Procedures

Venture Learning

Document Owner

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Introduction

Venture Learning recognises that suspension can have a significant impact on a young person's education and wellbeing. Suspension will only be used where all appropriate interventions and reasonable adjustments have been considered and where the Headteacher judges it to be a proportionate response. We focus on de-escalation and reflection and strive to apply alternative resolutions to instances of negative behaviour. However, in some circumstances, a suspension may be unavoidable. This document has been written to outline the procedures involved in a suspension and should be read in conjunction with Venture Learning's Behaviour Policy.

Following any behavioural incident, staff will initially attempt to remove the student from the situation and hold a restorative conversation in order to de-escalate and resolve the issue. This may be followed up with a call home and any behavioural incidents logged for that individual.

Instances where a staff member would seek to resolve the issue by means of a restorative conversation include, but are not limited to:

- refusal to complete work;
- rudeness towards others;
- defiance and refusal to follow instructions;
- swearing (either indirectly or directly towards a staff member);
- disruption in lesson time (talking, shouting, getting up out of their seat without permission, throwing objects, playfighting with other students).

In situations where poor behaviour escalates and staff feel that the student is posing a risk to themselves or others, the decision may be taken to suspend the student if all attempts at resolving the situation have failed. Suspensions will always be a last resort and staff will make all reasonable attempts to resolve the situation with the student and allow them the opportunity to turn things around. Reasons for this may include, but are not limited to:

- verbal or physical threats toward a staff member;
- verbal or physical threats towards another student;
- serious incidents such as bullying or fighting;
- aggressive behaviour;
- dangerous behaviour (damaging property, throwing equipment, running around the provision disrupting lessons)
- repeated swearing (either indirectly or directly towards a staff member)
- being in possession of offensive weapons or items deemed to pose a risk to others
- being in possession of drugs or alcohol on the premises

This procedure has regard to:

- Department for Education Guidance: *School Suspensions and Permanent Exclusions Update July 2026*.
- Equality Act 2010.
- Independent School Standards Regulations.
- Keeping Children Safe in Education.
- Venture Learning Behaviour Policy and Safeguarding Policy.

Before any suspension is issued, Venture Learning will consider:

- whether the student's behaviour was linked to a disability;
- whether reasonable adjustments have been implemented;
- any identified SEND;
- safeguarding concerns;



- Prior to and following suspension, Venture Learning will assess whether there are any safeguarding concerns that may have contributed to the incident or which may increase risk during the period away from the provision.
- social, emotional and mental health needs;
- information contained within EHCPs, risk assessments or behaviour support plans.

Suspension will not be used as a substitute for appropriate support or reasonable adjustments.



Key Staff and Contacts

Provision Based Contacts

Name	Role
Rhys Griffiths	Chair Of Proprietary Body
Rich Hill	Headteacher
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Suspensions Procedures

Only the Headteacher (or designated senior leader acting in the Headteacher's absence) has the authority to suspend or permanently exclude a student. If another member of staff believes that a student's behaviour warrants a suspension they must consult with the Headteacher. The final decision always rests with the Headteacher.



If the decision is taken to pursue a suspension, a call is made to the commissioning school to discuss the situation and the length of term for the suspension. The length of any suspension will be proportionate to the incident and determined by the Headteacher. Suspensions may range from part of a school day up to a defined number of school days.



When agreed with the commissioner, Parents/carers will be informed without delay and provided with written confirmation of the reason for suspension; the duration of suspension; arrangements for education during the suspension where applicable; the right to make representations; arrangements for reintegration.

*Where a student's behaviour is dangerous and is putting others at immediate risk, a call home to parents will be the priority in order to have the student leave the site as soon as possible.



At the point of suspension a readmission meeting will be arranged. This will involve parents, commissioners, VL staff and the student. **This must be held before the student returns to site.** The meeting should review the incident; allow the student's voice to be heard; identify support needs; review risk assessments; review behaviour support strategies; agree reasonable adjustments; establish clear expectations moving forward.



VL staff will put into place any actions that are agreed in readmission and update student profiles to reduce the likelihood of recurring incidents.

Venture Learning does not routinely terminate placements. However, where a student's behaviour presents a sustained serious risk and all interventions have been exhausted, Venture Learning will work with commissioners to determine the most appropriate next steps.

