



Managing Persistent Challenging Behaviour, Suspension and Exclusion

Pavilion Pre School (Aigburth) CIO, is committed to promoting positive behaviour through supportive relationships, clear expectations, consistent boundaries and an understanding of each child's individual needs. We recognise that behaviour can be a form of communication and that children may require different levels of support to manage their emotions, develop self-regulation and make safe and respectful choices.

Where a child displays persistent, challenging or unsafe behaviour, staff will work in partnership with the child, their parents or carers and the Leadership Team to understand the reasons behind the behaviour and identify appropriate strategies to support improvement. We will consider the child's age, maturity, developmental stage, communication needs, special educational needs and disabilities (SEND), and any relevant circumstances that may be affecting their behaviour.

Procedure for Managing Persistent Challenging Behaviour

Where concerns persist despite the use of positive behaviour leadership strategies, the following steps will be taken:

1. Initial discussion and support: Staff will speak with the child calmly and respectfully, explain the behaviour expectations and help them understand why their behaviour is inappropriate or unsafe. The focus will be on helping the child recognise the impact of their actions and identify more appropriate choices.
2. Understanding and addressing the behaviour: Staff will encourage the child, in an age-appropriate way, to talk about what happened, how they were feeling and what may have contributed to the incident. Appropriate strategies will be identified to help the child manage similar situations more positively in the future.
3. Working with parents and carers: Where behaviour becomes persistent, frequent or has a significant impact on the safety or wellbeing of others, parents or carers will be informed and invited to work with staff to agree consistent approaches.



Managing Persistent Challenging Behaviour, Suspension and Exclusion

4. Additional support: The Leadership Team will review the concerns, consider recurring patterns and any underlying needs, and determine whether an individual behaviour support plan, reasonable adjustments or advice from relevant professionals may be appropriate. For children attending Pre School, the key person and SENCO will be involved where appropriate.
5. Recording and monitoring: Significant or recurring incidents, discussions with parents or carers and agreed actions will be recorded factually and objectively in accordance with the setting's recording procedures. Records will be used to monitor progress and review the effectiveness of the strategies in place.
6. Formal warning: Where appropriate, the Leadership Team may issue a formal warning to the child and their parents or carers. This will explain the concerns, the improvements expected, the support being offered and the possible consequences if the behaviour continues. Relevant staff will be informed of the agreed strategies to ensure a consistent approach.

Staff must inform the Operations Manager or appropriate member of the Leadership Team when behaviour raises significant concerns about the safety or wellbeing of children or staff, or when suspension or exclusion is being considered.

Suspension or permanent exclusion will only be considered after careful assessment and as a last resort, where other appropriate strategies and support have been unsuccessful, or where the seriousness of an incident or ongoing risk means that continued attendance cannot be safely maintained. Where an immediate risk arises, the setting will take the necessary steps to safeguard children and staff.

Any decision will be fair, proportionate and based on the individual circumstances. The setting will consider the child's age, maturity, developmental stage, individual needs, the nature and seriousness of the behaviour, any reasonable adjustments required and the steps already taken to support improvement. Advice from relevant agencies or professionals may be sought where appropriate.



Managing Persistent Challenging Behaviour, Suspension and Exclusion

Temporary Suspension

A temporary suspension may be considered in the following circumstances:

- Where persistent challenging or unsafe behaviour continues despite appropriate support, agreed strategies and formal warnings.
- Where a serious incident has occurred and a temporary suspension is considered necessary to protect the safety and wellbeing of children or staff while the circumstances are reviewed.

In the event of an extremely serious incident presenting an immediate risk, the setting may require the child to be collected by their parent or carer while the situation is assessed. Any immediate suspension must be authorised by the appropriate manager and, where required by the setting's governance arrangements, the Trustees.

A temporary suspension may be for a period of up to 15 consecutive days, where considered appropriate. The duration and arrangements will be determined by the Leadership Team in proportion to the circumstances.

Parents or carers will be informed of the reasons for the suspension, the arrangements during the suspension and the steps required before the child returns. The setting will work collaboratively with the family to identify the support and strategies needed to promote a successful return.

Before the child returns, the Pre School Manager or Operations Manager, as appropriate, will meet with the parents or carers and, where appropriate, the child. This meeting will review the incident, consider any additional support required and agree expectations and strategies for the child's return.

Any arrangements for the child's return will be reasonable, proportionate and focused on safeguarding, inclusion and supporting positive behaviour.

Permanent Exclusion

Permanent exclusion will only be considered in exceptional circumstances, where the setting determines that continued attendance cannot reasonably be managed safely or appropriately, despite consideration of suitable support, interventions and reasonable adjustments, or where the seriousness of the incident justifies this decision.



Managing Persistent Challenging Behaviour, Suspension and Exclusion

The decision will be made by the appropriate person in accordance with the setting's governance arrangements and following a careful review of the circumstances, relevant records, the child's individual needs and the measures already taken.

Parents or carers will be informed of the decision and provided with a written explanation setting out:

- The reasons for the exclusion.
- The incidents or concerns considered.
- The support and strategies previously implemented, where relevant.
- The reasons why continued attendance is no longer considered appropriate.
- The procedure for appealing the decision.

Parents or carers may appeal a permanent exclusion to the Trustees in writing within 14 days of receiving written notification. The appeal will be considered fairly and impartially, in accordance with the setting's governance arrangements.

Working in Partnership

Throughout this process, Pavilion Pre School, Breakfast Club and After School Club will treat children and families with dignity and respect, maintain appropriate confidentiality and ensure that decisions are consistent with the Behaviour Leadership Policy, safeguarding responsibilities and the setting's commitment to inclusion and positive behaviour development.

We recognise that children develop at different rates and may require different levels of support. Our priority will always be to understand the reasons behind behaviour, support children to develop positive relationships and self-regulation, and work with families to achieve the best possible outcomes for each child.

This policy was adopted in February 2022

This policy will be reviewed annually or as required.

Last updated: 14.10.26

Signed by Chair of Trustees:



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S. P. 2020

Signed by Operations Manager: