

# **Crystal Academy: Aerial Arts and Dance CIC**

## **Behaviour Policy**

Crystal Academy: Aerial Arts and Dance CIC is committed to providing a safe, inclusive, and positive environment for all children and young people who attend our sessions. Our Behaviour Policy is rooted in restorative practice, respect for individuality, and understanding of the unique needs of every child, including those who are neurodivergent or have additional support requirements.

#### Purpose:

To promote positive behaviour, establish clear and consistent expectations, and provide staff and volunteers with guidance on managing challenging behaviours constructively.

#### Scope:

Applies to all students, staff, volunteers, and visitors engaging in Crystal Academy activities.

#### Behaviour Principles:

- Every individual has the right to be treated with respect and dignity.
- Behaviour is a form of communication, especially for children with SEND or trauma backgrounds.
- Positive relationships are key to encouraging responsible behaviour.
- Consistency, clarity, and calm responses are essential in managing incidents.

#### Expectations of Behaviour:

- Be kind, respectful, and inclusive
- Follow staff instructions and respect the session space
- Listen to others and take turns
- Report concerns or unsafe behaviour to a trusted adult

#### Positive Reinforcement:

- Verbal praise and encouragement

- Certificates or recognition for teamwork and creativity
- Meaningful roles and responsibilities

#### Managing Challenging Behaviour:

- Use of calm, non-confrontational language
- Provide movement or sensory breaks when needed
- Offer choices and alternatives to support self-regulation
- Engage in restorative conversations to rebuild trust and understanding
- Record incidents when behaviour presents a risk to self or others

#### Staff Responsibilities:

- Get to know each child and their individual needs
- Consistently apply boundaries and expectations
- Use de-escalation strategies and avoid punitive approaches
- Liaise with parents/carers and external professionals as appropriate

#### Support Plans:

Where necessary, we will implement individual support plans developed with the child, their family, and relevant professionals to ensure success in our setting.

#### Monitoring and Review:

Behaviour will be reviewed regularly through team discussions and feedback. Policy updates occur annually or when new guidance is released.

Lead Responsibility: Jason Kolmer (Director & DSL), supported by Kirsty Kolmer.