

Crystal Academy: Aerial Arts and Dance CIC

Anti-Bullying Policy

Crystal Academy: Aerial Arts and Dance CIC recognises that every student, regardless of ability or background, has the right to feel safe, respected, and included in all activities. We are committed to preventing all forms of bullying and creating a culture that promotes kindness, understanding, and accountability.

Purpose:

This policy sets out how we define, prevent, and respond to bullying within our setting, including verbal, physical, relational, discriminatory, and cyberbullying behaviours.

Scope:

Applies to all students, staff, volunteers, parents/carers, and anyone attending Crystal Academy programmes, both onsite and online.

Definitions:

Bullying is defined as repeated, intentional behaviour that hurts another individual physically or emotionally. It can include:

- Name-calling, teasing, or mocking
- Spreading rumours or exclusion from groups
- Physical aggression or intimidation
- Misuse of digital platforms to threaten or isolate others
- Discrimination based on race, gender, disability, neurodivergence, or other protected characteristics

Preventative Actions:

- Foster an inclusive culture where differences are celebrated
- Model positive behaviour and reinforce our code of conduct in every session
- Educate students on empathy, respect, and responsible communication

- Ensure adult supervision during all sessions and events
- Provide clear information on who to approach if help is needed

Responding to Incidents:

- All concerns or incidents of bullying will be taken seriously and recorded
- Incidents will be investigated by Jason Kolmer or a designated lead promptly and fairly
- Involved individuals will be supported appropriately, including restorative conversations where safe and suitable
- Parents/carers will be informed where relevant
- Persistent or serious cases may lead to suspension from sessions or referral to safeguarding services

Supporting the Community:

We actively support victims of bullying and work with individuals displaying bullying behaviours to understand the impact and change their actions. Our approach aims to be restorative, educational, and trauma-informed.

Monitoring and Review:

This policy is reviewed annually or in line with emerging guidance or safeguarding developments.

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