**CRYSTAL ACADEMY: Aerial Arts and Dance CIC**

**10 Market Street**

**HEDNESFORD**

**WS12 1AF**

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**Directors:** Kirsty Kolmer and Jason Kolmer

dance@crystalacademy.net

07456813657

07979290738

**Companies House:** 14996452

Crystal Academy: Aerial Arts and Dance CIC
10 Market Street, Hednesford, WS12 1AF
Company Number: 14996452
Contact: Jason Kolmer (Director & DSL) - dance@crystalacademy.net

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HEALTH & SAFETY POLICY

Part 1: Statement of Intent

At Crystal Academy: Aerial Arts and Dance CIC, we are committed to ensuring the highest standards of health, safety, and wellbeing for all staff, volunteers, students, and visitors. Our objective is to prevent accidents, manage risks proactively, and maintain a safe environment in all our activities and premises.

We will achieve this by:
- Preventing accidents and cases of work-related ill health.
- Managing health and safety risks through regular risk assessments and proactive monitoring.
- Providing clear instructions, training, and supervision to ensure all staff are competent in their roles.
- Maintaining adequate first aid facilities and ensuring qualified first aiders are present where possible.
- Regularly reviewing and revising our policies and procedures, at least annually or following any significant incident.

Jason Kolmer, Director and Designated Safeguarding Lead

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Part 2: Responsibilities for Health & Safety

- Overall and Final Responsibility:
Jason Kolmer, Director & Designated Safeguarding Lead.

- Day-to-Day Responsibility for Implementation:
Jason Kolmer (Director) and Kirsty Kolmer (Principal).

- Key Health & Safety Responsibilities:
 - Jason Kolmer: Staff training, policy compliance, safeguarding oversight.
 - Kirsty Kolmer: Daily operational safety, premises checks, and equipment maintenance.

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Part 3: Health & Safety Arrangements

- Risk Assessments:
Regularly conducted and reviewed, including specific assessments for high-risk activities such as aerial arts, acrobatics, and dance. All staff are required to report hazards immediately through our established communication channels.

- First Aid:
First aid kits are available on-site, and staff are encouraged to complete accredited first aid training. Where possible, a qualified first aider will be present during all sessions.

- Emergency Procedures:
Fire evacuation plans are clearly displayed. Fire drills are conducted regularly, and all staff are trained in emergency response procedures. Fire safety equipment is checked and maintained according to legal requirements.

- Staff Training:
All staff receive training on health and safety responsibilities during induction and ongoing refresher training annually. Training records are maintained securely.

- Equipment Safety:
All aerial and acrobatic equipment is inspected before use. Visual checks occur daily, with formal recorded checks weekly. Equipment is professionally tested and maintained according to manufacturer and industry standards.

- Site Safety:
Housekeeping standards are maintained to prevent slips, trips, and falls. Cleaning products are stored securely. Hazard signage is used appropriately, and all areas are regularly inspected for hazards.

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Monitoring and Review:
This policy will be reviewed annually or immediately following a significant incident, change in operations, or update in health and safety legislation.

Jason Kolmer, Director and Designated Safeguarding Lead

Review date: 12/05/2025

Next Review: 11/05/2026