



CODE OF CONDUCT

Date Adopted: July 2026

Next Review: July 2027

Organisation: Grove Studios

Applies To

Students · Parents & Guardians · Staff & Volunteers

Date Adopted / Updated

July 2026

Next Review

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Underpinned by

UN Convention on the Rights of the Child · Children Act 2004 ·
Equality Act 2010

Our Values

At Grove Studios, Robyn Academy and Taboo Dance Company we are committed to creating an environment that is safe, inclusive, respectful and inspiring for every student, family and member of staff. These values underpin everything we do:

- Respect — for ourselves, each other and the space we share
- Inclusion — everyone belongs here regardless of age, ability, background or identity
- Excellence — we work hard, take pride in our craft and celebrate progress at every level
- Integrity — we are honest, fair and consistent in all our actions

Students — Expected Behaviour

- Arrive on time, in correct uniform and ready to work
- Treat teachers, staff and fellow students with courtesy and respect at all times
- Listen to and follow all instructions given by teachers and staff
- Switch mobile phones to silent and refrain from using them during class time
- Care for studio equipment, premises and the property of others
- Report any concerns, worries or incidents to a teacher or the Principal
- Never engage in bullying, harassment or discrimination of any kind — verbal, physical or online
- Do not share images or videos of fellow students on social media without their consent

Students — Behaviour That Will Not Be Tolerated

- Racist, sexist, homophobic, transphobic or otherwise offensive language or behaviour
- Physical aggression, intimidation or threatening behaviour
- Bullying — including cyberbullying
- Persistent disruption of classes
- Theft or deliberate damage to property
- Bringing prohibited substances onto the premises

Persistent unacceptable behaviour may result in suspension or permanent exclusion from the studio at the Principal's discretion.

Parents & Guardians — Expected Behaviour

- Ensure your child arrives on time and is collected promptly at the end of class
- Keep emergency contact and medical information up to date at all times
- Pay fees on time and give the required notice before withdrawing from a course
- Communicate any concerns calmly and directly with the Principal — by email or phone, not at the studio door
- Support the studio's values of respect, inclusion and hard work in conversations with your child
- Do not approach, confront or challenge a member of staff in front of students or other parents
- Do not share photos or videos of other people's children on social media

Parents & Guardians — Behaviour That Will Not Be Tolerated

- Aggressive, abusive or threatening behaviour towards staff, other parents or students — in person, by phone or online
- Negative or defamatory comments about the studio, staff or fellow students on social media or review platforms
- Attempting to coach, correct or instruct students during class time
- Entering studio spaces without permission

The Grove Studios reserves the right to terminate membership and ban individuals from the premises if behaviour poses a risk to the welfare of students or staff.

Staff & Volunteers — Expected Behaviour

Staff and volunteers are ambassadors for the studio and are expected to:

- Treat every student, parent and colleague with dignity, respect and fairness
- Maintain professional boundaries at all times — not engaging with students on personal social media
- Deliver a safe, inclusive and high-quality experience in every class
- Follow all safeguarding, health and safety and data protection procedures without exception
- Report any concern about the welfare of a student to the DSL immediately
- Dress appropriately, arrive punctually and be prepared for every session
- Never use physical punishment, humiliation or inappropriate language with students
- Maintain confidentiality regarding students, families and colleagues

Anti-Bullying

The Grove Studios takes bullying in all its forms — physical, verbal, emotional and online — extremely seriously. Any student found to be bullying another will be dealt with promptly and may be excluded. We encourage students to report bullying to a teacher or the Principal, and we will always take reports seriously and act with sensitivity.

Equality & Inclusion

In accordance with the Equality Act 2010, we do not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. We celebrate diversity and actively promote an inclusive environment in all our classes.

Breaches of This Code

Concerns about a breach of this Code of Conduct should be raised with the Principal. Serious breaches will be investigated and may result in suspension, exclusion or referral to the appropriate authority. Where a safeguarding concern arises, our Safeguarding Policy takes precedence and the matter will be referred to the DSL without delay.