



Grove Studios · Robyn Academy · Taboo Dance Company
37 The Grove, Gravesend, Kent DA12 1DX

CHILD PROTECTION & SAFEGUARDING POLICY

Date Adopted: July 2026

Next Review: July 2027

Organisation: Grove Studios

Designated Safeguarding Lead

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Last Reviewed

8th June 2026

Next Review

July 2027

Legislative Basis

Working Together to Safeguard Children (2023) · Children Act 1989 & 2004

Purpose & Statement

Children and young people have the right to be safe and happy whilst participating in activities organised by Grove Studios Gravesend. The company takes all reasonable precautions to safeguard the welfare of all young people who work and train with us. This policy applies to all teaching and support staff, voluntary class assistants and artists engaged by the company, and covers children and young people under 18 and vulnerable adults.

Principles

- The welfare of the child is paramount
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately
- All staff have a responsibility to report concerns to the Designated Safeguarding Lead (DSL)
- Staff and volunteers are not trained to decide whether abuse has occurred — this is the role of statutory authorities

Designated Safeguarding Lead (DSL)

The DSL with overall responsibility for child protection is the Principal, Jacqueline Hadlow-Moore. All concerns regarding suspected child abuse must be reported to her immediately. In her absence, concerns should be brought to the attention of the teacher in charge.

Safer Recruitment

All staff and volunteers hold a current Enhanced DBS certificate. A minimum of two references are taken before appointment. New staff will not be left in sole charge of young people until all checks are complete.

Categories of Abuse Recognised

Based on Working Together to Safeguard Children (HM Government, 2023):

- Physical abuse — including hitting, shaking, burning, Female Genital Mutilation (FGM)
- Emotional abuse — persistent emotional ill-treatment causing adverse effects on development
- Sexual abuse — forcing or enticing a child into sexual activities, including non-contact and online
- Neglect — persistent failure to meet a child's basic physical or psychological needs
- Child Sexual Exploitation (CSE) — coercion into sexual activity
- Child Criminal Exploitation (CCE) / County Lines — unexplained gifts, excessive phone use, going missing
- Radicalisation (Prevent) — changes in behaviour, extremist views. Referral via Kent Police Channel: 101
- Online harm — grooming, cyberbullying, harmful content (Online Safety Act 2023)
- Domestic abuse — children who witness domestic abuse are recognised as victims (Domestic Abuse Act 2021)
- Modern slavery & trafficking — signs include being controlled, malnourishment, withdrawal, unknown home address

Reporting Concerns

Any concern must be reported to the DSL (Jacqueline Hadlow-Moore) immediately. Do not discuss suspicions with anyone other than the DSL or statutory authorities.

If a child is in immediate danger: call 999

Kent Children's Social Care

03000 41 11 11

NSPCC Child Protection Helpline

0808 800 5000

Distribution & Review

- Issued at induction for all permanent and freelance staff
- Confirmation of receipt — signed statement held on file
- Reviewed annually or upon legislative change