

Tucker Management Talent Agency

Safeguarding & Child Protection Policy

Policy Statement

Tucker Management Talent Agency ("Tucker Management", "we", "our", or "us") is fully committed to safeguarding and promoting the welfare of all children and young people involved in our agency activities.

We recognise that:

- safeguarding is everybody's responsibility;
- children and young people have the right to protection from all forms of harm, abuse and exploitation;
- children should always be treated with dignity, respect and care;
- the welfare of the child is paramount.

We are committed to creating and maintaining a safe, positive and professional environment for all children and young people represented by Tucker Management.

This policy applies to:

- staff;
- agents;
- chaperones;
- volunteers;
- freelance contractors;
- clients;
- production companies;
- and anyone acting on behalf of Tucker Management.

Legal Framework

This policy is written in accordance with:

- Children Act 1989 and 2004
- Working Together to Safeguard Children
- Keeping Children Safe in Education (KCSIE)
- Children and Young Persons Act 1933
- UK GDPR and the Data Protection Act 2018
- Local Authority Child Performance Licensing Guidance
- NSPCC safeguarding guidance
- Ofsted safeguarding expectations where applicable

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Equality, Diversity & Inclusion

Tucker Management is committed to safeguarding all children and young people regardless of:

- age;
- disability;
- race;
- religion or belief;
- sex;
- gender reassignment;
- sexual orientation;
- socio-economic background;
- additional vulnerabilities or needs.

We operate an inclusive and anti-discriminatory environment and expect all staff, clients and partners to do the same.

Designated Safeguarding Lead (DSL)

Designated Safeguarding Lead

Name: Ruby Tucker

Role: Designated Safeguarding Lead (DSL)

Email: ruby@tuckermanagement.uk

Telephone: 07543 088 267

The Designated Safeguarding Lead is responsible for:

- responding to safeguarding concerns;
- maintaining safeguarding records;
- liaising with external agencies;
- supporting staff and families;
- monitoring safeguarding compliance;
- ensuring safeguarding procedures are followed.

In the absence of the DSL, safeguarding concerns should be reported to a senior member of staff immediately.

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Our Safeguarding Commitments

Tucker Management is committed to:

- putting children's welfare first;
- listening to children and taking concerns seriously;
- promoting safe working practices;
- ensuring appropriate supervision and safeguarding measures are in place;
- supporting children attending auditions, rehearsals, productions, castings and performances;
- ensuring all required licences and chaperones are arranged where applicable;
- working with reputable clients, productions and organisations;
- maintaining safer recruitment procedures;
- providing safeguarding guidance and training to staff.

We believe children are children first and performers second.

Safer Recruitment

Tucker Management is committed to safer recruitment practices.

Appropriate checks may include:

- Enhanced DBS checks;
- identity verification;
- reference checks;
- employment history checks;
- right to work checks;
- qualification verification where relevant.

Staff and volunteers must not undertake unsupervised work with children until all required safeguarding checks have been completed.

Child Performance Licensing & Chaperones

Tucker Management will work in accordance with local authority child performance licensing requirements.

Where required:

- performance licences will be obtained;
- approved licensed chaperones will be arranged;
- children's working hours and welfare requirements will be monitored;
- production companies will be expected to comply with safeguarding obligations.

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We expect all productions and clients to maintain appropriate safeguarding standards.

Recognising Abuse

Tucker Management recognises that abuse may take many forms, including:

- physical abuse;
- emotional abuse;
- sexual abuse;
- neglect;
- bullying and cyberbullying;
- grooming;
- child sexual exploitation;
- criminal exploitation;
- online abuse;
- discriminatory abuse;
- peer-on-peer abuse.

Safeguarding concerns may arise from home, education, productions, online activity or social environments.

Reporting Safeguarding Concerns

Any safeguarding concern regarding a child or young person must be reported immediately to the Designated Safeguarding Lead.

Staff and representatives must:

1. listen carefully;
2. remain calm and supportive;
3. record information accurately;
4. avoid asking leading questions;
5. report concerns without delay.

Staff must never:

- promise confidentiality;
- investigate concerns themselves;
- delay reporting concerns.

If a child is believed to be at immediate risk of harm, emergency services should be contacted immediately by dialling 999.

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The DSL may refer concerns to:

- Children's Social Care;
- police;
- Local Authority Designated Officer (LADO);
- NSPCC;
- relevant safeguarding authorities.

Allegations Against Staff or Representatives

Any allegation regarding the behaviour of a member of staff, volunteer, chaperone or representative towards a child will be treated seriously.

Concerns will be reported appropriately and may be referred to:

- the Local Authority Designated Officer (LADO);
- police;
- DBS;
- licensing authorities.

Tucker Management will cooperate fully with safeguarding investigations.

Professional Boundaries

All staff, agents and representatives must maintain appropriate professional boundaries with children and young people.

The following are prohibited:

- inappropriate physical contact;
- private or secretive communication;
- favouritism;
- inappropriate language or behaviour;
- contact through personal social media accounts;
- any conduct that could be interpreted as grooming or exploitation.

Communication with children should, wherever possible, include parents or guardians.

Online Safety & Social Media

Tucker Management recognises the importance of online safety.

Children and young people involved with the agency may be exposed to:

- social media platforms;
- online auditions;
- self-tapes;

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- digital communication;
- public exposure through performances and promotions.

We are committed to promoting safe and responsible online behaviour.

Photographs, videos and promotional content involving children will only be used with appropriate parental consent.

Confidentiality & Information Sharing

Safeguarding information will be shared only where necessary and appropriate.

Tucker Management recognises that safeguarding concerns may require information to be shared with relevant authorities without parental consent where a child may be at risk of harm.

All personal information is processed in accordance with UK GDPR and the Data Protection Act 2018.

Health & Safety

Tucker Management expects all productions, rehearsals, auditions and events involving children to provide safe working environments.

Reasonable steps should be taken to ensure:

- suitable supervision;
- safe premises;
- risk assessments;
- welfare facilities;
- appropriate safeguarding procedures.

Anti-Bullying

Bullying, intimidation, harassment or discriminatory behaviour will not be tolerated.

Children and young people are encouraged to report concerns to a trusted adult.

Concerns will be taken seriously and addressed appropriately.

Whistleblowing

Tucker Management encourages staff, volunteers and representatives to report concerns regarding unsafe, unethical or unlawful behaviour.

Concerns raised in good faith will be treated seriously and without retaliation.

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Important Contacts

NSPCC Helpline

0808 800 5000

<https://www.nspcc.org.uk>

Leicester Safeguarding Children Partnership

<https://www.lcitylscb.org>

Ofsted

0300 123 1231

<https://www.gov.uk/government/organisations/ofsted>

Monitoring & Review

This policy will be reviewed annually or sooner if:

- legislation changes;
- safeguarding guidance changes;
- operational changes occur;
- safeguarding incidents require review.

Policy Review Information

Last Reviewed: 12th May 2026

Next Review Due: 12th May 2027

Signed:  _____

Name: Ruby Tucker

Role: Designated Safeguarding Lead

Tucker Management Talent Agency

Website: <https://www.tuckermgmt.uk>