



Low Level Concern Policy

Date: September 2024
To be reviewed September 2026

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1. Introduction

At Navigators we aim to create an open and transparent culture where all concerns about all adults involved with our organisation are dealt with promptly and appropriately. We aim to identify any concerning, problematic or inappropriate behaviour early; minimise the risk of abuse; and ensure that adults working in or on behalf of our organisation are clear about professional boundaries and act within these boundaries, and by our organisations ethos. This policy should be read alongside our Safeguarding and Staff Code of Conduct Policies.

2. Summary

It may be possible that a member of staff acts in a way that does not cause risk to children, but is however inappropriate. A member of staff who has a concern about another member of staff, volunteer, contractor or who, on reflection, recognises that their actions could have been viewed as a risk should inform the Head Teacher about their concern using a Low-Level Record of Concern Form. If the Head Teacher cannot be contacted, the Chair of Governors should be contacted instead.

3. Keeping Children Safe in Education September 2024

The following is taken from Keeping Children Safe in Education September 2024 and identifies what may be considered behaviour relating to low level concern:

What is a low level concern (LLC)?

The term 'low-level' concern does not mean that it is insignificant, it means that the behaviour towards a child does not meet the threshold of significant harm. A low-level concern is any concern – no matter how small, and even if no more than causing a sense of unease or a 'nagging doubt' - that an adult working in or on behalf of Navigators may have acted in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work; and

- does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

Examples of such behaviour could include, but are not limited to:

- being over friendly with children;
- having favourites;
- taking photographs of children on their mobile phone;
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door; or,
- using inappropriate sexualised, intimidating or offensive language.

Such behaviour can exist on a wide spectrum, from the inadvertent or thoughtless, or behaviour that may look to be inappropriate, but might not be in specific circumstances, through to that which is ultimately intended to enable abuse. It is crucial that any such concerns, including those which do not meet the harm threshold (see Part Four - Section one), are shared responsibly and with the right person, and recorded and dealt with appropriately. Ensuring they are dealt with effectively should also protect those working in or on behalf of organisations from potential false allegations or misunderstandings.

4. Clarity around Allegation vs Low-Level Concern vs Appropriate Conduct

Allegation:

Any adult linked to our organisation who has:

- behaved in a way that has harmed a child, or may have harmed a child and/or;
- possibly committed a criminal offence against or related to a child and/or;
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children; and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

Low Level Concern:

Any adult linked to our organisation who has behaved in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work; and
- does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

Appropriate:

- Behaviour which is entirely consistent with our organisation's Code of Conduct, and the Law.

5. Storing and use of Low-Level Concerns and follow-up information

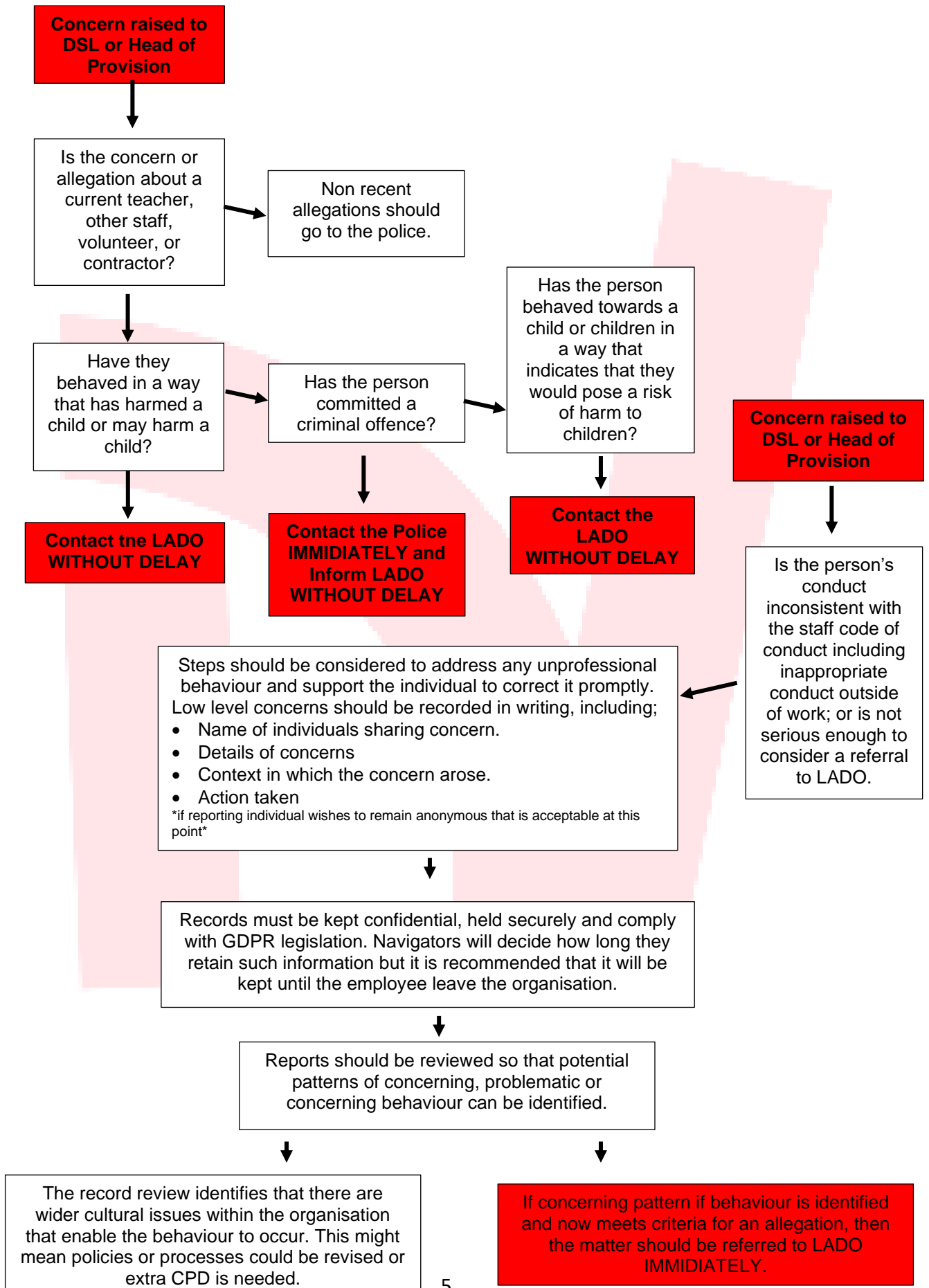
LLC forms and follow-up information will be stored securely within the organisations safeguarding systems, with access only by the leadership team. This will be stored in accordance with Navigators GDPR and data protection policies.

The staff member(s) reporting the concern must keep the information confidential and not share the concern with others apart from the Proprietor, HR or DSL.

Low-Level Concerns will not be referred to in references unless they have been formalised into more significant concerns resulting in disciplinary or misconduct procedures. Whenever staff leave Navigators any record of low-level concerns which are stored about them will be reviewed as to whether or not that information needs to be kept.

Consideration will be given to: (a) whether some or all of the information contained within any record may have any reasonably likely value in terms of any potential historic employment or abuse claim so as to justify keeping it, in line with normal safeguarding records practice; or (b) if, on balance, any record is not considered to have any reasonably likely value, still less actionable concern, and ought to be deleted accordingly.

6. Process to follow when a Low-Level Concern is raised



Navigators
Low Level Concern Reporting Form

Your Details	
Name (optional):	
Role in organisation:	
Date and time of completion of this form:	
Details of individual (including yourself for self-reporting) whom the concern is about	
Name:	
Role in organisation:	
Relationship to the individual reporting eg manager, colleague	
Details of Concern	
<p>Please include as much detail as possible. Think about the following: What behaviour and/or incident are you reporting? What exactly happened? Why does the behaviour and/or incident worry you? Why do you believe the behaviour and/or incident is not consistent with our Staff Code of Conduct?</p>	
Details of Child or Young Person involved	
Name (s):	
Next Steps	
Are you willing to meet with the headteacher and DSL to discuss your concern? Please circle as appropriate.	Yes / No
Please state any other information that you feel is relevant to the processing of this concern.	
Signature:	

For use of Head of Provision/HR/DSL Upon receipt of concern	
Date and time received:	
Name:	
Signature:	
Role:	
Actions/Next Steps	