

Safeguarding

Low level concerns



It is crucial to ensure that all those who work with children behave appropriately, and that early identification and prompt, appropriate management of concerns about adults, is embedded into everyday safeguarding practices.

Creating a culture in which all safeguarding concerns and allegations about adults (including those that do not meet the harm threshold) are shared responsibly and with the right person and recorded and dealt with appropriately.

The term 'low-level' concern does not mean that it is insignificant. 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 with children may have acted in a way that: is inconsistent with an organisation's staff code of conduct, including inappropriate conduct outside of work
- does not meet the harm threshold; or is otherwise not serious enough to merit a referral to the LADO.

If in any doubt then advice should be sought from your LADO-

[LSCPБ | Local Authority Designated Officer \(L.A.D.O.\) \(lcitylscb.org\)](http://lcitylscb.org)

Task 1

Do you have Low level concerns policy? If so, does it consist of -

- A definition
- Persons who may be involved
- The threshold and when policy applies
- Procedure
- Possible outcomes
- Storage and retention

Use these questions to aid your reflection and the document below to inform any developments or changes.

[Developing and implementing a low-level concerns policy: a guide for organisations which work with children \(farrer.co.uk\)](http://farrer.co.uk)

Task 2

Ask yourself the following reflective questions-

Does your setting operate a culture of openness, trust, and transparency? How do you know this?

Do your staff complete training in this area? Can they answer the following questions?

- What constitutes to appropriate and inappropriate behaviour?
- What a low-level concern is.
- What is the importance of sharing a low-level concern?

- How do you report any concerns
- What is the process for recording, reviewing, and responding to a concern.

Does your staff code of conduct reflect your policy?

Who are low level concerns shared with?

How are low level concerns monitored and reviewed?

Are low level concerns embedded into inductions and supervisions?

Do you record low level concerns? How?

Task 3

Use these scenarios and explore your teams' responses to them-

- A member of staff having a favourite child in the group and giving them preferential treatment.
- A member of staff kissing and cuddling a child and being over familiar.
- A member of staff changing a child's nappy with the door closed.
- A member of staff turning the lights off to deal with a child's challenging behaviour.
- A member of staff taking pictures of the children using their personal phones.
- A member of staff mocking a child using derogatory language