

What are Low-Level Concerns?

A low-level concern is a concern no matter how small about an adult working in or on behalf of a school or college and can include self-referrals.

The adult in question may have acted in a way that:

- Is inconsistent with the staff code of conduct, including inappropriate conduct outside of work and;
- Is otherwise not considered serious enough to consider a referral to the LADO



Examples of Low-Level Concerns

- Being over-friendly with children
- Having favourites
- Engaging with a child in a secluded area or behind a closed door
- Using inappropriate sexualised, intimidating or offensive language
- Overly aggressive to certain pupils

Examples of Self-Referrals

- Finding yourself inadvertently in a room on a one-to-one basis with a child
- Reflecting that you reacted excessively
- You said something inappropriately, either unintentionally or otherwise
- Acted inappropriately or unprofessionally
- Acted against the Staff Code of Conduct

Niggling Concerns or Doubts

- The way a person behaves towards a child or children makes you feel uncomfortable
- The way a staff member behaves towards a parent makes you feel uncomfortable
- The way a staff member reacts to you or another staff member makes you feel uncomfortable

Speak to me
to find out
more

Speak to: about low-level concerns

For information on low-level concerns visit:
thesafeguardingcompany.com/resources/llc