

# KEEPING CHILDREN SAFE IN EDUCATION

## PART FOUR: ALLEGATIONS AGAINST ADULTS

All adults working with children and young people in an education setting need to understand the importance of recording and reporting low-level concerns.



### **Allegation/concerns have been separated into two sections**

1. Allegations that may meet the harms threshold
2. Allegation/concerns that do not meet the harms threshold / 'low level concerns'



## Creating a Safe Culture

Governing bodies and proprietors need:

- policies and processes in place to deal with concerns;
  - a system to record concerns;
  - insight that concerns may arise in several ways and from several sources such as complaints made by parents or disclosures made by students;
  - a transparent open culture where all concerns about adults are shared, recorded and dealt with appropriately; and,
  - to ensure that adults working in the organisation are clear about professional boundaries.
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## Low-Level Concerns

**The term 'low-level' concern does not mean that it is insignificant, it 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 the school or college may have acted in a way that:**

- is inconsistent with the staff code of conduct; and,
- does not meet the allegations threshold or not considered serious enough to refer to the LADO.

## Examples

- Being over friendly with children
- Having favourites
- Engaging with a child on a one-to-one basis in a secluded area or behind a closed door
- Using inappropriate sexualised, intimidating or offensive language

## Sharing Low-Level Concerns

Low-level concerns should be reported to the DSL or a deputy. If there are concerns about a DSL, these should be reported to the headteacher or principal.

The governing body or proprietor should ensure:

- staff code of conduct, behaviour policies and safeguarding policies and procedures are implemented effectively;
- appropriate action is taken to safeguard children; and,
- a whole school or college approach to dealing with any concerns.

**It is important staff are encouraged and feel confident to self-refer, where:**

- they have found themselves in a situation which could be misinterpreted, might appear compromising to others; and/or,
- on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards.

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## Recording Low-Level Concerns

The DSL or deputy should record all low-level concerns. Records should include:

- the details of the concern;
- how the concern arose; and,
- the actions taken.

**Records should be reviewed so that potential patterns of concerning, problematic or inappropriate behaviour can be identified. Where a pattern of such behaviour is identified, the school or college should decide on a course of action.**







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# MANAGE STAFF AND VOLUNTEER ALLEGATIONS

One of the most sensitive issues facing any leader is how to handle both serious allegations and low-level concerns raised about their staff or others working in or with their organisation. With Confide you can record and manage all these issues confidentially, effectively and with confidence.



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EVERYWHERE.**

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