



LAURUS
TRUST

Low level concerns against teachers and staff

Date of Review: 16/09/25

Date of Next Review: 16/09/26

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About this policy

This policy is based on statutory guidance from the Department for Education. Schools, local authorities and FE colleges should have regard to it when carrying out duties relating to handling allegations against teachers and other staff.

WHAT LEGISLATION DOES THIS GUIDANCE RELATE TO?

- The Children Act 1989
- Section 175 of the Education Act 2002 (local authorities, governing bodies of maintained schools and institutions in the further education sector)
- Section 157 of the Education Act 2002 and the Education (Independent School Standards) (England) Regulations 2010
- The Children Act 2004
- Section 11 of the Children Act 2004 (other agencies)
- Sections 141F, 141G and 141H3 of the Education Act 2002.

Who is this guidance for?

All schools, local authorities, governing bodies and the FE sector. This guidance relates to all adults working with children and young people, whether in a paid or voluntary position including those who work with children on a temporary, supply or locum basis.

Please refer to the Laurus Trust Managing Allegations after teachers and other staff.

LOW LEVEL CONCERNS

A low-level concern is any concern about an adult's behaviour towards a child that does not meet the allegation threshold or is not otherwise serious enough to consider a referral to the LADO/Designated officer and is inconsistent with the staff code of conduct, including inappropriate conduct outside of work. Examples of such behavior could include, but are not limited to:

- being over friendly with children
- having favourites

- working or dealing with a child on a one-to-one basis, in a work area, or behind a closed door
- A low-level concern is any concern – no matter how small, and even if no more than a ‘nagging doubt’ – that an adult may have acted in a manner which:
- is not consistent with an organisation’s Code of Conduct,
- relates to their conduct outside of work which, even if not linked to a particular act or omission, has caused a sense of unease about that adult’s suitability to work with children.
- The Head of School or DSL should be informed of any concern against a member of staff
- If the concerns relate to the Head of School, then this should be directed to the Chair of the Academy Committee
- Staff do not need to be able to determine in each case whether their concern is a low-level concern, or if it is in fact serious enough to consider a referral to the LADO/Designated Officer, or meets the threshold of an allegation. Once staff share what they believe to be a low-level concern that determination should be made by the Head of School or DSL
- Each incident will be recorded internally by DSL
- Repeated incidents may be escalated to the LADO (see Managing Allegations Policy)

FURTHER INFORMATION

The Crown Prosecution Service published guidance for the police on harassment under the Protection from Harassment Act 1997. This can be found at

http://www.cps.gov.uk/legal/s_to_u/stalking_and_harassment/index.html

Guidance on employment records in its Employment Practices Code and supplementary guidance, which provides some practical advice on employment retention.

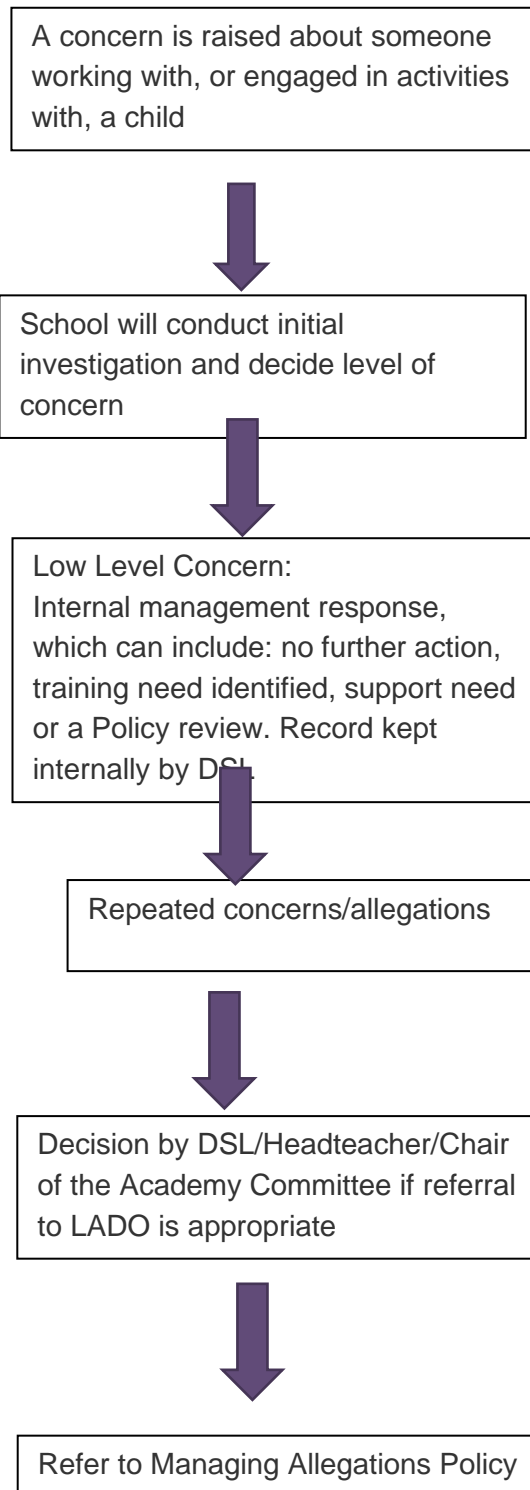
http://www.ico.gov.uk/upload/documents/library/data_protection/detailed_specialist_guides/employment_practices_code.pdf

http://www.ico.gov.uk/for_organisations/data_protection/the_guide.aspx

Guidance on how to make a referral to the ISA is at:

<http://www.isa.homeoffice.gov.uk/Default.aspx?page=379>

Flow Chart to Managing Allegations



Equality Impact Statement

<p>Names and titles of people involved with this assessment</p> <p>Title of Policy – Low Level Concerns</p>	<p>Rachel Robinson Assistant Trust Director of Inclusion</p>
<p>Impact assessment carried out with regard to identified characteristics</p>	<p>Race <input checked="" type="checkbox"/></p> <p>Disability <input checked="" type="checkbox"/></p> <p>Sex <input checked="" type="checkbox"/></p> <p>Age <input checked="" type="checkbox"/></p> <p>Religious belief <input checked="" type="checkbox"/></p> <p>Sexual orientation <input checked="" type="checkbox"/></p> <p>Gender Reassignment <input checked="" type="checkbox"/></p>
<p>Summary of any issues/proposed changes</p>	<p>N/A</p>
<p>Date</p>	<p>September 2025</p>
<p>Date of next review</p>	<p>September 2026</p>



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