

Hill House School Policy

Managing Low Level Concerns

Hill House School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. It is our aim that all young people fulfil their potential

At Hill House we promote an open and transparent culture

All staff are encouraged and supported to exercise professional curiosity and to trust their instincts

All concerns are dealt with promptly and appropriately in order that we are able to identify any inappropriate, problematic or concerning behaviours early and minimise the risk of harm and abuse

We recognise that there may be two types of concerns;

1. Concerns that meet the harm threshold
2. `Low level` concerns that don't necessarily meet the harm threshold

At Hill House we take **all** concerns seriously no matter how small and just because a concern may be deemed as `low level` it does not mean that it is insignificant and should not be taken seriously

A `low level` concern is still a concern

`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 in or on behalf of the school or college 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 harm threshold or is otherwise not serious enough to consider a referral to the LADO`*

(Keeping Children Safe in Education 2022)

A low level concern may mean that a staff member's practise is inconsistent with the staff code of conduct, including inappropriate conduct outside of work or it could be a concern that does not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO

A low level concern may be regarding concerns about a young person's welfare

A low level concern may also involve situations where child on child abuse needs to be considered and an early intervention may be needed

Staff have a responsibility to share all low level concerns

The designated team take prompt and proportionate action and procedures are in place to record and manage any low level safeguarding concerns that do not meet the harm threshold

If the designated team were to be in any doubt as to whether the information shared about a member of staff is a low level concern or would meet the harm threshold, they would discuss this with the LADO

Early Help

If early help is required, the DSL will liaise with other agencies and partners and the situation will be under constant review

Monitoring and Review

- This policy will be subject to continuous monitoring, refinement and audit by the Principal.

Principal of Hill House;
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