

# 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 (e.g. the Hampshire 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.

### **Recording a Low Level Concern**

All low level concerns are logged in the safeguarding record and a detailed chronology is kept of all actions taken in order to manage the concern. All low level concern records also have an outcome and lessons learnt page which enables us to learn from a situation and continue to improve our practice.

### **Monitoring and Review**

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

Principal of Hill House;  
Kate Landells  
Hill House School, Boldre, Lymington, Hants. SO41 8NE  
Tel: 01590 672147  
Email: [kate.landells@cambiangroup.com](mailto:kate.landells@cambiangroup.com)

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