



Low level concerns statement 2025-26

What is a low-level concern?

A low-level concern is any concern that an adult has acted in a way that:

- is inconsistent with the staff code of conduct – including inappropriate conduct outside of work
- doesn't meet the threshold of harm or is not considered serious enough for the school to refer to the local authority

Low-level concerns are part of a spectrum of behaviour.

This includes:

- inadvertent or thoughtless behaviour
- behaviour that might be considered inappropriate, depending on circumstances
- behaviour which is intended to enable abuse

Examples of such behaviour could include:

- being over-friendly with children
- having favourites
- taking photographs of children on their personal mobile phone
- 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

What do I do if I have a low-level concern?

Follow our safeguarding procedure – report your concern to Sarah Laughlin (Head of School and DSL) Karen Norden (DDSL) or Andrea Donnelly (Executive Headteacher and DDSL).