

# Low Level Concerns Policy

Last Updated Sept 2025

This policy has been devised in conjunction with Keeping Children Safe In Education:

[https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping\\_children\\_safe\\_in\\_education\\_from\\_1\\_September\\_2025.pdf](https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping_children_safe_in_education_from_1_September_2025.pdf)

## Introduction to low-level concerns

- The term '**low-level**' **concern** does not mean that it is insignificant, it means that the adult's behaviour towards a child does not meet the safeguarding allegation threshold.
- 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 may have acted in a way that is inconsistent with the Teacher Regulations code of conduct (this included inappropriate conduct outside of work) and does NOT meet the safeguarding allegation threshold.
- A **low-level concern** is otherwise not serious enough to consider a referral to the LADO – but may merit consulting with and seeking advice from the LADO.
- The **low-level concern** policy is linked to the Zen Educate code of conduct for staff.

## Definition: "low-level" concern

What could constitute a **low-level concern**:

- Inadvertent or thoughtless behaviour
- Behaviour that might be considered inappropriate or disproportionate to the circumstances.

- Behaviour that could or is intended to enable abuse.

Examples of such behaviour could include:

- Being overly friendly with children and/or young people
- Having favourites
- Adults taking pictures of children and/or young people on their mobile phone
- Engaging with a child on a one-one basis in a scheduled area or behind a closed door.
- Using inappropriate sexualized, intimidating, frightening or offensive language / vocabulary
- Humiliating a child

## Dealing with low-level concerns

Zen Educate follows the “Respond, Record, Reflect” approach when dealing with low level concerns. We follow KCSIE and Working Together to Safeguard Children when responding to, recording and dealing with a low-level concern.