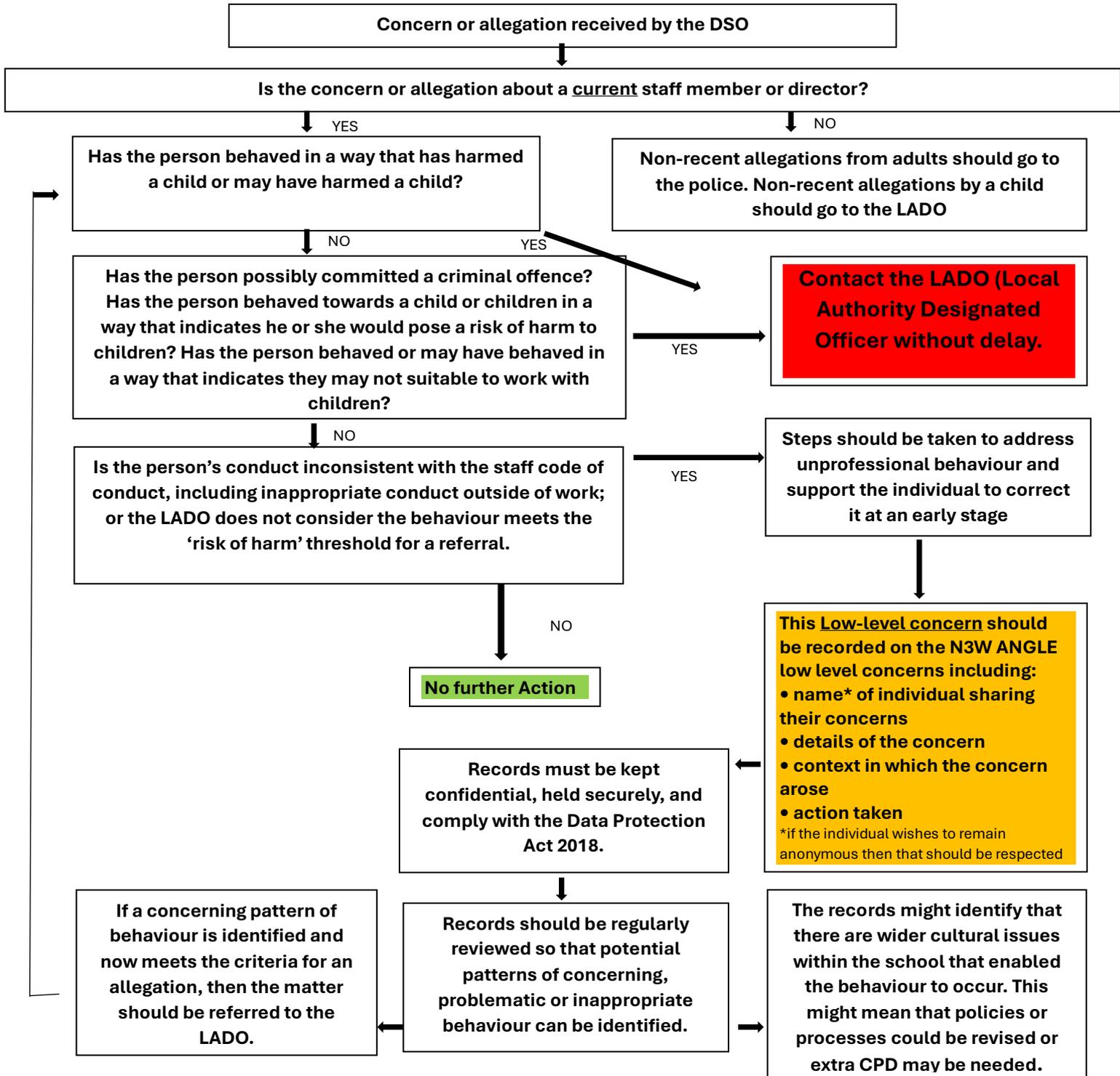


Allegation and Low-Level Concern Procedure Flowchart

Managing Low Level concerns in relation to all staff and the N3W ANGLE Code of Conduct

All concerns **MUST** be managed by the DSO or in the case of a concern regarding the DSO, by another Director.



What is a low-level concern?

The term 'low-level' concern does not mean that it is insignificant, it means that the behaviour towards a child does not meet the threshold set out at KCSIE 2025 paragraph 428. 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
- the LADO does not consider the behaviour meets the 'risk of harm' threshold for a referral.