



## **Low-Level Concerns Policy**

A low-level concern is any behaviour by an adult working with children that:

- is inconsistent with the nursery's staff code of conduct
- causes a sense of unease or concern
- could be misinterpreted by others
- does **not meet the harm threshold** for referral to the Local Authority Designated Officer (LADO).

Low-level concerns may arise from a **single incident or a pattern of behaviour**.

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## **Examples of Low-Level Concerns**

Examples may include:

- using inappropriate or unprofessional language around children
- being overly familiar with a child
- spending unnecessary time alone with a child
- not maintaining appropriate professional boundaries
- showing favouritism towards a child
- inappropriate use of mobile phones or social media
- behaviour outside work that could affect professional suitability
- failing to follow nursery safeguarding procedures
- behaviour that could be misinterpreted by others.

These examples are not exhaustive. Any behaviour that causes concern should be reported.

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## **Reporting Low-Level Concerns**

Concerns should be reported as soon as possible to:

### **Designated Safeguarding Lead**

Abi Williams

or

### **Deputy DSL / Deputy Manager**

Chris McCulloch

Concerns should ideally be reported **within 24 hours**.

Staff are encouraged to **self-report** if they believe their behaviour may have been misinterpreted.

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## **Recording Low-Level Concerns**

The Designated Safeguarding Lead will record:

- the concern raised
- date and time of the incident
- individuals involved
- any witnesses
- actions taken.

Records will be stored securely and confidentially.



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### **Escalation**

Where a pattern of concerning behaviour emerges, or the behaviour meets the harm threshold, the DSL will seek advice from:

**Local Authority Designated Officer (LADO)**

020 8359 4066

If a child may be at risk of harm, a referral may be made to:

**Barnet MASH (Children's Social Care)**

020 8359 4066

Out of hours emergency duty team

020 8359 2000

If a child is in immediate danger, call **999**.

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### **Culture of Openness**

Abi Nursery encourages staff to raise concerns without fear of blame.

Sharing concerns helps maintain a professional and safe environment for children.

All staff have a responsibility to safeguard children.