

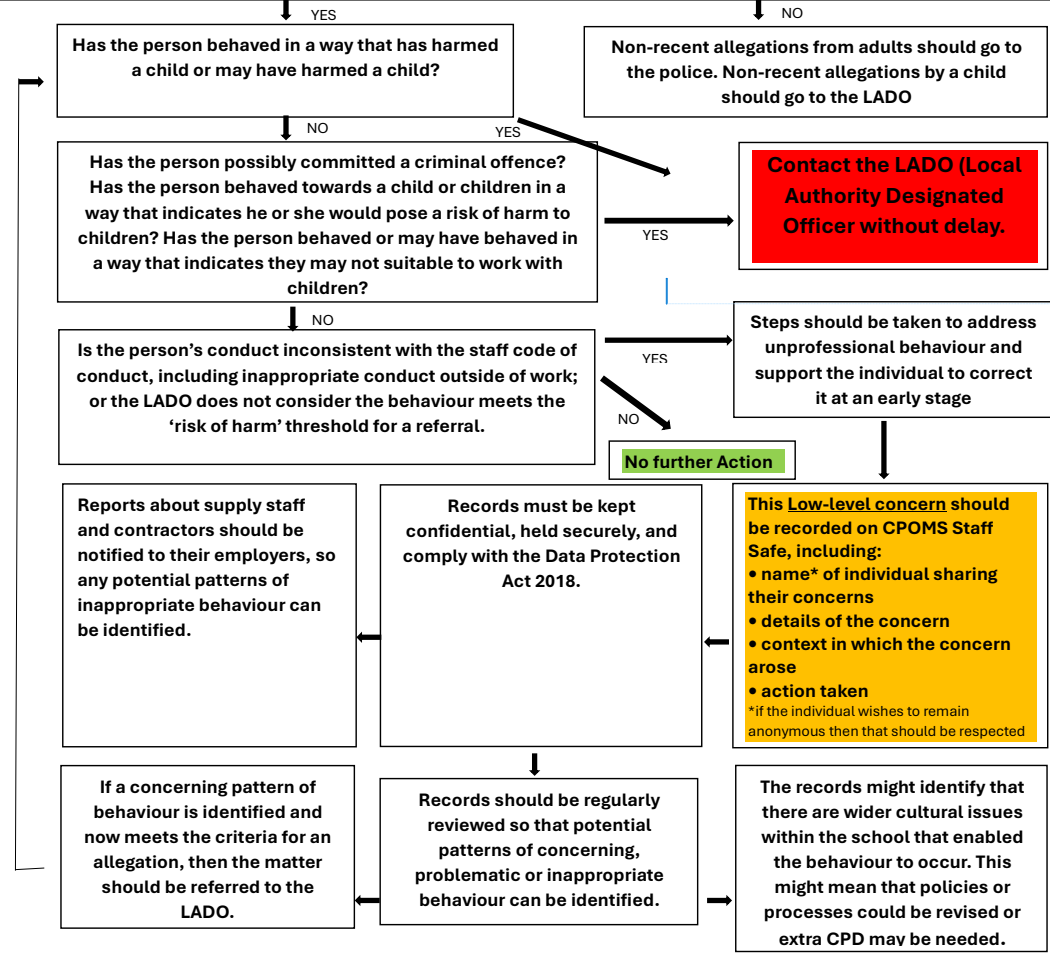
**Low Level Concern Procedure Flowchart**

*Managing Low Level concerns in relation to all staff, including teachers, supply staff, other staff, volunteers, & contractors; in accordance with the Bath & Wells Multi Academy Trust Code of Conduct for Employees and Volunteers*

**All concerns MUST be managed by the Head Teacher or in the case of a concern regarding the Head Teacher, by the Chair of Governors.**

Concern or allegation received by Head Teacher

Is the concern or allegation about a current teacher, supply teacher, other staff, volunteer, governor or a contractor?



Commented [DS1]: See highlighted wording on records section. Does this align with BWMAT policy?

**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 2023 paragraph 445. 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.