

Early Years and Childcare Safeguarding Flowchart: Low Level concern /allegations against a member of staff/volunteer



General safeguarding advice and support is available from Warwickshire Early Years Adviser Team: 01926 742547 E: earlyyearsadvisors@warwickshire.gov.uk

Guidance on managing allegations:

<https://westmidlands.procedures.org.uk/ykpzy/statutory-child-protection-procedures/allegations-against-staff-or-volunteers>

NSPCC Whistleblowing Advice Line: 0800 028 0285

Low level concern /allegation against a member of staff or volunteer or childminder

Concerns logged on yellow form and passed to manager/setting leader

Manager considers if the concerns meet the threshold

- behaved in a way that has harmed a child, or may have harmed a child and/or
- possibly committed a criminal offence against or related to a child, and/or
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children

No

Follow low level concern policy

Record in writing

Hold securely

Review for patterns

Yes

Speak to the LADO within one working day 01926 745376

lado@warwickshire.gov.uk

Any
doubt

Manager/setting leader considers the information and the need for

- training either individual or as a team
- supervision
- re confirm the staff behaviour policy (code of conduct) – clear expectations of appropriate behaviour
- empower reporting of low-level concerns

Low level concerns shared about agency staff and contractors should be shared with THEIR employer.

Encourage an environment where staff self-refer if they find themselves in a situation there could be considered to fall below expected professional standards.

Low level concerns about the manager should be followed up with the owner/ committee/ governors.

