




Report to Valliston (DSL)

Managing allegations which may have met any of the harm threshold below

- 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 they 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 – this includes behaviour taking place both inside and outside of school
- All concerns at this level will be dealt with by the Headteacher, known as the 'case manager' or a Deputy DSL in her absence. The school will involve the LADO at this level. If the concern is about the DSL use the contact details for the LADO below to seek advice.
- For further information please read: 'Managing allegations against staff policy.'



Report on Safeguard My School under the category 'low-level staff concern'

• Low-level staff concerns that do not meet the harm threshold

- Concerns which show behaviour is inconsistent with the staff code of conduct, including inappropriate conduct outside of work, and does not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO.
- Examples of such behaviour could include, but are not limited to:
 - being over friendly with children or having favourites
 - taking photographs of children on their mobile phone, contrary to school policy
 - engaging with a child on a one-to-one basis in a secluded area or behind a closed door, or
 - humiliating children.
- All low-level concerns reported on Safeguard My School.
- If concern is about conduct of adult in front of class/large group etc please report to the DSL/Headteacher physically using written form.
- If concern is about a Deputy DSL come straight to the DSL/Headteacher.
- If the concern is about the DSL, report to Chair of Governors or use LADO below to seek advice.

**LADO – if you had a concern about the DSL/Headteacher
or want advice or support**

To seek advice you can call or email the LADO (Local Authority Designated Officer) team yourself.

Telephone: **03000 41 08 88**

Email: kentchildrenslado@kent.gov.uk

To submit a request for support [Worried about a child - Kent Safeguarding Children Multi-Agency Partnership \(kscmp.org.uk\)](https://www.kscmp.org.uk)

If a call is urgent i.e a child is in immediate danger and requires safeguarding, call **03000 41 11 11**.

If a call is urgent and outside of office hours call **03000 41 91 91**.