



Crewe Alexandra Football Club

Low level concern policy

Approved by	Version	Issue date	Review date	Contact person
Board	1	July 2022	July 2023	Paul Antrobus

Crewe Alexandra Football Club take all concerns being high, medium or low concerns seriously and will act accordingly.

Low Level Concern Policy

What is a low-level concern?

A low-level concern is any concern that an adult has acted in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work
- doesn't meet the threshold of harm or is not considered serious enough for the Football Club to refer to the local authority.

Low-level concerns are part of a spectrum of behaviour. This includes:

- inadvertent or thoughtless behaviour
- behaviour that might be considered inappropriate depending on the circumstances
- behaviour which is intended to enable abuse.

Examples of such behaviour could include:

- being over friendly with children
- having favourites
- adults taking photographs of children on their mobile phone
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door
- using inappropriate sexualised, intimidating or offensive language.

Why do we need to respond to low-level concerns?

Having clear procedures for responding to low-level concerns is part of creating a culture of openness and trust. It helps ensure that adults consistently model the Football Club's values and helps keep children safe. It will also protect adults working in the Football Club from potential false allegations or misunderstandings.

What do Football Club's need to do?

All Football Club's should have a low-level concerns policy and procedures. These should be part of the Club's overall safeguarding and child protection policies and procedures. It should be closely linked to the code of conduct for staff and volunteers.

There should be clear processes in place for sharing and responding to any concerns about an adult's behaviour, no matter how small. A concern can still be significant even if it does not meet the threshold of harm.

Football Club's should ensure adults understand:

- what constitutes appropriate and inappropriate behaviour
- what a low-level concern is
- the importance of sharing low-level concerns
- how to report any concerns
- the process for recording, reviewing and responding to concerns.
- Information and resources to support you
- Behaviour codes of conduct for staff, volunteers , players and parents

Reporting a low level concern

Low level concerns should be reported to the Designated Safeguarding Officer (DSO) within 24 hours of being made aware of the concern . If the DSO is not available the Senior Safeguarding Manager (SSM) should be made aware .

Managing the low level concern

Step 1 : Report the concern to the DSO or SSM either verbally or in writing.

Step 2 : The DSO/SSM will ensure a written record of the concern reported is taken .

Step 3 The DSO/SSM may request further information for clarification from the individual reporting the concern , if not already included in the initial written or verbal report.

Please see the NSPCC Behaviour management and codes of conduct for Adults working with Children for further information <https://learning.nspcc.org.uk/research-resources/templates/behaviour-codes-adults-children#heading-top>