



Safeguarding and Welfare Requirement: Child Protection

Escalation

Policy statement

Working together effectively to safeguard children is dependent on open and honest relationships between agencies. Problem resolution is an integral part of professional co-operation. Occasionally situations arise when workers within one agency feel that the actions, inaction or decisions of another agency do not adequately safeguard a child. This inter-agency policy defines the process for resolving such professional difference and should be read alongside the London Child Protection Procedures and relevant internal policies.

Procedures

Disagreements can arise in a number of areas, but are most likely to arise around: • levels of need • roles and responsibilities • the need for action • progressing plans and communication. Where professionals consider that the practice of other professionals is placing children at risk of harm, they must be assertive, act swiftly and ensure that they challenge the relevant professionals in line with this policy.

The safety of individual children is our paramount concern. Resolution should be sought within the shortest timescale possible to ensure the child is protected. At Ready Steady Grow Pre-School the management team will aim to resolve differences through discussion within one working week or a timescale that protects the child from harm (whichever is shortest).

We strive to resolve disagreements at the lowest possible stage. If a child is thought to be at immediate harm, the manager or designated safeguarding lead (DSL) will make a referral to MASH. Any member of staff who feels that a decision is not safe or is inappropriate can initially



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consult the manager to clarify their thinking if required. Staff members should be able to evidence the nature and source of the concerns and should to keep a record of all discussions. Concerns relating to decisions, suspected wrongdoing or dangers at work within an agency, should be raised in line with each agencies' policies for dealing with such matters, including but not limited to those setting out the arrangements for whistleblowing.

Stages of Resolution

Stage One: If a matter of concern needs to be resolved, the manager or designated safeguarding lead will arrange to discuss the matter with the other staff member or external agency worker as soon as possible either by phone or face to face.

Stage Two: If the problem is not resolved, the manager or DSL will take advice from the Bromley safeguarding team or Bromley Safeguarding Children Partnership. If the case involves a child subject to a Child Protection Plan or a Looked After Child, the DSL must be made aware.

Stage Three: If the problem is not resolved at Stage Two, the manager or designated safeguarding lead will attempt to resolve the professional differences through discussion with any external agency workers management.. If this is not possible then escalation should continue through the appropriate tiers of management in each organisation until the matter is resolved. The respective agency members on the Bromley Safeguarding Children Board should help to seek a resolution before the case is raised with the BSCB Chair.

Stage Four: Resolution by BSCB Chair If it has not been possible to resolve the professional differences within the agencies concerned (and after the agency BSCB members have been involved), we will refer the matter to the Chair of the BSCB, who may either seek to resolve the issue direct with the relevant senior managers, or convene a Resolution Panel. We will e-mail details through to bscb@bromley.gov.uk for the attention of the independent chair. The



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Resolution Panel must consist of senior officers from three agencies who are members of the full Board of the BSCB. The senior officers must include the agencies concerned in the professional differences. The Panel will receive representations from those involved in the dispute and will collectively resolve the professional differences concerned.

If we are unsure of who our agency's representative is on the BSCB Board, we will contact the BSCB administrator on BSCB@bromley.gov.uk or 0208 461 7816. 2 3.

At all stages of the process, actions and decisions will be recorded in writing on the child's file and shared with relevant personnel, to include the worker who raised the initial concern.

Further guidance

- Bromley Children's Safeguarding Board / Partnership

This policy was adopted by

Ready Steady Grow Pre-School

On

30/10/19

Date to be reviewed

30/10/20

Signed on behalf of the provider

Name of signatory

Sally Fiander & Karen Lockley

Role of signatory (e.g. chair, director or owner)

Manager & Deputy Manager