



Keeping children safe is everyone's responsibility

# Brent LSCB

## Inter-Agency Escalation Policy

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## 1 Introduction

- 1.1. Occasionally situations arise when workers within one agency feel that the actions, inaction or decisions of another agency do not adequately safeguard a child. Disagreements are most likely to arise around:
  - Levels of need/thresholds
  - Roles and responsibilities
  - Progressing plans
  - Communication
- 1.2. All professionals have a duty to act assertively and proactively to ensure that a child's welfare is the paramount consideration in all professional activity.
- 1.3. Therefore all professionals must challenge the practice of other professionals where they are concerned that this practice is placing children at risk of harm.
- 1.4. Resolution should be sought within the shortest timescale possible to ensure the child is protected. Disagreements should be resolved at the lowest possible stage however...

**If a child is thought to be at risk of immediate harm the designated safeguarding lead in your agency should be informed immediately. The designated safeguarding lead will inform Brent Head of Safeguarding of the concerns.**

## 2 Stages

- 2.1. Professionals should attempt to resolve differences through discussion within ONE WORKING WEEK or a timescale that protects the child from harm (whichever is shortest).

### Stage One – Involving your Line manager

- 2.2. Any worker who feels that a decision is not safe or is inappropriate should initially consult a supervisor/manager to clarify their thinking in order to identify the problem, to be specific as to what the disagreement is about, and to identify the desired outcome.

### Stage Two – involving the worker from other agency/service

- 2.3. The people who disagree have a discussion to resolve the problem. This discussion must take place as soon as possible and could be a telephone conversation or a face to face meeting. There may be instances where disparity in perceived status or experience may inhibit the ability of some workers to resolve the disagreement without support.

### Stage Three – Escalate Line Manager to Line Manager

- 2.4. If the problem is not resolved at stage two the worker should contact their supervisor/manager within their own agency who should have a discussion with the equivalent supervisor/manager in the other agency.

### Stage Four – Escalate to named/designated safeguarding leads or senior operational manager

- 2.5. If the problem is not resolved at stage three the supervisor/manager reports to their respective operations manager or named/designated safeguarding representative. These two managers must attempt to resolve the professional differences through discussion.

### Stage Five – Involving the Local Safeguarding Board (LSCB)

- 2.6. If it has not been possible to resolve the professional differences within the agencies concerned a Local Safeguarding Children Board Resolution Panel will be convened by the Chair of the LSCB:
- The panel must consist of LSCB representatives from three agencies (including the agencies concerned in the professional differences, where possible).
  - The panel will receive representations from those concerned in the professional differences and make a decision as to the next course of action, resolving the professional differences concerned. The decision of the panel is binding on all those agencies concerned.
  - The panel will ensure a brief report of the issues and decisions made is submitted to the LSCB on an annual basis.

### 3 Important Additional Notes

**At all stages of the process actions and decisions must be recorded in writing and shared with relevant personnel, to include the worker who raised the initial concern.**

**This must include written confirmation between the parties about an agreed outcome of the disagreement and how any outstanding issues will be pursued.**

**If the process highlights gaps in policies and procedures this must be brought to the attention of the Chair of the LSCB.**