

## **Policy: Escalation Policy (concerning professional disagreement)**

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Approved By:	FG
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### **Mission Statement**

At Abbey School our aim is to teach to inspire, motivate and nurture the next generation of creative and critical thinkers. We work in partnership with parents and the community to achieve the highest standards. Our main goal is to encourage our children to be resilient, respectful, responsible independent learners, equipped for lifelong learning. Through stimulating, safe learning environments and excellent opportunities to succeed in and out of the classroom, we encourage children's progress and achievements.

### **Our Core Values**

**RESPECT, RESPONSIBILITY, RESILIENCE**

These 3 core values underpin the ethos of Abbey School. Our young pupils are encouraged to understand these values and how they develop, initially, at the micro level around themselves, their friendships, their families and our school. Later, our older pupils begin to understand how these self-same values affect our lives on the macro level, with all this means for their lives as they grow into adults and their environment of Devon, the United Kingdom, and also the planet in which we live.

### **Statutory Policies**

This policy is written with reference to the Escalation Policy produced by Torbay Safeguarding Childrenboard (TSCB).

Keeping children safe is everyone's responsibility and adults working in Abbey School & Nursery are aware that professionals dealing with the welfare of children in Torbay acknowledge and accept this as a fundamental truth and work together, with all involved, to ensure the best interest of the child. Occasionally, however, situations arise when those working in one agency feel that a decision made by those in another are not in the best interests of the child concerned. This type of disagreement could arise in a number of areas, but in particular may involve:

- Levels of Need
- Roles and responsibilities
- The need for action
- Communication

## Rationale

All staff should feel able to challenge decision making and to see this as their right and responsibility in order to promote the best multi-agency safeguarding practice. This escalation policy provides workers with the means to raise concerns they have about decisions made by other professionals or agencies. Resolution to any difference of opinion 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 harm, discretion should be used as to which stage is initiated.

The following stages are suggested by TSCB and a copy of the whole TSCB Escalation Policy (from School Office) should be referred to where escalation is considered by Abbey School & Nursery staff.

## Escalation Procedure (created by TSCB)

### Resolution (escalation) Policy For Professionals with Child Protection or Child Welfare Concerns

When a professional is unhappy with a decision or a response from any agency following a referral or assessment outcome, please raise any concern using the following stages:

<b>Stage 1</b>	Professional discusses with their manager/named lead for child protection in his or her own agency to clarify their thinking.	
<b>Stage 2</b>	Initial attempts should be made to resolve the matter, this would usually be through discussion between the two professionals involved.	
<b>Stage 3</b>	If the problem is not resolved at Stage Two the concerned worker should contact their manager within their own agency, who will contact the equivalent manager in the other agency to discuss and seek to resolve. The manager should also notify the TSCB.	
<b>Stage 4</b>	If the matter is not resolved at Stage three, the managers will report to their respective operations managers or named designated safeguarding representative. These two managers must attempt to resolve the issue through discussion.	At all stages actions/decisions must be recorded in writing and shared with relevant personnel, including the TSCB.
<b>Stage 5</b>	If the differences cannot be resolved at Stage Four, the designated or named lead from the concerned agency will inform the TSCB in order that the decision can be reviewed, including the possibility of a review panel.	

Designated lead for Child Protection feeds back to professionals with original concerns.

At all stages actions/decisions must be recorded in writing and shared with relevant personnel.

It may be useful for individuals to debrief following some disputes in order to promote continuing good working relationships.

## Timescales

Some matters may be resolved very quickly, and this will be determined locally by the complexity of the issues. In all cases, the matter will be resolved as speedily as possible; the primary focus will be on ensuring that the safety and welfare of the child concerned is assured whilst discussions take place.