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### What to do

- Take personal responsibility for being aware of the policy content
- If you are a line manager, ensure the team you are responsible for are aware of the policy; add to the agenda in a team meeting
  - Ensure the policy is accessible to all your team members
- Add reference to this policy into your Level 3 mandatory training
- Add links to this and the wider Greater Manchester Safeguarding Children Procedures online to your own organisational intranet pages

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### What to do

Learning from a National Child Safeguarding Practice Review highlighted: "Some professionals are uncomfortable in using escalation and feel disempowered and disenfranchised when their concerns regarding decision making are not addressed by managers and other services."

#### To consider:

- Are you or staff in your agency familiar with and supported to escalate concerns? Can you evidence this?
- Are there clear lines of escalation in your team?

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### Impact

WHEN ANY PROFESSIONAL CONSIDERS A CHILD IS AT IMMEDIATE RISK OF SIGNIFICANT HARM, THEN THE INDIVIDUAL MUST ENSURE THEIR CONCERNS ARE ESCALATED ON THE **SAME WORKING DAY** USING ESTABLISHED SAFEGUARDING PROCEDURES.

# Bury Safeguarding Partnership

## 7 Minute Briefing: BSP Multi Agency Escalation Policy



### Bury Safeguarding Partnership

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### Background

[The Greater Manchester Resolving Professional Disagreements/Escalation Policy](#) was developed to ensure that all agencies across Greater Manchester (including Health, Education, Housing, Children’s Social Care, Adult Services, Probation, Police and third sector organisations), have access to a straight forward multi-agency policy to quickly resolve and, where necessary escalate, professional differences where there are concerns that the welfare and safety of children and young people are at risk of being compromised. All agencies in Bury are signed up to this policy and senior leaders within each organisation should ensure that their staff are aware of its existence and how to utilise it.

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### Why it matters

Problem resolution is an integral part of professional cooperation and joint working to safeguard children. Professional disagreement is only dysfunctional if not resolved in a constructive and timely fashion. Due to the nature of the work undertaken it is inevitable that there will be disagreements from time to time. Multi-agency debate and respectful challenge should be encouraged to impact positively on outcomes for children.

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### Information

Practitioners should take responsibility for their own cases and actions; any disagreements between agencies should be resolved as simply and quickly as possible. Practitioners should respect the views of others, whatever their level of experience, the role they fulfil or agency they represent.

Practitioners and managers should always be prepared to review decisions and plans with an open mind.

True understanding of the policy includes being able to accept and consider appropriate, professional challenge.

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### Information

Differing opinions could arise due to:

- Levels of need and intervention (thresholds)
- Lack of understanding of roles and responsibilities
- The need for action and communication
- An agency’s response to a safeguarding concern
- Step up/step down decisions
- Resource issues/capacity
- Not fulfilling roles as set out in Working Together to Safeguard Children 2023
- Non-attendance at statutory meetings
- Uni lateral decision making